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2022 Annual Environmental Conference
held virtually



Week One

March 1, 2, 3, 5

Week Two

March 8, 9, 10, 12

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Program Book Contents

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A Message from MACC President Lana Spillman



In another year overshadowed by the impact of the pernicious Covid-19 virus, MACC has continued to support Conservation Commissions through education and advocacy. The lack of in-person presentations and interactions forced modifications to our training programs and overall operations. One positive result has been an increase in participation and flexibility (e.g., the ability for participants to watch a training or presentation at a more convenient time).

MACC has had a busy year. The 2021 Annual Environmental Conference (AEC) and Fall Conference were well attended. Fundamentals courses and workshops have provided trainings for many Conservation Commissioners (Commissioners), including a large number of participants first appointed in the last year or two. There have been over 100 graduates of the Fundamentals program. We have communicated and coordinated with DEP as well as non-profit organizations, and submitted testimony related to environmental issues at the State level. Free Lunch and Learns have provided updates and discussion in topics of general interest to Commissioners. The newly formed Diversity, Equity, and Inclusion (DEI) Committee has been quite active, including with a DEI training program for the Board of Directors and Staff. There is greater diversity in those participating at all levels and in all aspects of MACC's efforts, and accommodations are being incorporated wherever they might enable more participation (e.g., subtitles for video presentations). MACC's newly formed Climate Conversations Committee has been active, especially with their development of an updated model wetland bylaw/ordinance and regulations, with a focus on addressing climate change considerations. In the coming year, MACC hopes to have more educational opportunities, including in-person trainings, and, especially, in-field workshops.

Development of the new MACC 2022 – 2026 Strategic Plan has provided important guidance – goals, objectives, and action items – for MACC's efforts over the next five years. Action items have been and are being implemented to achieve the stated objectives and goals.

As reflected with this year's AEC speakers (Scott Jackson and Larry Spotted Crow Mann) and their topics, as well as some AEC workshops, there are two areas of particular significance relative to the future makeup, priorities, and functioning of Conservation Commissions:

- The impacts of a changing climate – evidence, acknowledgement, resilience, adaptation, mitigation, etc.
- DEI – the necessity to initiate conversations and efforts to become aware, acknowledge, and take actions to be welcoming, equitable, and empowering in all our work.

We hope you find this AEC helpful, educational, and inspiring. Discover the benefits of reaching out and getting to know the

other participants – their experiences, perspectives, strategies, conservation work, concerns, and successes.

As always, MACC welcomes and appreciates your comments and suggestions, including accommodations that would help you participate more effectively in MACC programs.

With gratitude,
Lana Spillman, Ph. D.
MACC President



Photo by Jim Sousa

A vertical banner featuring the Horsley Witten Group logo at the top, which includes a circular emblem with a tree and the text 'HORSLEY WITTEN GROUP Sustainable Environmental Solutions'. Below the logo is a list of services: Resource Area, Delineations, Ecological Restoration, Habitat Survey, Rare Species, Permitting, Invasive Species, Peer Review, Engineering, and Planning. The background of the banner is a photograph of a person with long brown hair, wearing a dark jacket, standing in a field of tall, dry reeds. At the bottom of the banner is a blue bar with the text 'horsleywitten.com ENGINEERS • SCIENTISTS • PLANNERS'.



Massachusetts Association of Conservation Commissions

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From MACC Executive Director

Dorothy McGlincy

Friends: Welcome to MACC's virtual Annual Environmental Conference (AEC) 2022!

This Program Book is your guide to AEC festivities and summaries of previous year accomplishments. Be sure to catch Lana Spillman's article summarizing MACC's accomplishments in 2021. Lana is the 2021 President of the Board of Directors, and she has been a capable "ship's captain" steering the MACC ship this past year. We are particularly proud of the new Strategic Plan Goals (https://cdn.ymaws.com/www.maccweb.org/resource/resmgr/strategic_plan_page/macc-strategic-plan-final-lm.pdf) and our Diversity, Equity and Inclusion Mission Statement (https://cdn.ymaws.com/maccweb.site-ym.com/resource/resmgr/diversity_equity_inclusion/diversity-equity-inclusion-m.pdf). In addition to the President's Message, the Program Book provides the conference schedule, workshop summaries; Directory of Services; as well as MACC's Annual Report for FY21, and proposed slate of candidates for the Board of Directors in 2022 – 2023.

