



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 - Massachusetts Land Trust Coalition Announces New Executive Director](#)
- [2\) MassLand News - Massachusetts Dinner at Rally on Friday](#)
- [3\) MassLand News - Retreat for Land Trust & State Agency Staff -- East Quabbin Land Trust](#)
- [4\) MassLand News - MassLand Amicus Briefs](#)
- [5\) MassLand News - MassLand Young Land Professionals Hike](#)
- [6\) MassLand News - Massachusetts Land Conservation Conference Request for Proposals](#)
- [7\) MassLand News - MassLand's Comments on Solar Massachusetts Renewable Target Program](#)
- [8\) Policy - Public Lands Preservation Act](#)
- [9\) Policy - An Act Relative to Forest Protection](#)
- [10\) News - Global Climate Strike in Boston](#)

- [11\) News - \\$12.9 Million Awarded in Land Conservation Grants](#)
- [12\) News - Community Preservation Coalition Accepting New Members for Steering Committee](#)
- [13\) News - Birds in Decline Across Massachusetts and North America](#)
- [14\) News - Massachusetts Attorney General Sues to Protect the Endangered Species Act](#)
- [15\) News - Massachusetts Rated First in Energy Efficiency](#)
- [16\) Events - Farm Day -- Mass Audubon](#)
- [17\) Events - Community Climate Meetings -- Cape Cod Commission](#)
- [18\) Events - COASTSWEEP Cleanup List](#)
- [19\) Events - Giving Thanks for the Land -- Mass Audubon](#)
- [20\) Conferences - Retreat for Land Trust & State Agency Staff -- East Quabbin Land Trust](#)
- [21\) Conferences - Fall Conference -- Massachusetts Association of Conservation Commissions](#)
- [22\) Conferences - Annual Conference -- Mass Ecosystem Climate Adaptation Network](#)
- [23\) Conferences - MassTrails Conference](#)
- [24\) Conferences - Season's End Summit 2019 -- Ecological Landscape Alliance](#)
- [25\) Workshops and Trainings - Resilient Land Initiative -- Massachusetts Association of Conservation Commissions](#)
- [26\) Workshops and Trainings - Introduction to Bees and Beekeeping -- Mass Audubon](#)
- [27\) Workshops and Trainings - Basic Plant Ecology for Conservation -- Massachusetts Association of Conservation Commissions](#)
- [28\) Workshops and Trainings - Reviewing & Reading Constructions Plans -- Massachusetts Association of Conservation Commissions](#)
- [29\) Workshops and Trainings - Conservation Restriction Baseline Workshop -- Massachusetts Association of Conservation Commissions](#)
- [30\) Webinars - Riverfront Areas and the WPA Regulations -- Massachusetts Association of Conservation Commissions](#)
- [31\) Grants - Neighborhood Outreach Project -- MA Department of Conservation and Recreation](#)
- [32\) Grants - Species Recovery Grants -- National Marine Fisheries Service](#)
- [33\) Grants - Municipal Vulnerability Preparedness Grants -- Executive Office of Energy and Environmental Affairs](#)
- [34\) Grants - Voluntary Public Access and Habitat Incentives Program -- Natural Resources Conservation Service](#)
- [35\) Grants - Regional Conservation Partnership Program -- Natural Resources Conservation Service](#)
- [36\) Jobs - State Director -- The Nature Conservancy](#)
- [37\) Jobs - Executive Director -- Orenda Wildlife Land Trust, Inc](#)

[38\) Jobs - Program Coordinator -- Connecticut Land Conservation Council](#)

[39\) Jobs - Farm Conservation Planner -- American Farmland Trust](#)

[40\) Jobs - Office Administrator -- Nashua River Watershed Association](#)

[41\) Jobs - Natural Resource Planning Fellow -- American Conservation Experience](#)

[42\) Jobs - Director of Marine Fisheries -- MA Department of Fish & Game](#)

[43\) Jobs - Realty Grants Specialist -- U.S. Fish and Wildlife Service](#)

[44\) Jobs - Environmental Analyst -- MA Department of Environmental Protection](#)

