



**MASSLAND E-NEWS**

**The Newsletter of the Massachusetts Land Conservation Community**

**February 22, 2012**

**Volume 12, Number 03**

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Items of interest to the Massachusetts land protection community.

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*"Human destiny is bound to remain a gamble, because at some unpredictable time and in some unforeseeable manner nature will strike back." -- Rene Dubos, (1901 - 1982), French microbiologist, environmentalist, humanist, and Pulitzer Prize winner --*

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**Important Dates:**

- 2012 Mass Land Conservation Conference - March 24, 2012 (Worcester, MA) – [Register Now!](#)

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- 1) **Alert** – Sign-On Letter: Farm Bill Hearing
  - 2) **Alert** – March 1 Meeting with MDAR and Land Trusts on APR Program
  - 3) MLTC News – Update on the Mass Land Conservation Tax Credit Program
  - 4) MLTC News – 22<sup>nd</sup> Annual Mass Land Conservation Conference – [Register Now!](#)
  - 5) MLTC News – Register to Exhibit at the 2012 Mass Land Conservation Conference
  - 6) News – One Thing Congress Agrees On: Land Conservation
  - 7) News – LWCF Coalition Applauds President’s Continued Support for Conservation Fund
  - 8) News – Contribute Through the MA State Income Tax Form to the NHESP
  - 9) Wildlife News – Sanctuary Offers Bluebird Monitor Information Session
  - 10) Conference – RI Land and Water Conservation Summit, March 10<sup>th</sup>
  - 11) Training – Free Training for Local Land Trusts in the Connecticut River Watershed
  - 12) Training – The Massachusetts Keystone Project
  - 13) Grants – USFS Community Forest and Open Space Conservation Program
  - 14) Jobs – Executive Director, Ipswich River Watershed Association
  - 15) Jobs – 2012 Summer Conservation Internships, Lincoln Land Conservation Trust

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**Alert**

## 1) SIGN-ON LETTER: FARM BILL HEARING

Please consider signing on (via web link below) to this letter (available [here](#)) which asks the Leadership of both the Senate and House Agriculture Committees to sustain the integrity and effectiveness of the Conservation Title of the Farm Bill which is essential to the long term productivity and economic viability of our nation. **We are trying to influence support at a February 29th, the Senate Agriculture Committee hearing on the Conservation Title in the farm bill.**

\* The Farm Bill is by far the most important legislation for conserving private lands in the U.S. It provides incentives to farmers, ranchers and other private landowners in Massachusetts that results in cleaner water, improved soil conservation, enhanced wildlife habitat and outdoor recreation opportunities, increased flood control and economic benefits for local communities and rural economies.

\* The Farm Bill must be reauthorized every five years and current authorization expires this September. In fact, this year's hearings begin on February 15th.

o On Wednesday, February 29th, the committee will hold a hearing entitled: "Strengthening Conservation through the 2012 Farm Bill"

o This letter's release at the time of the hearing will demonstrate nationwide support for a strong conservation title

\* Given the very real need to reduce overall federal spending, we expect increased pressure on funding for the entire farm bill. Declining federal resources underscore the need to make the case for the Conservation Title and demonstrate diverse, nation-wide support.

\* Farm Bill Conservation Programs Support The Natural Resource Economy

\* Farm and farm-related employment includes about 24 million jobs.

\* Estimates by the American Forest and Paper Association are that forest management and forest dependent industries account for approximately 5 percent of the total U.S. manufacturing GDP, produce about \$175 billion in products annually, and employ nearly 900,000 people.

\* A USFWS study found that hunting, angling and wildlife-dependent recreation contribute \$122 Billion annually to our national economy.

Please sign on [here](#). **Deadline is Friday, February 24th!**

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## 2) MARCH 1 MEETING WITH MDAR AND LAND TRUSTS ON APR PROGRAM

The Massachusetts Department of Agricultural Resources (MDAR) is planning a working meeting on the subject of the agency's Agricultural Preservation Restriction Program. The goal of this meeting is to ensure applicability, efficacy and transparency of our APR programs and services.

In consideration of the critical role that the Farm and Ranchland Protection Program plays in our Commonwealth's farmland protection efforts, representatives will also join us from our federal partners at the USDA Natural Resources Conservation Service. Additionally and in recognition of the increasingly important role of the Land Trust Community toward these efforts, this meeting will be aimed at providing updates and overviews as well as soliciting input relative to program delivery.

