

MASSACHUSETTS LAND TRUST COALITION

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Inspire your peers! Submit a brief item describing a recently closed land protection project or interesting upcoming event to be featured in MassLand E-News.

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In Solidarity

In recent weeks we've been haunted by outrageous videos showing the murders of George Floyd and Ahmaud Arbery and the blatantly racist abuse of Christian Cooper in Central Park. Cooper is a member of the Board of Directors of the New York City Chapter of the Audubon Society and frequently birdwatches in Central Park. Sadly these high profile events are far from new or isolated. White supremacy and racial injustice remain a part of everyday life in America, including in our treasured open spaces. MLTC lifts up our colleagues at Conservationists of Color, who have invited Black, Indigenous and other People of Color in conservation to join a discussion centered on sharing about self-care while working within white organizations, especially at this moment in time. The event will be held Tuesday, June 16th, 3:00 - 4:30 pm. Please note, this space is being held for and with BIPOC folks only. Click here to sign up. Meanwhile, there is no shortage of work for everyone to do. Click here for a list of anti-racism resources for white people.

Land Conservation Conference Webinar Series a Success

When our March conference had to be cancelled on short notice, MLTC pivoted quickly to offer nine of the originally planned conference sessions in a Zoom webinar series during April and May. This wouldn't have been possible without the generous support of our conference sponsors and the cooperation of our presenters. We certainly missed the personal interaction of the conference, but were pleased to provide timely and informative content to a live audience of 600 participants, plus more than 400 others who received session recordings afterwards. Evaluations were generally quite positive and we received valuable feedback to inform future offerings. Workshop materials for these and several other conference sessions can be viewed here.

2020 Survey of Massachusetts Land Trusts

In the fall of 2019, the Massachusetts Land Trust Coalition sent surveys to land trusts and other nonprofit organizations that engage in protection or management of conservation land in Massachusetts, with the goal of improving our understanding of their achievements, interests, and needs. An impressive 113 organizations responded, confirming that land conservation is alive and strong in Massachusetts. An Executive Summary and a slide deck showing the full results can be found here.

MassLand Steering Committee Meeting

Friday, June 19, 10:00am - 12:30pm

All Massachusetts Land Trust Coalition members are encouraged to attend the June MassLand Steering Committee Meeting, which will be held via Zoom. All state and federal agency personnel active in Massachusetts land protection are cordially invited as well. To access the agenda and handouts, please log in here. For this Zoom meeting, advanced registration is required, here.

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Member Spotlight

Linda Loring Nature Foundation to Enhance Bird Habitat



The Linda Loring Nature Foundation (LLNF) has received a \$51,000 grant to improve habitat for grassland and heathland bird populations by removing invasive species and planting native vegetation. Following an avian survey to document which bird species are using the Linda Loring Nature Foundation's 275-acre property on Nantucket, efforts will focus on removing non-native Japanese black pine. Removing these invasive trees will open the landscape and increase grassland and heathland habitat that provides nesting and foraging resources for grassland-dependent birds. Three years of post-management surveying will document changes to the bird population found in the area, focusing on the 24 grassland and heathland bird species that have been identified as being of conservation concern by the Massachusetts State Wildlife Action Plan. This grant was awarded by the Robert F. Schumann Foundation, which works to promote environmental sustainability, advance knowledge of ornithology, and protect bird habitat. Learn more here.

Berkshire Trails App -- Berkshire Natural Resources Council

The Berkshire Natural Resources Council (BNRC) Trails app for iOS and Android smartphones is a great way to explore hikes and conservation trails in the Berkshires. The app provides detailed information on trail systems and properties from BNRC and selected partners, navigation to trail entrances, and recommended hikes based on distance and difficulty. Learn more here.



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COVID-19 Corner

Phased Reopening of Massachusetts

Sourced from Mass.gov

Governor Baker's four-phase plan for reopening the Massachusetts economy includes detailed guidance for outdoor recreation (released May 18) and for youth camps and

sports (released June 3). This guidance, which can be found here was developed with input from a wide range of stakeholders, including Robb Johnson, MLTC's Executive Director. Our success in limiting the spread of COVID-19 will depend heavily on the voluntary cooperation of well-informed citizens, so please share this guidance broadly with your constituents.

