



MASSACHUSETTS LAND TRUST COALITION

## MassLand E-News

The Newsletter of the Massachusetts Land Conservation Community

January 21, 2022, Volume 20, Number 1

## Member Spotlight



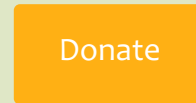
### ***Baxendale Woods: How an AVLT Prevailed Against the Odds to Protect 18 Acres***

With the help of over 400 donors and 2 matching grants—and no public money!—\$3,000,000 was raised in less than three months to purchase Baxendale Woods, an 18-acre parcel located near the shores of Squeteague Harbor in Cataumet, abutting more than 5 acres of existing Bourne Conservation Trust (BCT) and Town of Bourne conservation land to the north. When word spread that this woodland, long held by the Animal Rescue League of Boston, had been purchased for private development, BCT—an all-volunteer land trust—got into action to come up with the purchase price. The conservation history of this land began in 1927 when Esther and Thomas Baxendale generously bequeathed Amrita Island, the buildings and the surrounding property to Harvard University and later to the Boston-based Animal Rescue League as a "perpetual memorial... to provide education on the care of wildlife". Vernal pools and freshwater springs that flow into a stream crossing the land are one of the last vestiges of natural habitat in Cataumet. From canopy to floor, the typical New England forest supports hundreds of animal species that breathe life into a

healthy planet. The land is now owned by BCT. Perpetual conservation restrictions will be placed on the property, allowing public trails and passive recreation, primarily for local community use. A trail system and limited parking area off Megansett Road are in place, with signage coming soon. A detailed history of the land can be found [here](#) and [here](#).

### Support Our Annual Appeal

If you've found value in the education, tools, networking opportunities, and advocacy that we provide, **please consider a tax-deductible donation** to MLTC so we can continue to help land trusts do what they do best: protect more land. [Donate here](#). Any amount is appreciated!



## MassLand News & Programs



The New Year dawned wet and mild at Greenbelt's beautiful John J. Donovan Reservation in Hamilton. #OurMassLandTrusts

### Registration now Open for the 2022 Massachusetts Land Conservation Conference

Thursday, March 24 – Saturday, March 26, online and in-the-field

This year's theme is "**Communicating Conservation: Building the Message for the 21st Century**".

One registration gains you access to 28 virtual sessions; 9 field-based outdoor sessions around Massachusetts; topical talks by lead sponsors; keynote address by Reverend Mariama White-Hammond, Chief of Energy, Environment and Open Spaces for the City of Boston; and access to the recordings through May 31. **Reduced rates through March 11**, with discounted admission for MLTC members. [Register here](#). [Schedule](#). [Session descriptions](#).

Many thanks to the sponsors who have already joined us!

#### Lead:



#### Patron:



**Supporter:** [Berkshire Natural Resources Council](#) | [Buzzards Bay Coalition](#) | [Essex County Greenbelt Association](#) | [Franklin Land Trust](#) | [Horsley Witten Group](#) | [Land Stewardship Inc.](#) | [Land Trust Alliance](#) | [Nantucket Conservation Foundation](#) | [New England Forestry Foundation](#) | [USDA Natural Resources and Conservation Service \(NRCS\)](#) | [Parterre Ecological](#) | [Sasaki Sheriff's Meadow Foundation](#) | [Sudbury Valley Trustees](#) | [Wildlands Trust](#)

**Friend:** [Community Preservation Coalition at The Trust For Public Land](#) | [The Compact of Cape Cod Conservation Trusts](#) | [Durand & Anastas Environmental Strategies](#) | [Ecopixel](#) | [Jankowski & Spencer P.C.](#) | [Landscape - Land Conservation Software](#) | [Law Office of Stephen J. Small](#) | [The Trust for Public Land](#) | [Upstream Tech](#)

### **Leadership Succession Planning for Land Trusts**

Four 90-minute sessions via Zoom, starting Wednesday, January 26 noon – 1:30 pm. Continues Wednesdays February 2, February 9 and March 9 (noon – 1:30 p.m. for staffed land trusts and 4:00 p.m. – 5:30 p.m. for all-volunteer land trusts)

At its heart, [succession planning](#) is not about replacing people, but a way to facilitate change and growth, making your mission more enduring. With separate tracks for staffed and all-volunteer land trusts, this Land Trust Alliance (LTA) seminar series will give you tools and resources to build new leaders, transform your organization and create a timeline for thoughtful succession processes. Regular cost: \$95 for LTA members; \$125 for non-members, but **a significant discount is available for Massachusetts land trusts, so contact us at [admin@massland.org](mailto:admin@massland.org)** for your discount code before registering. [Learn more](#) and [register](#). Co-sponsored by the MLTC's Stronger Together program.

