



MASSACHUSETTS LAND TRUST COALITION

MassLand E-News The Newsletter of the Massachusetts Land Conservation Community

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In this issue:

- 1) [MassLand News - Feature Your Work Here!](#)
- 2) [MassLand News - In Memory of MaryLynn Gentry](#)
- 3) [MassLand News - Young Land Professionals Poll](#)
- 4) [Spotlight - Buzzard's Bay Coalition: Carvalho Farm](#)
- 5) [Policy - Policy Updates](#)
- 6) [Policy - FY21 Green Budget](#)
- 7) [Policy - Community Preservation Act Trust Fund Distribution](#)
- 8) [News - Massachusetts Energy & Environment Performance Review](#)
- 9) [News - Land Trust Alliance Salaries and Benefits Survey](#)
- 10) [News - Mohawk Trail Woodlands and US Forest Service Stewardship Agreement Signed](#)

- [11\) News - Office of Coastal Zone Management Receives EPA Grant](#)
- [12\) News - Successful Use of Controlled Burns Across the State](#)
- [13\) News - Don't Deck the Halls with Invasive Plants](#)
- [14\) News - Migratory Birds Prefer Local Food](#)
- [15\) News - How to Stay Safe During the Fall and Winter](#)
- [16\) Events - First Day Hikes -- MA Department of Conservation and Recreation](#)
- [17\) Events - Universal Access Program -- MA Department of Conservation and Recreation](#)
- [18\) Events - Agricultural Preservation Restriction Program Meetings](#)
- [19\) Conferences - Urban Tree Symposium -- Ecological Landscape Alliance](#)
- [20\) Conferences - Climate Change & Health 2020 -- Massachusetts General Hospital Institute of Health Professionals](#)
- [21\) Workshops and Trainings - Farm Succession School -- Land For Good](#)
- [22\) Workshops and Trainings - Growing Your Farm Business Planning Course -- MA Department of Agricultural Resources](#)
- [23\) Workshops and Trainings - Partnerships for Rare Plant Management](#)
- [24\) Workshops and Trainings - Balancing Nature and Commerce in Rural Communities and Landscapes Course](#)
- [25\) Webinars - Wetlands Protection Act: Fundamentals, Process, and Procedures -- Massachusetts Association of Conservation Commissions](#)
- [26\) Webinars - Advanced Topics in Risk Management: Buildings and Structures -- Land Trust Alliance](#)
- [27\) Webinars - Forest Carbon -- Massachusetts Association of Conservation Commissions](#)
- [28\) Webinars - Advanced Topics in Risk Management: Trails -- Land Trust Alliance](#)
- [29\) Grants - Partners for Fish & Wildlife Grants -- Fish and Wildlife Service](#)
- [30\) Grants - Environmental Education Local Grants -- Environmental Protection Agency](#)
- [31\) Grants - Community Forest Program Grants -- U.S. Forest Service](#)
- [32\) Grants - Massachusetts Environmental Trust Grants](#)
- [33\) Grants - Landscape Partnership Grant Program](#)
- [34\) Grants - Drinking Water Supply Protection Grant Program](#)
- [35\) Grants - MassTrails Grants](#)
- [36\) Grants - Massachusetts Preservation Projects Fund -- Massachusetts Historical Commission](#)
- [37\) Grants - Small Communities Grant Program](#)
- [38\) Jobs - Sanctuary Director -- Mass Audubon](#)
- [39\) Jobs - Strategic Communications Director -- Highstead Foundation](#)

[40\) Jobs - Conservation Easement Stewardship Manager -- American Farmland Trust](#)

[41\) Jobs - Climate Change Development Director -- Mass Audubon](#)

[42\) Jobs - Climate Adaptation Ecologist -- Mass Audubon](#)

[43\) Jobs - Climate Change Communications Manager -- Mass Audubon](#)

[44\) Jobs - Climate Change Education Manager -- Mass Audubon](#)

[45\) Jobs - Community Preservation Program Manager -- City of Newton](#)

[46\) Jobs - Farmland Conservation Associate -- Connecticut Farmland Trust](#)

[47\) Jobs - TerraCorps Service Member -- Mass Audubon](#)

[48\) Jobs - Aquatic Ecology Monitoring Member -- American Conservation Experience](#)

MASSLAND NEWS

1) Feature Your Work Here!