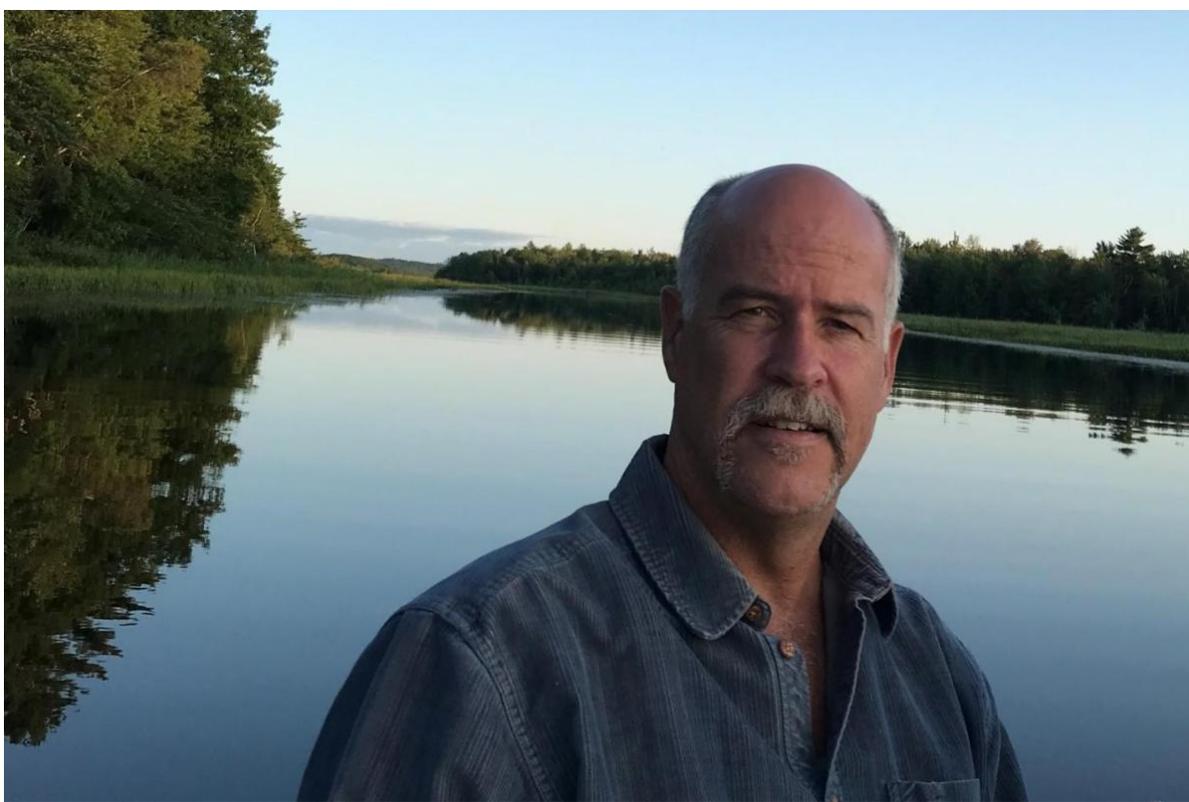
[45\) Jobs - Seasonal Fisheries Technician -- MA Department of Fish & Game](#)

[46\) Jobs - Conservation Board Secretary -- Town of Canton](#)

## MASSLAND NEWS

### **1) Massachusetts Land Trust Coalition Announces New Executive Director**

The Massachusetts Land Trust Coalition is pleased to announce the appointment of Robb Johnson as the Executive Director of its coalition of 150 land trusts in the Commonwealth. Robb stated: "I'm excited to once again work with land conservation organizations of varied size and geography to address the habitat, land use, and climate challenges facing Massachusetts." Robb has master's degrees in public administration and public health and over 30 years of non-profit experience in health care, human services, and environmental organizations in Massachusetts, including The Nature Conservancy, Sudbury Valley Trustees, and the Bay Circuit Alliance. Much of his prior conservation experience was in land protection, and he takes enduring satisfaction in partnering with others to complete projects in Gill, Sunderland, Framingham, Middleborough, Plymouth, and Barnstable, among others. "Robb, with his extensive experience, perspective, and skills in strategic planning, program development, fundraising and community engagement, provides an opportunity for MLTC to expand its education, advocacy, networking and assistance to conservationists across the state." commented Buzz Constable, MLTC President. Robb started on October 8, and can be reached at [robb@massland.org](mailto:robb@massland.org).



## **2) Massachusetts Dinner at Rally on Friday**

All with Massachusetts connections are invited to join on the near-famous MLTC Massachusetts Dinner at 7:30 Friday, October 18th. It will be held at Hibernian Pub, 311 Glenwood Ave., Raleigh, NC 27603 (a short ride on red line from Convention Center). Please let Colin know if you intend to join us. Either email [colin@gwlt.org](mailto:colin@gwlt.org) or text 774-641-3472.

