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CONNECTICUT  
Land Conservation Council  
[ctconservation.org](http://ctconservation.org)

**SATURDAY, MARCH 25, 2023**  
9:00 am – 5:00 pm RECEPTION FOLLOWS  
Wesleyan University • Middletown, CT





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## CONNECTICUT Land Conservation Council

The mission of the Connecticut Land Conservation Council (CLCC) is to elevate and strengthen land conservation in Connecticut. CLCC's vision is a future where every Connecticut community is supported and sustained by a diverse mix of conserved land, and land conservation is embraced as an essential community value. We embrace a commitment to understand and take action alongside those we serve to address and promote inclusive conservation.

CLCC is the only statewide service provider and voice for all Connecticut land trusts. CLCC is a leader in advocacy and policy, education and training, and technical assistance to empower Connecticut's ~130 land trusts and ensure the long-term viability of land conservation efforts in the state.

### Board of Directors and Officers

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# WELCOME TO THE 2023 Connecticut Land Conservation Conference

## Learning, sharing, growing skills and knowledge!

Now in its 39th year, the Connecticut Land Conservation Conference is the state’s largest annual full-day conservation gathering and land trust convocation. Hosted by CLCC, the Conference provides dynamic training and networking opportunities for volunteers, staff and board members from Connecticut’s land trust community, as well as land use professionals and municipal commission members, advocates, land-owners, environmental educators, students, grassroots activists, and others interested in land conservation.

We are so pleased that you’ve chosen to spend your day with us and hope you will leave feeling energized and well-equipped to carry out the mission and work of your organization and community.

## SCHEDULE AT-A-GLANCE

<b>8:00 am</b>	<b>Registration/Continental Breakfast</b> ..... Usdan University Center Gregory Lounge
<b>9:00 am</b>	<b>Plenary Session</b> ..... Fayerweather Beckham Hall
	<b>WELCOME</b>
	<b>Amy Blaymore Paterson</b> , Executive Director, CLCC
	<b>Andrew Fisk</b> , Bureau Chief, CT DEEP Bureau of Natural Resources
	<b>KEYNOTE ADDRESS</b>
	<b>Coping with Your Green Angst: A <i>Kaitiaki’s</i> Call to Action</b>
	<b>Dr. Anne-Sophie Pagé, BVSc</b>
<b>10:00 am</b>	<b>Break</b>
<b>10:30 am</b>	<b>Workshop Session A</b> ..... (see Workshop Descriptions on p. 7)
<b>12:00 pm</b>	<b>Lunch</b> ..... Mink Dining Hall, Gregory Lounge, Daniel Family Commons
<b>1:15 pm</b>	<b>Workshop Session B</b> ..... (see Workshop Descriptions on p. 13)
<b>2:30 pm</b>	<b>Break</b>
<b>2:45 pm</b>	<b>Workshop Session C</b> ..... (see Workshop Descriptions on p. 21)
<b>4:00 pm</b>	<b>Break</b>
<b>4:15 pm</b>	<b>Workshop Session D</b> ..... (see Workshop Descriptions on p. 27)
<b>5:00 pm</b>	<b>Reception</b> ..... Usdan University Center Gregory Lounge

**Special thank you to today’s Sign Language Interpreter, Joy Valenti.**

# SPECIAL EVENTS

In addition to sponsor displays and resources, special events for 2023 include:

- **Young Conservation Professionals Meet-Up**

Grab your lunch and network with other young conservation colleagues in the Daniel Family Commons room.

- **1:1 Meetings with the Land Trust Accreditation Commission**

Stop by the Land Trust Accreditation Commission table and schedule a time to chat with Melissa Kalvestrand, Executive Director of the Commission.

In addition to her workshop “A.12 Land Trust Accreditation: Preparing for the Journey,” Melissa will be on-hand all day to answer questions about applying for or renewing accreditation, steps your land trust can take to prepare for accreditation, and recent changes to the accreditation requirements. This unique opportunity to speak directly with Commission staff is not to be missed!

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## WELCOME ADDRESS

### Andrew Fisk

Andy began working for the CT Department of Energy & Environmental Protection in October 2022. He has worked in public service throughout New England since 1997 after receiving his graduate degrees from Rutgers University in land use planning, public policy, and environmental science. He worked for the State of Maine for 13 years at the Land Use Regulation Commission and the Departments of Marine Resources and Environmental Protection. His last position was running the Bureau of Land & Water Quality.

He chaired the New England Interstate Water Pollution Control Commission and the national Association of Clean Water Agencies and testified twice in Congress during his tenure in Maine. He was a board member and Chair of the regional Kennebec Land Trust when they hired their first paid staff and initiated the now long-running Kennebec Woodlands Partnership.

Andy led the transformation of the Connecticut River Conservancy (rebranded from the Connecticut River Watershed Council in 2017) since 2011, serving as their Executive Director. The organization has tripled in size under his tenure and expanded programs in restoration, advocacy, community science, and recreation throughout the four-state watershed.

Andy is currently a public member and chair of the Connecticut River Atlantic Salmon Commission as well as chair of the Norcross Wildlife Foundation. He serves on the Advisory Board to the Massachusetts Water Resources Authority as a gubernatorial appointee representing the Connecticut River watershed.





# KEYNOTE ADDRESS

## Dr. Anne-Sophie Pagé, BVSc

Dr. Anne-Sophie Pagé is an environmentalist and veterinarian from the distant shores of Aotearoa New Zealand. At 25 years old, there are two priorities in her life. The first, fostering emotional connections between individuals and the environment in the hope of developing a holistic sense of *kaitiakitanga* (environmental guardianship) in the face of climate change. The second, using her knowledge as a veterinarian to assist in mitigating the biodiversity crisis. Having worked with wildlife for the majority of her life, including the magnificent royal albatross and some of the rarest species of penguins and sea lions on Earth, she has witnessed firsthand the devastating impacts caused or influenced by people, either directly or indirectly, currently being imposed on our environment.



In recent years, Anne-Sophie has sailed the Pacific with a team of revolutionary scientists monitoring the state of our oceans in conjunction with the Sir Peter Blake Trust and Tara Ocean Foundation. She sat with world leaders and voiced her concerns at the Asia-Pacific Economic Cooperation Summit in Vietnam and at the United Nations in New York, lived out in the African bush dehorning rhino in an effort to combat the poaching crisis, voyaged down to the Sub-Antarctic Islands on advocacy missions for the Enderby Trust, and researched penguin population dynamics in remote Patagonia.

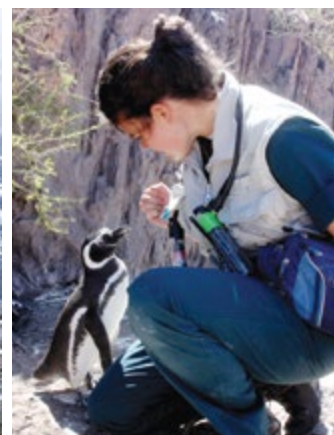
She sat on the New Zealand UNESCO Youth Reference Panel and served a three-year term on the New Zealand Conservation Board advising the Minister of Conservation on environmental issues. Over the past summer, she was the lead veterinarian on an annual expedition down to the Sub-Antarctic region conducting mortality studies on the critically endangered New Zealand sea lion and has recently been appointed as a director of the Tasmanian Wildlife Hospital. She is about to embark on a three-year residency in wildlife pathology which will enable her to conduct wide scale health assessments of declining populations and influence management changes.

Anne-Sophie is a published writer, accomplished photographer, and has worked as a wildlife guide for seven years whilst completing her university studies. She currently resides on the North West Coast of Tasmania, Australia and fills her spare time hiking, sailing and scuba diving. To learn more about her environmental experiences and perspectives check out her website [green-angst.com](http://green-angst.com).

## Coping with Your Green Angst: A *Kaitiaki's* Call to Action

Like all of us struggling to cope with the interrelated global climate and biodiversity crises, Dr. Anne-Sophie Pagé, an environmentalist and veterinarian, is consumed by angst over the fate of our planet.

Embracing her *Kaitiakitanga* philosophy (environmental guardianship) of the indigenous Māori people of her native New Zealand, Anne-Sophie, will share her hopes for the future through the lens of her global wildlife research. From Antarctica to Africa, the coastline of Patagonia and the expansive Pacific Ocean, Anne-Sophie will highlight the critical role of land conservation and other nature-based solutions in saving the planet and inspire us to take action now for the benefit of her generation and beyond.