Inspire your peers! MassLand invites land trusts around the state to submit a brief item describing a recently closed land protection project or other conservation success to be featured in a future edition of MassLand E-News. An accompanying photo and/or map is encouraged when possible (jpg format preferred). We'll also feature a few outings or events from your public events calendars, so feel free to send us listings you'd like us to promote. Please send submissions to info@massland.org.

[Back to top](#)

2) In Memory of MaryLynn Gentry

With a heavy heart, we share news that MaryLynn Gentry, beloved member of the Massachusetts land conservation community, died December 7, 2019, after a valiant struggle with complications from multiple myeloma. MaryLynn's warmth, generous spirit, engaging sense of humor and infectious laughter brought joy to all who knew her. A dedicated advocate for open space and conservation efforts, she served as past Executive Director of the Massachusetts Land Trust Coalition and Harvard Conservation Trust and as a longtime board member and board President of Sudbury Valley Trustees. She also served on Wayland's Conservation Commission and Community Preservation Committee. A celebration of MaryLynn's life will be held on January 18, 2020 at 2:00PM at First Parish, 50 Cochituate Rd, Wayland. For full obituary and memorial information, see [here](#).

[Back to top](#)

3) Young Land Professionals Poll

Young Land Professionals (YLP), please [fill out this brief poll](#) on how YLP trainings and events can further your interests and your career in land conservation. The YLP group exists to promote networking and training opportunities for "young land professionals" - i.e. those in their first 10 years of working in land conservation in MA. The results of this survey will be used to inform the selection of trainings offered by

MLTC and the events hosted by the Young Land Professionals, so that trainings and events can provide better learning and networking opportunities.

[Back to top](#)

CONSERVATION SUCCESS SPOTLIGHT

4) Buzzard's Bay Coalition: Carvalho Farm



Congratulations to Buzzards Bay Coalition on the opening of their newest public reserve, Carvalho Farm in Fairhaven. This 61 acre coastal property includes important habitat types, including a native grassland meadow, forested wetlands, and salt marsh. For more than 100 years, this property on Nasketucket Bay was owned by the Carvalho family as a dairy farm before being purchased by Buzzards Bay Coalition. Visitors to Carvalho Farm can walk along a mile-long trail that travels through forests and grasslands and over a series of bog boards in wetland habitat. Purchase of the property was made possible through the MA Executive Office of Energy and Environmental Affairs Conservation Partnership Grant Program, the Buzzards Bay National Estuary Program, Fairhaven Community Preservation Act funds, and private donors. Learn more about Carvalho Farm [here](#).

[Back to top](#)

POLICY

5) Policy Updates

At the December Massachusetts Land Trust Coalition Steering Committee Meeting, Emily Myron (TNC) provided an update on state and federal policy relevant to the land trust community. For a summary of the current state of play on these issues, please see

the update [here](#).

[Back to top](#)

6) FY21 Green Budget

Work has begun on Massachusetts' FY21 Green Budget. [View the list of priorities and recommendations](#). In short, three of last year's priorities could benefit from continued increases: Department of Conservation and Recreation - Parks and Recreation, Department of Environmental Protection Administration, and the Division of Ecological Restoration. In a return to the Green Budget Coalition's wildlife and protection roots, the Natural Heritage and Endangered Species Program is being added as a priority this year. If your organization would like to join with MLTC and other supporters of the Green Budget Coalition, [please sign up here](#).

[Back to top](#)

7) Community Preservation Act Trust Fund Distribution

Sourced from the Community Preservation Coalition, December 17

Based on evolving information, The Community Preservation Coalition reports that all **CPA communities will receive a 14.1% match on round one of the trust fund distribution**. Communities that adopted CPA with a full 3% local property tax surcharge will receive a higher percentage. Recently, the legislature passed a surplus spending bill that will address the \$541 million in the FY19 surplus. If the Governor signs the bill as-is, an additional \$20 million should be available for CPA communities Click [here](#) to view the preliminary trust fund distribution information for your community, or [read](#) about the surplus spending bill.