Financial and HR Considerations for Your Organization

The Land Trust Alliance has recently posted free, on-demand webinars and learning modules related to navigating uncertain times. Kay Sohl presents on "Financial Contingency Planning" and "Operating Reserves Decisions", while Jim Morris of Solid Ground Consulting presents on "Leading Through Uncertainty", "Creating Culture Remotely", and "Downsizing and Restructuring". LTA's Learning Center has free online courses on a variety of topics for your staff, volunteers and board members to access anytime! Find them all here (login required).

Paycheck Protection Program - Loan Forgiveness

Sourced from Land Trust Alliance

On June 5, 2020, the Payroll Protection Program Flexibility Act (PPP Flexibility Act) was enacted. The PPP Flexibility Act introduced substantial changes to the program, effectively rendering out-of-date the version of the Loan Forgiveness Application that had been released on May 15, particularly with respect to forgiveness. Given frequent changes to program rules, it is important for land trusts and other organizations participating in the program to confirm the latest guidance before moving forward with any decisions about participation, use of the proceeds, or forgiveness applications.

Free Help for Farmers and Farmland Owners

Sourced from Land for Good

Land for Good is helping farmers and farmland owners in New England who have been impacted by COVID-19. Through it's Opportunity Fund, Land For Good is offering free and low-cost advising and consulting services on topics including drafting leases and other tenure agreements, improving landowner relations, and planning for farm succession. This one-on-one assistance is available to farmers and landowners who want to make their land available to farmers. These services are made possible through donor support and a grant funded by the New England Food System Resilience Fund to restore and promote the resilience of the region's food system in this time of unprecedented disruption. To get help, contact Land For Good by submitting their online Inquiry Form, emailing info@landforgood.org, or reaching out directly to your state's LFG Field Agent. Learn more about Land For Good's consulting serviceshere.

Summary of Legislation and Orders Affecting Wetlands Permitting and Appeals

Sourced from MACC, MA Department of Environmental Protection
COVID-19 creates a difficult time for dealing with and understanding deadlines, appeals, and Wetlands Protection Act permits. Massachusetts Association of Conservation
Commissions and the MA Department of Environmental Protection have compiled documents to help clarify the confusing wetland permitting deadlines during the COVID-10 pandemic. Please note that this summary is not legal advice. Read the MACC document here, and the DEP documenthere.

Guidance for Meeting Remotely from the Attorney General

As public bodies and organizations continue to operate remotely, the Office of the Attorney General has created a list of guidelines for effectively complying with the Open Meeting Law. Topics include providing access by "adequate, alternative means," posting a transcript of the recording if no real time access is provided, posting notice of every meeting, and determining who can participate in a meeting. Read the guidance document here, and learn more about the Open Meeting Lawhere.

#RecreateResponsibly during the pandemic

Recreate Responsibly, a coalition of nonprofits, recreational businesses and agencies, has published a series of recommendations on getting outdoors responsibly during the COVID-19 Pandemic. The six core recommendations are to know the area before you go, plan ahead with essentials like hand sanitizer, practice physical distancing, play it safe with lower-risk activities, stay close to home, and leave no trace. Learn more here.

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Policy

The Great American Outdoors Act

The U.S. Congress is on the cusp of passing landmark conservation legislation!

The Great American Outdoors Act(S.3422/H.R 7092) would provide permanent funding of \$900 million every year to the Land and Water Conservation Fund (LWCF), ensuring increased funding for land conservation, trails and, public spaces across America. The U.S. Senate is slated to vote on the bill this week with the U.S. House to follow soon afterward. Please contact your U.S. Senator and House Representative and ask them to vote Yes on the Great American Outdoors Act. Please, also ask them to advocate for a Clean Bill with No Amendments to ensure Clear Passage of the bill through Congress. You can find more information about the Great American Outdoors Act and LWCF at https://www.lwcfcoalition.com/tools.

CPA Trust Fund Updates

Sourced from Community Preservation Coalition

In May, the Department of Revenue estimated that the Community Preservation Act (CPA) Trust Fund match would only be 11.2%. Despite this low number, there is good news: The 11.2% preliminary estimate will only come true if no additional funding comes in between now and this fall. Despite the effects of quarantine, CPA Trust Fund collections have continued to trend upwards this year thanks to legislation passed last year. However, communities should remain cautious and base their budget on the 11.2% match until more final information is available. Learn more here.