[Back to top](#)

## **3) Retreat for Land Trust & State Agency Staff -- East Quabbin Land Trust**

November 21-22  
Harvard Forest

This year's retreat will focus on the Role of Land Conservation in Climate Change Response. The keynote speaker for this day and a half retreat is Marcos Marrero, the Director of Planning and Economic Development in Holyoke, who is promoting greenspace to reduce climate impacts in the city. The retreat will be a unique opportunity to share and learn with your colleagues about the role our work can play in addressing climate change. Overnight accommodations at Harvard Forest are free this year thanks to a generous grant provided by the **University of Massachusetts Extension, through the auspices of the USDA Renewable Resources Extension Act.** We'll kick things off with lightning-style presentations of inspiring case studies and success stories focused on addressing climate change through land conservation, setting the tone for the rest of retreat. We need presenters, so please submit a lightning presentation proposal! Registration is open now at a reduced fee of \$30 for

the full retreat, which starts at 9 AM on Thursday and wraps up by 1 PM on Friday. Space is limited, especially for overnight spots - so register now! To register and/or submit a lightning presentation proposal, complete this [submission form](#). Contact Cynthia at [chenshaw@eqlt.org](mailto:chenshaw@eqlt.org) with any questions.

[Back to top](#)

#### **4) MassLand Amicus Briefs**

At its September 27 meeting, the Board of Massland approved a motion authorizing Massland to file amicus briefs in cases involving land trusts that are before the Massachusetts Court of Appeals. Two current cases, Wellesley Conservation Council v. Pereiro and Wildlands Trust of Southeastern Massachusetts v. Cedar Hill Retreat Center, involve significant issues of interest to the broader conservation community. A newly appointed Amicus Review Committee will coordinate Massland's position on these matters. A number of other land trusts are also considering seeking amicus status in these cases.

[Back to top](#)

#### **5) MassLand Young Land Professionals Hike**

Friday, October 18, 2019 3:30pm  
North Adams, MA

If you're interested in or new to a career in land conservation, join the Young Land Professionals (YLP) and guest Dr. Elena Traister, Professor of Environmental Studies at MCLA, for a hike at Sunset Rock during fall leaf season. The event will begin at 3:30 pm with a hike on the Hoosac Range Trail, featuring comments by Professor Traister, followed by a 6:00 pm social hour at the Wigwam Western Summit in North Adams. The YLP group promotes networking and training opportunities for YLPs across the state. Its events are open to anyone in their first 10 years of working in land conservation, or anyone who is interested in joining the field. RSVP to Mariah Auman at [mauman@bnrc.org](mailto:mauman@bnrc.org) or 413-499-0596, and find more information [here](#).

[Back to top](#)

#### **6) Massachusetts Land Conservation Conference Request for Proposals**

The Massachusetts Land Trust Coalition (MassLand) Conference Program Committee invites you to submit workshop proposals for the 2020 Massachusetts Land Conservation Conference, to be held in Worcester on March 28, 2020. The 2020 conference theme is "The Climate's Future is in our Lands." Submissions are invited in the following categories: land management & stewardship; land protection tools & techniques; legal, tax, & compliance matters; organization management & fundraising; responding to climate change; and urban & community conservation. We particularly

welcome proposals that address agriculture, diversity & inclusion, youth engagement, fundraising, land trust sustainability, marketing & outreach, and wildlife & biodiversity. You can submit a proposal [here](#). The deadline is October 28, so please respond soon!

[Back to top](#)

## **7) MassLand's Comments on Solar Massachusetts Renewable Target Program**

The Department of Energy Resources solicited comments on revisions to its Solar Massachusetts Renewable Target Program (SMART), which sets standards for siting of solar facilities in Massachusetts. Many conservation groups, including Massland, submitted comments urging the state to significantly increase the protection of farms, forests, and other undeveloped lands, while encouraging solar siting on rooftops and other developed land. Massland's comments have been posted on the Massland website. DOER has posted all public comments they received on the 400 KW Straw Proposal. You can review the comments by clicking [here](#) and then scrolling down to "Public Comments".

[Back to top](#)

## **POLICY**

### **8) Public Lands Preservation Act**

The Public Lands Preservation Act ( S459, H732) has been introduced into the state Legislature to provide protection for public open space covered by Article 97 of the state constitution. Abbreviated as "PLPA" and also commonly known as the "No Net Loss Bill", it was introduced by Sen. James Eldridge and Rep. Ruth Balser. The PLPA would ensure that whenever lands or easements protected under Article 97 are proposed for conversion to other use, proponents would be required to examine alternatives to the proposed disposition, increase transparency by providing prior notification to the public before any disposition, and to secure Article 97 protection of replacement land of comparable acreage and natural resource value. Read more about the [PLPA](#), a [summary](#) of the act and supporting organizations across the state, and a [letter](#) published in the Boston Globe. To support the PLPA, please contact your state representatives and ask your local sustainability committees to endorse the PLPA if they have not yet done so.