[Back to top](#)

NEWS

8) Governor Baker's Energy & Environment Performance Review

Sourced from WBUR, by Bruce Gellerman, October 29

Six of the state's top environmental organizations have published their annual report on Governor Baker's environmental performance during his second term. The governor received a mixed score consisting of two A's, two B's, two C's, two D's, and an F. This report rated the administration's performance on a variety of metrics: water (A-), climate resilience (A-), environmental budget (B), land conservation (B), clean energy and climate justice (C), public trust tidelands (C), solid waste (D), protecting health from toxic chemicals (D-), and environmental justice (F). Read the full report [here](#).

[Back to top](#)

9) Land Trust Alliance Salaries and Benefits Survey

Sourced from Land Trust Alliance

The Land Trust Alliance has published its 2019 Salaries and Benefits Survey. This comprehensive report of staff compensation data is an important source of financial data for the land trust community. Since 2000, this annual report has provided financial, demographic, and hiring information on land trusts across the country. Read the report [here](#).

[Back to top](#)

10) Mohawk Trail Woodlands and US Forest Service Stewardship Agreement Signed

Sourced from Mass.gov, November 21

On November 21, a [Shared Stewardship Framework](#) was signed by Chief Vickie Christiansen, Chief of the U.S. Dept. of Agriculture Forest Service, and Executive Office of Energy and Environmental Affairs Secretary Kathleen Theoharides to support the [Mohawk Trail Woodlands Partnership](#).

The goals of the Partnership are to support forest conservation and sustainable forest stewardship; increase natural resource based economic development and opportunity; and improve fiscal stability and sustainability in a 21-town area of Western Franklin and Northern Berkshire counties. Mohawk Trail Woodlands covers an area of approximately 361,941 acres of state and private lands. The US Forest Service will provide assistance on forest conservation and economic development in the region. Organizations key in developing the Partnership include the Berkshire Regional Planning Commission, the Franklin Regional Council of Governments, and the Franklin Land Trust.

[Back to top](#)

11) Office of Coastal Zone Management Receives EPA Grant

Sourced from Mass.gov, December 2

The Office of Coastal Zone Management (CZM) has been awarded a Wetland Program Development Grant from the Environmental Protection Agency. The CZM will use this grant to support data collection for analyzing trends in salt marsh ecological communities at long-term monitoring sites. This research will better inform best practices for maintaining sediment processes during dredging operations. For more information, read [here](#).

[Back to top](#)

12) Successful Use of Controlled Burns Across the State

Sourced from The Patriot Ledger, by Colin Young, December 5

The MA Division of Fish And Wildlife carried out 14 prescribed burns on public lands in 2019. This record year for burns saw controlled fires used to rehabilitate 761 acres of wildlife management areas, and 115 acres of municipal conservation lands. The reintroduction of fire to Massachusetts' grasslands is important for restoring native

vegetation and controlling invasive species, creating nesting habitat for rare grassland birds, and improving oak and hickory regeneration in oak scrub barrens and woodlands. Read more [here](#).

[Back to top](#)

13) Don't Deck the Halls with Invasive Plants

Sourced from Mass.gov, September 25

The Division of Fisheries and Wildlife asks that residents of the Commonwealth avoid invasive plants as they decorate for the holidays. Many invasive plants such as Oriental bittersweet and multiflora rose are attractive, but these plants can be dangerous to the environment. Even using dead invasives in wreaths can pose a risk, as birds can eat dried fruit, depositing the still-viable seeds in Massachusetts' wild places. For more information on how invasive plants threaten our native species and natural communities, read [here](#).

[Back to top](#)

14) Migratory Birds Prefer Local Food

Sourced from Manomet, November 25

Supporting native plants is vital for supporting Massachusetts' avian wildlife. Manomet, a long-term bird observatory and stopover for migratory birds, was home to a study of the food sources of migratory birds as they pass through Massachusetts. The research found that most birds fed almost entirely on native berries, even when invasive plants were far more abundant. Researchers suspect that this is a nutritional decision on the part of the migratory birds: the native plants eaten tend to be higher-quality than the invasive alternatives. The importance of native food sources highlights the need to restore native vegetation and combat invasive species on conservation lands. Read a summary from [Manomet](#), and the full article [here](#).

[Back to top](#)

15) How to Stay Safe During the Fall and Winter

Sourced from [Personal Injury Help](#)

Winter can be a great time to get outdoors and explore the conservation areas and public lands of Massachusetts. Especially for those who love the cooler weather, winter can be the perfect time to enjoy the snow and take a break from the heat and crowds of summer. However, it's important to be safe while you explore the wild places of the Commonwealth. Use tips like layering up, wearing proper shoes, checking the forecast before you begin your hike, and letting someone know where you'll be. And don't forget to stay on the trail - for your safety and the environment's. Review more tricks and tips to stay safe [here](#).