**WHAT:** Agricultural Preservation Restriction Program (APR) Working Meeting

**WHEN:** March 1st 2012, 10:00 am to 12:30 pm

**WHERE:** MDAR's Amherst Office, 101 University Drive, Amherst, MA. Directions to the Amherst office are available at <http://www.mass.gov/agr/about/directions.htm>

We would also like to extend our gratitude to The American Farmland Trust for their assistance in distributing this announcement.

**The draft agenda for the meeting includes:**

- Opening Remarks from MDAR Commissioner Scott J. Soares
- MDAR Funding
  1. Updates on Operational and Capital Budgets
- USDA Update
- APR Program selected topics
  1. Acquisition and Pre-Acquisition Process
  2. Stewardship – Baseline/Monitoring and Compliance.
  3. APR Improvement Program.
- MDAR Policy modifications
  1. APR Spending Cap
  2. Farm Viability Enhance Program Covenant to an APR Restriction
- Other
  1. Next Steps needed for Locally Important Soils Status (FRPP Program)
- Land Trust updates, feed back and discussion
- Identification of topics for further consideration

The Commissioner is looking forward to presenting updates, to addressing any questions and items of interest that have been brought to the attention of the Department, and to solicit any additional input from the land trust community. **Please RSVP to Ron Hall, MDAR's APR Program Coordinator, by email at [Ronald.Hall@state.ma.us](mailto:Ronald.Hall@state.ma.us) by February 27th**, as space is limited and we need a count of attendees.

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## MLTC News

### **3) UPDATE ON THE MASSACHUSETTS LAND CONSERVATION TAX CREDIT PROGRAM**

*--From MLTC*

The Mass Land Conservation Tax Credit program got off to a good start in 2011 with 34 applications resulting in \$976,000 in tax credits. With an appraised value totaling \$5.8 million, the 933 acres donated included 213 acres of Biomap Core, 630 acres of Biomap Critical Natural Landscape, 118 acres of Priority Habitat, 36 acres of zone 2 water supply, 211 acres of prime agricultural soils, 8 acres of med-high yield aquifers, 88 acres of prime forest soils, 186 acres of 0-200 buffer for River Protection Act, and 353 acres in DEM scenic landscape inventory.

We'd like to make 2012 an even better year for this program. Remember:

- \$2 million is available for tax credits
- The donor can receive 50% of the fair market value of the land or conservation restriction donated up to \$50,000 maximum credit
- A sale below full fair market value can also qualify for the credit.
- The credit will be applied to the donor's tax liability in the year of the gift; if the credit exceeds the tax liability, even if the donor doesn't pay state taxes, the MA Department of Revenue will issue you a check for the remainder of the credit.
- To qualify, donated property must protect critical land for habitat or farming, as determined by the Secretary of Energy and Environmental Affairs. Further details on selection criteria will be published when available.

For more information, see the information sheet and process chart prepared by Essex Count Greenbelt Association.

Fact sheet: <http://www.massland.org/library/ma-tax-credit-land-conservation-fact-sheet>

Process chart: <http://www.massland.org/library/ma-tax-credit-land-conservation-process>

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#### **4) 22ND ANNUAL MASSACHUSETTS LAND CONSERVATION CONFERENCE – REGISTER [NOW](#)**

*Working Lands: Farms, Forests and Conservation*

When: Saturday, March 24, 2012 | 8AM - 4:00PM

Where: Worcester Technical High School, Worcester, MA

Register [Now!](#)

Conference Brochure available [here](#)

Register now for the 22nd Massachusetts Land Conservation Conference, featuring 36 workshops on all aspects of land conservation. The conference is convened by the Massachusetts Land Trust Coalition and The Trustees of Reservations' Putnam Conservation Institute. This year we are very pleased to welcome co-sponsors Mass Audubon, The Nature Conservancy, The Trust for Public Land, American Farmland Trust and the Land Trust Alliance.

The 2011 Conference Theme is *Working Lands: Farms, Forests and Conservation* with a focus on farm and forest stewardship, hot topics in agriculture such as renewable energy, and community-based garden and farm projects.

