



## 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 - Conference Registration Now Open!](#)
- 2) [MassLand News - Revised Model CR](#)
- 3) [MassLand News - 2020 MassLand Steering Committee Meetings Set](#)
- 4) [MassLand News - Young Land Professionals & MACC Young Professionals Social Hour](#)
- 5) [Spotlight - Brewer Brook Land Conservation Partnership](#)
- 6) [Policy - \\$20 Million More for Community Preservation Act Confirmed](#)
- 7) [Policy - 30th Anniversary of Massachusetts Endangered Species Act](#)
- 8) [Policy - Boston Passes Wetlands Ordinance](#)
- 9) [News - Rally 2020 Call for Presentations](#)

[10\) News - Land Trusts and Bird Conservation](#)

[11\) News - Applications Open for 2020 Excellence in Energy and Environmental Education Awards](#)

[12\) News - Mass Audubon Photo Contest Winners Announced](#)

[13\) News - Massachusetts Pollinators in Decline](#)

[14\) News - Stay Safe on the Ice](#)

[15\) Conferences and Meetings - Southeastern Massachusetts Land Trust Convocation -- The Compact of Cape Cod Conservation Trusts](#)

[16\) Conferences and Meetings - Urban Tree Symposium -- Ecological Landscape Alliance](#)

[17\) Conferences and Meetings - Forest Action Plan Meetings -- MA Department of Conservation and Recreation](#)

[18\) Conferences and Meetings - Annual Environmental Conference -- Massachusetts Association of Conservation Commissions](#)

[19\) Conferences and Meetings - Massachusetts Land Conservation Conference](#)

[20\) Conferences and Meetings - Climate Change & Health 2020 -- Massachusetts General Hospital Institute of Health Professionals](#)

[21\) Workshops and Trainings - Partnerships for Rare Plant Management -- Massachusetts Association of Conservation Commissions](#)

[22\) Workshops and Trainings - Seeing is Believing: Visual Garden Design Workshop -- Ecological Landscape Alliance](#)

[23\) Webinars - The Role of Landscape in Our Global Environmental Crisis -- Ecological Landscape Alliance](#)

[24\) Webinars - Lunch & Learn Webinar: Healthy Soils -- Massachusetts Association of Conservation Commissions](#)

[25\) Nature Talks and Outings - Universal Access Program: Wendell State Forest](#)

[26\) Nature Talks and Outings - Wildlife On Tap Lecture Series -- Cape Cod Beer and Mass Audubon](#)

[27\) Nature Talks and Outings - Evenings with Experts -- Grow Native Massachusetts](#)

[28\) Nature Talks and Outings - Winter Series of Conservation Talks -- Harwich Conservation Trust](#)

[29\) Nature Talks and Outings - Eagle Festival -- Mass Audubon](#)

[30\) Grants - Landscape Partnership Grant Program](#)

[31\) Grants - Drinking Water Supply Protection Grant Program](#)

[32\) Grants - Neighborhood Outreach Project -- MA Department of Conservation and Recreation](#)

[33\) Grants - MassTrails Grants](#)

[34\) Grants - Land Trust Bird Conservation Initiative](#)

[35\) Grants - Bay Circuit Trail Request for Proposals -- Appalachian Mountain Club](#)

[36\) Jobs - Executive Director -- Merrimack River Watershed Council, Inc](#)

[37\) Jobs - Sanctuary Director -- Mass Audubon](#)

[38\) Jobs - Director of Natural Resources -- MA Department of Conservation and Recreation](#)

[39\) Jobs - Manager of Operations & Outreach -- Grow Native Massachusetts](#)

[40\) Jobs - Agricultural Land Programs Supervisor -- MA Department of Agricultural Resources](#)

[41\) Jobs - Land Protection Program Coordinator -- American Farmland Trust](#)

[42\) Jobs - Ecological Restoration Grants Manager -- MA Division of Ecological Restoration](#)

[43\) Jobs - Association Manager -- New England Botanical Club, Inc](#)

[44\) Jobs - Conservation Administrator -- Town of Sharon](#)