[Back to top](#)

### **9) An Act Relative to Forest Protection**

[H.897](#), introduced by Rep. Susannah Whipps of Althol, would designate all DCR and DFW lands as Parks or Reserves, preserved in their natural state with no commercial activities permitted and no timber sold, removed or destroyed. While praised by some as preserving habitats and helping sequester carbon, many organizations have opposed

the bill as unduly limiting forest management, adversely affecting rural economies and being a simplistic one-size-fits-all solution.

[Back to top](#)

## NEWS

### **10)Global Climate Strike in Boston**

Sourced from WBUR, September 20

Over 7,000 people attended events in downtown Boston as part of the Global Climate Strike. The event began with a series of speakers including former EPA Administrator Gina McCarthy, Boston City Councilor Michelle Wu, Mayor Marty Walsh, and Hartman Deetz of the Mashpee Wampanoag tribe. Activists then marched along Tremont and Park Street to the State House to present three demands: 1) that Governor Baker declare a statewide climate emergency, 2) that lawmakers enact laws to help people living in poor and polluted areas, and 3) that Massachusetts stop using fossil fuels and stop developing fossil fuel infrastructure. Read more and see photos from the climate strike [here](#).

[Back to top](#)

### **11)\$12.9 Million Awarded in Land Conservation Grants**

Sourced from Mass.gov Press Release, by Katie Gronendyke, September 25

The State has awarded \$12.9 million in grants to conserve land, develop public parks, and increase state-wide resilience to climate change. The funds will be used to conserve a total of 1,191 acres of land, create or improve 24 urban parks, and update more than a dozen zoning regulations. Funds came from five different grant programs, including Parkland Acquisitions and Renovations for Communities (PARC) and Local Acquisitions for Natural Diversity (LAND) grant programs. Read more [here](#).

[Back to top](#)

### **12)Community Preservation Coalition Accepting New Members for Steering Committee**

Sourced from Community Preservation Coalition, September 19

The Community Preservation Coalition is expanding its Steering Committee, and is accepting applications for six new members. The Steering Committee meets four times per year to handle matters related to the operation of the Coalition, including Community Preservation Act (CPA) policy changes, legislative changes, outreach, budget, and fundraising. Applicants must be from a CPA community that is a current member of the Coalition. Current or former members of local community preservation committees, local CPA advocates, and municipal representatives are encouraged to apply, though all applications are welcome. Applications should be submitted by October 31, and include a letter of interest, a personal bio or resume, and contact information for two references, one of whom should be a member of a local Community Preservation Committee. For more information, visit [here](#).

[Back to top](#)

### **13) Birds in Decline Across Massachusetts and North America**

Sourced from MassLive.com, by Douglas Hook, September 23

Bird populations are in decline both across the state and the continent, according to research from Cornell University. While all groups of birds are in decline, grassland birds have suffered the greatest declines- of the eight grassland birds that breed in Massachusetts, five are protected under the MA Endangered Species Act. The main factors contributing to the population declines are habitat loss and fragmentation, habitat degradation, climate change, collisions with human structures, chemical exposure, and ground predators, especially domestic cats. Read the [study](#), or a summary [article](#).

[Back to top](#)

### **14) Massachusetts Attorney General Sues to Protect the Endangered Species Act**

Sourced from Mass.gov Press Release, September 25

Massachusetts Attorney General Maura Healey led a coalition of 18 attorneys general from across the country in suing the U.S. Fish and Wildlife Service and National Marine Fisheries Service. This lawsuit is in response to rule changes that would greatly reduce the protections afforded by the Endangered Species Act (ESA). These changes would harm species recovery efforts and undermine the ESA's focus on science by limiting the circumstances when a species can be listed as threatened, inject economic considerations into listing determinations, and eliminate consideration of the ability of a species to recover before it can be removed from the endangered or threatened list. Protecting the ESA is especially important in the wake of the United Nations recent biodiversity report, which describes the extinction crisis facing a million species globally. Learn more [here](#).

[Back to top](#)

### **15) Massachusetts Rated First in Energy Efficiency**

Sourced from American Council for an Energy-Efficient Economy

Massachusetts has been rated as the most energy-efficient state for the ninth year, scoring 44.5 out of a total 50 possible points. Much of this success has come from legislative policies, including the Green Communities Act passed a decade ago and the state's new three-year energy efficiency plan. Some of the main successes for Massachusetts' energy efficiency include high-levels of electric savings within electric utilities, a comprehensive set of transportation efficiency policies, and the adoption of building energy efficiency programs. Read the full report for Massachusetts [here](#).