# WORKSHOP SCHEDULE

B=Boger BH=Beckham Hall C=Chapel DFC=Daniel Family Commons F=Fayerweather  
 SC=South College U=Usdan UMP=Usdan Multipurpose Room

Session A: 10:30 am–12:00 pm	Session B: 1:15–2:30 pm
<b>TRACK 1 : Conservation Policy &amp; Advocacy</b>	
<b>A.1</b> Leading the Way: Environmental Activists Speak Out • UMP	<b>B.1</b> Environmental Courage: The Emerging New Intelligence Imperative to our Survival • F106
<b>A.2</b> Smart Solar in CT • U110	<b>B.2</b> CT General Assembly 2023 Update • U110
<b>TRACK 2 : Land Protection – Project Planning, Due Diligence &amp; Model Documents</b>	
<b>A.3</b> Nuts and Bolts of Land Transactions (101 Series) • F106	<b>B.3</b> Anatomy of a Conservation Easement: Using the Updated CT Model • BH
<b>A.4</b> Land Trust Law School • C	
<b>TRACK 3 : Stewardship I – Managing Land to Mitigate &amp; Respond to Climate Change</b>	
<b>A.5</b> New England's Climate Imperative: Our Forests as a Natural Climate Solution • BH	<b>B.4</b> What is Climate-Smart Forestry and How Can It Help the Planet? • U108
<b>A.6</b> Primer on Climate Resilience and Nature Based Solutions • U108	<b>B.5</b> Using Remote Tech to Understand and Monitor Climate Change Impacts • U114
<b>TRACK 4 : Stewardship II – Habitat Management &amp; Restoration</b>	
<b>A.7</b> Building Strategic Bird Conservation Partnerships with Private Land Networks • SC	<b>B.6</b> Organic Approaches: Battling Knotweed and Other Invasives • C
	<b>B.7</b> Protect Unique Environments in Utility Rights-of-Way • B110
<b>TRACK 5 : Stewardship III – Managing Land for Public Access &amp; Community Engagement</b>	
<b>A.8</b> How Towns and Land Trusts Can Partner for Mutual Conservation Benefit • B112	<b>B.8</b> Getting Volunteers Involved with Wildlife Conservation • DFC
<b>A.9</b> The Green Corridor and Follow the Forest Present: Community-Centered Corridor Initiatives • B115	<b>B.9</b> Landscape Planning and Mental Health • B112
<b>A.10</b> 3D Printed Terrain Models • B113	<b>B.10</b> Looking at Conservation More Broadly • UMP
<b>TRACK 6 : Organizational Strength &amp; Sustainability</b>	
<b>A.11</b> Succession Planning and Collaboration: You Don't Have To Go Alone • B114	<b>B.11</b> Strategic and Succession Planning — Interrelated Governance Functions • B114
<b>A.12</b> Land Trust Accreditation: Preparing for the Journey • B110	<b>B.12</b> Building a Stronger Board (101 Series) • B115
	<b>B.13</b> Intro to Recordkeeping (101 Series) • F108
<b>TRACK 7 : Fundraising, Grants &amp; Communications</b>	
<b>A.13</b> Intro to Fundraising (101 Series) • DFC	<b>B.14</b> Primer on State Funding • SC
<b>A.14</b> Funding Sources and Other Considerations for Protecting Agricultural Land • B111	<b>B.15</b> National Fish and Wildlife Foundation Funding Opportunities • B113

The **101 Series** is an entry-level workshop for those new to land conservation work, or needing a refresher.

# WORKSHOP SCHEDULE

B=Boger BH=Beckham Hall C=Chapel DFC=Daniel Family Commons F=Fayerweather  
 SC=South College U=Usdan UMP=Usdan Multipurpose Room

Session C: 2:45 – 4:00 pm		Session D: 4:15 – 5:00 pm	
<b>TRACK I : Conservation Policy &amp; Advocacy</b>			
<b>C.1</b> Culturally-Relevant Youth Mentorship for Inclusive Environmental Action • U110		<b>D.1</b> Yes! Your Land Trust Can Lobby • B115	
<b>TRACK 2 : Land Protection – Project Planning, Due Diligence &amp; Model Documents</b>			
<b>C.2</b> Best Practices in Due Diligence • U136		<b>D.2</b> Advanced Topics: Land Transactions Q&A • F106	
<b>C.3</b> How Stewardship and Enforcement Inform Transactions • U108			
<b>TRACK 3 : Stewardship I – Managing Land to Mitigate &amp; Respond to Climate Change</b>			
<b>C.4</b> Why Wild? • B114		<b>D.3</b> Stewardship Services for Private and Municipal Woodland Owners • U110	
<b>C.5</b> Intro to Forest Carbon (101 Series) • BH			
<b>TRACK 4 : Stewardship II – Habitat Management &amp; Restoration</b>			
<b>C.6</b> How We Can Allow Beavers to Build Climate Resilience • C		<b>D.4</b> Management Strategies for Controlling Woody Invasives • BH	
<b>C.7</b> Pollinators in my Backyard • F108		<b>D.5</b> Managing Invasive Understory Plant Species Using Drones and Robots • F108	
		<b>D.6</b> Satellite Imagery Mapping of Invasive Understory Plants • DFC	
<b>TRACK 5 : Stewardship III – Managing Land for Public Access &amp; Community Engagement</b>			
<b>C.8</b> Conservation that Addresses Social and Environmental Needs • DFC		<b>D.7</b> CT FarmLink Introduction for Land Trusts • B113	
<b>C.9</b> A Partnership Approach to Conserving the New England National Scenic Trail • B113		<b>D.8</b> Light Pollution and Its Effect on Health and the Environment • B112	
<b>C.10</b> Introduction to Property Features Mapping with the Avenza App • B112		<b>D.9</b> Maps and Map Reading (101 Series) • SC	
<b>TRACK 6 : Organizational Strength &amp; Sustainability</b>			
<b>C.11</b> Why Workplace Mental Health Issues are Rising and How to Address Them • CANCELED		<b>D.10</b> Financial Reports to the Board and Other Financial Management Best Practices • B110	
<b>C.12</b> Advancing Inclusion • B110		<b>D.11</b> Technology Needs for Small Nonprofits: Planning for Today and Tomorrow • B114	
<b>C.13</b> Stewardship Best Practices (101 Series) • B115			
<b>TRACK 7 : Fundraising, Grants &amp; Communications</b>			
<b>C.14</b> Raising Money for Now and for Later: Legacy Match Campaigns • SC		<b>D.12</b> Fundraising Q&A with David Allen • UMP	
<b>C.15</b> CLCC Funding Programs • F106		<b>D.13</b> Effective Communications, Messaging and Storytelling • U108	

The **101 Series** is an entry-level workshop for those new to land conservation work, or needing a refresher.

# EVERSOURCE ENERGY



## A Thirst for **Land Conservation**

The Regional Water Authority is pleased to support the 2023 Connecticut Land Conservation Conference and its work to strengthen the foundation for present and future land conservation.

 Regional **Water** Authority  
Tapping the Possibilities™



# WORKSHOP DESCRIPTIONS

## WORKSHOP SESSION A: 10:30 am – 12:00 pm

### **A.1 Leading the Way: Environmental Activists Speak Out**

**Usdan Multipurpose Room**

#### **All Levels**

Land trust leaders are worried about who is going to succeed them to ensure that their land conservation vision is carried forward. What is not as clear is how younger people feel about their role in land conservation and how (and if) they envision themselves taking charge of that perpetual responsibility. The 2022 Conference featured a series of roundtables planned by younger conservationists from around the state – giving them and their peers a platform to share their land conservation vision and the issues that motivate them to take action. Facilitated by Ashley Stewart, the 2023 roundtable features keynote speaker Anne-Sophie Pagé and other young conservation activists, who will share their frustrations, concerns, hopes, goals, and plans to cultivate a shared understanding and vision of the past, present, and future of land conservation.