\*Download the 2012 conference brochure and list of workshops [here](#)

\*Register for Exhibit Space [here](#)

\*Send photos of your land trust's latest accomplishments for the conference slide show to [Lindsey Sarquilla](#)

Questions about the Conference? Contact [Miriam Scagnetti](#) (978.840.4446 x1935)

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#### **5) REGISTER TO EXHIBIT AT THE 2012 MASS LAND CONSERVATION CONFERENCE**

Share your story, products, or services with conservation practitioners, volunteers, board members and landowners from all across Massachusetts by reserving an exhibit table today. The conference offers a broad diversity of workshops that will attract close to 500 attendees, who look forward to this opportunity to learn more about all aspects of land conservation. This year's conference theme is *Working Lands: Farms, Forests and Conservation* with plenary speaker Gary Hirschberg, Chairman, President and CE-Yo of Stonyfield Farm, the world's leading organic yogurt producer.

At the 2012 conference, exhibitors will benefit from a raffle driven "exhibitor passport" to increase exhibit area traffic. *To donate a raffle item (books, services, etc.) to the Mass Land Conservation Conference or if you have any questions, please email [LSarquilla@MassLand.org](mailto:LSarquilla@MassLand.org).*

For more information read MLTC's [Exhibitor Policy](#). Register now for an exhibit table by completing the [Exhibitor Registration Form](#) and returning it to:

*Mass Land Trust Coalition*

*Attn: Lindsey Sarquilla*

*PO Box 629*

*Lincoln, MA 01773*

*Registration for the conference itself will be open mid-January. For more information on exhibiting at the conference, please contact Lindsey at 978-443-2233 (w) or at [LSarquilla@massland.org](mailto:LSarquilla@massland.org)*

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## News

#### **6) ONE THING CONGRESS AGREES ON: LAND CONSERVATION**

*--From LTA Alliance News, February 17, 2012*

## *Majorities of Republicans and Democrats – 300 Cosponsors – Urge House Passage of Conservation Tax Incentive*

Congressmen Jim Gerlach (R-PA) and Mike Thompson (D-CA) announced today that 300 representatives have co-sponsored their bill to conserve America's forests, agricultural lands and open spaces – more than any other tax bill. H.R. 1964 makes permanent a recently-expired tax incentive that allows modest-income landowners to receive significant tax deductions for donating conservation easements that permanently protect important natural or historic resources on their lands.

“We are thrilled that majorities of Republicans and Democrats can agree on supporting the work of local land trusts that is so important to their communities,” said Land Trust Alliance President Rand Wentworth. “We thank U.S. Representatives Jim Gerlach and Mike Thompson for championing this cause, and look forward to working with all 300 co-sponsors to get the job done.”

"This legislation has generated tremendous bipartisan support because the conservation easement tax incentive works," said Rep. Jim Gerlach (PA-6). "The tax incentive gives family farmers, ranchers and other property owners more choices and creates opportunities for partnerships between non-profit organizations, federal, state and local officials. With the support of nearly three-quarters of the House, I am hopeful that conservation easements will remain an option for all property owners."

“The enhanced conservation easement incentive is a success – last year we reached a total of 47 million acres of land saved from development, a 27% jump from 2005. But it's not just about the numbers, it's about helping folks plan, conserve land and protect wildlife so our kids and grandkids can enjoy these natural treasures,” said Rep. Mike Thompson (CA-1). “300 co-authors from both the Republican and Democratic sides of the aisle is a nearly unmatched statement of support. Now it's time to pass this bill and make this conservation incentive permanent.”

Landowners can retire the development rights on their land by donating a conservation easement to a land trust in their community – keeping agricultural land in productive use, protecting important fish and wildlife habitat, and conserving our scenic and historic heritage. Since the incentive expired at the end of 2011, landowners with modest incomes now receive little tax benefit from restricting what may be their family's most valuable asset. By allowing donors to deduct a larger portion of their income over a longer period of time, H.R. 1964 will help thousands of family farmers, ranchers, and forest owners afford to conserve their land.

View the co-sponsor list at: [www.lta.org/easementincentive/cosponsors](http://www.lta.org/easementincentive/cosponsors)

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## **7) LWCF COALITION APPLAUDS PRESIDENT'S CONTINUED SUPPORT FOR CONSERVATION FUND**

--From *LWCFCoalition.org*, February 13, 2012

The Land and Water Conservation Fund Coalition (LWCF Coalition) today praised President Obama's continued commitment to robust funding for the Land and Water Conservation Fund (LWCF). The fund is the nation's primary tool to conserve parks, wildlife refuges, forests, rivers, trails, historic and cultural sites, urban parks and playgrounds and other important federal, state and local public lands.