[Back to top](#)

**EVENTS**

## **16) Farm Day -- Mass Audubon**

Saturday, October 19, 10:00am-4:00pm

Daniel Webster Wildlife Sanctuary, Marshfield, MA

Join Mass Audubon for its biggest South Shore celebration of the year. At the 39th Annual Farm Day, Daniel Webster Wildlife Sanctuary will host a fall farm festival with events for all ages. Events will include live owl programs, live bluegrass music, home baked goods and lunch, artisan sales, hay rides, and artisan demonstrations including blacksmithing, weaving, woodturning, and bird carving. Cost is \$5 for members and \$8 for nonmembers. To learn more, visit [here](#).

[Back to top](#)

## **17) Community Climate Meetings -- Cape Cod Commission**

October 21, 22, 29

The Cape Cod Commission is hosting a series of sub-regional community meetings to gather public input on climate adaptation and mitigation actions throughout the region. These discussions will inform a strategic framework and collaborative approach to address the region's contributions to and threats from climate change. Participants from the public and private sectors, non-profits, and interested citizens are invited to attend. For more information, and a list of dates and times, visit [here](#).

[Back to top](#)

## **18) COASTSWEEP Cleanup List**

October-November

Join the MA Office of Coastal Zone Management for COASTSWEEP, the statewide beach cleanup project. From September through November, a wide network of volunteer coordinators and state staff will lead beach, bay, lake, river, and pond cleanup projects across the waterways of Massachusetts. To find opportunities to volunteer at this year's COASTSWEEP, visit [here](#).

[Back to top](#)

## **19) Giving Thanks for the Land -- Mass Audubon**

Sunday, November 17, 1:00pm-3:30pm

Drumlin Farm Wildlife Sanctuary, Lincoln, MA

Celebrate land conservation in Massachusetts and the people who make it happen. This annual celebration will recognize the supports, partners, landowners, and staff that make Mass Audubon's conservation work possible. The event will consist of a business meeting followed by speaking presentations from Gary Clayton, President of Mass Audubon, Becky Cushing, Director of Berkshire Wildlife Sanctuaries, Russ Lyman, Great Neck Neighbor & Campaign Champion, and Nancy Beeuwkes, Brewster's Woods Land Donor. Please RSVP [here](#) by November 8.

[Back to top](#)

# CONFERENCES

## **20) Retreat for Land Trust & State Agency Staff -- East Quabbin Land Trust**

November 21-22  
Harvard Forest

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[Back to top](#)

## **21) Fall Conference -- Massachusetts Association of Conservation Commissions**

Saturday, October 19, 8:00am-4:15pm  
Devens Common Center, Devens, MA

Massachusetts Association of Conservation Commissions' (MACC) Fall Conference will have four workshops focused on nature-based solutions to help mitigate climate change: BUFFER ZONES, URBAN FORESTS, NATIVE PLANTS AND POLLINATORS, & REPLACING AGING CULVERTS in addition to six Fundamentals Training Units and classes and workshops for all backgrounds and experience! Cost is \$115 for MACC members and \$135 for nonmembers. Find more information and register [here](#).

[Back to top](#)

## **22) Annual Conference -- Mass Ecosystem Climate Adaptation Network**

Tuesday, October 29  
UMass Amherst

Registration is now open for the third annual Mass ECAN (Ecosystem Climate Adaptation Network) conference on October 29th at the Mt. Ida campus of UMass

Amherst in Newton. Mass ECAN is a community that works at the intersection of climate adaptation, ecosystem resilience, and natural resources conservation. The annual conference is a chance to connect and collaborate with peers working across the state and to advance adaptation actions in Massachusetts. Connect to new colleagues and mingle with network members and partners, learn about current adaptation work in Massachusetts, and showcase your adaptation projects by sharing your organization's publications and joining the poster session. Register [here](#). Additional details and the full agenda are posted on the [conference website](#).

[Back to top](#)

### **23) MassTrails Conference**

October 31-November 2  
Leominster, MA

Attendee registration is open for the 2019 MassTrails Conference, including workshops, field trips and a new "Municipal Friday" session of special interest to municipal trail planners and project managers. This year's theme is "Trails as Connections." Hosted by the Massachusetts Department of Conservation and Recreation and the Massachusetts Recreation Trails Advisory Board, the 2019 MassTrails Conference will be an opportunity to share trail project knowledge, take informative trail trips, and attend hands-on trail related workshops. Find more information [here](#) and [register](#). Scholarships may be available, and there is no fee for Municipal Friday sessions.

[Back to top](#)

### **24) Season's End Summit 2019 -- Ecological Landscape Alliance**

Thursday, November 7, 8:30am-4:30pm  
Community Harvest Project Barn, 37 Wheeler Road, North Grafton, MA

Join the Ecological Landscape Alliance for the Season's End Summit to learn more about how we can use natural systems to design landscapes that provide habitat, conserve resources, and create resilient landscapes. Topics will include designing with plant communities, developing master plans that support great design, finding reliable and rewarding plants for challenging sites, and sculpting plant communities. Cost is \$119 for members and \$139 for nonmembers. Learn more and register [here](#).