[Back to top](#)

EVENTS

16) First Day Hikes -- MA Department of Conservation and Recreation

Join the Department of Conservation and Recreation for a series of hikes at state parks across the Commonwealth on the first day of 2020. Join other hikers and park rangers on hikes followed by fires and hot chocolate. Find the list of parks hosting First Day Hikes [here](#).

[Back to top](#)

17) Universal Access Program -- MA Department of Conservation and Recreation

The Department of Conservation and Recreation is offering a variety of accessible winter recreation experiences, in the following locations: Leo J. Martin Ski Track in Weston, DAR State Forest in Goshen, Dunn State Park in Gardner, Wendell State Forest, and Artesani/Herter Park in Brighton. Find details [here](#).

[Back to top](#)

18) Agricultural Preservation Restriction (APR) Program Meetings

Please join MDAR Commissioner John Lebeaux, APR landowners, farmers, APR staff, Agricultural Lands Preservation Committee (ALPC), Massachusetts Board of Agriculture, state officials, land trusts, and individuals engaged in Agricultural Preservation Restriction (APR) Program efforts to preserve Massachusetts farmland. These are public events to review the APR program:

APR Program Updates (30 minutes) - MDAR will present about policies, procedures, regulations, guidance, and efforts to improve and modernize the APR program after input from our 2018-2019 listening sessions.

Listening Sessions (90 minutes) - Offer your suggestions about all aspects of the program: APR program management, transfer and sale of APRs, approvals and special permits, long-term economic viability of APR farmlands including agritourism and nonagricultural uses, future farmland and legacy planning, and the application process for new APR farmlands. MDAR is also interested in hearing from you about other topics like planning for climate resiliency: soil management, no-till agriculture, soil health, carbon sequestration; and weather-related issues like storms, flooding, and increased frost/thaw frequency.

Online Comments - MDAR welcomes your input at events and/or online [here](#).

APR Program Events, January 2020, Evenings 6-8pm:

- January 7 Red Barn, Hampshire College, 893 West Street, Amherst
- January 14 Community Harvest Farm, 37 Wheeler Road, North Grafton
- January 21 Berkshire Athenaeum, Public Library, 1 Wendell Ave, Pittsfield
- January 28 Bristol County Agricultural High School, Library Rm 212, Gilbert Hall, 135 Center Street, Dighton
- January 30 Essex North Shore Agricultural/Tech HS, Smith Hall Cafetorium, 565

Maple Street, Danvers

Since 1980, the APR Program has permanently protected 932 farms and 73,368 acres in Massachusetts. The APR program was the first in the nation and continues to protect and preserve working farms for generations to come.

For information contact Gerard.Kennedy@mass.gov.

Visit the APR website [here](#).

[Back to top](#)

CONFERENCES

19) Urban Tree Symposium -- Ecological Landscape Alliance

Thursday, February 6, 8:30am-4:30pm

Boylston, MA

Join the Ecological Landscape Alliance and Tower Hill Botanic Garden for a symposium focused on creating robust, resilient urban forests. Arborists, land managers, landscape designers, architects, and municipal foresters are invited to attend this one-day symposium to learn about efforts to plant, manage, protect, and preserve trees in urban and suburban settings. Discussion topics include using technology to manage urban forests, management options for insect pests, and tree selection and care. Learn more and apply [here](#).

[Back to top](#)

20) Climate Change & Health 2020 -- Massachusetts General Hospital Institute of Health Professionals

Saturday, April 4, 8:00am-4:30pm

Boston, MA

Climate change is a growing public health concern with implications for safety and well-being; nutrition and food security; food-, water-, and vector-borne diseases; and mental health. Climate change and the social determinants of health are closely aligned, contributing to disparate environmental exposures and health inequalities, as low-income individuals, some communities of color, and those with higher vulnerability to disease and chronic health conditions are at disproportionate risk. Health professionals play a critical role in climate change prevention and preparedness. Join national experts and faculty from the Massachusetts General Hospital Institute of Health Professionals School of Nursing Center for Climate Change, Climate Justice and Health to discuss ways to identify the risks to health from climate change, advocate for climate/environmental justice, and mitigate the impact of climate change on health and well-being. This symposium will provide health care professionals with an opportunity to engage in robust discussion about ideas for corrective action to improve the lives of people in the face of climate change. Find more information and register [here](#).