Supporting Stimulus Funds for Public Lands

Sourced from Mass Audubon, May 18

Several Massachusetts conservation organizations have joined a broad coalition urging Congress to fund programs that benefit public lands in future COVID-19 stimulus bills. These conservation measures would help revive the U.S. economy by investing \$25 billion in new and existing conservation programs that would create hundreds of thousands of jobs and provide benefits to people, communities, and land. Priorities

would include endangered species recovery, restoring public lands and watersheds, reducing impacts to wildlife, addressing invasive species, and promoting wildlife coexistence. Read the letter to Congress here.

Saving the Waters of the US

Sourced from The Berkshire Eagle, May 11

This editorial by Mass Audubon's Jack Clarke takes a close look at rollbacks in federal environmental regulation that would gut defenses against pollution for wetlands and streams. The Clean Water Act is one of the nation's most important environmental laws guarding waterways across the country, protecting millions of acres of wetlands, and ensuring that Americans have access to clean drinking water and outdoor recreation. The changes to the clean water standards fail to acknowledge watershed systems and have no scientific justification. Read the article here, and learn about the lawsuitwethellenging these rollbacks.

EEE Briefing for Environmental Stakeholders

The Massachusetts Department of Public Health and Massachusetts Department of Agricultural Resources will host a virtual meeting/webinar with environmental stakeholders to plan for the 2020 EEE/mosquito season. Thursday, June 11th at 3:00 pm. Register here. After registering you will receive a confirmation email containing information about joining the webinar.

Mosquito Control in Massachusetts

Sourced from CISMA and MCA, June 5

The Southborough Stewardship Committee and the Southborough Open Land Foundation recently released a joint letter on why they have chosen to register their land to be excluded from nuisance mosquito spraying (i.e. spraying for other than a declared health emergency, like the 2019 EEE scare). Conservation Commissions, land trusts and private citizens interested in similarly registering their land should contact the authority responsible for mosquito control in their region. Meanwhile, an emergency mosquito control bill was recently introduced by Governor Baker that would significantly change the way spraying is regulated. Some of its most draconian provisions have been amended in response to advocates' input, but the bill is still pending. To learn more here.

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News

The Value of Nature -- Mass Audubon

Sourced from Mass Audubon

In addition to its intrinsic value, nature provides measurable financial and health benefits that can be used to justify greater conservation work. Mass Audubon has published a series of fact sheets that take a deeper look at the financial and health benefits of different ecosystems found in Massachusetts. These fact sheets look at how nature-based solutions can provide cheaper, more effective solutions to climate change while benefiting local economies and human health. Read the fact sheets here.

The Value of Protected Open Space

Sourced from Cape Cod Times, May 17

In a piece published in the Cape Cod Times on May 17th, Mark Robinson, Executive Director of the Compact of Cape Cod Conservation Trusts and MLTC Board Member, wrote eloquently about how the pandemic has increased awareness of the importance of local land conservation. Read the piece here.

Climate Change to Bring New Invasives

Sourced from CISMA and MCA, June 5

UMass Amherst ecologists are helping resource managers plan for a climate change challenge as more than 100 new invasive plant species could expand into the Northeast. Their new analysis narrows this large list down to five priority species with the greatest potential impacts. Learn more here.

Forest-to-Cities Climate Challenge

Sourced from New England Forestry Foundation

New England Forestry Foundation is launching an effort called the Forest-to-Cities Climate Challenge, and is looking for participation from stakeholders in the land conservation community. There is growing recognition about the importance of forests for combating climate change -- not only because they take up and store immense quantities of carbon from the atmosphere, but also because they're a source of renewable wood products that can be substituted for more carbon-intensive materials. The Challenge invites everyone along the value chain-from landowners and foresters to architects, engineers, and environmental and housing advocates-to voice unified support for cutting-edge mass timber construction, to the benefit of both urban and rural communities. When combined with land conservation efforts and exemplary forest management, building with wood has the potential to deliver a huge climate mitigation benefit for New England. In northern New England alone, exemplary management could sequester as much carbon as taking every car in New England off the road for 20 years. For more, see this New York Times editorial published last fall: "Let's Fill Our Cities with Taller, Wooden Buildings". Learn more and sign the Forest-to-Cities Pledge, here.

The River Guards

The River Guards, a film by Aaron Kalischer-Coggins, tells the story of the Housatonic River in Western Massachusetts, where an environmental and health crisis has unfolded over the past 30 years. The film profiles the community of grassroots activists who have fought tirelessly against corporate negligence and government bureaucracy to clean the river. Now, with a new and contentious cleanup plan for the Housatonic River on the table, they are faced with an uncertain future. This film is the Official Selection of the 2020 DC Environmental Film Festival. Watch the film here.