### **Should Your Land Trust Participate in the Carbon Credit Market?**

Thursday, February 10, 4:00 p.m. - 5:30 p.m., via Zoom

Join this webinar discussion of land trust staff and consultants who are working on forest carbon projects. Hear from land trust colleagues who successfully registered projects and are now in the monitoring phase. What's happening in the carbon market today, what are the benefits and challenges of participating, and how can your land trust or a forest landowner get started in the process of selling carbon credits? Bring your questions about this exciting and complex tool in the fight against climate change. Panelists include Elizabeth Wroblecka of Conservation Works, LLC, Chris Pryor of New England Forestry Foundation, Tom Lautzenheiser and Michelle Manion of Mass Audubon, Stacy Wegner and Jim Patterson of Forest Carbon Works. Sponsored by the Massachusetts Land Trust Coalition. Free but advanced registration required [here](#).

### **Boot Camp for Land Trust Board Members**

Five consecutive Tuesdays, February 15 – March 15, 6:00 p.m. – 7:00 p.m., via Zoom.

This five-part series provides an orientation to unique elements of land trust work and important roles that Board members play. Drawing from Land Trust Alliance Standards and Practices and feedback received from Massachusetts land trusts, Alliance Circuit Rider [Connie Manes](#) will guide participants through an exploration of governance, finance, transactions and stewardship issues. Ideal for new Board members or any land trust board or staff members looking to refresh their knowledge! Cost: \$25 for MLTC [member organizations](#); \$45 for non-members. [Register here](#).

### **Using Surveys or other Data to Advance Racial Justice, Equity and Inclusion Efforts**

Thursday, February 17, 2022, 4:00 p.m. - 5:00 p.m., via Zoom



This Stronger Together networking discussion provides an opportunity for land trust staff and board members to exchange ideas on efforts to advance racial justice, equity and inclusion initiatives within their organizations. Kitty Pochman, Executive Director of the Linda Loring Nature Foundation, will kick off the discussion by briefly sharing how the Association of Nature Center Administrators designed and is using a member survey to help inform their DEI work with their national organizational members. Barbara Bates from Newton Conservators will share the challenges they have encountered as an all-volunteer land trust trying to explore the use of surveys. This discussion will not be recorded. Sponsored by MLTC and facilitated by Robb Johnson, Executive Director. Free, but advance registration required [here](#).

## Policy

### **Help us Expand the Conservation Land Tax Credit**

[H.2960/S.1986](#), *An Act increasing the conservation land tax credit*, was heard by the Joint Committee on Revenue in December. MLTC Executive Director Robb Johnson provided oral testimony and signed on with partners to a joint letter of support. To have a chance to pass this session, bills must be moved out of Committees by February 2. Time is running out, so please contact the Revenue Committee now, especially if your Senator or Representative is on the Committee, and urge them to favorably report out H.2960/S.1986. You can find your members [here](#) and the members of the Revenue Committee [here](#). Learn more about this importance of this bill [here](#). Please contact Emily Myron (TNC) at [emily.myron@tnc.org](mailto:emily.myron@tnc.org) if you have any questions.

### **Mosquito Control – Learn about Opt-outs Opportunities and Reform Initiatives**

A reminder that is time to file with the state if you or your land trust would like to opt-out of mosquito spraying. A free [webinar](#) briefing will be held on January 26<sup>th</sup> on the risks of spray-based mosquito control, the need for ecological management of mosquito borne-disease, and proposed legislation to improve mosquito management. Additional resources are available from the [MassQuito Coalition](#).

## News

### **MEPA Environmental Justice Protocols Published**

The MEPA Office announced that the final amendments to 301 CMR 11.00 were filed for publication in the Massachusetts Register on December 24. [Read the protocols](#). Note that the transitional rules regarding environmental justice outreach were rescinded on January 1, 2022.

### **In Memorium**

We note the passing of E.O. Wilson, a true friend of the conservation community; renowned expert on ants, insects, and biodiversity; keynote speaker at the 2017 Mass Land Conservation Conference; and Pulitzer Prize winner. A portrait of his life can be found [here](#).