[Back to top](#)

WORKSHOPS AND TRAININGS

21) Farm Succession School -- Land For Good

January 9, February 6, March 5, 10:00am-3:30pm

MA Department of Agricultural Resources, West Springfield

The dates for Farm Succession School **have changed**, so there is **still time to register** for this program. The Farm Succession School is an opportunity to talk with peers, learn from advisors, and get support on this challenging process. Farm Succession School is a three-session program, held in West Springfield on January 9, February 6, and March 5 from 10:00am - 3:30pm each day. The fee is \$300 per farmer or farm couple. This includes lunch, refreshments, and materials. Upon successful completion of the course, you can be reimbursed for additional succession-related advising, such as an attorney or accountant fees. **The deadline has changed, and is now Friday, December 20.** For more information and to register, visit [here](#).

[Back to top](#)

22) Growing Your Farm Business Planning Course -- MA Department of Agricultural Resources

Each Wednesday, January 22 - March 18

West Springfield, MA

This hands-on course is designed to help established farmers develop a business plan for their farm. The course covers topics including resource assessment, marketing strategy, financial management, risk management, quality of life, and goal setting. Cost is \$200 per farm and will be held every Wednesday from 5:30pm-8:30pm each week from January 22 through March 18. Applications will be accepted until December 20 or until the course is filled. For more information and to apply, visit [here](#).

[Back to top](#)

23) Partnerships for Rare Plant Management

Thursday, January 30, 1:00pm-2:00pm

Garden in the Woods, Framingham MA

Join the MA Association of Conservation Commissions in a lesson on ways to improve the management of rare plant species. Bud Sechler, Ecological Programs Coordinator, will explain how the Native Plant Trust prioritizes management projects in plant conservation while facing the challenges of a lack of resources, personnel, and feasibility. Cost is \$15 for members and \$18 for non-members. Register [here](#).

[Back to top](#)

24) Balancing Nature and Commerce in Rural Communities and Landscapes Course

February 11-13

Sheperdstown, WV

The [2020 National Balancing Nature and Commerce Course](#) is scheduled for February 11-13 in Sheperdstown, WV! During this 3-day course, community-based teams will focus on the economics, community character, natural resources, and partnership-building skills necessary for creating sustainable communities. Teams will identify opportunities to differentiate their communities based upon their unique assets, have the opportunity to hear about the latest trends in outdoor recreation, workforce development, and context-sensitive transportation, and develop specific action plans for implementation when they return home. Although the deadline has passed, if you are interested in participating, please contact Reggie Hall at rhall@conservationfund.org.

[Back to top](#)

WEBINARS

25) Wetlands Protection Act: Fundamentals, Process, and Procedures -- Massachusetts Association of Conservation Commissions

Tuesday, January 7, 6:00pm-8:30pm

This webinar will provide an overview of the Massachusetts Wetlands Protection Act. This class will cover interests and jurisdiction of the Act, forms and permit submittal requirements, simplified review, identifying resource areas, and limited projects. Cost is \$55 for members and \$75 for non-members. For more information and to register, visit [here](#).

[Back to top](#)

26) Advanced Topics in Risk Management: Buildings and Structures -- Land Trust Alliance

Tuesday, January 7, 6:00pm-8:30pm

Thursday, January 9, 3:00pm-4:00pm

This webinar will discuss the ins and outs of permitting buildings and structures on conservation easement properties. Topics will include the importance of definitions to regulate structures, input from judges, how to best avoid IRS scrutiny, and practical suggestions on how to avoid unintentional consequences. Find more information and register [here](#).

[Back to top](#)

27) Forest Carbon -- Massachusetts Association of Conservation Commissions

Wednesday, January 15, 12:00pm-1:00pm

This webinar will be hosted by Paul Catanzaro as he discusses his publication Forest Carbon. This work discusses how landowners can make land-use decisions to use their

forests as a natural solution to climate change. Download Forest Carbon [here](#), and register for the webinar [here](#).