*Ashley Stewart (Facilitator), Principal Manager, Stewart Environmental and Equity Consulting*

*Alex Cardoso, Student, East Granby High School; Board Member, East Granby Land Trust*

*Katharine Lange, Policy Specialist, Mass Rivers Alliance*

*Dr. Anne-Sophie Pagé, BVSc, Environmental Activist*

*Alex Rodriguez, Environmental Justice Specialist, Save the Sound*

*Austin Serio, Chicoran Shakori, Co-Founder & CEO, ShockTalk; IT Manager at Urban*

*Indigenous Collective*

*Keila Silva, Student, Suffield High School; Participant, UConn Natural Resources Conservation Academy*

### **A.2 Smart Solar in Connecticut: Engaging Land Trusts to Advance Farm Viability and Climate Solution**

**Usdan 110**

#### **Intermediate Level**

As Connecticut and other New England states embark on the transition to a low-carbon energy future, thousands of megawatts of PV solar generation will need to be installed. Research suggests that 80% of the solar will be ground mounted systems, with the rest on rooftops, parking lots, and other structures. Greater land trust involvement will be essential to advancing the goals of the Governor's Council on Climate Change (GC3) and Executive Order 3, which are to dramatically reduce greenhouse gas emissions and achieve a carbon free grid by 2040. Land trusts have an important role in advocating and planning for accelerated solar development with strategies to minimize impacts to productive farmland, protect soil health, and keep family-owned farms viable. This interactive 90-minute session incorporates presentations, small group discussion, and a panel Q&A.

*Judy Anderson (Facilitator), Principal/Founder, Community Consultants LLC*

*Amanda Johnson, Agricultural Programs Director, CT Resource Conservation and Development*

*Ethan Winter, National Smart Solar Director, American Farmland Trust*

### **A.3 Nuts and Bolts of Land Transactions (101 Series)**

**Fayerweather 106**

#### **Intro Level**

This introductory workshop dissects typical land conservation projects including both fee and easement transactions. You will learn the basics of land transactions from project selection through the closing event, including landowner negotiations, creating and executing a successful funding plan, due diligence, and community outreach. This workshop is for staff, volunteers, and board members involved in land protection projects. Bring your questions and examples of creative transactions or project issues to discuss and brainstorm solutions.

*Honor Lawler, Project Manager II, Trust for Public Land*

### **A.4 Land Trust Law School - 5 Things You Probably Didn't Know About Easements, Land Use, and Tree Law**

**Chapel**

#### **All Levels**

The Land Trust Law School is back after a brief hiatus to weather the pandemic. Keith Ainsworth, a 30-plus veteran of environmental litigation and the Acting Chair of the Connecticut Council on Environmental Quality will present from multiple perspectives. It will be back to the basics of Connecticut law that landowners and conservationists should know to be effective stewards, deal makers, and risk managers. Participants will review the statutes and case law that govern Connecticut land uses and environmental law along with the perennial favorite - the ever-vexing state of Tree Law. This workshop is for all levels and combines a mix of presentation by Attorney Ainsworth and questions from those present.

*Keith Ainsworth, Managing Member, Law Offices of Keith R Ainsworth, Esq., LLC*

### **A.5 New England's Climate Imperative: Our Forests as a Natural Climate Solution**

**Beckham Hall**

#### **All Levels**

New England's forests, and the land trusts that conserve and steward many of these forests, are an underrated asset in the fight against climate change. Forests already sequester the equivalent of 14 percent of carbon emissions across the six states and are capable of much more. Through five complementary strategies, forests could sequester 21 percent of carbon emissions while enhancing critical co-benefits such as cleaner air and water, greater recreational opportunities, and jobs. These strategies include avoided deforestation, wildland reserves, improved forest management, mass timber construction, and urban and suburban forests. Spencer Meyer, co-author of the 2022 Highstead report titled "New England's Climate Imperative: Our Forests as a Natural Climate Solution," will illustrate some of the important roles that land trusts can play in addressing climate change and removing carbon from the atmosphere through both active and passive forms of land stewardship.

*Spencer Meyer, Head of Science, NCX*

## **A.6 Primer on Climate Resilience and Nature Based Solutions**

**Usdan 108**

### **All Levels**

The effects of climate change are already being felt by communities around the country who are facing rising seas, increases in temperatures, more intense and frequent storms, heavier rainfall events, and/or more extreme droughts. More than 41 million Americans face rising flood risks, and \$1 trillion in properties in the U.S. are threatened by sea-level rise alone. Natural and working lands, and the ecosystem services they provide, create an opportunity for land managers, including local land trusts, to address the challenges of climate change using nature-based solutions. This workshop will engage participants in an introduction to the basic concepts of nature-based solutions and green infrastructure (aka natural infrastructure) and how local land trusts can use them to facilitate climate change mitigation and resiliency, applicable across the state from tidal wetlands to upland forests to prime farmland. Other topics include funding and financing opportunities for local, state and federal projects and how land trusts and other nonprofits can work collaboratively with local, state and federal governments and private entities to implement climate resilience projects.

*Robert LaFrance, Policy Director, Audubon Connecticut*

*Denise Savageau, President, Connecticut Association of Conservation Districts*

## **A.7 Building Strategic Bird Conservation Partnerships with Private Land Networks**

**South College**

### **Intro Level**

This workshop will highlight the power of birds to guide collaborative conservation to effect local change on private forests and grasslands throughout the northeast while providing opportunities to scale lessons across a larger landscape. It is open to any practitioner interested in how birds and regional partnerships can inform and expand conservation practices.

*Katherine Blake, Conservationist, Highstead*

*Eileen Fielding, Center Director, Sharon Audubon Center, Audubon Connecticut*

## **A.8 Cooperation and Trust: How Towns and Land Trusts Can Partner for Mutual Conservation Benefit**

**Boger 112**

### **Intro Level**

The Covid pandemic, tropical storms, and housing concerns were a catalyst for Steep Rock Association, Roxbury Land Trust, and the Towns of Washington and Roxbury, respectively, to collaborate on issues of mutual concern. Join representatives from this collaborative to learn how these events brought them together to build more resilient conservation-minded communities.

*Ann Astarita, Executive Director, Roxbury Land Trust*

*Jim Brinton, First Selectman, Town of Washington*

*Brian Hagenbuch, Executive Director, Steep Rock Association*

*Patrick Roy, First Selectman, Town of Roxbury*



- A.9 The Green Corridor and Follow the Forest Present: Community-Centered Corridor Initiatives in CT** **Boger 115**  
**All Levels**
- Aspetuck Land Trust and the Housatonic Valley Association will present their respective connectivity initiatives: the Green Corridor and Follow the Forest. They will discuss approaches to corridor conservation, from land protection to stewardship, and landowner engagement, community science, and education efforts. Join them to learn how you can implement these strategies in your region.
- Adam Goodman, Land Protection Specialist, Aspetuck Land Trust*  
*Mary Ellen Lemay, Landowner Engagement Director, Aspetuck Land Trust*  
*Connie Manes, Greenprint Director, Housatonic Valley Association*  
*Julia Rogers, Senior Land Protection Manager, Housatonic Valley Association*
- A.10 3D Printed Terrain Models** **Boger 113**  
**Intro Level**
- This workshop will instruct the novice in the tools and steps required to create a 3D printed terrain model. The focus will be on minimum cost with some hands-on operations. Users should be familiar with using computer programs (Windows or Linux). Familiarity with Digital Elevation Models would be helpful but not required.
- Anthony Griggs, Director, Eightmile River Wild and Scenic Coordinating Committee*
- A.11 Succession Planning and Collaboration: You Don't Have To Go Alone** **Boger 114**  
**Advanced Level**
- As volunteer land trust boards age, challenges of succession grow. There are alternatives that can be advanced through strategic alliances: from sharing services to merging. Learn how some land trusts are using these alternatives to ensure that the decade's worth of dedication in protecting lands will continue in perpetuity.
- Sharon Danosky, President, Danosky & Associates, LLC*  
*Aaron Lefland, Deputy Director, Connecticut Land Conservation Council*
- A.12 Land Trust Accreditation: Preparing for the Journey** **Boger 110**  
**All Levels**
- Learn from a representative of the Land Trust Accreditation Commission and land trust peers about first-time accreditation. Topics include how to prepare to apply, the accreditation application and process, and the benefits of being accredited.
- Note: Land Trust Accreditation Commission staff will also be available for 1:1 meetings throughout the day. Stop by the Land Trust Accreditation Commission table and schedule a time to chat about applying or renewing for accreditation, recent changes to the accreditation requirements, and more.
- Melissa Kalvestrand (Facilitator), Executive Director, Land Trust Accreditation Commission*  
*Shelley Harms, Executive Director, Salisbury Association Land Trust*  
*Panel of experts*

## A.13 Intro to Fundraising (101 Series)

Daniel Family Commons

### Intro Level

This is a fundraising basics workshop. The workshop defines essential terminology and includes specific strategies for success. This session is for staff and Board members new to fundraising and/or staff in non-fundraising positions who want to learn a little more about how fundraising works.