[45\) Jobs - Conservation Planner -- Worcester County Conservation District](#)

[46\) Jobs - Field Technician -- Duxbury Beach Reservation](#)

[47\) Jobs - Environmental Internships -- VetsWork Environment](#)

[48\) Jobs - Ecological Horticulture Internships -- Norcross Wildlife Sanctuary](#)

[49\) Jobs - Plant Conservation Volunteer -- Native Plant Trust](#)

[50\) Jobs - Native Plant Internship -- Native Plant Trust](#)

## MassLand News

### **1) Conference Registration Now Open!**

The annual Massachusetts Land Conservation Conference will be held on **Saturday March 28th** in Worcester. Hundreds of conservation practitioners attend this conference each year, energizing themselves with new connections and knowledge to apply to their work. Over 30 workshops will cover topics ranging from conservation techniques to communications to climate resilience strategies. We'll be joined by keynote speaker Jad Daley, President & CEO of American Forests. Click [here](#) for details and a link to online registration.

#### **Conference Exhibitor Space Available**

Showcase your organization at the largest gathering of land conservation practitioners in Massachusetts! Exhibitor space is included with Conference Sponsorship, and all remaining spaces are available on a .a first-come, first-served basis to organizations with land conservation or environmental missions. The deadline is Monday, March 9, 2020. [Register here](#).

#### **Conference Sponsorship**

A huge thank you to our 2020 sponsors! Their generosity makes this conference possible. Please consider sponsoring this exceptional event. Sponsorship benefits are described [here](#). Click [here](#) for the Sponsorship Form. An introductory level for first-time sponsors is also [available](#) and benefits are described [here](#).

[Back to top](#)

## **2) Revised Model CR**

The Division of Conservation Services (DCS), MA Land Trust Coalition (MLTC), and MA Society of Municipal Conservation Professionals are seeking comments on an updated Model Conservation Restriction (CR). Please use the online comment form to submit comments on the draft **no later than February 15th**. We plan to have the revised Model CR finalized for sharing at the Massachusetts Land Conservation Conference on March 28th. For the draft revised Model CR and link to the comment form, please visit the DCS CR website, where you can also find an informational document co-created by DCS and MLTC outlining the CR review process and general expectations. We are also seeking comments on the application and review process, and a separate comment form for that input can also be found [here](#).

[Back to top](#)

## **3) 2020 MassLand Steering Committee Meetings Set**

Save the dates for Massachusetts Land Trust Coalition Steering Committee meetings. The first will be held on Friday, March 6 from 10:00am-12:30pm at Great Meadows National Wildlife Refuge in Sudbury. Remaining meetings will be on June 19, September 23, and December 11, with locations to be announced. All Massachusetts Land Trust Coalition members are encouraged to send a representative to participate in these meetings. All state and federal agency personnel active in Massachusetts land protection are also cordially invited.

[Back to top](#)

## **4) Young Land Professionals & MACC Young Professionals Social Hour**

Wednesday February 12, 6:30pm-8:30pm  
Springdale Beer Company, 102 Clinton Street, Framingham, MA

The MassLand Young Land Professionals are joining forces with the Mass Association of Conservation Commission's Young Professionals Committee for a social hour at Springdale Brewery in Framingham. Attendees will have the opportunity to socialize with their fellow young professionals in the nonprofit sector and municipal conservation departments. While we all work for similar goals, the nonprofit and local government staff rarely have a chance to interact socially, and it's time to start changing that! Enjoy a brew, play some cornhole, order food from Jack's Abbey (they deliver!), and get to know your fellow young conservationists! Please [register](#) so we can plan accordingly.

[Back to top](#)

# Conservation Success Spotlight

## **5) Brewer Brook Land Conservation Partnership**



Hilltown Land Trust and Kestrel Land Trust recently partnered with MassWildlife, four towns, and seven willing landowners to conserve nearly 1,000 acres in Westhampton, Williamsburg, Northampton, and Chesterfield. The lands lie within a 6,000-acre expanse identified by The Nature Conservancy as one of the last minimally fragmented forests in Massachusetts, and considered among the state's top 10% of priority forest lands for protection. Permanent protection formally opens this large area to hunting, fishing, and passive recreation, with several new connections to established trail networks.