Over the years, LWCF has helped to protect land in every state, and in 98% of U.S. counties. In his FY 2013 budget released this morning, President Obama has requested \$450 million for LWCF, a 30 percent increase over FY 12 funding levels that keeps LWCF on an upward trajectory.

“We are pleased that the President's request indicates a continuing strong commitment to protecting lands for all Americans to enjoy, from the smallest urban playground to the largest national park,” said Bill Meadows, President of The Wilderness Society. “Protecting public lands for future generations is a conservation commitment that has been embraced by Republican and Democratic presidents alike. The Obama

Administration remains committed to LWCF as one of its highest conservation priorities, and we look forward to working with them to support full funding of LWCF through the budget and other legislative opportunities.”

The fund uses no taxpayer dollars. Instead, funds for LWCF come from a small portion of offshore oil and gas leasing revenues that are set aside each year to support conservation and recreation projects. Although the fund is authorized to receive up to \$900 million per year, Congress has routinely diverted LWCF funds for other uses.

“The President’s budget request is a call to action for Congress to do the right thing and appropriate LWCF funds as they were intended. President Obama understands that many special places could be lost without LWCF investment,” said Will Rogers, President of the Trust for Public Land. “In these tough economic times, LWCF is an investment that pays significant dividends in jobs, state and local tax revenues, and income to outdoor recreation-dependent businesses.”

*Read more of this press release [here](#)*

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## **8) CONTRIBUTE THROUGH THE MA STATE INCOME TAX FORM TO THE NATURAL HERITAGE AND ENDANGERED SPECIES PROGRAM**

*A critical part of the funding equation for the Massachusetts Natural Heritage & Endangered Species Program are your voluntary contributions on your Massachusetts state income tax form. If you care about the future of our wildlife and wild places, please consider making a donation. Your contribution is tax deductible on the federal level, but not for state tax purposes. –From MassLand ListServe Contributor*

### **From the MassWildlife, Massachusetts Division of Fisheries & Wildlife site:**

The Natural Heritage & Endangered Species Program (NHESP), part of the Massachusetts Division of Fisheries and Wildlife, is one of the programs forming the Natural Heritage network . NHESP is responsible for the conservation and protection of hundreds of species that are not hunted, fished, trapped, or commercially harvested in the state. The Program's highest priority is protecting the 176 species of vertebrate and invertebrate animals and 259 species of native plants that are officially listed as Endangered, Threatened or of Special Concern in Massachusetts.

According to the Massachusetts Resident Income Tax Form 1 instructions, "this fund has helped restore and conserve in the Commonwealth populations of the Bald Eagle, Hessel's Hairstreak Butterfly, the Redbelly Turtle and the Plymouth Gentian."

You can donate when filing your state income tax by entering an amount on Line 32a: "Endangered Wildlife Conservation". Ask your tax preparer, if you use one, to do this.

To learn more about rare and endangered species conservation in Massachusetts, visit [www.mass.gov/masswildlife](http://www.mass.gov/masswildlife) (click on Natural Heritage). Scroll down to "Support us" for more information on the tax checkoff and making a contribution.

For 10 years, except for Fiscal Years 2010 and 2012, no general tax funds in the state budget have been allocated to support the NHES Program. Most of the operational budget of this program comes from sporting license fees (Inland Fish & Game Fund), permitting, grants and federal aid. In FY 2012, a line item of \$250,000 was passed.

The NHESP has also been subject to an administrative indirect cost rate (ICR) fee (for overhead costs such as lights and electricity) on an annual basis since 2003. Annually the Program, after much time and effort has been expended, has received a waiver of the ICR. In 2011, a bill was filed to provide a permanent waiver of this fee,

the legislation passed in both houses of the legislature, but was vetoed by the governor. Currently efforts are underway to obtain an annual waiver for this fiscal year.

An important portion of the support for this program also comes from your tax check-off or direct donations. Alarming, contributions to NHESP are down. In 1992, 57,433 tax filers contributed \$283,671. In 2010, 19,164 filers contributed \$196,340, slightly down from 2009 when only 18,916 filers contributed \$199,089. So, while participation increased 2010 over 2009, total contributions were down.

If you have already filed your taxes, you can still make a direct donation to the NHESP by sending a check made payable to: Comm. of MA - NHESP and sent to: Natural Heritage & Endangered Species Program, MA Division of Fisheries & Wildlife, North Drive, Westborough, MA 01581.

Tell a friend or neighbor about this program and its important work. Share this information with your local bird clubs and other community groups.