*David Allen, Principal Consultant, Development for Conservation*

## A.14 Farmland Preservation: Funding Sources and Other Considerations for Protecting Agricultural Land

Boger 111

### Intermediate Level

Farmland is a scarce commodity in our state. Your land trust can help save it. For land trusts interested in farmland preservation, this session will cover considerations such as: Easement or fee? Who will farm the land? How to pay for it? You will leave with the tools and resources to start saving farms in your region.

*Kathleen Doherty, Senior Conservation Manager, Connecticut Farmland Trust  
Gwen Marrion, Board Member, Bolton Land Trust*


The image is a vertical advertisement for Decian. At the top, the word "DECIAN" is written in large, black, serif capital letters, with a blue and red swoosh graphic behind it. Below the name, the text "Managed IT Since 1999" is followed by a bulleted list: "Security & Compliance", "Network Infrastructure", "IT Efficiency Optimization", "Backup & Disaster Recovery", "Field Technicians", and "Help Desk". Underneath, "Software Development" is followed by another bulleted list: "Data Processing & Visualization", "Microservice-based Architecture", and "Cloud Migration & Repatriation". A green banner at the bottom of the main text area says "Small Business & Non-Profit Friendly". The background of the ad shows a building with an arched doorway. At the very bottom, a black box contains contact information: "Contact 269 Main Street, Portland, CT", "Sean Bennett Senior Sales Director", and "203-678-5309 [bennetts@decian.com](mailto:bennetts@decian.com)".

# THANK YOU CONNECTICUT LAND CONSERVATION COUNCIL



**CT DEEP  
Forestry Division**  
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77 Buckingham Street, Hartford, CT 06106  
860-247-0202 www.ctfarmland.org





## WORKSHOP SESSION B: 1:15 pm – 2:30 pm

### **B.1 Environmental Courage: The Emerging New Intelligence Imperative to our Survival**

**Fayerweather 106**

#### **Intro Level**

Our changing environment demands our attention. Increased incidence and severity of drought, wildfires, hurricanes, and floods dominate headlines and kill or displace thousands. The insidious effects of the consistently rising average annual temperatures may be our greatest threat, but scariest of all may be the simple fact that we do not fully understand how our everyday lives will be changing. A new intelligence, Environmental Courage or the capacity to interpret, filter, digest, and accept the changes occurring in our natural world must be developed within our children and youth and strengthened within our society in general. This workshop will introduce participants to the concept of "Environmental Courage" as an intelligence. Specific examples will be given to participants to take back and use when introducing the concept to children, youth, and adults.

*Vincent LaFontan, Executive Director, Flanders Nature Center & Land Trust*

### **B.2 Connecticut General Assembly 2023 Update**

**Usdan 110**

#### **All Levels**

Join Connecticut land conservation advocates for a facilitated discussion of some of the hot topics under consideration by the Connecticut General Assembly. There will be ample opportunity for participants to provide input and ask questions regarding legislation and issues that are relevant to their work in land conservation and environmental protection.

*Eric Hammerling (Facilitator), Executive Director, Connecticut Forest & Park Association  
Environmental Champions of the Connecticut General Assembly (Invited)*

### **B.3 Anatomy of a Conservation Easement – Using the Updated CT Model**

**Beckham Hall**

#### **All Levels**

Ideal for newcomers or those needing a refresher, this workshop will provide an introductory overview of conservation easements, guided by Connecticut Land Conservation Council's revised model Connecticut Conservation Easement (CE). Intended for use by the state's land conservation community, the model CE was developed with a goal of simplifying language as much as reasonably possible and permitting adaptation to a broad array of situations. There will be ample opportunity for Q&A and discussion.

*Linda Francois, Esq., Partner, Cooper, Whitney & Francois  
Catherine Rawson, Executive Director, Northwest Connecticut Land Conservancy*

## **B.4 What is Climate-Smart Forestry and How Can It Help the Planet?**

**Usdan 108**

### **Intermediate Level**

Staff from New England Forestry Foundation (NEFF) and the Connecticut Department of Energy & Environmental Protection Division of Forestry will explain emerging forest stewardship, urban forestry, and land management practices that are being defined, implemented, and monitored for their climate benefits in Connecticut and across New England. These science-based practices are addressing climate adaptation, resiliency, and mitigation by storing more carbon in the forest, and by improving forest management on lands designated as working forests. Several recent studies have found there is enormous potential to contribute to climate solutions and mitigation policy goals by adopting a multi-prong approach to forest conservation and sustainable management. This workshop will include an overview of these approaches including NEFF's Exemplary Forestry standards recently developed for Southern New England, and a new USDA grant program focused on climate-smart wood products such as mass timber – a building material that can store carbon in our cities while addressing needs such as affordable housing. Participants will have the opportunity to review current grant funding opportunities for public and private land to support implementing practices on the ground.

*Lisa Hayden, Outreach Manager, New England Forestry Foundation*

*Andrea Urbano, Program Supervisor of Private and Municipal Lands, CT DEEP Forestry*

## **B.5 Using Remote Technologies to Understand and Monitor Climate Change Impacts**

**Usdan 114**

### **All Levels**

Climate change is impacting the lands, waterways, and many of the ecosystems that land trusts in Connecticut are working hard to protect. The scale and pace of these changes can be difficult to understand and track on the ground, but understanding these changes is important for evaluating risks and making land protection and stewardship decisions. Remote monitoring technologies such as satellite imaging and other aerial imagery have advanced in ways that increase their utility for monitoring climate change impacts. They have also become more accessible and affordable for land trusts. Join staff from the Land Trust Alliance to understand current remote monitoring technologies and how they can be used by your land trust for decision-making, monitoring, and communicating climate change impacts and actions on the landscape.

*Kate Losey, Remote Monitoring Project Manager, Land Trust Alliance*

*Kelly Watkinson, Land and Climate Program Manager, Land Trust Alliance*

## **B.6 Battling Invasive Plants on Public Properties – Nix the Knotweed & Other Organic Approaches**

**Chapel**

### **Intro Level**

Knotweed tops the charts in calls and complaints, according to CT Invasive Plant Working Group. Fast-growing, aggressive, choking out riparian buffers and disturbed soils. Carbohydrate deprivation – cutting back the vegetative growth 3 times each growing season for 3 years, makes a considerable dent in stands and can allow for native seed banks to reestablish. But disposing of Knotweed stems and roots, which can readily resprout and spread, poses its own challenges. This problem with disposal of all invasive plant propagules in our state needs to be addressed by land managers. Multiple volunteer teams – land trusts, friends of preserves, and protectors of town property and open spaces – have joined Nix the Knotweed effort to chop down and control Knotweed. Join volunteer team members as they discuss their progress on multiple fronts, including turning invasive plant propagules into biochar.

*Diana Fiske, President, Friends of Whalebone Cove*

*Courtney MacDonald, Board Member, Land Heritage Coalition of Glastonbury*

*Suzanne Thompson, Coordinator, Nix the Knotweed*

*Michelle Royce Williams, Leader, East Lyme CT Vets Field Team*

## **B.7 How Can Land Trusts Protect the Unique Environments in Utility Rights-of-Way**

**Boger 110**

### **All Levels**

This workshop will describe some of the vegetation management tools for restoring several types of Utility Rights-of-Way (ROW) ecological communities, despite unavoidable, high-impact maintenance, like pole replacement and access road construction. Representatives from CT Botanical Society will discuss the uniqueness of ROW ecological communities; what harms them and what fosters them and describe recommendations based on the 2020 Connecticut Botanical Society publication "Protecting the Environment and Ecology in Utility Rights-of-Way: A Land Trust and Landowners Guide." Participants will learn how to take a composite soil sample from a healthy naturally vegetated section of the ROW, and submit it for testing at the UConn Soils lab as baseline information for restoration; alternative ways to manage trees and shrubs; and proper native plant selection for restoration.

