

EARLY CONSERVATION CAREER NETWORK



MASSACHUSETTS
LAND TRUST
COALITION

October 7th 2026

State Agency and Land Trust Retreat

ECCN OVERVIEW

The Early Conservation Career Network (ECCN) is an interest group of MLTC. ECCN was formed in 2017 to provide networking and training opportunities for those in their first 10 years of a career in land conservation.

Events



Annual Pre-Conference Gathering



Mentor Program



2025-2026 MENTOR PROGRAM

A year-long partnership focused on growing skills, building networks, and fostering leadership

- Need identified through ECCN surveys and participant feedback
- **2024:** Piloted a more structured one-on-one approach with **7** pairs
- **2025:** Expanded to **14** mentor/mentee pairs
- Built around intentional matching based on participants' interests, experience, and goals



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2025-2026 Mentor Program Summary

Organized by the Early Conservation Career Network Committee (ECCN) of MLTC

Primary Contacts

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Program Purpose

The ECCN Mentor Program supports continued learning, connection-building, and professional development in the land conservation field. Now entering its second year, the program will pair 5–7 mentors and mentees in a yearlong partnership aimed at growing skills, building networks, and fostering leadership across Massachusetts' conservation community.

2025-2026 MENTOR PROGRAM



Mentee	Current or Recent Affiliations	Mentor	Current Affiliations
Robert Killam	TerraCorps & Mass Audubon	Dan Wilder	Director of Applied Ecology at Norcross Wildlife Foundation, Board Member at Ecological Landscape Alliance
Kolya Partan	Mount Grace Land Conservation Trust	Cynthia Henshaw	Executive Director at East Quabbin Land Trust
Michael Perrin	Sudbury Valley Trustees	Mark Robinson	Executive Director at The Compact of Cape Cod Conservation Trusts, Inc.
Waban Webquish	Fairhaven Acushnet Land Trust	Linda Vanderveer	Land Manager at Dartmouth Natural Resources Trust
Rozy Bathrick	UMASS - Organismic and Evolutionary Biology / Environmental Conservation	Doug Brown	Director of Stewardship at Berkshire Natural Resources Council
Emma Brousseau	Trustees of Reservations	Anna Wilkins	Director of Conservation and Climate at North County Land Trust
Eva Gerstle	Easthampton Conservation Commission	Pete Westover	Founder of Conservation Works, LLC
April Davey	Green Abundance By Design	Julie Richburg	Director of Inland Ecology the Trustees of Reservations
Elijah Valentine	Chatham Conservation Foundation	Vanessa Johnson-Hall	Director of Land Conservation, Essex County Greenbelt
Kerry Maxwell	Harvard Conservation Trust	Delia Kaye	Natural Resources Director, Town of Concord
Bob Johnson	Wellspring Cooperative, Lower Valley Land Trust	Mark Wamsley	Conservation Director, Kestrel Land Trust
Paul Williams	Bunker Hill Community College, Wellspring Multi Service, City of Quincy Invasive Species Management Committee	Owen Grey	Stewardship Manager, Wildlands Trust
Danny Haber	Highlands Center for Climate, Conservation, & Connectivity (Hi-C3), Salisbury Association Land Trust.	Julia Rogers	Conservation Programs Director, Housatonic Valley Association
Yona Kimball-Smith	Smith College, Hilltown Land Trust, Mass Audubon	Colin Novick	Executive Director, Greater Worcester Land Trust

2025-2026 MENTOR PROGRAM

- **Virtual Program Kickoff** — introduced the cohort and built connections
- **Mentor/Mentee Meetings** — ongoing one-on-one conversations throughout the year, organized by pairs
- **Resource Sharing** — periodic opportunities, tools, events, and other career resources
- **2 Lunch & Learns** — group learning and presentations from mentors
- **Semi-Annual Check-ins** — support, peer connection, surveys, and feedback



HIGHLIGHTS FROM THIS YEAR'S COHORT

“Mark helped SVT draft a Board Resolution to advance involvement with our Indigenous communities, which was ultimately adopted by the BOD”

- Mike Perrin (Mentee)



*“I met up with Robert for an in-person visit on a Norcross property. We visited a floating bog together and I could see how enamored with the site he was, **it was great to be able to share the space with him.**”*

- Dan Wilder (Mentor)

“In-person meetings were great”



*“I think my favorite memory is **joining my mentee Waban out on one of his properties** helping clear vegetation and debris from the Acushnet River to improve passage for herring. Afterwards we picked blueberries at the farm his land trust recently acquired. It was a glorious day!”*

- Linda Vanderveer (Mentor)

LOOKING AHEAD:

2026-2027 MENTOR PROGRAM

- Launching the 2026 - 2027 Mentor Program this month with **15** anticipated mentor/mentee matches.
- Received over **40** mentee applications to the program.
- MLTC will be piloting a **career entry support program** for those that were not able to be matched with a mentor this year.