If you have more questions, please contact the NHESP in Westborough at 508-389-6360.

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## Wildlife News

### 9) SANCTUARY OFFERS BLUEBIRD MONITOR INFORMATION SESSION

Join staff from Mass Audubon's Allens Pond Wildlife Sanctuary on Sunday, February 25th from 1:00 p.m. to 3:00 pm for their bluebird nest box monitor information and training session. The session is free and open to the public and focuses on training participants to monitor nest boxes on the sanctuary as volunteers or on their own properties. We will visit 30 nest box sites along the 3-mile hike through the Allens Neck trail system and learn how to monitor nest boxes and attract bluebirds. The trail winds through shrub land and grassland habitats which attract other bird species, like tree swallows that also nest in the boxes and compete for space. We will investigate the boxes for signs of bluebird nesting material and discuss ways to identify other species of birds. Participants will have the opportunity to join the Allens Pond's volunteer nest box monitoring program.

Please meet at the Allens Neck trailhead parking lot at the elbow curve on Allens Neck Rd., Dartmouth, MA. Wear warm clothes and suitable footwear for walking in potentially wet conditions. Bring binoculars, water, notebook, and pen. For more information or to register for the program, call the Sanctuary at (508) 636-2437 or email [allenspond@massaudubon.org](mailto:allenspond@massaudubon.org)

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## Conference

### 10) LAND AND WATER CONSERVATION SUMMIT

Early Registration Deadline: **Friday, February 24**

On Saturday, the registration cost increases from \$40 to \$55.

Download the Summit Program & Register [Here](#)

This is your best opportunity each year to network with land trust colleagues and to attend workshops that are designed to help you protect land and manage the lands that you have protected. Workshops include: fundraising, trail management, appraisals and putting together a land conservation project.

**The Summit is Saturday March 10 at the URI Memorial Union at the Kingston Campus.**

Encourage your land trust colleagues and friends to attend!

Read about the 30 outstanding workshops in the full Summit Program. Download the Summit Program and Register Online at: <http://www.landandwaterpartnership.org/summit.php>

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## Training

### 11) FREE TRAINING FOR LOCAL LAND TRUSTS IN THE CONNECTICUT RIVER WATERSHED

US Fish and Wildlife Service Regional Office

Hadley, MA on Thursday, Mar. 1st from 9:30am – 3pm

The Silvio O. Conte National Fish and Wildlife Refuge would like to announce a free training for local land trust representatives in the Connecticut River Watershed to better inform them about conservation programs offered by the US Department of Agriculture's Natural Resources Conservation Service (NRCS). This free training will help land trust personnel learn about how they can work collaboratively with federal, state, and local partners in an effort to get more "boots on the ground" and to better inform private land owners of land conservation opportunities, specifically those offered by NRCS.

Here are the items with which participants will leave the training:

- Importance of wetland and floodplain conservation
- Additional conservation tools for use by land conservation groups
- Suggestions on how to get landowners interested in NRCS programs
- How to deal with common land conservation issues
- What different federal agencies can do to aid in land conservation
- Contacts for NRCS, FWS, and state agencies to help with land conservation problems
- A checklist with basic information for land trusts to provide the correct information for different types of land conservation.

There will be two separate trainings for the Connecticut River Watershed. One training session will be held on Tuesday, Feb. 28th at the Vermont Institute for Natural Science in Quechee, VT from 9:30am – 3pm. A second training session will be at the US Fish and Wildlife Service Regional Office in Hadley, MA on Thursday, Mar. 1st from 9:30am – 3pm. **Please reply to Artie McCollum ([arthur\\_mccollum@fws.gov](mailto:arthur_mccollum@fws.gov)) by Mon. Feb. 27th if you will be joining us for either training.**

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### 12) THE MASSACHUSETTS KEYSTONE PROJECT

**Help us identify important people who can make the conservation difference!** Every day landowners and communities make decisions that impact natural resources and the many benefits they provide. Our goal is to have in each community the people that can deliver accurate information to landowners and organizations at these crucial decision making times.

In ecology, a **keystone species** is one whose impacts on its environment are larger and greater than would be expected from one species. The Keystone Project educates forest owners and community leaders who have a significant impact on their communities. Keystone Cooperators can either own forestland, be involved in the care and stewardship of a property, or be an active community leader.