### **Beginning Farmers, Farmers of Color Outbid as Farmland Prices Soar**

*from Civil Eats, by Greta Moran, January 3, 2022*

The pandemic-fueled land rush has brought wealthier buyers to rural areas, making land even harder to access for beginning farmers—a crisis that has become especially acute in the Northeast. Robb Johnson, Executive Director of the Massachusetts Land Trust Coalition was interviewed for this article, among others. [Read the article](#).

Related to this topic are two more articles:

#### **1. Land For Good's Farm Seekers Program**

[Land For Good](#) (LFG), based in Keene, NH, works throughout New England to help preserve

farmland by working with farmers and others to ensure that working lands stay in agricultural production. Sustainable farms are one of the best tools for protecting farmland, and ownership transitions can make farmland vulnerable to loss, particularly without thoughtful succession planning. The organization's [Farm Seekers Program](#) helps farm seekers acquire farms and farmland. Their [Working Lands Program](#) helps landowners make land available for farming.

## **2. How Thousands of Black Farmers Were Forced Off Their Land**

[This article](#) from *The Nation* follows the Atchisons, a Black farming family in Alabama, as they were repeatedly denied USDA loans from the local Farm Service Agency office throughout the 1980's and their complaints about discrimination to the USDA were ignored. Investigations found that systematic discrimination blocked Black farmers from accessing federal funds. The ensuing debts forced Black farmers to sell millions of acres of land, which was then often bought by White farmers. Between 1910 and 1997, Black farmers lost 90% of their property while White farmers lost only 2% of their land.

### **Proposals for Presenting at Rally Due Monday, February 28**

Share your wisdom with the land trust community at Rally 2022 -- in-person in New Orleans September 15 – 17! Ideal proposals will incorporate three intertwined themes that are critical to the future of land conservation: Inclusion, Climate Change and Water. Share lessons that will help the conservation community increase our impact. [Learn more.](#) [Submit a proposal.](#)

### **Land Trusts Secure DER Grants**

Buzzards Bay Coalition and Mass Audubon were among those awarded funding in the latest round of Division of Ecological Restoration grants announced in December. Buzzards Bay Coalition will apply one grant toward restoring a former cranberry bog in Mattapoisett, and another to launch a new regional restoration partnership that will start by evaluating restoration opportunities and developing a project prioritization model. Mass Audubon will use grant funds to develop design options for restoration of the Broad Meadow Brook wetland and stream system in southeast Worcester. [See the full list of funded projects.](#)

### **The Compact Celebrates Their 35<sup>th</sup> year!**

[The Compact of Cape Cod Conservation Trusts](#) was founded in 1986 by six Cape Cod land trusts to increase the availability of protected open space on Cape Cod and vicinity by providing technical assistance to local land trusts and watershed associations. Now, 30 organizations belong to The Compact, which has been termed by the Land Trust Alliance as the “national model of a sustainable land trust network.”

## **Webinars and E-Learning**



### **Engaging Landowners in Sustainable Stewardship**

Wednesday, January 26, 12:00 p.m. - 1:00 p.m.

Through experiences and lessons learned from a multi-year landowner outreach project in the MassConn Woods, this presentation will discuss how private owners of woodlands and other natural areas can be motivated to take specific actions to steward and benefit the lands they hold. Sponsored by the Ecological Landscape Alliance. [Details and register.](#)



### **Accelerating Climate Action Through Higher Education: An Introduction to Second Nature**

Wednesday, January 26, 12:30 p.m. - 1:30 p.m.

Second Nature has worked to expand higher education's ability to solve pressing sustainability challenges, focusing heavily on climate change. Tim Carter, CEO of Second Nature, will offer an overview of the organization's

major initiatives, advocacy work and climate leadership activities, including the University Climate Change Coalition (UC3), which is a collaborative coalition that leverages relationships and expertise to accelerate local climate solutions and build community resilience. [Learn more and register](#). Offered through ALPINE (Academics for Land Protection in New England).



### **2022 Municipal Vulnerability Preparedness Winter Series**

*Wednesday, January 26, 10:00 a.m. - 12:00 p.m.*

[Building Trust and Community Partnerships](#). Explore the intersection between municipal climate adaptation and partnership building efforts that center community groups.

*Wednesday, February 2, 3:00 p.m. - 4:15 p.m.*

[Networking Event](#). Meet others who are working to address climate impacts at the local and regional scale.