Do you remember in-person events two years ago? I have to admit my memory (of in-person events) is rather fuzzy. Back on February 29, 2020, MACC held our annual, in-person, spring conference in Worcester with 790 participants, just two weeks before the pandemic "lock down" in March 2020. MACC staff moved our offices from Belmont to our home offices, and then we pivoted to planning virtual Fundamentals Unit training and virtual conferences. You pivoted right along with us!

Last autumn, MACC staff and Board members were planning (and hoping) to hold an in—person conference this spring, but unfortunately, COVID-19 and the Omicron variant raised its ugly head and we pirouetted back to a virtual conference. This year's virtual conference has a fabulous lineup of new workshops, great keynote speakers, and an uplifting Awards Celebration. You will not have to travel in a snowstorm to attend our conference, and you will again get to see people's (virtual) faces on the zoom screen, rather than viewing the backs of people's heads in a classroom.

Workshops

With more than 30 workshops to choose from, there is something for everyone! Don't miss these classes:

- Climate Change/Resiliency/Coastal Workshops (A1, A2, A3, A4, B3, B4, G4, M1, M2)
- Wetlands Protection Act, Chapter 91 & Relevant Laws Workshops (B2, C1, C2, F1, F2JIA, J1B, J2, J3, K1, K2)
- Land Conservation and Management (with Restoration & Mitigation) Workshops (B1, B5, C4, C5, D1, E1, E2, G1, G2, G3)
- Diversity, Equity & Inclusion, Land Justice Presentations (C3, L1, DEI Keynote Speaker on March 3, 2022, prior to the Awards Celebration)
- Soil & Plant Science Workshops (Soils: H1A, H1B, Plants: H2A & H2B)

For the first time, our virtual conference will hold plant identification classes, where we will mail samples to participants for the live, but virtual class.



Awards Ceremony: Grab your dinner, coffee or adult beverage, and enjoy our Virtual Awards Ceremony on Thursday, March 3, 2022, from 6:00 to 7:30 pm. Since 1981, MACC has presented Environmental Service Awards to outstanding conservation commissioners and other conservation specialists. This year we are excited to present awards to:

Scott Jackson, Keystone Award
Camille Standley (Millis) Conservation Administrator of the Year
Jody Harris (Acton) Public Service Award
Andover Animal Advocates, Youth Award (First team!)
Meg Sheehan, Land Stewardship Award

Keynote Speakers

We are honored to have two fabulous speakers again this year, free for all participants, sponsors, volunteers, and speakers. Join us on Saturday March 5, 2022, at 9:30 am when Scott Jackson, educator, commission chair, researcher, environmental advocate, and teacher at UMASS Amherst, will present his insights

From MACC Executive Director, continued on page 23



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Massachusetts Association of Conservation Commissions

Annual Business Meeting - DRAFT MINUTES

March 6, 2021

Executive Director Dorothy McGlinchy greeted members and mentioned this was the first time that the meeting was held separately from the Annual Environmental Conference and via Zoom. She reminded attendees of the Zoom protocol and voting. A quorum of 30 towns was required to vote. At the beginning of the meeting, there were 52 participants. Dot gave a shout-out to commissions with the most people and those most distant.

Dot introduced President Rebekah Lacey who welcomed everyone. Because it's been a tough year, Rebekah asked for a moment of silence to remember the people who were lost to Covid.

At 9:00 a.m., Rebekah called the Annual Business Meeting to order. She went over the agenda: vote to accept the February 2020 Annual Business Meeting Minutes; vote to accept the Financial Report and the Slate of Officers and Directors and off-board members of the Nominating Committee. At the close of the Business Meeting, there will be an Advocacy and Legislative Update.

Rebekah moved to approve the minutes of the February 2020 Annual Business Meeting (minutes had been circulated previously). Second: Pam Harvey. Minutes were approved unanimously.

Treasurer Janice Stone gave the Financial Report showing income and expenses.

Rebekah moved to approve MACC's Treasurer's Report for 2020. The motion was seconded. The Financial Report was approved unanimously.