Kestrel Land Trust protected a 349-acre property in partnership with the Westhampton and Williamsburg Conservation Commissions and facilitated the acquisition of another 119 acres by the City of Northampton. Hilltown Land Trust conserved three properties, totaling over 340 acres, with assistance from the Westhampton and Chesterfield Conservation Commissions. MassWildlife protected two properties- one in Chesterfield and one in Westhampton. Total project costs were nearly \$1.6 million, with 50% of the funds coming from a Landscape Partnership Project grant offered by the MA Executive Office of Energy and Environmental Affairs. Photo credit to Mark Wamsley of Kestrel Land Trust. Learn more [here](#).

[Back to top](#)

## Policy

### **6) \$20 Million More for Community Preservation Act Confirmed**

Sourced from Community Preservation Coalition, January 8

The state comptroller's office has confirmed that \$20 million in surplus funds have been transferred to the Community Preservation Act (CPA) Trust Fund. This money was part of a surplus spending bill passed by the legislature at the end of 2019. These funds are in addition to the \$25 million previously added to the CPA Trust Fund. Communities receiving funds through the CPA will soon receive an additional distribution, though at this time it is unclear when. Learn more from the Community Preservation Coalition [here](#).

[Back to top](#)

## **7) 30th Anniversary of Massachusetts Endangered Species Act**

Sourced from MassWildlife Monthly, January 2020

2020 marks the 30th anniversary of the Massachusetts Endangered Species Act (MESA). This program protects the most important and vulnerable native species of Massachusetts. Current, more than 400 native plants and animals are listed as Endangered, Threatened, or of Special Concern under MESA. MESA and the Natural Heritage and Endangered Species Program (NHESP) protect threatened species and the habitats they rely on by restoring and managing habitat, collecting and analyzing statewide data, conducting regulatory reviews, and leading educational programs and publications to increase awareness of these threatened species. Learn more about the 30 years of MESA [here](#). Read conservation success stories or donate to support endangered species conservation [here](#).

[Back to top](#)

## **8) Boston Passes Wetlands Ordinance**

Sourced from Conservation Law Foundation, on December 11, 2019.

The City of Boston has passed an important ordinance that will protect wetlands around the city and promote ecologically sound strategies to adapt to the challenges of a changing climate. This ordinance expands the jurisdiction of the Boston Conservation Commission and balances the protection of critical wetland resources with providing flexibility for the implementation of climate change adaptation strategies. Learn more [here](#).

[Back to top](#)

## **News**

### **9) Rally 2020 Call for Presentations**

Sourced from Land Trust Alliance

The Land Trust Alliance is calling for presentations for Rally, the National Land Conservation Conference. Applicants are encouraged to submit presentation proposals that address inclusion and climate change, and how land trusts can plan, engage, adapt, mitigate, and address these two major themes. Rally 2020 will be held on October 8-10, in Portland, OR. Presentation proposals are due by February 18, and can be submitted [here](#).

[Back to top](#)

## **10) Land Trusts and Bird Conservation**

Sourced from the Cornell Lab of Ornithology

Since 2013, the Cornell Lab of Ornithology's Land Trust Initiative has worked to study and maximize the mutual benefits that birds and land trusts provide each other. With over 56 million acres protected by land trusts and private conservation organizations, land trusts are a vital resource in protecting habitat for threatened bird species. In turn, birds serve as indicators of the health of the environment and provide ecosystem services, and the 47 million bird watchers in the United States can be an important resource to support land trusts and other conservation efforts. The Land Trust Initiative has developed four strategies to help support cooperation between land trusts and bird conservation efforts, including providing land trusts with bird conservation resources, bringing neighboring or regional land trusts together to form Land Trust Bird Conservation Collaboratives, creating education opportunities and workshops, and establishing a land trust small grant program, which provides grants of up to \$20,000. The 2020 application deadline is March 1. To learn more or contact the Cornell Lab about the Land Trust Initiative, visit [here](#).