[Back to top](#)

28) Advanced Topics in Risk Management: Trails -- Land Trust Alliance

Thursday, January 16, 3:00pm-4:00pm

Join the Land Trust Alliance in learning about the significance of trail easement drafting choices in risk management. This free webinar will use the Pennsylvania Land Trust Association as a case study, examining two very different models for trail easements. Topics will include issues that can be addressed in easement documents, avoiding future misunderstandings, and how to best address liability and other landowner concerns. Find more information and register [here](#).

[Back to top](#)

GRANTS

29) Partners for Fish & Wildlife Grants -- Fish and Wildlife Service

Deadline: Saturday, December 21, 2019

The Partners for Fish and Wildlife (PFW) Program is a voluntary program that helps landowners to restore and conserve fish and wildlife habitat. Selected projects will promote biological diversity, advance the Fish and Wildlife Service's mission, and be based on sound scientific biological principles. Applicants are requested to consult with the Regional PFW Program office before submitting an application. Find contact information [here](#).

[Back to top](#)

30) Environmental Education Local Grants -- Environmental Protection Agency

Deadline: Monday, January 6, 2020

The Environmental Education Local Grants Program funds locally-focused education projects that increase public awareness about conservation issues and prepare participants to make informed and responsible actions to benefit the environment. Local education agencies, colleges or universities, state environmental agencies, and nonprofit organizations are eligible to apply for grants of up to \$100,000. Find more information and apply [here](#).

[Back to top](#)

31) Community Forest Program Grants -- U.S. Forest Service

Deadline: Monday, January 6, 2020

The U.S. Forest Service's Community Forest and Open Space Conservation Program (Community Forest Program) helps communities acquire and conserve local forests. Protected forests can provide recreational activities, protect wildlife habitat and water supplies, and provide economic benefits. Lands acquired through the program must be managed in accordance with a community forest plan. The program pays up to 50% of project costs and requires a 50% non-federal match. Apply [here](#).

[Back to top](#)

32) Massachusetts Environmental Trust Grants

Deadline: Monday, January 20, 2020

The Massachusetts Environmental Trust (MET) is seeking proposals for the 2020 Drive for a Better Environment Grants Program. These grants of \$10,000 to \$50,000 fund programs focused on aquatic ecosystem restoration and marine wildlife conservation. Nonprofit organizations and Massachusetts municipalities are eligible to apply. For more information and to apply, visit [here](#).

[Back to top](#)

33) Landscape Partnership Grant Program

Deadline: Tuesday, January 21, 2020 at 3:00 pm

The Executive Office of Energy & Environmental Affairs' Division of Conservation Services is seeking applications to the FY 2020 Landscape Partnership Grant Program. This program provides funding toward large projects that protect at least 500 acres of land (in single or multiple parcels) through partnerships between local, state, and federal government agencies and non-profit groups. Limited funding is also available for partners to develop forest carbon credit projects to support forest conservation. For additional information and to apply, click [here](#).

[Back to top](#)

34) Drinking Water Supply Protection Grant Program

Deadline: Tuesday, January 21, 2020 at 3:00 pm

The Drinking Water Supply Protection grant program provides financial assistance to public water systems and municipal water departments for the purchase of land or interests in land for the following purposes: 1) protection of existing Department of Environmental Protection-approved public drinking water supplies; 2) protection of planned future public drinking water supplies; or 3) groundwater recharge. For additional information and to apply, [click here](#).

[Back to top](#)

35) MassTrails Grants

Deadline: Saturday, February 1, 2020

MassTrails provides matching grants to communities, public entities, and non-profit organizations to design, create, and maintain the diverse network of trails, trail systems, and trails experiences used and enjoyed by Massachusetts residents and visitors. Applications are accepted annually for a variety of well-planned trail projects benefiting communities across the state. MassTrails provides grants to support recreational trail and shared use pathway projects across the Commonwealth. Grant amounts generally range from \$5,000 to \$100,000 with grants of up to \$300,000 awarded to projects demonstrating critical network connections of regional significance. Eligible grant activities include project development, design, engineering, permitting, construction, and maintenance of recreational trails, shared use pathways, and the amenities that support trails. Apply [here](#).