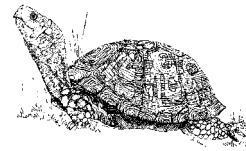
Chair of the Nominating Committee Kate Connolly announced the report of the committee – the slate of Officers and Directors for 2021-2022: President-Lana Sequin-Spillman; First Vice President-Jennifer Hughes; Vice President for Advocacy-E. Heidi Ricci; Vice President for Education-Nicholas Nelson;

Secretary-Lee Curtis; Treasurer-David Henkels and Immediate Past President-Rebekah Lacey. Directors serving until Annual Meeting 2024: Meredith Avery, Joan Deely, Whitney McClees, Shilpa Sen, and Dawn Stolfi Stalenhoef. Directors serving until Annual Meeting 2023: Becky Weissman. Directors serving until Annual Meeting 2022: Michael Howard. Nominating Committee Non-Board Members serving until Annual Meeting 2022: Eugene Benson, Frank DiLuna, Patrick Garner, and Nathaniel Stevens.

Rebekah moved to approve the slate of candidates proposed by the MACC Nominating Committee. The motion was seconded. Approved unanimously.

Moved to adjourn approved unanimously.

Minutes submitted by Lindsay Martucci



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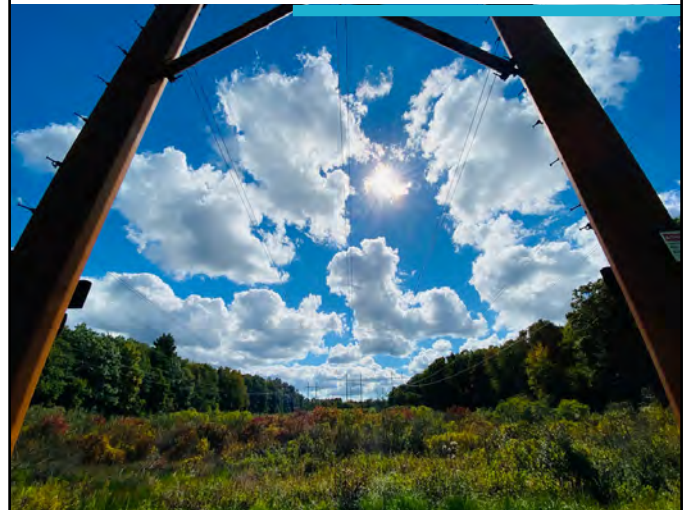
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Nominations for MACC Officers and Board of Directors 2022

MACC's Nominating Committee has voted to present the following slate of officer and director nominees and non-board members of the next Nominating Committee to the membership at the Annual Meeting, to take place via Zoom on Saturday, March 5, 2022, at 9:00 AM.

Officers serving until Annual Meeting 2023

| | |
|------------------------------|-----------------|
| President | Amy Ball |
| First Vice President | Lee Curtis |
| Vice President for Advocacy | E. Heidi Ricci |
| Vice President for Education | Becky Weissman |
| Secretary | Margaret Stolfa |
| Treasurer | David Henkels |

Directors serving until Annual Meeting 2023

Sandra Brock**
Donald Cooper**
Priya Gandbhir*
Michael Jewell*
Sarah LaValley*

Directors serving until Annual Meeting 2024

Meredith Avery**
Matt Burne*
Joan Deely**
Whitney McClees**
Dawn Stolfi Stalenhoef**

Directors serving until Annual Meeting 2025

Kathleen (Kate) Connolly
Pamela Harvey
Jennifer Hughes
Gregor McGregor
Lana Seguin-Spillman

Nominating Committee Non-Board Members serving until Annual Meeting 2023

Michael Howard
Jordan McCarron
Stacy Minihane
Naomi Valentine

*Designates a new member of the Board of Directors

**The following members of the Board of Directors are not up for election this year: Serving until Annual Meeting 2023: Sandra Brock and Donald Cooper. Serving until Annual Meeting 2024: Meredith Avery, Joan Deely, Whitney McClees, and Dawn Stolfi Stalenhoef.