[Back to top](#)

## **11) Applications Open for 2020 Excellence in Energy and Environmental Education Awards**

The Executive Office of Energy and Environmental Affairs (EEA) is accepting nominations for the Excellence in Energy and Environmental Education Awards. This annual award recognizes educators, schools, and nonprofits that use environmental education to make a difference in their community. Applications will be accepted until March 30. Read about [previous winners](#), and submit a nomination [here](#).

[Back to top](#)

## **12) Mass Audubon Photo Contest Winners Announced**

Sourced from Mass Audubon, by Michael P. O'Connor, on December 11, 2019.

After 4,500 images were submitted by 814 photographers, the winners of the Mass Audubon Picture This: Your Great Outdoors 2019 Photo Contest have been announced. The Grand Prize Winning photograph, an image of a green heron eating a bullfrog, was taken by Michael Snow. Over the past ten years this photo contest has encouraged people to connect with nature at Mass Audubon's wildlife sanctuaries and other conservation sites, state parks, and wilderness areas across the Commonwealth. Learn more, and view the submitted photographs, [here](#).

[Back to top](#)

## **13) Massachusetts Pollinators in Decline**

Sourced from The Telegram, by Lindsey Vickers, December 25, 2019.

Massive declines in pollinator populations have put Massachusetts in the top 10% of states for honey bee losses, continuing a worsening trend of insect declines. These declines are driven by a variety of anthropogenic causes, including the overuse of pesticides, invasive Asian mites that feed on bees, and more extreme drought and heat caused by climate change. Declines in honeybees and native pollinators have serious economic and ecological consequences for the state. Up to 45% of crops in Massachusetts rely on pollinators for successful fruiting. Pollinators are also vital for the continued reproduction and survival of many native plant species, and these insects support native ecosystems and the ecosystem services these systems provide. Learn more [here](#).

[Back to top](#)

## **14) Stay Safe on the Ice**

Sourced from MassWildlife Monthly, January 2020

Wintertime in Massachusetts is a great time to get outdoors and use the ice for skating, fishing, and other winter activities. However, travelling on ice can be dangerous, so use these tips to stay safe this winter as you enjoy frozen Massachusetts: new ice is stronger than old ice, and ice doesn't freeze uniformly, so check ice conditions frequently. Before travelling on the ice, tell a friend your plans, wear a life jacket in case you fall through, and bring emergency supplies including rope and nails to help pull yourself out. Learn more tips to stay safe [here](#).

[Back to top](#)

## Conferences and Meetings

### **15) Southeastern Massachusetts Land Trust Convocation -- The Compact of Cape Cod Conservation Trusts**

Saturday, February 1, 8:15am-12:30pm

Upper Cape Technical High School, Bourne, MA

The Compact of Cape Cod Conservation Trusts will host the Southeastern Massachusetts Land Trust Convocation as an opportunity to chat with the leading conservation professionals in the area. Staff, volunteers, and board members of Cape Cod land trusts, municipal conservation staff, and interested citizens are invited to attend this series of sessions and workshops. Session topics include prioritizing parcels to protect, addressing land stewardship violations, engaging communities, and effectively reaching the community with newsletters. The plenary session will address emerging opportunities for cranberry lands. The event is free, but please RSVP. Learn more [here](#).

[Back to top](#)

### **16) 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. 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](#)

### **17) Forest Action Plan Meetings -- MA Department of Conservation and Recreation**

Wednesday, February 12, 10:00am-12:00pm, MassWildlife Headquarters, Westborough  
Thursday, February 13, 10:00am-12:00pm, Great Falls Discovery Center, Turners Falls

Forest Action Plans represent a comprehensive assessment of the state's forest resources across public and private land, guide the work of forestry professionals, and inform conservation and land use plans. Join the Department of Conservation and Recreation to provide feedback and discuss the draft of the 2020 Forest Action Plan.