[Back to top](#)

## **WORKSHOPS AND TRAININGS**

### **25) Resilient Land Initiative -- Massachusetts Association of Conservation Commissions**

Thursday October 17, 11:00am-1:00pm  
Northern Middlesex Council of Governments, 40 Church Street, Suite 200, Lowell

Join the Massachusetts Association of Conservation Commissions for a focus group discussion on the Resilient Land Initiative. This initiative is a partnership with land advocates that focuses on how land conservation can help local communities deal with the impacts of climate change, can preserve wildlife habitat, and can support agriculture, forestry, and outdoor recreation. This discussion will be led by Bob O'Connor, Director of the Division of Conservation Services (DCS), and Sonia Bouvier of the UMass Donahue Institute. For more information and to register, visit [here](#).

[Back to top](#)

## **26)Introduction to Bees and Beekeeping -- Mass Audubon**

Saturday October 19, 1:00pm-3:30pm  
Drumlin Farm Wildlife Sanctuary, Lincoln MA

Join Mass Audubon for a lesson on bees in Massachusetts, both native and honeybees. Topics will include how bees survive, what they do for humans, where they came from, why people keep them, and honey production. Attendees will visit hives and sample various types of honey. This class is for anyone contemplating beekeeping or interested in learning more about these fascinating insects. Cost is \$32 for members and \$38 for nonmembers. Register [here](#).

[Back to top](#)

## **27)Basic Plant Ecology for Conservation -- Massachusetts Association of Conservation Commissions**

Wednesdays October 23, 30, and November 6, 6:30pm-8:30pm  
Garden in the Woods, Framingham, MA

This three-part course offers an overview of the study of plant ecology-the distribution and abundance of plants and their interactions with other organisms and the physical environment. Topics include factors that affect plants as individuals, populations, and communities, such as life history, resource use, competition, and animal-plant interactions (e.g., pollination, dispersal, and herbivory). The class will be led by Patricia Swain Rice, natural community ecologist. Cost is \$90 for members and \$108 for nonmembers. For more information and to register, visit [here](#).

[Back to top](#)

## **28)Reviewing & Reading Constructions Plans -- Massachusetts Association of Conservation Commissions**

Thursday November 7, 6:00pm  
Watertown, MA

This meeting of the Massachusetts Association of Conservation Commissions' (MACC) Young Professionals Committee will provide examples of construction plans, how to read and understand plans, and what conservation information is relevant to these plans. The presentation will also include information on how to submit construction plans to conservation commissions. For more information, visit [here](#).

[Back to top](#)

## **29) Conservation Restriction Baseline Workshop -- Massachusetts Association of Conservation Commissions**

Thursday November 7, 6:00pm-8:30pm  
Millbury Town Hall, Millbury MA

This class will cover the basics of Baseline Documentation Reports for conservation restrictions, including a step-by-step process on how to do everything from fieldwork, report contents, and document storage. This class will be helpful to both people new to doing conservation restrictions and those who need a refresher. Class will be led by Nick Rossi, Land Protection Specialist at Mass Audubon. Cost is \$55 for members and \$75 for nonmembers. Register [here](#).

[Back to top](#)

## WEBINARS

### **30) Riverfront Areas and the WPA Regulations -- Massachusetts Association of Conservation Commissions**

Wednesday, November 13, 12:00pm-12:45pm

This free webinar will discuss riverfront areas, what they mean in regulations, and what they look like on the ground. For more information visit [here](#).

[Back to top](#)

## GRANTS

### **31) Neighborhood Outreach Project -- MA Department of Conservation and Recreation**

Deadline: Immediate

This request for proposals (RFP) is for organizations, town boards, or natural resource professionals in Massachusetts implementing neighborhood-based outreach to landowners on conservation-based estate planning and land protection options. The ideal proposal will identify a critical neighborhood and reach landowners through outreach activities that lead to landowners taking specific actions to plan the future of their land. Eligible organizations include land trusts, conservation organizations, municipal boards, and natural resource professionals, such as foresters or wildlife biologists. Maximum grant award is \$10,000. The RFP includes funding for not only the cost of outreach activities, but also funding for the time to organize and conduct the efforts. Review of applications is ongoing, but new applications will be accepted until a decision is made. For more information, read [here](#).

[Back to top](#)

### **32) Species Recovery Grants -- National Marine Fisheries Service**

Deadline: October 21

The National Marine Fisheries Service (NMFS) is accepting applications from states with programs to conserve and recover threatened and endangered species under the jurisdiction of the NMFS. Funds can be used for species management, monitoring, scientific research, and public outreach activities. Grants of up to \$250,000 are available to state agencies. For more information read [here](#).