[Back to top](#)

36) Massachusetts Preservation Projects Fund -- Massachusetts Historical Commission

Deadline: Friday, March 20, 2020

The Massachusetts Historical Commission is now accepting applications for grants from the Massachusetts Preservation Projects Fund (MPPF). The MPPF a state-funded 50% reimbursable matching grant program that supports the preservation of properties, landscapes, and sites (cultural resources) listed in the State Register of Historic Places. Applicants must be a municipality or nonprofit organization. Applications are due March 20, 2020. For more information, visit [here](#).

[Back to top](#)

37) Small Communities Grant Program

Deadline: Friday, May 8, 2020

The Executive Office of Energy & Environmental Affairs' Division of Conservation Services is seeking applications to the FY 2020 Small Communities Grant Program. This program seeks to help small municipalities (6,000 or fewer residents) produce Open Space and Recreation Plans (OSRPs) or complete other plans to facilitate land conservation, and/or to prepare appraisals, as required to apply to the Local Acquisitions for Natural Diversity (LAND), Parkland Acquisitions and Renovations for Communities (PARC), Landscape Partnership, Conservation Partnership, or Drinking Water Supply Protection (DWSP) grant programs. For additional information and to apply, [click here](#).

[Back to top](#)

JOBS

38) Sanctuary Director -- Mass Audubon

Mass Audubon is seeking an experienced, passionate, inspirational leader with a strong background in nonprofit management, fundraising, natural resource

management, and environmental education to serve as Sanctuary Director of the Oak Knoll and Attleboro Springs Wildlife Sanctuaries in Attleboro, MA. The Sanctuary Director encourages innovation and creativity and inspires staff, donors, and volunteers to work together to achieve the sanctuary's strategic goals through its programs and facilities. The Sanctuary Director will lead Mass Audubon's conservation, education, and advocacy efforts in Attleboro and surrounding communities. For more information and to apply, visit [here](#).

[Back to top](#)

39) Strategic Communications Director -- Highstead Foundation

The Highstead Foundation, which supports land conservation and planning across New England, is hiring a Strategic Communications Director to develop, implement, and communicate Highstead's land conservation and stewardship programs. Responsibilities include developing and coordinating a comprehensive outreach and communications strategy, creating a media relations strategy, developing publications and social media, and serving as the principal contact for all media relations. Applicants should have an extensive communications background, strong conservation ethic, and senior-level experience leading communications. For more information and to apply, visit [here](#).

[Back to top](#)

40) Conservation Easement Stewardship Manager -- American Farmland Trust

As an active land trust for nearly 40 years, AFT has protected more than 200 farms and ranches covering over 71,000 acres in 25 states using conservation easements and other tools. Today, AFT holds over 100 easements nationwide totaling more than 40,000 acres. The primary responsibility for the Conservation Easement Stewardship Manager position is to perform site assessments, monitoring, and stewardship of protected land held by AFT and partners. This position is part of AFT's Land Protection Projects team working under the supervision of the Director of Land Protection Projects. This is a regular full-time position based in AFT's Northampton Office and requires travel on a national basis. Apply [here](#).

[Back to top](#)

41) Climate Change Development Director -- Mass Audubon

Mass Audubon is hiring a Climate Change Development Director to work as a member of an interdisciplinary team of skilled professionals, lead an ambitious effort to raise between \$1.6 and 2 million in three years, and build the base for sustainable support for the biggest conservation challenge of our time. If you are a skilled fundraiser with a passion for the environment, climate action, and connecting people to nature, Mass Audubon needs your expertise to build a robust portfolio of major gift prospects and inspire volunteers to advance their climate change fundraising efforts. Applicants should have a Bachelor's degree in a related field, and a minimum of five years of

relevant experience. Apply [here](#).

[Back to top](#)

42) Climate Adaptation Ecologist -- Mass Audubon

Mass Audubon is hiring a Statewide Climate Adaptation Ecologist (SCAE) to coordinate efforts to increase the climate resilience of Mass Audubon's statewide wildlife sanctuary network. The SCAE will understand and remain current in climate change projection models that represent potential impacts to Mass Audubon sanctuaries; complete and update vulnerability assessments incorporating those models and information on our natural, physical, and cultural assets; and develop and prioritize actions to address those vulnerabilities. The SCAE will identify funding opportunities, develop partnerships, and seek support to advance priorities in coordination with the Climate Change Program Director. The SCAE will coordinate complex projects involving permitting, contractors, and internal and external partners. Applicants should have a Master's degree in environmental management, environmental science, conservation biology, or a related field. Apply [here](#).