First Bald Eagle Nest on Cape Cod in More Than a Century

Sourced from Boston Globe, May 27
A bald eagle nest in Barnstable is the first spotted on Cape Cod in more than a century. The eagles were absent in Massachusetts from 1905, when the last nest was found on Cape Cod, until 1982, when several eagles were found living in Quabbin Reservoir. This is one of 70 bald eagle nests found across the



Commonwealth this year. Read more here.

here. Photo Credit: Boston Globe

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Conferences and Meetings

Rally 2020 -- Land Trust Alliance

October 6-8

Rally 2020, the National Land Conservation Conference, will be held virtually this year. Registration opens June 15. Learn more about registration and the conference as it is posted <u>here</u>.

MACC Fall Conference

October 17-24

This year the conference will be held as a virtual weeklong conference from October 17 - 24, 2020. Proposals for workshop presentations are being accepted now through July 13. Learn more here.

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Workshops and Trainings

Given rapidly evolving responses to the COVID-19 epidemic, please contact event sponsors for latest information on event cancellations.

Botanical Inventory Methods and Techniques -- Massachusetts Association of Conservation Commissions

Saturday, June 20, 9:30am - 4:30pm

Garden in the Woods, 180 Hemenway Rd, Framingham MA, 01701

This lesson will provide an introduction to the botanical survey methods needed for inventorying the flora of a conservation property. The in-class portion will cover the use of field guides and GIS resources, sampling strategies, and preparation of field data forms. This will be followed by a field portion where attendees practice these skills by conducting an extensive field inventory of a nearby conservation property. Cost is \$126 for members and \$154 for nonmembers. Learn more and apply here.

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Webinars & e-Learning

Communicating Your Message Clearly: Avoiding the "Curse of Knowledge"

In our enthusiasm and urgency to relay to the public the serious challenges the environment is facing -- and land conservation's role in mitigating them -- we can get caught in jargon and insider language that may alienate our audiences. Catherine Schmitt, Science Communications Specialist from Schoodic Institute in Maine, writes of the "curse of knowledge", and offers three clear solutions to communicate our points without shutting people out.

Trails Workshop Webinar: Boardwalks -- Mass Audubon

Thursday, June 11, 9:00am - 11:00am

This webinar will introduce land managers, conservation professionals, and volunteers to the principles of boardwalk construction, repair, and replacement. Get an overview of permitting, basic construction techniques, and best practices for deconstructing and replacing damaged boardwalks. Cost is \$75, and registration will end 1 hour before the start time. Learn more here.



Photo Credit: Broadmoor Wildlife Sanctuary

Helping Communities Adapt to Climate Change -- The Nature Conservancy

Thursday, June 11, Noon - 1:00pm

Attend this free webinar to learn about the Community Resilience Building process. Learn how this process is being used by organizations across New England to help local communities identify potential hazards and climate change impacts. This webinar is part of The Nature Conservancy's Nature Connects Webinar Series. This webinar is free, but <u>registration is required</u>.

Conservation Restriction Monitoring Workshop -- MACC

Friday, June 12, Noon - 1:00pm

This class will cover the basics of monitoring conservation restrictions, and is a great class for people starting to manage CRs, or those looking for a general refresher. Topics will include general philosophy, fieldwork involved in monitoring, landowner relations, and documenting potential violations. The workshop will be led by Nick Rossi, Land Protection Specialist for Mass Audubon. Cost is \$25. Learn more and apply here.

Take Your Planned Giving Program to the Next Level -- Land Trust Alliance

Tuesday, June 16, 2:00pm

This webinar will focus on how organizations can use planned giving to secure long-term funding. Attendees will gain a greater knowledge of types of planned gifts, greater skills in discussing sensitive topics with donors, and a better knowledge of implementing strategies to identify and market planned giving. The webinar will be led by Heidi Habeger, Director of Major & Planned Gifts at Groundswell Conservancy, and Johanna Alex, an estate planning attorney. Cost is \$65 for members and \$100 for nonmembers. Learn more and apply here.

Open Space Planning & Protections Techniques -- MACC

Tuesday, June 16, 6:00pm - 8:30pm

This webinar will cover the tips and techniques behind open space planning. Topics will include establishing goals and objectives, conducting inventories of local natural resources, selecting parcels, working with landowners, and getting funding and grants.

Cost is \$55 for members and \$75 for nonmembers. Register here.