Presented by the 2022 Nominating Committee: Board members Kate Connolly, Meredith Avery, and Lana Spillman; and non-board members Eugene Benson, Frank DiLuna, and Nathaniel Stevens.

*New Nominees to the Board

New Nominees to the MACC Board of Directors



Matt Burne is a Professional Wetland Scientist (PWS) and Senior Ecologist with BSC Group. Throughout his career he has had varied experiences, roles, and responsibilities that have helped develop a wide array of skills. Matt served as a Wetland Environmental Review Assistant and as the Vernal Pool Ecologist with the Massachusetts Natural Heritage and Endangered Species Program over 10 years, was a Biology Teacher at Reading Memorial High School, and was the Conservation Director for the Walden Woods Project before joining BSC. Matt is a member of the Malden Conservation Commission and has presented vernal pool workshops and lectures to the community served by MACC for over twenty years. He has a BS in Environmental Science/Wetland Ecology and an MS in Fisheries & Wildlife Conservation, both from the University of Massachusetts Amherst.

New nominees continued on next page

Priya Gandbhir has been working as a Staff Attorney for the Conservation Law Foundation in the Clean Energy and Climate Change program since 2020. She has experience with a wide range of environmental matters, including utilities regulation, wetlands protection, hazardous waste clean-up and litigation, and environmental due diligence in real estate. In addition, Priya has significant experience in matters pertaining to municipal law, having served as Assistant City Solicitor for a central Massachusetts community and as a Conservation Commissioner for her hometown of Framingham, Massachusetts for almost 6 years. Priya is a graduate of Wellesley College and received her J.D. and an LL.M. in Environmental Law from Vermont Law School. Priya spends time volunteering on several boards, including the Boston Bar Association and Professionals of Color in Environment ("POCIE"), and currently serves as an off-board member of the MACC Diversity, Equity & Inclusion (DEI) Committee. In her free time, Priya enjoys spending time with her friends and family, hiking with her dog Rey, and exploring New England's diverse and scenic parks and beaches.



Michael Jewell is an experienced business manager and non-profit association volunteer who wants to help MACC grow and further the public's knowledge of the importance of conserving and protecting our natural resources. Michael has been serving on the Amesbury Conservation Commission since August 2019. He has been active completing his MACC Certificate of Achievement in June 2020 and has served on the MACC Finance & Development Committee since April 2021. Michael has extensive experience in real estate in various executive positions and has been licensed in six states as a broker. In addition, he has served on Dana-Farber Cancer Institute's Institutional Animal Care and Use Committee (IACUC) since August 2015 and on Merck Research Laboratories – Boston's IACUC since May 2014. Michael was very active in the Boy Scouts as a Cub Master and Assistant Scout Master and served as president of the former Yankee Clipper Council headquartered in Haverhill, Massachusetts. Prior to and during his term as president, he led efforts to put conservation easements on two large Council camp properties in New Hampshire. As a conservation commissioner, in addition to participating in monthly Commission meetings, Michael has conducted and/or participated in over 120 site visits for the Commission from vacant land to multi-million-dollar projects. He is a graduate of Wittenberg University with a BS in Business Administration.

Sarah LaValley, AICP, brings strong western Massachusetts experience to the MACC Board of Directors. For the past 13 years, Sarah has served as the Conservation, Preservation, and Land Use Planner for the City of Northampton, where she is professional staff to the Conservation Commission, Historical Commission, Local Historic District Commission, and Community Preservation Committee. In these roles, she administers the Massachusetts Community Preservation Act and the Massachusetts Wetlands Protection Act and provides stewardship to Northampton's 2,000+ acres of open space. Sarah is also Planning Administrator for the Town of Bernardston and was Community Planner at the Berkshire Regional Planning Commission prior to working in Northampton. She has experience drafting bylaws, policies and regulations, and preparing and administering grants to advance sustainability and preservation efforts. Sarah states: "I am writing to express my interest in serving on the MACC Board of Directors. My personal passion...is protection of the natural resources, open spaces, and critical habitats that surround us and define our world...The work of municipalities is continuously evolving, and I want to work to help create a greener future for the Commonwealth and its resources." Sarah has a master's degree in Public Administration, and an undergraduate degree in Regional Planning and Environmental Science from Westfield State University. She also received a certificate in Local Government Leadership from Suffolk University. Sarah currently lives in Charlemont, Massachusetts and is an avid skier and hiker.