*Sigrun Gadwa, Conservation & Ecology Committee Chair, Connecticut Botanical Society*

*Joyce Hemingson, Board Member, Connecticut Botanical Society*

*Susan Robinson, Board Member, Connecticut Botanical Society*



## **B.8 Getting Volunteers Involved with Wildlife Conservation**

**Daniel Family Commons**

### **All Levels**

With today's apps and websites, anyone can become a naturalist. This presentation will introduce some of the latest electronic resources that will actually bring you closer to nature in order to document the living organisms on your land. Identifying the species on your property is the first step in creating a haven for wildlife. Thousands of species can exist on a protected parcel of land, each with its own story, and a property that is teeming with wildlife will be a benefit to human health. But how do we keep that wildlife from disappearing? First, you need to know that it's there. This presentation will demonstrate some easy steps to take to give you the know-how to assess the natural resources on your land and to understand the needs of the most vulnerable species.

*Jane Seymour, Wildlife Biologist, CT DEEP Wildlife Division*

## **B.9 Landscape Planning and Mental Health**

**Boger 112**

### **Intermediate Level**

Mental illness is on the rise. Perhaps most disturbing, it has been declared an epidemic by the American Association of Pediatricians. Most of the focus and funding is on much-needed increased services, but prevention is urgent. It is also a chance to achieve multiple goals. Research shows that time in nature benefits everyone, and that children who spend time in nature, particularly forests, have improved cognition, emotional regulation and life-long mindfulness. This workshop will share a historical perspective, recent research, and practical strategies for ensuring and integrating nature experiences, even in small "Community Wilds," while also protecting clean water, mitigating climate change, and protecting biodiversity.

*Dr. Susan Masino, Professor, Trinity College*

## **B.10 Looking at Conservation More Broadly**

**Usdan Multipurpose Room**

### **All Levels**

In this facilitated conversation, participants will look at conservation through a broader lens, focusing on how diversity helps achieve conservation goals. Discussions will center on ways in which different cultural groups experience and regard nature, how that impacts ways in which conserved lands are used and stewarded, and the types of diversity that can be sought and fostered within organizations and on conserved lands. Facilitators David Sutherland and Jessica Harrison will create an environment that is comfortable and fosters healthy dialogue.

*David Sutherland, Equity Trainer & Facilitator*

*Jessica Harrison, Board Member, Farmington Land Trust; Diversity and Inclusion Global Program Manager, IGT*

## **B.11 Strategic and Succession Planning – Making Time for these Key, Interrelated Governance Functions**

**Boger 114**

### **Intermediate Level**

In this workshop, participants will examine risks associated with (1) lack of board turnover, (2) lack of attention to strategic discussion and communication leading to rapid turnover or disengagement, (3) transfer of institutional knowledge, (4) board diversity, (5) board recruitment, and (6) personnel capacity. Participants will consider how strategic planning and succession differ and become more complex for working boards including all-volunteer or minimally staffed land trusts. This workshop will include a presentation with ample time for questions, as well as time for participants to work on their own and in small groups to envision tools for addressing these risks into practice.

*Connie Manes, Circuit Rider, Land Trust Alliance*

## **B.12 Building a Stronger Board (101 Series)**

**Boger 115**

### **Intro Level**

The best land trusts have the strongest boards. Building a strong board means having a well-thought out board recruitment strategy and succession plan. This workshop is for board members and executive directors and will focus on the nine steps to recruiting an active and engaged board.

*Sharon Danosky, President, Danosky & Associates, LLC*

## **B.13 Intro to Recordkeeping (101 Series)**

**Fayerweather 108**

### **Intro Level**

Record keeping is as important as stewardship for all land trusts. Demystify the process and come away with real strategies to conduct a comprehensive records review, create policies, procedures and duplicates, and implement sound record keeping as an on-going practice.

*Amanda Branson, Director of Operations and Finance, Northwest Connecticut Land Conservancy*

## **B.14 Primer on State Funding Sources**

**South College**

### **Intro Level**

The Connecticut Department of Energy and Environmental Protection (CT DEEP) and Department of Agriculture (CT DoAg) offer a number of grant programs and services to assist land trusts in protecting natural and working lands. Participants will learn about the details of these opportunities. Topics will include CT DEEP's Open Space and Watershed Land Acquisition and Urban Green and Community Garden Grant Programs. CT DoAg will provide info on the Farmland Preservation Program, Farmland Restoration Program, CT Farmlink, Farm Viability Program, and new Climate Smart Agriculture and Forestry Program. Bring your questions and come away with new ideas for funding your next project!

*Brian Florek, Chief Surveyor, CT DEEP*

*Richard McDermott, Appraiser, RP McDermott & Associates, Inc.*

*AliRose Grabarz, Agricultural Marketing and Inspection Representative I, CT DoAg*

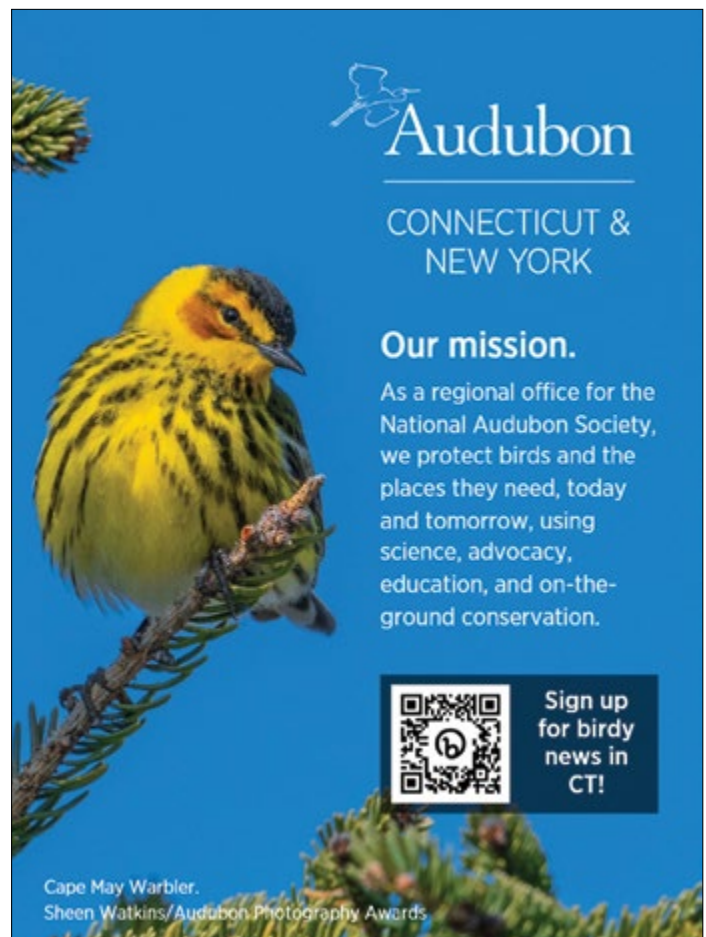
*Amy Blaymore Paterson, Executive Director, Connecticut Land Conservation Council*

**B.15 National Fish and Wildlife Foundation  
Funding Opportunities for CT Land Trusts  
All Levels**

**Boger 113**

With historic federal investments in environmental and climate infrastructure, communities and organizations across Connecticut must quickly determine which programs are worth the time and resources pursuing. In this session, participants will learn about two National Fish and Wildlife Foundation (NFWF) funding programs that are looking to invest in Connecticut — the Long Island Sound Futures Fund and the National Coastal Resilience Fund. Field Liaisons representing these funds will share basic information about these programs, as well as key “tips and tricks” for submitting a successful proposal. After short presentations, the Field Liaison team will work with participants to think through project ideas and answer initial proposal-specific questions. Participants are encouraged, though not required, to come prepared with project ideas to discuss further.

*Kyle Gray, Programs and Engagement Manager, Throwe Environmental, LLC  
Courtney Greene, Policy Analyst, Throwe Environmental, LLC*





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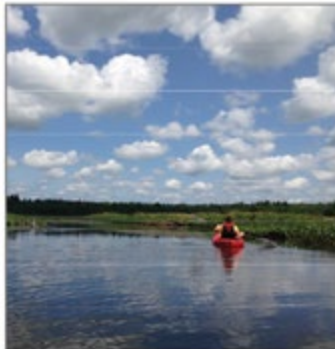
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## WORKSHOP SESSION C: 2:45 pm – 4:00 pm

### **C.1 Culturally-Relevant Youth Mentorship for Inclusive Environmental Action** **Usdan 110**

#### **All Levels**

Join UConn Natural Resources Conservation Academy faculty and student mentors as they share culturally-sustaining environmental education and mentorship practices they use to engage diverse youth in environmental stewardship. This interactive workshop will share multiple inclusive strategies for supporting teens, such as asset framing and cultural awareness.