### **Open Space Conference**

*February 3, 10, 17, and 24 (consecutive Thursdays), webinars: 12:00 p.m. - 1:30 p.m., networking: 1:35 p.m. - 2:20 p.m.*

**February 3** — The Ecological Context of Your Community

**February 10** — The Social Context of Your Community: Increasing Accessibility For All Residents

**February 17** — The Climate Change Context of Your Community

**February 24** — The Financial Context of Your Community

This event is for those interested in protecting open space to gain practical skills, share experiences, build partnerships, and come away with an increased capacity to facilitate successful land conservation projects - be it through planning, outreach, or stewardship. This event is being collaboratively organized by the North Quabbin Regional Landscape Partnership, Mount Grace Land Conservation Trust, Emerald Necklace Conservancy, and Green Cambridge. [Learn more](#). [Register](#).



### **2022 Southeastern Massachusetts Land Trust Convocation**

*Saturday, February 5, 9:00 a.m. - 10:30 a.m., on Zoom*

Registration will be limited to the first 100 people. [Register here](#).

*9:00 a.m. – 9:40 a.m. - Session 1*

Climate Change: Positive Actions for Land Trusts and Local Communities – Rich Delaney, Cape Cod Climate Change Collaborative

*9:50 a.m. – 10:30 a.m. - Session 2 (select one)*

Workshop #1

Keeping Pace with Evolving Government Funding Programs

Robb Johnson, MA Land Trust Coalition

Mark Robinson, The Compact of Cape Cod Conservation Trusts

Workshop #2

BioMap 3: The Latest Science to Guide Conservation

Dr. Eve Schluter, MA Natural Heritage and Endangered Species Program

Andy Finton, The Nature Conservancy

Workshop #3

Improving Accessibility for All Abilities at Conservation Lands

Jim Bride, Sippican Lands Trust



Susan Moynihan, Cape Cod National Seashore  
Lucy Gertz, Mass Audubon

#### Workshop #4

Communicating Effectively with the Media

Seth Rolbein, Cape Cod Fisheries Trust

Heather Goldstone, Woodwell Climate Research Center

## MassWoods

### **Landowner Webinar Series: Plan for Your Land**

2nd Thursday of the month, through April, 6:30 p.m. - 8:30 p.m.

This six-part webinar series is for landowners interested in planning the future of their land. Sessions will feature relevant professionals to provide information and help answer questions. Sign up for individual webinars or the entire series. [Learn more and register.](#)

**February 10** — How can I reduce my property taxes?

**March 10** — How can I conserve my land?

**April 14** — What are the financial benefits of land conservation?



### **QGIS for ArcMap Users: Making the Transition**

February 10, 17, and 24 (three consecutive Thursdays), 3:00 p.m. - 4:30 p.m.

Learn how QGIS and ArcMap compare and how to problem-solve using the free software of QGIS. There is a cost to attend. Sponsored by who? [Learn more and register.](#)



### **28th Ecological Landscape Alliance Conference**

Wednesday, February 23 - Thursday, February 24

Topics will include: [Ecological Lessons from Pollinator Habitat](#) · [Strategies for Supporting Urban Landscapes and Pollinators](#) · [Focus on Design](#): parks, watershed design, garden ethic · [Focus on Practice](#): native grass/sedge/rush, communication · [Idea Exchange](#): jumping worms, hummingbirds, monarchs. [Details and register.](#)



### **MACC Annual Environmental Conference 2022**

Week 1: March 1, 2, 3 and 5

Week 2: March 8, 9, 10 and 12

Mark your calendar for two weeks of virtual workshops, fundamental units, keynote speakers, environmental service awards, and more. Details coming soon.

## Grants

### **Neighborhood Outreach Project**

Deadline: rolling

The Working Forest Initiative is sponsoring grant funding to implement "neighborhood-based outreach" to landowners about conservation-based estate planning, including land protection options. This project aims to use social networks to help inform landowner decisions about the future of their land. This grant is intended for areas with significant forest cover. Maximum funding is \$5,000. All activities of this reimbursement grant must be completed by April 15, 2022. [Details here.](#)

### **The Land and Water Conservation Fund (LWCF) Grant Program**

Application deadline: Monday, January 24, 3:00 p.m.