Thanks Conservation Commissioners!



- Wetlands and Wildlife
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MACC Proposed Bylaw Amendment in Article VI, Section 7, Clause B

Background:

MACC's current bylaw states that the Association will have a "financial audit" completed on an annual basis. The exact wording is provided in blue below.

Clause B: Duties. The Treasurer shall have general charge of the financial affairs of MACC, shall cause to be kept accurate books of accounts of the organization, and shall report on MACC's financial condition at the Annual Business Meeting and from time to time to the Executive Committee and the Board of Directors.

The Treasurer shall cause MACC's financial records to be audited annually by a certified public accountant approved by the Board of Directors and shall present such audited statement to the Executive Committee and the Board of Directors within one hundred eighty (180) days from MACC's fiscal year-end.

MACC's accounting firm's CPA passed away in late 2020, and the firm decided not to provide financial audits to their clients in 2021, but MACC staff did not learn of this fact until the financial review was underway, and then the staff and board decided to move forward with the review, and either revise the bylaw language or obtain a financial audit, at an increased cost, later in 2022. The Board of Directors recommended a slight modification in the bylaw wording to allow flexibility and reduce costs to the association. This proposed wording change must be approved at the Annual Meeting.

Financial audits are typically required for non-profit organizations that have revenue exceeding \$500,000, and by some organizations providing grants to non-profit organizations. MACC has not received a grant from an organization requiring a financial audit in the past three years, and MACC's total revenue is below the \$500,000 threshold. Therefore, in 2021, a financial audit is not legally required for MACC in 2021.

Motion:

To vote at the 2022 Annual Meeting to change the language in Article VI, Section 7 Clause B of the MACC Bylaw, with the addition of the words "**or reviewed**" annually "**as may be required**" in the following section:

Clause B: Duties. The Treasurer shall have general charge of the financial affairs of MACC, shall cause to be kept accurate books of accounts of the organization, and shall report on MACC's financial condition at the Annual Business Meeting and from time to time to the Executive Committee and the Board of Directors.

The Treasurer shall cause MACC's financial records to be audited **or reviewed** annually **as may be required** by a certified public accountant approved by the Board of Directors and shall present such audited statement to the Executive Committee and the Board of Directors within one hundred eighty (180) days from MACC's fiscal year-end.

What will happen if this motion passes?

- MACC will revise the wording in the Bylaws.
- There will be no change or additional cost in 2021 or 2022 for a financial review. In the future, the Treasurer and Board of Directors will make sure the financial records will be reviewed or audited, as required by state or federal regulations, or by organizations providing grants to MACC.

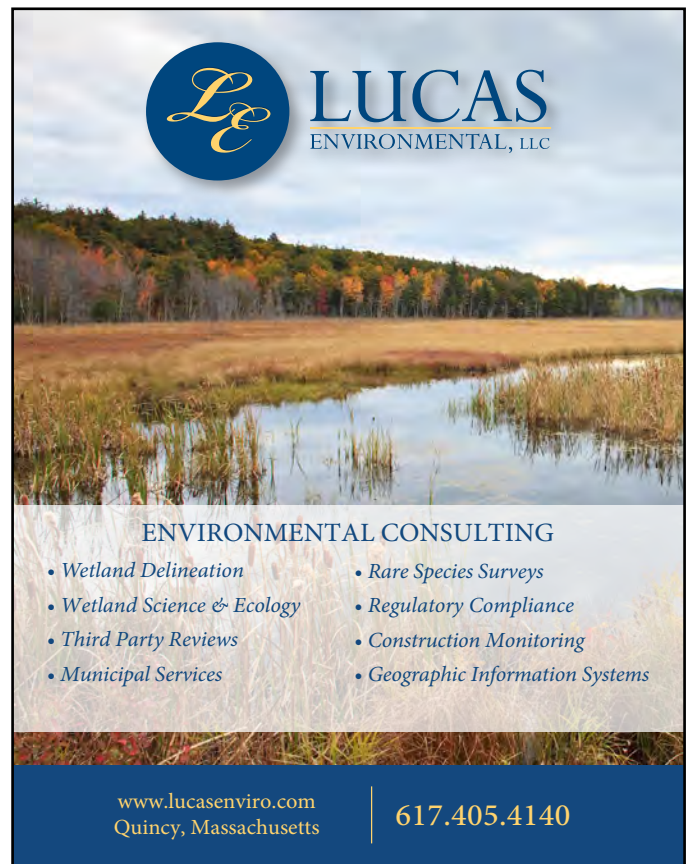
What will happen if this motion does not pass?