[Back to top](#)

### **18) Annual Environmental Conference -- Massachusetts Association of Conservation Commissions**

Saturday, February 29  
Worcester, MA

Join the Massachusetts Association of Conservation Commissions for their Annual Environmental Conference, the largest conference of its kind in New England. Learn, network, and bring information back to your organization after a day working with conservation commissioners, environmental officials, consultants, attorneys, students, activists, and others interested in environmental issues and conservation. Learn more and register [here](#).

[Back to top](#)

### **19) Massachusetts Land Conservation Conference**

Saturday, March 28, 2020, 8:00 am - 4:00 pm  
Worcester Technical High School, One Skyline Drive, Worcester, MA

The Massachusetts Land Conservation Conference attracts hundreds of conservation practitioners each year, who gain new knowledge and connections to power their work. Over 30 workshops will be offered, with topics ranging from conservation techniques to communications to climate resilience strategies. We'll be joined by keynote speaker Jad Daley, President & CEO of American Forests. Details and online registration available [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 wellbeing; nutrition and food security; food-, water-, and vector-borne diseases; and mental health. Climate change is likely to exacerbate already 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) Partnerships for Rare Plant Management -- Massachusetts Association of Conservation Commissions**

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](#)

### **22) Seeing is Believing: Visual Garden Design Workshop -- Ecological Landscape Alliance**

Saturday, February 22, 10:30am-3:00pm.  
Garden in the Woods, Framingham, MA

This hands on workshop with the Ecological Landscape Alliance will focus on different approaches to designing gardens and landscapes that incorporate space, views, light, and plant selection. The workshop will be led by Cheryl Salatino, owner of Dancing

Shadows Garden Design and a specialist in landscape design and installation that emphasizes manageable maintenance. Cost is \$81. Register [here](#).

[Back to top](#)

## Webinars

### **23) The Role of Landscape in Our Global Environmental Crisis -- Ecological Landscape Alliance**

Thursday January 23, 12:30pm

Creating landscapes that positively influence the biosphere is an important strategy for making a positive, measurable impact on the global climate crisis. Bryan Quinn, founder of One Nature, will discuss his company's approach to creating beneficial landscapes that connect environmental ethics and aesthetics and maximize public access to ecologically important landscapes. Learn more and register [here](#).

[Back to top](#)

### **24) Lunch & Learn Webinar: Healthy Soils -- Massachusetts Association of Conservation Commissions**

Wednesday, February 12, 12:00pm-1:00pm

Join the Massachusetts Association of Conservation Commissions on this free webinar discussing healthy soils. Read more information as it is posted and register [here](#).

[Back to top](#)

## Nature Talks and Outings

### **25) Universal Access Program: Wendell State Forest**

January 18, 25, and February 1, 8, 15, 22, and 29, 11:00am-3:00pm.

Wendell State Forest

Join the Department of Conservation and Recreation for an accessible winter recreation program at Wendell State Forest. Enjoy the winter woods with outdoor ice skating, gentle hockey games, sit-skiing, cross country skiing, kicksled hiking, snowshoeing, and snowmobile rides. Learn more [here](#).

[Back to top](#)

### **26) Wildlife On Tap Lecture Series -- Cape Cod Beer and Mass Audubon**

Wednesday, January 22, 6:30pm-8:30pm

Cape Cod Beer, 1336 Phinney's Lane, Hyannis MA

Join Cape Cod Beer and Mass Audubon for Wildlife on Tap, a lecture series on the wildlife of Massachusetts. This ongoing series is held on the fourth Wednesday of each month, and the January lecture is titled "Stranded on Cape Cod: What Marine Mammal

Strandings Teach Us About the Place We Call Home." Cost is \$10 for members and \$13 for non-members. This lecture is expected to sell out in advance, so reserve your spot [here](#).

[Back to top](#)

### **27) Evenings with Experts -- Grow Native Massachusetts**

Wednesday, February 5, 7:00pm-8:30pm

Harvard University Science Center, Hall B, Cambridge

Join Grown Native Massachusetts for the first of a public lecture series on important environmental and conservation topics. The lecture on February 5 is entitled "Nature's Best Hope," and will discuss the important steps that we can take to reverse declining biodiversity. Doug Tallamy, professor of entomology and wildlife biology at the University of Delaware, will present the lecture. Find more information [here](#).