*Christopher Cane, Graduate Student, Department of Natural Resources & the Environment, University of Connecticut (UConn NRE)*

*Laura Cisneros, Assistant Extension Professor, University of Connecticut (UConn)*

*Nicole Freidenfelds, Assistant Extension Educator, UConn NRE*

*Leah Gichuru, Undergraduate Student, Molecular and Cell Biology, UConn*

*Sydney Seldon, Undergraduate Student, Environmental Science & Inter-Cultural Climate Communications, UConn*

### **C.2 Best Practices in Due Diligence** **Usdan 136** **Intermediate - Advanced Level**

Conducting due diligence is an essential aspect of any transaction to acquire land, a conservation easement, or agricultural easement. In this workshop, you will have an opportunity to ask an attorney and an experienced land trust professional questions regarding advanced topics in due diligence including surveys, baseline documentation, appraisals, title search and insurance, phase 1 environmental assessments, legal, and other services in support of land conservation and farmland acquisition projects. The workshop will include an overview of relevant Standards & Practices, particularly Standards 8 (Evaluating and Selecting Conservation Projects) and 9 (Ensuring Sound Transactions.) Bring your questions and your land trust's attorney!

*Amanda Branson, Director of Operations and Finance, Northwest Connecticut Land Conservancy*  
*Richard Roberts, Esq., Halloran & Sage, LLP*

### **C.3 How Stewardship and Enforcement Inform Transactions** **Usdan 108** **Intermediate Level**

This workshop will focus on transactional considerations informed by local and national trends in easement interpretation and enforcement. Participants will learn practical pointers for project planning, easement negotiations and drafting. The workshop will address 1) changing circumstances ranging from glamping to siting renewables; 2) lessons learned from monitoring, enforcement, and litigation; and 3) timeless transactional considerations. The target audience is board members, attorneys, transactional staff, stewardship staff. The workshop will include a brief tour of the new and improved Land Trust Alliance Resource Center and highlight some of the more useful resources therein.

*Robert Beach, President, Joshua's Trust*

*Ailla Wasstrom-Evans, Conservation Defense and Education Manager, Land Trust Alliance*

## C.4 Why Wild?

Boger 114

### All Levels

Wilderness and wild nature conservation are essential yet underutilized tools to respond to the existential threats of climate change and biodiversity loss. Wild forests store and sequester immense amounts of carbon, scrub the air clean of pollutants, filter water, offer refugia for our wild relations, and allow us to connect with nature, reflect, and rejuvenate our bodies and minds. Yet only 3% of the Northeast and only 1% of Connecticut is prioritized for natural processes, thereby putting our ecological support systems at risk. Dr. Susan Masino and the Northeast Wilderness Trust (NEWT) will present on the importance of wild places across the landscape and what it means to protect some land as “Forever Wild.”

*Sophie Ehrhardt, Carbon Specialist, Northeast Wilderness Trust (NEWT)*

*Dr. Susan Masino, Professor of Applied Science, Trinity College*

*Caitlin Mather, Land Protection Manager, NEWT*

## C.5 Forest Carbon 101 – The Essential Information about the Science of Forest Carbon and Carbon Markets

Beckham Hall

### Intermediate Level

Forest carbon and its conservation in the Northeast is an essential part of climate mitigation for the region. The Securing Northeast Forest Carbon Program was created by the State Foresters of the 7 northeastern states to assure that the best and latest information about forest carbon is available to foresters, land trusts, and forest landowners. The presentation will cover three topic areas: 1) the Science of Forest Carbon; 2) the Science of Forest Carbon Management, and 3) Forest Carbon Offset Markets. Participants will leave with a good understanding of forest carbon's role in climate mitigation, the science of forest carbon, and carbon markets.

*Charles Levesque, Coordinator, Securing Northeast Forest Carbon Program*

*Spencer Meyer, Head of Science, NCX*

## C.6 How We Can Allow Beavers to Build Climate Resilience

Chapel

### Intermediate Level

Beavers can cause serious problems for humans, but they build climate resilience by storing water, helping biodiversity and endangered species, reducing storm damage, sequestering carbon, and much more. Mike Callahan, President of the Beaver Institute, Inc. will take workshop participants on a journey. Starting in pre-colonial times and traveling through to the present day, you will learn how the fascinating history of beavers in North America has direct implications for us today. Participants will also learn why the beaver is Connecticut's most beneficial animal for maintaining and improving biodiversity, restoring endangered species, restoring stream, water quality and watershed health, and building climate resilience.

*Michael Callahan, President, Beaver Institute, Inc.*

## C.7 Pollinators in my Backyard

Fayerweather 108

### All Levels

Presented by lepidopterist, Victor DeMasi, this workshop will take participants on a sunny day walk through his pollinator meadow in Redding, Connecticut. Along the way, we will see some of the rare and common species DeMasi has seen in 40 years of stewardship. DeMasi will explain life histories of some species and how a butterfly garden promotes a diversity of pollinators. DeMasi will discuss the importance of insects to our well being and butterflies in our changing environment with issues such as climate change and invasive plant species. The complex problems of the Monarch Butterfly will receive particular emphasis.

*Victor DeMasi, Curatorial Affiliate, Yale Peabody Museum of Natural History*

## C.8 Conservation that Addresses Social and Environmental Needs: Expanding our Community Reach

Daniel Family Commons

### All Levels

This interactive session will feature representatives from organizations that use their land and environmental mission to address community needs including food, housing, and opportunities for people with disabilities. Facilitators Ashley Stewart and David Sutherland will guide an open discussion on combining and staying on mission while incorporating various human and societal needs into our conservation practice. There will be ample opportunity for small group discussion.

*Ashley Stewart (Facilitator), Principal Manager, Stewart Environmental and Equity Consulting*

*David Sutherland (Facilitator), Equity Trainer & Facilitator*

*David Bingham, Vice-President, Salem Land Trust*

*Reginald Saint Fortcolin, Conservation Outreach Manager, Aspetuck Land Trust*

*Jonathon Savage, Farm Manager, Gather New Haven*

*Anne Scheibner, Founding Member, Southeastern Connecticut Community Land Trust*

*Elanah Sherman, Governance Committee Chair, Avalonia Land Conservancy*

*Leigh Youngblood, Interim Executive Director, Gather New Haven*

## C.9 A Partnership Approach to Conserving the New England National Scenic Trail

Boger 113

### All Levels

Using a recent acquisition case study, the Trust for Public Land, Connecticut Forest & Park Association, and National Park Service will discuss protection of the New England Trail (NET) using innovative and collaborative approaches to federally funding acquisitions, best practices for management, and raising awareness for future Connecticut projects on the NET. The NET Trail Administrator will discuss the impacts of the Great American Outdoors Act, permanent funding of the Land and Water Conservation Fund, and how to best use these fund sources for Trail Protection.

*Honor Lawler, Project Manager II, Trust for Public Land*

*Andrew Long, Trail Administrator, National Park Service New England National Scenic Trail*

*Jeb Stevens, Trails Protection Coordinator, Connecticut Forest & Park Association*



## C.10 Introduction to Property Features Mapping with the Avenza App

Boger 112

### All Levels

Land stewards will be introduced to basic mapping with the Avenza app. Using waypoints and tracks, stewards will learn how to both navigate and collect data when on a property. Applications of the app will be shown and include the mapping of trail work, mapping of invasive control work, finding property boundaries, finding a property feature, creating and navigating a sampling grid, the use of geofences to create feature buffers, and taking photo waypoints. The workshop will begin in the classroom and then move outside to practice with the app, if weather permits. Please have the Avenza app downloaded on your phone before the workshop.