The Keystone Project is an intensive 3-day training at the Harvard Forest which focuses on forest ecology and stewardship, wildlife management, and land protection. The training consists of both indoor and field sessions, as well as informal time to learn from fellow participants. In addition, each participant is given resources to take home. Participants are required to attend all parts of the program. We suggest visiting the Keystone web site (<http://MassKeystone.net>), which has other program details including a sample program.

In return for this valuable educational opportunity, participants agree to return to their communities as a local resource and volunteer at least 30-hours of time on a forest conservation project(s) of their choosing with continued support from UMass Amherst.

This spring, the program will take place on: **Thursday evening, April 19th, through Sunday afternoon, April 22nd, 2012 at the Harvard Forest in Petersham.** Applications can be found at: <http://masskeystone.net/apply>. The application deadline is: **Monday, March 5th, 2012.**

The Keystone Training will be held thanks to generous support from the MA Department of Conservation and Recreation's Service Forestry program, the MA Chapter of The Nature Conservancy, and Harvard Forest.

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## Grants

### **13) USFS COMMUNITY FOREST AND OPEN SPACE CONSERVATION PROGRAM (CFP)** [Federal Register notice for the Request for Applications for the Community Forest and Open Space Conservation Program \(CFP\)](#)

#### **CFP Highlights:**

- \*Application deadline is May 15, 2012
- \*All local governments' and qualified nonprofit organizations' applications must be submitted to the State Forester
- \*State Forester must submit the applications to the Forest Service by June 14, 2012
- \*All applicants must send an email to [communityforest@fs.fed.us](mailto:communityforest@fs.fed.us) to confirm an application has been submitted for consideration
- \*Total CFP funding anticipated for awards is \$3.15 million (the register states \$1.35 million, this amount does not include the FY2012 funding that was recently appropriated)
- \*Individual grant applications may not exceed \$400,000
- \*Federal project funds cannot exceed 50% of the total
- \*CFP is for fee purchase only, NO conservation easements
- \*A tract of land cannot be submitted for consideration to CFP if it is also under consideration for Forest Legacy Program funding

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## Jobs

### **14) EXECUTIVE DIRECTOR – IPSWICH RIVER WATERSHED ASSOCIATION**

The Ipswich River Watershed Association (IRWA) seeks an Executive Director to replace its current ED, who has led the organization for more than 18 years. The new Executive Director will be responsible for continuing to build a strong organization that will attain IRWA's goals to restore and protect the Ipswich River.

IRWA is a small non-profit with an annual operating budget of \$350,000. In addition to the ED, IRWA has two full-time and three part-time staff. Program areas include Science and Monitoring; Education and Outreach; River Restoration and Watershed Management; and Policy and Advocacy. IRWA's largest initiative currently is the Parker-Ipswich-Essex Rivers Restoration Partnership. IRWA has received numerous awards for its work, including a 2011 Merit Award from Region 1 of the U.S. Environmental Protection Agency.

*More information available [here](#)*

**To apply, please send your resume by March 15, 2012 to:**  
Peter Phippen, President ([irwa.edsearch@gmail.com](mailto:irwa.edsearch@gmail.com))

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### **15) 2012 SUMMER CONSERVATION INTERNSHIPS, LINCOLN LAND CONSERVATION TRUST**

The LINCOLN (MA) LAND CONSERVATION TRUST (LLCT) is pleased to announce the availability of at least two internships for motivated individuals. The LLCT is a private, non-profit organization (located approx.

16 miles west of Boston) helping to administer approximately 2,000 acres of protected open space, including management of almost 80 miles of trails. While hours are flexible, the positions require 30-40 hours per week and a vehicle. Each position provides ample opportunity for continuing field studies.

**Land Management Intern.** The land management interns carry the primary responsibility for maintaining the trails and land management activities on Land Trust properties. Will also work closely with Town of Lincoln Conservation Department staff on maintenance and special projects on Town conservation land. Anticipated compensation is \$11.00 – 12.50 per hour, depending upon experience and skills. Formal training is less important than initiative, organization, and enthusiasm for independent outdoor work. Light carpentry and plant identification skills a plus.

11 weeks. Flexible time period starting no later than June 1st . 32 hours per week with the occasional opportunity to work up to 40hrs.

Serious inquiries should be addressed to LLCT Anna Wilkins, Outreach Coordinator at [llct@lincolnconservation.org](mailto:llct@lincolnconservation.org), or to Box 6022, Lincoln Center, Massachusetts 01773. Include a current resume and references.

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