[Back to top](#)

### **28) Winter Series of Conservation Talks -- Harwich Conservation Trust**

Saturday, February 1-Saturday, March 21

Harwich Community Center

Harwich Conservation Trust will sponsor a series of talks on local conservation issues throughout the winter of 2020. These talks will be held at the Harwich Community Center, and will cover a range of topics including the natural history of whales, the growing issue of marine micro-plastics, gardening tips to support local butterflies, and an event focused on meeting local farmers. Suggested donation to attend is \$5. Find the full list of talks [here](#).

[Back to top](#)

### **29) Eagle Festival -- Mass Audubon**

Saturday, February 15, 10:00am-3:00pm

Parker River National Wildlife Refuge and Joppa Flats Education Center

Join Mass Audubon in celebrating the annual return of Bald Eagles to the Merrimack Valley. See a raptor show, join an Eagle Festival photo tour, and enjoy family activities, arts, crafts, and more at Parker River National Wildlife Refuge and Joppa Flats Education Center. Find a full list of activities [here](#).

[Back to top](#)

## Grants

### **30) Landscape Partnership Grant Program**

Deadline: 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](#)

### **31) Drinking Water Supply Protection Grant Program**

Deadline: 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](#)

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

Deadline: Rolling

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 \$5,000. The RFP includes funding for not only the cost of outreach activities, but also funding for the time to organize and conduct the efforts. For more information, read [here](#).

[Back to top](#)

### **33) MassTrails Grants**

Deadline: February 1

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 experiences enjoyed by Massachusetts residents and visitors. Applications are accepted annually for a variety of well-planned trail projects benefiting communities across the state. 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](#)

### **34) Land Trust Bird Conservation Initiative**

Deadline: March 1, 2020

This grant program will fund land trusts in supporting bird conservation through outreach, habitat management, and stewardship. Additionally, the Cornell Lab of Ornithology will provide technical support and advice to grant recipients. Three grants of \$5,000 will be awarded to projects that facilitate bird-focused conservation. Five grants of \$20,000 will be awarded to projects that actively manage, restore, and steward land in a way that enhances habitat and promotes bird conservation. Apply [here](#).

[Back to top](#)

### **35) Bay Circuit Trail Request for Proposals -- Appalachian Mountain Club**

Deadline: March 20

The Appalachian Mountain Club (AMC) would like to help you accomplish your recreational trail needs in 2020! The AMC is accepting proposals for recreational trail construction and/or maintenance along the Bay Circuit Trail (BCT) and other area trails in eastern Massachusetts. Learn more and apply [here](#).

[Back to top](#)

## **Jobs**

### **36) Executive Director -- Merrimack River Watershed Council, Inc**

The Merrimack River Watershed Council (MRWC) seeks an enthusiastic and creative Executive Director to take the helm and help grow the organization. The Executive Director oversees the day-to-day operations of MRWC including: the cultivation of key partnerships and donor relationships; acting as the voice of the Merrimack River; ensuring that all activities, projects and services are produced and carried out in an effective, professional and timely manner; overseeing staff and volunteers; and developing and managing the budget. The Executive Director develops and implements short and long-term strategic plans to grow and strengthen the organization's ability to have a positive impact. This position reports to the Board of Directors. Learn more and apply [here](#).

[Back to top](#)

### **37) 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](#)

### **38) Director of Natural Resources -- MA Department of Conservation and Recreation**

The Director of Natural Resources is responsible for the development and oversight of a comprehensive statewide program to protect and enhance the flora and fauna under the Department of Conservation's (DCR) care. The Director oversees a team of inland, coastal, and wildlife ecologists and biologists and environmental professionals that provide assistance to staff throughout the agency to ensure agency protocols and state, local, and federal environmental laws and regulations are met. The Director coordinates with DCR lead staff in various disciplines to ensure work plans, best practices, and budget priorities support agency and administration goals. The Director coordinates with other state agencies and partners to design projects and/or research opportunities of mutual benefit. The Director oversees review of Area of Critical Environmental Concern (ACEC) nominations, amendments and resource management plans and provides recommendations for the for ACEC designations. Apply [here](#).