Forests and Brain Health: Emerging Research -- Save Massachusetts Forests

Tuesday, June 16, 7:00pm

The link between forests and brain health is a public policy imperative: we face increasing costs for disorders ranging from Alzheimer's disease to addiction, and forests offer exercise, mindfulness and stress reduction. For these and many other reasons, natural forests should be protected and accessible to citizens across the state. This talk will be led by Susan A. Masino, Ph.D., the Vernon Roosa Professor of Applied Science at Trinity College and a recent Bullard Fellow in Forest Research at Harvard University. Register here.

Strategies for Partnering with Latinx Organizations -- Land Trust Alliance

Wednesday June 17, 2:00pm

Engaging the Latinx population - and all racially diverse communities - in conservation is a necessity as land trusts looks to engage the next generation with conservation work. Co-creating diverse spaces that value individual differences and similarities is directly linked to our ability to foster and promote a culture of diversity and inclusion. Join conservation experts Carlos Zegarra, Executive Director of Sachamama, and Dez Ramirez, Community Engagement Manager at Columbia Land Trust, as they discuss how to authentically engage the Latinx community and build long-lasting conservation. Cost: \$65 members | \$100 non-members. Learn more and register here.

Protecting Resource Areas & Wildlife Habitat Along ROWS -- MACC

Thursday, June 25, Noon

As the amount of land dedicated to power transmission increases, protecting the habitat affected by powerline right-of-ways becomes more important. This lunch-and-learn webinar will discuss the steps necessary to plan, design, permit, and maintain electric transmission systems while keeping wetland and wildlife habitat a priority. Learn more and register here.

MACC's "Virtual" Fundamentals Certificate Training Program

Units of our Fundamentals Certificate Training Program are being converted into webinars, allowing you to enjoy training from your home offices. We now have five units that are webinars (101, 102, 104, 105, and 203), and are working with our instructors to convert four more into webinars by October 2020. Visit MACC's <u>community calendar</u> to see our offerings for June and July.

The Resilient Forest -- Northern Woodlands

The Resilient Forest Series of films and articles explores northern forests and how human and natural communities are adapting to change. Topics in this series include the future of forests, changing forest programs, experimental forests, and birds of northern woodlands. View the full series here.

Earth School -- United Nations Environmental Programme and TED-Ed

This free education program includes a month of daily quests that help students better understand and appreciate the natural world. With nature-focused content for students of all ages, the program was created by a collaboration of educators and partner organizations. Each week focuses on a specific theme that explores questions

like the importance of biodiversity and how the natural world has shaped human society. Explore Earth School <u>here</u>.

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Grants

Institute for Nonprofit Practice

The Institute for Nonprofit Practice (INP) offers year-long programs for nonprofit executives, senior leaders, mid-level managers, and emerging leaders who earn a certificate from the Institute and the Tisch College of Civic Life at Tufts University. Those who subsequently enroll in Tufts graduate degree programs can earn 3 hours of graduate level credit. Both programs begin in October and are designed to accommodate working professionals. Program directors are interested in reaching more leaders from the environmental sector, and full scholarships are available for individuals/organizations otherwise unable to participate.

The <u>Core Certificate Program</u> equips nonprofit executives, senior leaders, and midcareer managers/directors with the skills, knowledge, confidence, networks, and strategies they need to ensure organizational excellence and drive social change. Students graduate with a certificate in Nonprofit Management and Leadership. Application deadline is June 14th.

In-Lieu Fee Program -- MA Department of Fish and Game

The Massachusetts Department of Fish and Game (DFG) anticipates the release of the 2020 Request for Proposals (RFP) for the Massachusetts In-Lieu Fee Program (ILFP) in June. This program funds aquatic resource restoration, enhancement, or preservation projects throughout the Commonwealth. Certain Army Corps of Engineers permittees pay a fee to DFG in lieu of providing on-site mitigation for project impacts. DFG uses these fees to award grants for larger-scale environmental restoration and land preservation projects. Eligible applicants include Massachusetts cities, towns, academic institutions, certified 501(c)(3) nonprofits, and other public entities. For more information, contact DFG's Aquatic Mitigation Specialist, Elisabeth Cianciola at elisabeth.cianciola@mass.gov.