- There will be no change to MACC's Bylaws.
- MACC will hire a different accounting firm in the spring of 2022 (and all future years) to conduct a financial audit of our records. This will essentially duplicate much of what was completed in the financial review completed in the fall of 2021, for an additional cost estimated at \$12,000.

Thank you for your review of this proposed bylaw change. If you have any questions, give the staff a call at (617) 489-3930.

Respectfully submitted,

Dorothy A. McGlincy
Executive Director
January 31, 2022



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MACC 2022 Virtual Annual Environmental Conference

Week 1

March 1st to March 5th

| WEEK 1 March 1 -3, 2022 | Tuesday, March 1 Series A | Wednesday, March 2 Series B | Thursday, March 3 Series C |
|------------------------------------|---|--|--|
| 9:00 – 10:00 am | A1 Planning for Local Climate Change Using the Massachusetts Coast Flood Risk Model | B1 “Conserving Plant Diversity in New England”: Report Overview; Use of Mapping Tools | C1 Fraud Awareness and Prevention for Conservation Commissions |
| 10:30 – 11:30 am | A2 A Model Floodplain Bylaw for Coastal Resiliency: Why and How | B2 Understanding the Wetlands Protection Act’s Agricultural and Forestry Exemptions | C2 Chapter 91 and Conservation Commissions: Issues in Coordinated Review |
| 12:00 –1:00 pm | LUNCH -- BREAK | | |
| 1:00 – 2:00 pm | A3 The National Flood Insurance Program in Massachusetts: Beyond the Building Code | B3 Managed Retreat and its Role in Climate Change Adaptation and Resiliency: A Primer | C3 And Justice for All: Creating Inclusive and Equitable Access to Nature |
| 2:30 – 3:30 pm | A4 Salt Marsh Restoration: Lessons from Long-Term Vegetation Monitoring | B4 Climate Resiliency Challenges & Successes in Local Wetland Permitting | C4 Landscape-Scale Conservation |
| 4:00 – 5:00 pm | | B5 Biomap3: A Modern Vision for Biodiversity Conservation in a Changing Massachusetts | C5 A View from Above: Remote Monitoring for Conservation Purposes |
| 6:00 – 8:30 pm | FUNDAMENTALS UNIT 101 Overview of Conservation Commissions | FUNDAMENTALS UNIT 205 Effective Erosion and Sediment Control | Special Session 1 Larry Spotted Crow Mann followed by AWARDS CELEBRATION 6:00 – 7:30 |
| SATURDAY, MARCH 5, 2022 | | | |
| WEEK 1 March 5, 2022 | Series D | Series E | Series F |
| 9:00 – 10:00 am | SPECIAL SESSION 2 Annual Business Meeting and Keynote Speaker– Scott Jackson | | |
| 10:00 am – 12:30 pm | FUNDAMENTALS UNIT 104 - Wetland Functions and Values | | |
| 10:30 – 11:30 am | D1 Municipal Restoration/Adaptation Projects: Lessons Learned when Using Multiple Grants | E1 Farmland of Local Importance: A Tool for Preservation | F1 Keeping Your Conservation Commission Out of Trouble: Understanding and Avoiding Legal Liabilities |
| 12:00-1:00 pm | LUNCH -- BREAK | | |
| 1:00 – 2:00 pm | | E2 The Pooled Timber Income Fund: A New Land Conservation Tool | F2 Vernal Pools: What They are and How to Protect Them – More Important than Ever in a Changing Climate |

FIND WORKSHOP DESCRIPTIONS [**HERE**](#)