[Back to top](#)

### **39) Manager of Operations & Outreach -- Grow Native Massachusetts**

We are seeking a skilled nonprofit professional to join our team and in a position of significant responsibility as we enter our second decade. She/he will take a lead role in managing operations overall, as well as executing the details of running our nonprofit office on a daily basis. Responsibilities include working closely with the board to help manage our annual budget (currently \$200,000); working with our Manager of Programs to plan events and to develop our large volunteers corps; communicating clearly and building strong relationships with our 700 active members and the larger public. We have a large constituency and a small staff; we expect to grow to three full-time staff this year. The successful candidate will have a strong and diverse skill set, enjoy taking initiative and responsibility, and be a team player who communicates well with others, working in close partnership to get things done. Apply [here](#).

[Back to top](#)

### **40) Agricultural Land Programs Supervisor -- MA Department of**

## **Agricultural Resources**

This position oversees all matters relating to the Department of Agricultural Resource's land programs, including the State Land Licensing Program and the Agricultural Preservation Restriction Program. Primary duties and responsibilities include oversight of staff, strategic planning, ensuring successful program implementation, policy development, and helping to manage the land program budget. The Supervisor works closely with the Director of the Division of Agricultural Conservation and Technical Assistance in implementing the programs. In addition, this position involves considerable interactions with the agricultural and land trust sectors, federal/state officials, and the general public to communicate program information and regulatory requirements. Applicants should have a bachelor's degree in environmental planning, landscape architecture, or civil planning, and at least ten years of experience working in a land conservation position. Details are available [here](#).

[Back to top](#)

### **41) Land Protection Program Coordinator -- American Farmland Trust**

The Land Protection Program Coordinator is part of AFT's national Land Protection Projects team working under the supervision and direction of the Director of Land Protection Projects. The Land Protection Program Coordinator is responsible for operational tasks supporting AFT's farm and ranch land trust functions and land protection mission. To fill this role, AFT is seeking an energetic and well-rounded individual with the ability to balance work on multiple projects. This is a full-time position located in American Farmland Trust's Northampton, Massachusetts office. This is an entry-level position offering an opportunity for professional growth. While some relevant experience is preferred, entry-level applicants will be considered. The ideal candidate is flexible, collaborative, detailed oriented and eager to learn about AFT and agricultural land protection. Learn more and apply [here](#).

[Back to top](#)

### **42) Ecological Restoration Grants Manager -- MA Division of Ecological Restoration**

The Ecological Restoration Grants Manager will work closely with the Division's Stream Continuity Program to provide services and support to municipal culvert/road-stream crossing replacement projects with the goals to improve habitat continuity, climate resiliency, and public safety at road-stream crossings. The Ecological Restoration Grants Manager will manage the Division's statewide Culvert Replacement Municipal Assistance (CRMA) Grants Program. The position will provide technical and programmatic leadership for municipalities funded through the CRMA program to increase the scale, pace, and capacity to implement municipal culvert replacement projects meeting the Massachusetts Stream Crossing Standards. Applicants should have a degree in natural resource management, ecology, or a related field, and knowledge of wetland and stream ecology. Read more and apply [here](#).



[Back to top](#)

### **43) Association Manager -- New England Botanical Club, Inc.**

The New England Botanical Club, Inc. (NEBC) is hiring an Association Manager to be responsible for day-to-day operations and improving the future success of NEBC. Responsibilities include managing and expanding membership, developing and improving digital infrastructure and social media presence, coordinating subscription services, working with the NEBC Council and editorial staff to monitor and oversee communications, and managing communications with NEBC members and the volunteer council. Applicants should have strong organizational and communications skills, familiarity with online platforms and social media, and experience or interest in botany or other plant-related fields. Apply [here](#).