[Back to top](#)

### **33) Municipal Vulnerability Preparedness Grants -- Executive Office of Energy and Environmental Affairs**

Deadline: November 14

The state has made \$8 million available through the Municipal Vulnerability Preparedness (MVP) Grant Program. This program helps cities within Massachusetts prepare for and prevent climate change impacts. Two grants are available through the program. MVP Action Grants help municipalities complete key climate change preparedness and response programs with awards of \$25,000 - \$2 million. MVP Planning Grants help municipalities complete a comprehensive, baseline climate change and natural hazard vulnerability assessment and develop prioritized actions with awards of \$15,000 - \$100,000. MVP Action Grant applications are due by November 14, and MVP Planning Grant applications are accepted on a rolling base, with a final deadline of January 15. For more information and to apply, visit [here](#).

[Back to top](#)

### **34) Voluntary Public Access and Habitat Incentives Program -- Natural Resources Conservation Service**

Deadline: November 27

The Natural Resources Conservation Service is accepting applications for the Voluntary Public Access and Habitat Incentive Program (VPA-HIP). This grant program funds projects that encourage owners and operators of privately held land to make the land available for access by the public for hunting, fishing, and other wildlife-dependent recreation. Additionally, up to 25 percent of the funding for each award may be used to improve wildlife habitat on public access lands. State and Tribal Governments are eligible to apply for grants up to \$3 million. For more information and to apply, visit [here](#).

[Back to top](#)

### **35) Regional Conservation Partnership Program -- Natural Resources Conservation Service**

Deadline: November 27

This grant opportunity funds projects that address on-farm, watershed, and natural resource conservation goals. Eligible projects should address one or more natural resource priorities, integrate multiple conservation approaches or technologies, and build and develop conservation partnerships. Applications should focus on at least one

of the following activities: land management/improvement/restoration, land rental, entity-held easements, United States-held easements, or public works/watersheds. Eligible applicants include State, Tribal, or Local government, farmer cooperatives, institutions of higher education, conservation districts, or any organization with an established history of working to address conservation priorities. The maximum grant award is \$10 million. For more information and to apply, visit [here](#).

[Back to top](#)

## JOBS

### **36) State Director -- The Nature Conservancy**

The Nature Conservancy in Massachusetts seeks a State Director to function as conservation strategist and play a leading role in the cross-boundary initiatives within the New England Division. The State Director is accountable for the Chapter's success in implementing TNC's global conservation approach, producing measurable conservation results and upholding organizational values. They have a key role in leading and inspiring staff, developing new and existing donors, forming partnerships, and building a broader constituency for conservation. For more info and to apply, please visit [www.nature.org/careers](http://www.nature.org/careers) and search for job #48043. Posting closes at midnight on 11/18/19.

[Back to top](#)

### **37) Executive Director -- Orenda Wildlife Land Trust, Inc.**

Orenda Wildlife Trust is hiring an Executive Director to oversee operations in their Barnstable Office. Responsibilities include working with Board members to oversee land acquisition efforts, improving membership and donations, utilizing and replenishing Orenda's endowment accounts, and accomplishing wildlife habitat conservation and public outreach initiatives. Applicants should have strong oral and written communication skills and a commitment to Orenda Wildlife Land Trust's mission to establish and protect wildlife habitat sanctuaries. Read more [here](#), and email a letter of introduction and a resume to [OrendaEmployment@gmail.com](mailto:OrendaEmployment@gmail.com).

[Back to top](#)

### **38) Program Coordinator -- Connecticut Land Conservation Council**

The Connecticut Land Conservation Council is hiring a Program Coordinator to lead administrative operations and coordinate with the state's conservation community. Responsibilities include assisting with communications and press releases, managing and planning the annual Connecticut Land Conservation Conference, developing grant content, maintaining the membership and donor database, and overseeing daily communications. Applicants should have at least two years of relevant experience, strong computer proficiency, and strong organizational skills. For more information and to apply, visit [here](#).

[Back to top](#)

### **39) Farm Conservation Planner -- American Farmland Trust**

American Farmland Trust, which takes a holistic approach to agriculture which focuses on the land itself and launched the conservation agriculture movement, is hiring a Farm Conservation Planner to work out of one the MA Natural Resources Conservation Service offices. Responsibilities include assisting landowners in the identification of federal and state programs to assist in the conservation and management of agricultural land, work with farmers to develop conservation practices, contact farmers and make field conservation planning visits, assist in compiling conservation data and developing planning maps, and maintaining the mailing and contact lists for the program. Applicants should have a strong background and experience in agriculture and conservation or a degree in soil conservation or related agricultural or natural resource discipline. For more information and to apply, visit [here](#).