[Back to top](#)

43) Climate Change Communications Manager -- Mass Audubon

Mass Audubon is seeking a Climate Change Communications Manager to play a vital role in increasing the impact of our climate change initiatives. The Climate Change Communications Manager will support the implementation of Mass Audubon's first organization-wide Climate Action Plan. Our Climate Action Plan calls for bold action to fight climate change when it is needed more than ever. Together, we will build an informed and passionate constituency at all age levels, conserve and steward natural lands, secure the adoption of strong climate legislation, and eliminate Mass Audubon's carbon footprint. Through this work, we will achieve our vision of creating a carbon neutral Massachusetts by 2050 while maintaining a livable environment for all people and wildlife. This position will be a member of an interdisciplinary team implementing specific aspects of the Plan and will integrate our climate action work into all that Mass Audubon already does. Applicants should have a bachelor's degree and five years of related experience. Apply [here](#).

[Back to top](#)

44) Climate Change Education Manager -- Mass Audubon

The Climate Change Education Manager will implement and evaluate Mass Audubon's Climate Literacy strategy, focusing on Mass Audubon's Education programs for grades 3-16, teacher professional development, and staff training. The position will provide direct support to sanctuaries and sanctuary-based educators by providing program frameworks, educational resources, curriculum design support in climate science, effects of climate change on local and regional ecosystems, and climate solutions. Climate Change Education Manager will also facilitate ongoing sharing of best practices among sanctuaries and with other partner organizations. They will design

program designs to support integrated and networked outreach and youth and young adult engagement focused on community based climate solutions. The position will report to the Climate Change Program Director within the Wildlife Sanctuaries and Programs Division. Applicants should have a degree related to environmental education, environmental science, climate change, or a similar field. Apply [here](#).

[Back to top](#)

45) Community Preservation Program Manager -- City of Newton

The City of Newton is hiring a Community Preservation Program Manager to oversee the implementation of the Massachusetts Community Preservation Act (CPA) in Newton. Responsibilities include advising the city's Community Preservation Committee, managing program finances, submitting required annual reports to the state, publishing financial reports, and assisting applicants in navigating Newton's CPA funding process. Applicants should have a master's degree in public policy, public administration, or finance and a minimum of 5-7 years work experience in the field. Previous familiarity with the CPA is highly desirable. For more information and to apply, visit [here](#).

[Back to top](#)

46) Farmland Conservation Associate -- Connecticut Farmland Trust

Connecticut Farmland Trust is hiring a Farmland Conservation Associate to assist with the Farmland Conservation Program and the Connecticut Farmlink Program. Responsibilities include working with state and federal partner agencies, assisting farmers in completing applications for state and federal farmland conservation programs, preparing GIS maps for farmland conservation programs, posting current educational materials, responding to farmers and outreach efforts, and managing the CT Farmlink website. Applicants should have a bachelor's degree in planning, agriculture, natural resources, or a related field and familiarity with Connecticut and US agricultural policy. For more information and to apply, visit [here](#).

[Back to top](#)

47) TerraCorps Service Member -- Mass Audubon

Mass Audubon is hiring a Youth Education Coordinator/Community Engagement Coordinator TerraCorps service member for the Moose Hill Wildlife Sanctuary. Responsibilities include developing a series of events to reach new participants in an after-school nature program, engaging community members and youth in service learning and experiential education, and supporting connections between the sanctuary and local schools. Applicants should have strong writing and verbal skills and be able to work both independently and as part of a team. Read more and apply [here](#).

[Back to top](#)

48) Aquatic Ecology Monitoring Member -- American Conservation Experience

American Conservation Experience, in partnership with the National Park Service, is hiring an Aquatic Ecology Monitoring member to work at Cape Cod National Seashore. Responsibilities include research and monitoring activities in the field, processing and analyzing samples in the lab, developing methods for acoustic tracking of marine invertebrates, assisting with pond shoreline restoration projects, and promoting resource stewardship and science literacy. Applicants should hold or be pursuing a bachelor's degree in ecology, marine biology, natural resources management, or a related field. Position will last 36 weeks from March 1 through approximately November 7. For more information and to apply, visit [here](#).

[Back to top](#)

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