MACC 2022 Virtual Annual Environmental Conference

Week 2

March 8th to March 12th

| WEEK 2 | Tuesday, March 8 Series G | Wednesday, March 9 Series H | Thursday, March 10 Series J |
|---------------------------------|---|--|--|
| 9:00 – 10:00 am | G1 Trail Use, Conflicts, and Creating a Trail Use Vision | H1A Soils of Massachusetts and Wetlands- Part A | J1A MassDEP Climate Resiliency Initiatives – Part A |
| 10:30 – 11:30 am | G2 Funding Open Space, Trails, and Active Transportation Across the Commonwealth | H1B Soils of Massachusetts and Wetlands- Part B | J1B MassDEP Climate Resiliency Initiatives – Part B |
| 12:00 – 1:00 pm | LUNCH -- BREAK | | |
| 1:00 – 2:00 pm | G3 Solar Development and Conservation Planning | H2A Winter Woody Wetland Plants-Part A: Characteristics and Common Species | J2 Assessing Culvert Conditions for Aquatic and Terrestrial Wildlife Passability |
| 2:30 – 3:30 pm | G4 Regional Collaborations with Nature Can Enhance Resilience: Apple Country Natural Climate Solutions | H2B Winter Woody Wetland Plants-Part B: Virtual Hands-On ID | J3 Redevelopment within the Riverfront Area |
| 6:00 – 8:30 pm | FUNDAMENTALS UNIT 202 Protecting Wildlife Habitat | FUNDAMENTALS UNIT 208 Buffer Zones: Considering the Science While Applying the Regulations | FUNDAMENTALS UNIT 204 Managing Conservation Land: Inventories, Goals and Conflicts |
| SATURDAY, MARCH 12, 2022 | | | |
| WEEK 2 March 12, 2022 | Series K | Series L | Series M |
| 9:00 – 10:00 am | K1 Invasive Species in Massachusetts Lakes and Rivers: Regulation and Permitting | | M1 Lake Boon MVP Project: Successful Community and Scientists Collaboration |
| 10:00 am – 12:30 pm | FUNDAMENTALS UNIT 203 Open Space Planning and Protection Techniques | | |
| 10:30 – 11:30 am | K2 Wetland Replication and Restoration Projects: Tips for Success | L1 Compatible Coexistence: How Conservationists and Original People can Share the Land | M2 The Secret Behind Watershed Resilience: Regional Climate Collaboratives |
| | CONFERENCE END | | |

THANK YOU TO OUR WORKSHOP SUPPORTERS!