Municipal Vulnerability Preparedness Program Action Grants -- MA Executive Office of Energy and Environmental Affairs

Deadline: June 11

EEA is now accepting applications for MVP Action Grants. Action Grants provide funding to municipalities to implement priority adaptation actions identified through the MVP planning process. Projects that propose nature-based solutions or strategies that rely on green infrastructure, conservation and enhancement of natural systems, and that have robust community engagement plans are preferred. Land protection is an allowable use for the MVP grants. Applicants can request up to \$2 million in funding (regional proposals may request up to \$5 million), and a 25 percent match of the total project cost is required. The Action Grant RFR is now available on COMMBUYS Deadline is 2:00 p.m. June 11, 2020. Proposed projects must be completed by June 30, 2021 or June 30, 2022. A recording of a webinar held about this opportunity is available here.

Priority Ecological Restoration Projects RFR -- MA Division of Ecological Restoration

Deadline: June 18

The Division of Ecological Restoration (DER) is seeking applications from river and wetland restoration projects for funding through the Priority Ecological Restoration Projects Request-For-Responses (RFR). Projects should create significant ecological, community, and climate adaptation benefits to the Commonwealth. Eligible projects include cranberry bog restoration, streamflow restoration, and urban river revitalization. Selected projects will receive grant funding and technical assistance from DER staff and consultants. Learn more here.

Urban Agriculture and Innovative Protection Grant -- Natural Resources Conservation Service

Deadline: July 6

The U.S. Department of Agriculture has announced the availability of \$3 million for grants to support urban agriculture and innovative production projects. Planning project grants support efforts to target areas of food access, education, and start-up costs for new farmers and zoning issues. Implementation projects support models of urban, indoor, and other agricultural practices that address infrastructure needs and emerging technologies. Learn more here.

LAND and PARC Grant Programs -- Division of Conservation Services

Deadline: July 15

The Executive Office of Energy & Environmental Affairs' Division of Conservation Services is seeking applications to the FY 2021 Local Acquisitions for Natural Diversity (LAND) and Parkland Acquisitions and Renovations for Communities (PARC) Grant Programs. The LAND grant program is for municipal conservation commissions looking to protect conservation land. The PARC grant program is for municipalities looking to acquire parkland, renovate existing parks, or develop a new park. For additional information and to apply, click <a href="https://example.com/here-exa

Conservation Partnership Grant Program -- Division of Conservation Services

Deadline: July 20

The Executive Office of Energy & Environmental Affairs' Division of Conservation Services is seeking applications to the FY 2021 Conservation Partnership Grant Program. Conservation Partnership grants are for 501(c)(3) organizations looking for assistance in acquiring land in fee or a conservation restriction, as well as assistance with due diligence costs associated with gifts. For additional information and to apply, click here.

Municipal Vulnerability Preparedness Program Planning Grants -- Executive Office of Energy and Environmental Affairs

Deadline: August 7

EEA is now accepting applications for municipalities for a new round of MVP Planning Grants, which provide funding to develop action-oriented climate resiliency plans. The program helps communities understand how their community may be impacted by climate change; identify existing and future vulnerabilities and strengths; and develop, prioritize, and implement key actions. Land protection is an allowable use for MVP grants. Communities with completed MVP plans become eligible to apply for MVP Action Grant funding in future years. The Planning Grant RFR is now available on

<u>COMMBUYS</u>. Deadline is 4:00 p.m. on August 7, 2020. Early application is encouraged. A recording of a webinar held about this opportunity is available <u>here</u>.

Plant Something Bee-eautiful -- Keep Massachusetts Beautiful

Help restore pollinator habitats in Massachusetts through the Plant Something Bee-eautiful program. This program provides grants of \$500 to support the planting of pollinator-friendly plants and trees to beautify public spaces and help restore pollinator habitat. Learn about previous projects and apply here.

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Jobs

Executive Director-- Ammonoosuc Conservation Trust (NH)

<u>President</u> -- Columbia Land Conservancy (NY)

Executive Director -- Ripley Waterfowl Conservancy (CT)

Executive Director -- Green Village Initiative (CT)

Parks for People Program Manager -- The Trust for Public Land

<u>Stewardship Planner (Northeast)</u> -- MA Department of Agricultural Resources

<u>Stewardship Planner (Boston)</u> -- MA Department of Agricultural Resources

<u>External Monitoring & Data Coordinator (Environmental Analyst IV)</u> -- MA Department of Environmental Protection

Policy Specialist -- Massachusetts Rivers Alliance

Farm Conservation Planner -- American Farmland Trust

<u>Land Stewardship Member</u> -- TerraCorps

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