*David Beers, Western Connecticut Service Forester, CT DEEP Forestry*



*Avenza Workshop Instructions*



*Avenza Map*

## C.11 Is it Hot in Here?: Why Workplace Mental Health Issues are Rising and How to Address Them – **CANCELED**

## C.12 Advancing Inclusion

Boger 110

### All Levels

A workshop for staff, board members, volunteers, and anyone who wants insight on how to advocate for inclusion in the workplace. Delve deeply into what it means to be an inclusive organization: going beyond diversity, creating space for more meaningful dialogue, and building a more purpose-driven organization.

*Sharon Danosky, President, Danosky & Associates, LLC*

*Jenora Ledbetter, Chief Executive Officer, The Self-Care Network*

### **C.13 Stewardship Best Practices (101 Series)**

**Boger 115**

#### **Intro Level**

Stewardship is arguably the most important component of a land trust's work. Only through good care of protected lands can the perpetual conservation of their natural resources be ensured. A land trust that accepts conservation easements commits to enforcement of their terms in perpetuity. Land trusts with fee-owned preserves may have management obligations depending on the purpose for which the property was acquired, such as for public trails or to support unique habitat. The Land Trust Alliance's Standards and Practices further address stewardship principles and components of a successful stewardship program. Learn the essentials and strategies for their implementation. Come with questions related to your unique stewardship needs, whether you are just beginning your stewardship journey or your group is considering the leap to LTA accreditation. This workshop will be a brief presentation followed by an open forum Q&A.

*Sue Cope, Independent Contractor and Owner, Save CT Land, LLC*

### **C.14 Raising Money for Now and for Later –**

**South College**

#### **Legacy Match Campaigns**

#### **Intermediate Level**

Legacy Match Campaigns are matching grant campaigns that incentivize donors to disclose that they have left the land trust in their wills. For every donor who does advise the land trust of their bequest intentions in writing, a set amount of money is released from the grant. In this workshop, David Allen will discuss securing the matching grant itself, planning out the campaign, and follow-through strategies. This is an idea that can and should be applicable everywhere and with land trusts of just about any size.

*David Allen, Principal Consultant, Development for Conservation*

### **C.15 CLCC Funding Programs**

**Fayerweather 106**

#### **All Levels**

This workshop will focus on Connecticut Land Conservation Council's (CLCC) two grant programs, the Connecticut Conservation Partnership Program (CCPP) and the Transaction Assistance Grant (TAG) Program. CCPP is a matching grants easement program that enables land trusts to pursue federal funding to support their land acquisition efforts. TAG offers reimbursement grants for land trusts' transaction-related project expenses, including but not limited to, appraisals, surveys, and environmental assessments. Join CLCC's Senior Project Specialist to learn how your land trust can benefit from these two funding opportunities.

*Yaw Darko, Senior Project Specialist, Connecticut Land Conservation Council*

## Extend your learning

The Land Trust Alliance's Resource Library holds thousands of documents, courses, events and more related to the topics most important to your work.

[landtrustalliance.org/resources](https://landtrustalliance.org/resources)



### Questions?

Jen Plowden  
New England Program Manager  
[jplowden@lta.org](mailto:jplowden@lta.org) | 978-595-3871

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## WORKSHOP SESSION D: 4:15 pm – 5:00 pm

### **D.1 Yes! Your Land Trust Can Lobby**

**Boger 115**

#### **All Levels**

Land trusts are important participants in land conservation advocacy, including promoting town open space bond initiatives, participating in public hearings before land use commissions, commenting on state and federal policy initiatives, and engaging their legislators on issues critical to their work. Yet, as more land trusts get involved with advocacy, questions arise concerning what is legal or not under IRS regulations for non-profit organizations. This session will clarify how land trusts can comply with the federal/state lobbying regulations, while successfully influencing land conservation policies and initiatives.

*Katharine Lange, Policy Specialist, Mass Rivers Alliance*

*Amy Blaymore Paterson, Executive Director, Connecticut Land Conservation Council*

### **D.2 Advanced Topics: Land Transactions Q&A**

**Fayerweather 106**

#### **Intermediate - Advanced Level**

Land conservation and farmland preservation projects are often complex deals raising tough legal, financial, and governance issues. In this open Q&A session, participants will have an opportunity to ask the advanced questions most pressing to them, including those related to: easement drafting, conflicts of interest, private inurement/private benefit, title searches, appraisals and Form 8283s, surveys and legal descriptions, environmental due diligence and liability, and establishing restricted funds for stewardship and defense...and the list goes on!

*Catherine Rawson (Facilitator), Executive Director, Northwest Connecticut Land Conservancy*

*Keith Ainsworth, Managing Member, Law Offices of Keith R Ainsworth, Esq., LLC*

*Kathleen Doherty, Senior Conservation Manager, Connecticut Farmland Trust*

*Linda Francois, Esq., Partner, Cooper, Whitney & Francois*

*Honor Lawler, Project Manager II, Trust for Public Land*

*Rich McDermott, Appraiser, RP McDermott & Associates, Inc.*

*Richard Roberts, Esq., Halloran & Sage, LLP*



### **D.3 Stewardship Services for Private and Municipal Woodland Owners**

**Usdan 110**

#### **All Levels**

Did you know there's a Service Forester designated to provide information and assistance to woodlot owners throughout Connecticut? Service Foresters are experienced and knowledgeable professionals that support private and municipal woodlot owners by way of education and technical assistance. These professional experts foster woodlot stewardship and management across Connecticut's urban to rural landscape gradient. Attend this workshop to meet your Service Forester and/or learn what they can do for you to facilitate the stewardship of your, your land trust's, or your municipality's woodlot. You'll become familiar with programs and resources available to you, and may even hear from landowners and land trust members who have already benefited from working with their Service Forester. Our hope is that you'll leave inspired to manage your woodlot and willing to engage the professional resources available along the way.

*Frank Cervo, Eastern District Service Forester, CT DEEP Forestry*

*Daniel Thomas, Central District Service Forester, CT DEEP Forestry*

*Andrea Urbano, Private and Municipal Lands Program Supervisor, CT DEEP Forestry*

### **D.4 Sharing Management Strategies for Controlling Woody Invasives in Fields and Edges**

**Beckham Hall**

#### **Intermediate Level**

This workshop will focus on what you can do to manage invasive species in fields and edges. It is important because of the importance of the pollinator habitats which native fields provide. The workshop will give specific examples of managing invasives in fields and edges: autumn olive, bush honeysuckles, Japanese knotweed, and oriental bittersweet. Participants will review strategies, tools, and techniques which focus on invasive plant removal.

*Frank Belknap, Member, CIPWG; Vice-President, Manchester Land Conservation Trust*

*Peter Picone, Sessions Woods Wildlife Biologist, CT DEEP*

### **D.5 Developing a Method to Manage Invasive Understory Plant Species Using Drones and Robots**

**Fayerweather 108**

#### **All Levels**

In this workshop, Nancy Marek will introduce her startup called BirdHabitatBot. The mission of BirdHabitatBot (or BirdBot) is to develop a way to manage invasive plants and keep people out of tick-infested woods while improving wildlife habitat. Marek's current work involves two invasive plant species: Japanese barberry and multiflora rose. Participants will learn about her latest research using artificial intelligence, drones, and robotics as invasive plant management tools. Everyone is welcome.

*Nancy Marek, Founder, BirdHabitatBot LLC*

## **D.6 Mapping of Invasive Understory Plants in Connecticut Forests Using Multitemporal Satellite Imagery** **Daniel Family Commons**

### **Intro Level**

The native forest understory of Connecticut is highly affected by the invasive plant species, such as Japanese Barberry, Japanese knotweed, Autumn olive, and Multiflora Rose, which induce negative impacts on native forest structure and human health. Mapping invasive species over the entire state is cost and labor intensive, more likely impractical only using ground-based observations. Use of medium-resolution publicly available satellite imagery is proposed as a solution to map the distribution of invasive shrub species in Connecticut.

*Shashika Himandi, Graduate Student, UConn*

*Dr. Chandi Witharana, Assistant Professor in Residence, UConn NRE*

## **D.7 CT FarmLink Introduction for Land Trusts** **Boger 113**

### **Intermediate Level**

Are you a CT land trust that owns or operates farmland? This workshop will be focused on how CT FarmLink, a land access program funded by Connecticut Farmland Trust and the Department of Agriculture, can help your land trust find a reliable farmer to steward your land. We'll be talking about infrastructure considerations, creating fair leases, and funding opportunities for your land trust. Farmers and land trust representatives that have successfully leased farmland in Connecticut will be present to share their experiences with you.