The LWCF Grant Program provides financial assistance to municipalities and the state's Departments

of Conservation and Recreation and Fish and Game for the acquisition of parkland, development of a new park, renovation of an existing park, development of trails in an existing conservation or recreation area, or the acquisition of conservation land. Grants up to \$1,000,000 are available this grant round. [Details and apply.](#)

### **FY23 MVP Action Grants Expression of Interest (EOI)**

*Expression of Interest deadline (highly recommended): **CHANGED to February 1.***

The MVP Action Grant program is open to municipalities who have completed the MVP planning process and invest in municipal priorities that build resilience. Through [this form](#), potential applicants provide basic information about their project idea. MVP staff will then provide feedback prior to the Request for Responses release date in late March / early April. Submission of an EOI for a project is not mandatory in order to submit an application in the spring, but it is encouraged. EOIs received by January 21 will receive more comprehensive feedback.

### **2022 MassTrails Grant**

*Application deadline: Tuesday, February 1*

MassTrails provides matching grants to communities, public entities, and non-profit organizations to plan, design, create, and maintain the diverse network of trails, trail systems, and trails experiences used and enjoyed by Massachusetts residents and visitors [Details.](#)

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

*Info session: Wednesday, February 2, 10:00 a.m.*

*Application deadline: Friday, March 18*

This grant program provides financial assistance for the purchase of land in existing DEP approved drinking water supply protection areas, or land in estimated protection areas of identified and planned future water supply wells or reservoirs. [Learn more.](#)

### **Emergency Coastal Resilience Fund Grant Program**

*Application deadline: Thursday, February 3*

This program is managed in collaboration with the National Oceanic and Atmospheric Administration (NOAA) to support projects that increase the resilience of wildlife habitat and coastal communities impacted by natural disasters. \$24 million will be available and, because of the emergency nature of the funds, there is no cost-share requirement. [Details and apply.](#)

### **Air Quality Monitoring Grant**

*Application deadline: Friday, February 18*

The Environmental Protection Agency (EPA) has made available \$20M in grants, with funding from the American Rescue Plan, to enhance ambient air monitoring in communities with health outcome disparities from pollution and the COVID-19 pandemic, and to promote air quality monitoring partnerships between communities and tribal, state, and local governments. [Learn more.](#) [Apply.](#)

### **U.S. Standard NAWCA Grants**

*Application deadline: Friday, February 25*

This matching grants program supports public-private partnerships carrying out projects that involve long-term protection, restoration, and/or enhancement of wetlands and associated uplands habitats for the benefit of all wetlands-associated migratory birds. [Learn more and apply.](#)

### **Cornell Land Trust Bird Conservation Initiative Grant Program**

*Application deadline: Tuesday, March 1*

These grants provide between \$5,000-\$25,000 for projects that contribute to bird conservation on private lands through activities such as (but not limited to) strategic planning, outreach, habitat management, stewardship, bird monitoring, eBird use, capacity building, and land or easement acquisition. Funds will be dispersed at the end of May/June in the following categories: Capacity and Partnership Projects – up to 6 grants of \$5,000 each; Management and Restoration Projects – 8



grants of \$25,000 each. [Learn more.](#)

### **Massachusetts Preservation Projects Fund (MPPF) Grant Program**

*Application deadline: Friday, March 18*

This 50% matching grant reimbursement program supports the preservation of properties, landscapes, and sites listed in the State Register of Historic Places. Applicants must be a municipality or nonprofit organization. Potential applicants are strongly encouraged to view the MPPF [Application presentation video](#). [Learn more and apply.](#)

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

*Deadline: Friday, March 18, 2022 at 3:00 pm*

The Drinking Water Supply Protection Grant Program provides financial assistance for the purchase of land in existing Department of Environmental Protection approved drinking water supply protection areas, or land in estimated protection areas of identified and planned future water supply wells or reservoirs. Grants up to \$300,000 are available this grant round. One virtual grant workshop will be held on Wednesday, February 2, 2022 at 2:00 pm. Please RSVP to Vanessa Farny at [vanessa.farny@mass.gov](mailto:vanessa.farny@mass.gov) by Monday, January 31, 2022 to receive the Teams link. Please note that this is the first year that applications will be accepted via an online form. For additional information and to apply, [click here](#).