[Back to top](#)

### **40) Office Administrator -- Nashua River Watershed Association**

The Nashua River Watershed Association, a non-profit environmental organization, seeks a professional for administrative support, office management, and reception. Qualifications: proficiency in MS Office Suite, office management experience, ability to multi-task & work with a wide variety of people, 2-year degree or equivalent required. Part-time (20 hrs/wk). Based in Groton, MA. View full Office Administrator [job description](#). Email a cover letter and resume by November 1st to: KathrynN@NashuaRiverWatershed.org, with "Office Administrator Position" in the subject line.

[Back to top](#)

### **41) Natural Resource Planning Fellow -- American Conservation Experience**

American Conservation Experience, a Nonprofit Conservation Corps, in partnership with the U.S. Fish and Wildlife Service is seeking ONE Natural Resources Planning Fellow to assist staff at the Northeast Regional Office and at national wildlife refuges with developing Habitat Management Plans, Inventory and Monitoring Plans, and with related projects, as assigned. The Fellow will be involved in identifying biological resources of concern, creating biological objectives, and coordinating workshops with refuge staff. This opportunity is intended for enthusiastic young professionals with a strong interest in broadening their natural resource conservation experience into the realm of conservation planning. This position will last for 58 weeks. For more information and to apply, visit [here](#).

[Back to top](#)

### **42) Director of Marine Fisheries -- MA Department of Fish & Game**

The Department of Fish & Game is hiring a Director for the Division of Marine Fisheries to protect, restore, and enhance fishery resources and their habitats. Responsibilities include developing fisheries policies and conservation programs, representing the Commonwealth at conferences and workshops, ensuring environmental protection by reviewing proposed ocean and coastal activities, developing partnerships with scientific institutions, reviewing funding plans, and implementing the Division's strategic plan and goals. Applicants should have a graduate degree in fisheries science and ten years experience with a governmental fisheries agency. Read more and apply [here](#).

[Back to top](#)

### **43) Realty Grants Specialist -- U.S. Fish and Wildlife Service**

The Realty Grants Specialist (GS-1101-12/13) will administer and monitor land acquisition grants under the Wildlife Restoration, Sport Fish Restoration, Great Lakes Restoration Initiative, National Coastal Wetlands Conservation Grant Programs, and other grant programs. Job duties may include, but are not limited to: reviewing progress and results of projects to confirm that proposals constitute effective and efficient expenditure of funds; serving as a subject matter expert on realty issues including acquisition of fee title, leases and conservation easements; interpreting complex national policies and regulations related to property; serving on national teams that support development of national guidance and policy related to property issues and make funding recommendations for grant programs; providing consultation and guidance to the professional staff of State natural resource agencies and third party organizations in land acquisition matters, and communicating the accomplishments of WSFR grant programs to priority audiences. For more information and to apply, visit [here](#).

[Back to top](#)

### **44) Environmental Analyst -- MA Department of Environmental Protection**

The MA Department of Environmental Protection (DEP) is hiring an Environmental Analyst III to assist in coordinating drinking water programs, including the Safe Drinking Water Act. Responsibilities will include coordinating the Ground Water Rule and Unregulated Contaminant Monitoring Rule programs, developing regulations and policies for drinking water programs, reviewing and keeping current on all federal and state requirements for assigned programs, working with the EPA to develop standards and guidelines, and developing water quality enforcement strategies. Applicants should have at least four years experience in environmental science, biology, chemistry, toxicology, or a related field, knowledge of the Safe Drinking Water Act and the Massachusetts Drinking Water Regulations, and effective communication skills. For more information and to apply, visit [here](#).

[Back to top](#)

### **45) Seasonal Fisheries Technician -- MA Department of Fish & Game**

The MA Department of Fish & Game is hiring a seasonal fisheries technician to assist in investigating the habitat use and movement patterns of Atlantic Cod. Responsibilities will include biological sampling on commercial and recreation fishing vessels, deploying and maintaining acoustic receivers, tagging Atlantic cod, and organizing and analyzing data. Applicants should have at least two years of experience or a degree in marine biology or fisheries management. Position is seasonal and will last from October 27 through March 14. For more information and to apply, visit [here](#).

[Back to top](#)

#### **46) Conservation Board Secretary -- Town of Canton**

The Town of Canton is hiring a board secretary for the Conservation Commission. Responsibilities include attending all Conservation Commission Board Meetings, providing clerical and secretarial support services to the commission, researching and retrieving information to assist the board, scheduling hearings, and performing similar work as needed. This is a part time position. For more information and to apply, visit [here](#).

[Back to top](#)

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