*Kip Kolesinskas, Soil Scientist, Connecticut Farmland Trust*

*Will O'Meara, Connecticut Field Agent, Land For Good*

## **D.8 Light Pollution and Its Effect on Health and the Environment** **Boger 112**

### **Intro Level**

The workshop will present the impact of excess light pollution on the environment and humans, by the panel moderator, Suzanne Thompson. Thompson will also discuss the Gateway Commission's zoning approach. Architect Misha Semenov-Leiva, Essex alternate commissioner, will discuss ways homes and businesses can reduce the impact of their night lighting on their surroundings. Alan Sheiness, Lyme Land Trust Treasurer, promoter of dark skies, and amateur astrophotographer, will discuss the Town of Lyme's approach and what their organization is doing to protect our night skies.

*Misha Semënov-Leiva, Architect, Essex Alternate Commissioner*

*Alan Sheiness, Treasurer, Lyme Land Trust; Amateur Astrophotographer*

*Suzanne Thompson, Chair, Connecticut River Gateway Commission*

## **D.9 Maps and Map Reading (101 Series)**

**South College**

### **Intro Level**

This workshop is for anyone who uses maps and would like to understand them better. But, especially, anyone who has never been entirely comfortable reading maps and was afraid to ask. The focus will be on maps commonly used or encountered by land trusts. We'll start with some basics such as "what's scale and why does it matter?", "what do all these contour lines mean?", and "where did this information come from, anyway?" Then we'll discuss what makes a good map, what makes a bad map, and some strengths/limitations of different kinds of maps. Excellent examples of maps from across Connecticut's land conservation history will be used as learning aids. USGS maps (paper!) will be available for hands-on use during the workshop. Participants are encouraged to bring maps from their land trusts that they have questions about, such as from management plans or local plans of conservation & development.

Note: This workshop is NOT a cartography or GIS "how-to" class.

*Mark Kasinskas, Forester/Geographer, Self-Employed*

## **D.10 Financial Reports to the Board and Other Best Practices for Financial Management**

**Boger 110**

### **All Levels**

The land trust community reviewed and updated the Land Trust Standards & Practices in 2017, providing comprehensive guidance for current best business practices in nonprofit land conservation work. The changes included strengthened practices related to financial management, with an increased focus on the role of the board in ensuring financial sustainability and the organization's ongoing ability to pursue its mission and goals. This workshop will examine the role of the board and best practices relating to financial management, including delegation of financial responsibilities, internal controls, budgeting and periodic reporting, and the annual review and tax return. Participants will examine model approaches and templates used by different land trusts, evaluate their current business practices, and identify opportunities for improvement within their own organizations.

*Connie Manes, Circuit Rider, Land Trust Alliance*

## **D.11 Technology Needs for Small Nonprofits: Planning for Today and Tomorrow**

**Boger 114**

### **All Levels**

This workshop will cover: 1) Basics of what land trusts should know about cyber security; 2) Networks and planning for scalability of tech infrastructure; and 3) How land trusts might want to start thinking about upcoming tech that is on the horizon - artificial intelligence, augmented reality, etc.

*Sean Bennett, Senior Sales Director, Decian, Inc.*

*Aaron Downend, CEO/Founder, Firebear Security*

*Robbe Perrin, Owner, Decian, Inc.*

## **D.12 Fundraising Q&A**

**Usdan Multipurpose Room**

### **All Levels**

Got questions about fundraising? Are you “stuck?” Would it help to get an outside perspective? Bring it on! Fire away! If David Allen can’t help you, he’ll at least give you some ideas about resources that can.

*David Allen, Principal Consultant, Development for Conservation*

## **D.13 Effective Communications, Messaging and Storytelling**

**Usdan 108**

### **Intermediate Level**

A career marketing professional, Elizabeth Sanford will cover how to leverage digital assets to tell your story and engage current and potential donors. Appropriate for land trust employees and board members who want to learn about best practices in website content, blogging, e-newsletters, social media, and building donor engagement through email.

*Elizabeth Sanford, Marketing Consultant, Hyphen3*





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Photo: Salisbury Association Land Trust's forever-wild Dark Hollow Preserve *Harry White*

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KEYNOTE SPEAKER

The goal of New Horizons in Conservation Conference is to advance diversity, equity, and inclusion in the environmental profession.

[newhorizons@yale.edu](mailto:newhorizons@yale.edu) | [@jedsiyale](https://twitter.com/jedsiyale) | <https://event.me/2wNN9r>



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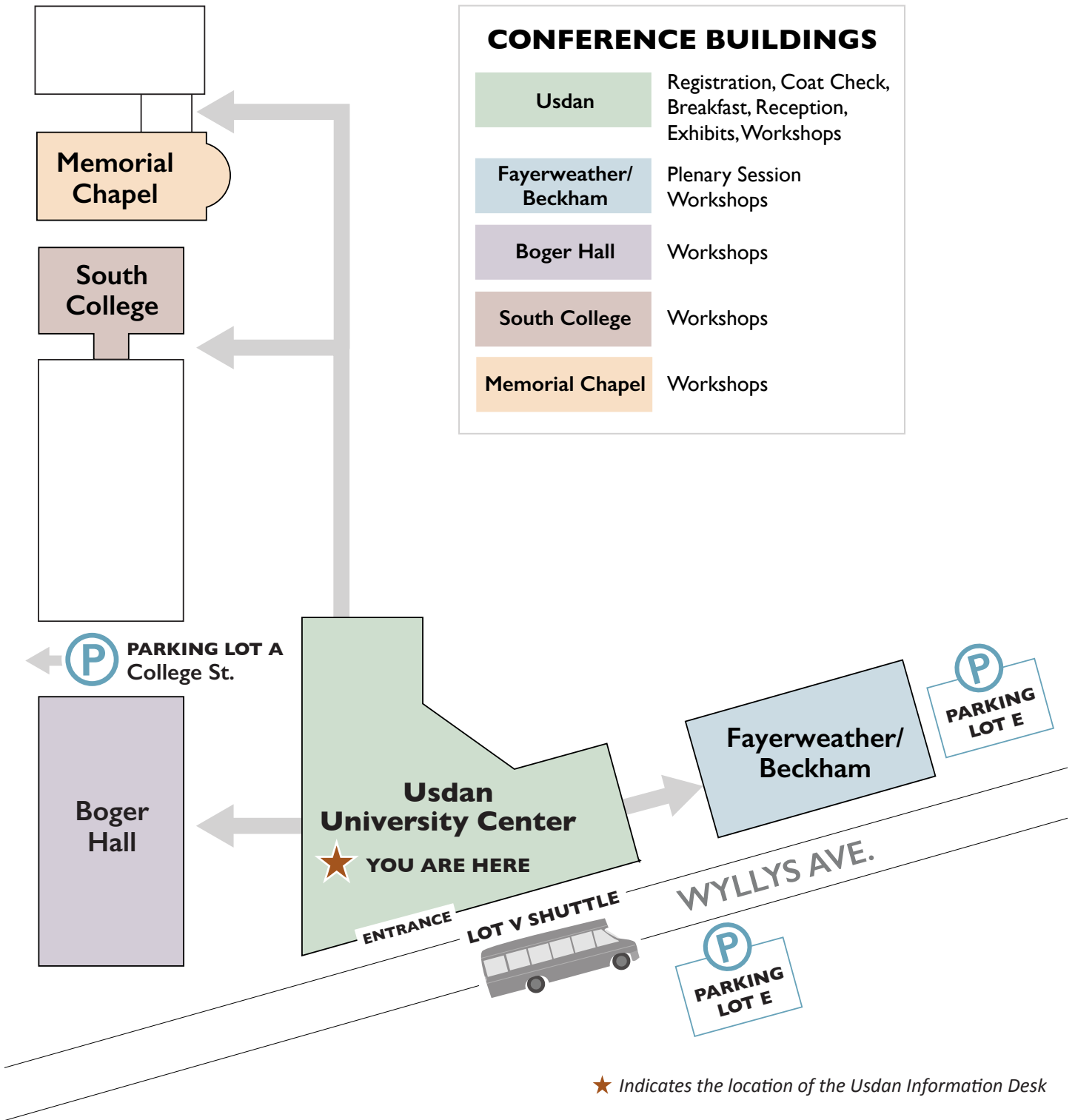
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