### **Landscape Partnership Grant Program**

*Deadline: Monday, May 2, 2022 at 3:00 pm*

The Landscape Partnership Grant Program provides financial assistance to municipalities, land trusts, and state agencies for the acquisition of property interest in large, unique, unfragmented conservation and working lands of, at minimum, 500 acres in size. Grants up to \$1,250,000 are available this grant round. One virtual grant workshop will be held on Wednesday, March 2, 2022 at 2:00 pm. Please RSVP to Vanessa Farny at [vanessa.farny@mass.gov](mailto:vanessa.farny@mass.gov) by Monday, February 28, 2022 to receive the Teams link. Please note that this is the first year that applications will be accepted via an online form. For additional information and to apply, [click here](#).

## **Resources & Opportunities**

### **Two New Land Conservation Tools by UMass Extension**

In addition to the recently-released [Land Conservation Tools](#) website, UMass Extension is offering two new tools: [At a Glance: Massachusetts Land Conservation Tools](#), a cheat sheet that provides an overview of the suite of information sources and tools; and [Massachusetts Land Conservation Tools: Exploring Climate Adaptation](#), which highlights how the tools can be used to guide land conservation with a climate adaptation lens.

### **The State of the CPA (Community Preservation Act)**

The CPA Coalition held a "CPA Bootcamp" webinar earlier in the fall, describing the State of the CPA, including revenues and expenses, sample projects, and more about the CPA Coalition. [View the training](#).

### **2022 ALPINE Summer Institute Now Accepting Applications**

*Application deadline: Friday, April 1*

ALPINE's (Academics for Land Protection in New England) Summer Institute is designed for those interested in getting in-depth exposure to the practice of large landscape conservation in New England. Undergraduate and graduate students, as well as young professionals with a wide variety of academic backgrounds and levels of experience, are eligible to apply. The program will include once-a-week virtual sessions between early June and early August, as well as feature (if public health conditions allow) a face-to-face meeting at the Schoodic Institute in Winter Harbor, Maine from June 24 to 26. There is no cost to students for the program. [Learn more](#). [Apply](#).

# Of Interest

## **Historic Sea Eagle Sighting**

In mid-December, a rare Steller's sea eagle was spotted along the Taunton River in Massachusetts, thousands of miles away from its home in Asia. This sea eagle is one of the largest raptors in the world, weighing up to 20 pounds with a wingspan of up to 8 feet! [Read more](#).

## **To Feed or Not To Feed?**

To put food out for wildlife in the winter or not? Feeding wildlife can do more harm than good and disrupts how wild animals naturally adapt to winter conditions. Here are [six reasons why feeding wildlife is a bad idea, and what you should do instead](#).

# Jobs

Post your job openings on the MassLand **self-serve** [Job Board](#)! Add one anytime.

[Executive Director](#) - Williamstown Rural Lands

[Executive Director](#) - Chatham Conservation Foundation, Inc.

[Executive Director](#) - Chocorua Lake Conservancy

[Vice President of Administration & Finance](#) - Buzzards Bay Coalition

[Director of Land Protection](#) - North County Land Trust

[Conservation Director](#) - Saratoga Preserving Land and Nature

[Program Director](#) - Connecticut Land Conservation Council

[Senior Program Officer, Conservation](#) - The Fidelity Foundations

[Program Officer, Conservation](#) - The Fidelity Foundations

[High Road Manager](#) - Berkshire Natural Resources Council

[Conservation Manager](#) - Northeast Wilderness Trust

[Coastal Project Manager](#) - The Trustees

[Land Stewardship and Outreach Manager](#) - Westport Land Conservation Trust, Inc.

[Northern New England Land Steward](#) - Northeast Wilderness Trust

[Land Protection Specialist](#) - The Compact of Cape Cod Conservation Trusts , Inc.

[Endangered Species Review Biologist \(Conservation Biologist III\)](#) - Massachusetts Department of Fish & Game

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

[Ecological Restoration Specialist - Ecohydrology](#) - MA Division of Ecological Restoration

[Outreach & Administrative Coordinator](#) - Harwich Conservation Trust

[Education and Outreach Program Administrator](#) - Tufts University Office of Sustainability

[Southern New England Trails Volunteer Programs Field Coordinator](#) - Appalachian Mountain Club

[Administrative Assistant](#) - Southborough Open Land Foundation

[AMC AmeriCorps Member](#) - Appalachian Mountain Club

[Numerous positions](#) - Environmental League of Massachusetts

[Internship](#) - Native Plant Trust

Massachusetts Land Trust Coalition | 18 Wolbach Rd., Sudbury, MA 01776 | <https://massland.org>