[Back to top](#)

### **44) Conservation Administrator -- Town of Sharon**

The Town of Sharon is hiring a Conservation Administrator to assist the Conservation Commission in carrying out its duties under the MA Wetlands Protection Act. Responsibilities include reviewing applications made to the Commission, conducting field inspections, protecting the conservation of natural resources and the town's conservation parcels, enforcing all state and local conservation laws, and managing Lake Massapoag water levels. Applicants should have a bachelor's degree in an environmental field such as forestry, environmental planning, or an equivalent combination of education and experience. Apply [here](#).

[Back to top](#)

### **45) Conservation Planner -- Worcester County Conservation District**

The Conservation Planner works for the Worcester County Conservation District to meet their goals of protecting soil and water quality through education and technical assistance. The Conservation Planner is responsible for implementing the District's Soil Health Initiative. The Conservation Planner assists landowners, including working farms and forests, municipalities, non-governmental organizations, the State Department of Agricultural Resources, and the Natural Resources Conservation Service, to promote and implement sound conservation practices that protect soil and water quality. Applicants should have a degree or experience in soil conservation or a related natural resources discipline. Apply [here](#).

[Back to top](#)

### **46) Field Technician -- Duxbury Beach Reservation**

Duxbury Beach Reservation is hiring a Field Technician to assist in the protection of

listed shorebird species at Duxbury Beach, a 7.5-mile long barrier island. Responsibilities include managing databases of shorebird behavior and abundance data, compiling data and writing reports, submitting daily reports to the Program Coordinator, training shorebird monitors, and communicating with Duxbury Beach Reservation staff and the public. Applicants should be working towards a bachelor's degree in wildlife biology or a related field. Apply [here](#).

[Back to top](#)

### **47) Environmental Internships -- VetsWork Environment**

The VetsWork Environment program gives veterans an opportunity to complete a paid internship in the National Forest system, where they receive career training for working in natural resources and public lands. Participants receive a stipend, housing, health insurance, and an education award as part of the 45 week program. After completing the VetsWork Environment program, veterans can be placed in environmental jobs at all levels of government. Learn more and apply [here](#).

[Back to top](#)

### **48) Ecological Horticulture Internships -- Norcross Wildlife Sanctuary**

Internships are available in the horticulture department at Norcross Wildlife Sanctuary (NWS). Interns will aid in plant identification and botanical inventories, propagation, garden design and planting, maintenance, invasive removal and all other duties related to ecological horticulture. In addition to the work at NWS interns will have the ability to attend classes, go on field trips, and design and complete an intern project. Apply [here](#).

[Back to top](#)

### **49) Plant Conservation Volunteer -- Native Plant Trust**

Native Plant Trust is looking for volunteers to join their Plant Conservation Volunteer (PCV) program. This program is the first rare plant monitoring program in the country to engage conservation-minded volunteers in monitoring rare and endangered plants. PCVs will help with a variety of important conservation activities, including rare plant monitoring to survey populations of endangered species, seed collection from imperilled species to send to Native Plant Trust's Seed Bank, and habitat management to help fight the loss of native communities. Volunteer benefits include the opportunity to visit some of the most unique natural communities in New England, special field trips led by professional botanists, and free access to selected botanical courses offered by Native Plant Trust. Applicants should have some botanical knowledge, their own transportation, and a commitment to native plant conservation. Learn more and apply [here](#).

[Back to top](#)

### **50) Native Plant Internship -- Native Plant Trust**

Interns gain hands-on experience identifying, propagating, and cultivating New England native plants in a nursery setting. As part of this experience, interns assist in many facets of nursery operations, including propagation of numerous species, retail plant sales, seed collection and processing, record keeping, and public information duties. This is an opportunity to gain valuable skills by learning from staff, coordinating volunteers, leading projects, and participating in the development of an expanding nursery. Interns have the chance to complete a special project of their interest, participate in educational activities, network with professionals, and attend field trips. Provides entry into both native plant studies and nursery management. Apply [here](#).

[Back to top](#)

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