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About our Keynote Speakers

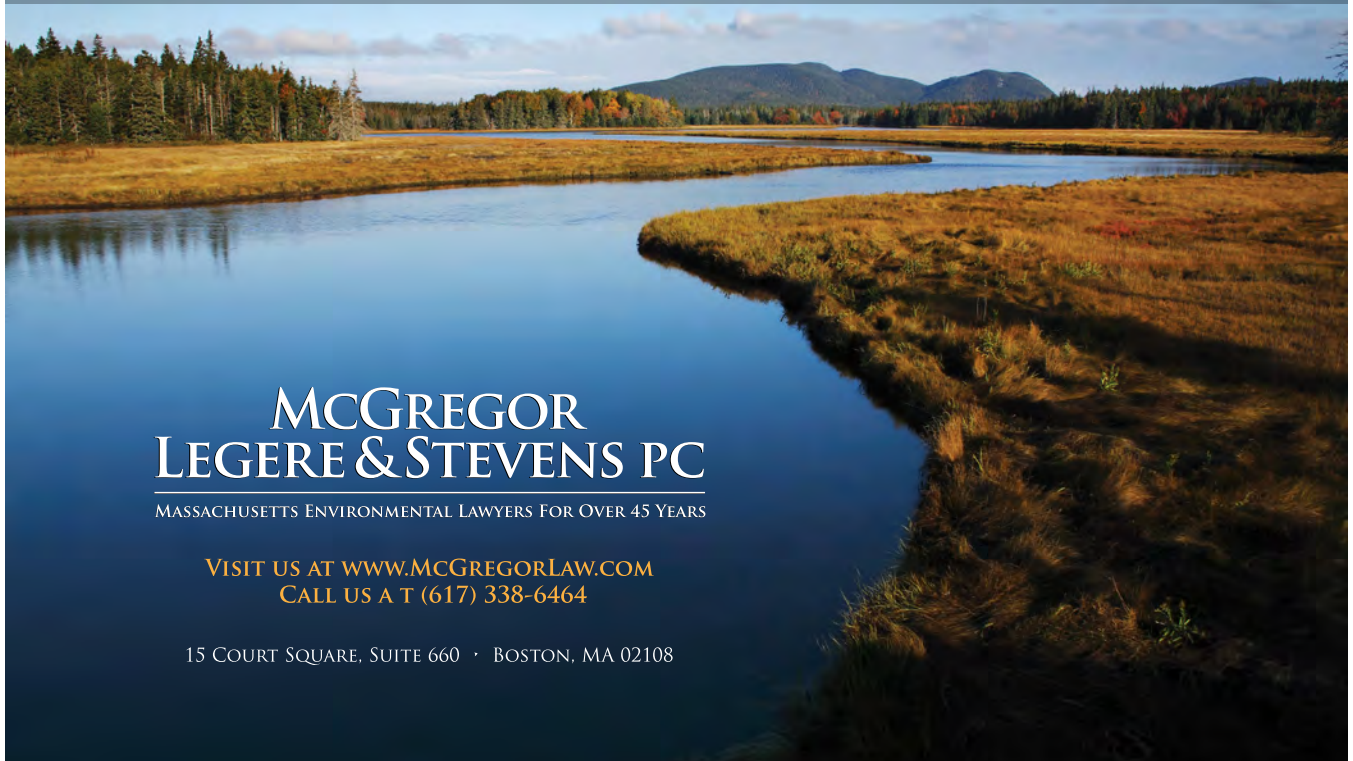


MACC is pleased to announce that Scott Jackson, MACC Board Member, Whately Conservation Commission Chair, Kestrel Land Trust Board Member and Extension Professor in the Department of Environmental Conservation at UMass Amherst, will present the 2022 Keynote Address at the Annual Business Meeting on Saturday, March 5, 2021, at 9:30 am. Scott has taught courses and workshops on wetlands ecology and conservation, biodiversity conservation, the ecology and conservation of amphibians and reptiles, and general New England natural history for many years. Scott often teaches three or four workshops at MACC conferences, so his face might be familiar. Scott will speak on: "Looking Ahead: How Conservation will Need to Change to Cope with Climate Change." Don't miss this historical perspective and vision of the future of conservation in this world being impacted by climate change.



MACC is pleased to announce that Larry Spotted Crow Mann, a citizen of the Nipmuc Tribe of Massachusetts, will be MACC's Keynote Speaker prior to our virtual Environmental Service Awards Celebration on Thursday evening, March 3, 2022, at 6:00 pm. Larry is an award-winning writer, poet, cultural educator, Traditional Story Teller, tribal drummer / dancer and motivational speaker involving youth sobriety, cultural and environmental awareness. Mann is co-director of the Ohketeau Cultural Center and Founder of the Native Youth Empowerment Foundation. He is also a former board member of the Nipmuc Cultural Preservation, which is an organization set up to promote the cultural, social, and spiritual needs of Nipmuc people as well an educational resource of Native American studies. Don't miss this important presentation! Free to all AEC participants, speakers, volunteers, award recipients and guests, and sponsors.

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ENVIRONMENTAL SERVICE AWARD

Conservation Administrator of the Year Camille Standley

Camille Standley has faithfully served as the Conservation Administrator for the Town of Millis for 18 years! She stands at the front line for the Commission, ensuring projects, both big and small, meet the standards of the Wetlands Protection Act and the town bylaw. She coordinates site visits and prepares information packets with all relevant documentation to support the Commission members in their deliberations. In addition, Camille welcomes new members and provides them with access to MACC, encourages training, explains forms, and patiently answers questions.

In the words of her colleagues, "it is difficult to put into words how much we value the work Camille does for the Millis Conservation Commission. Camille is our rock! Being a town without an agent, we depend on her to keep us organized, maintain our agenda, communicate with townsfolk, keep us updated on what is going on in town hall and at construction sites, ensure we are following proper procedures during meetings, and all while working only 16 hours a week for the Conservation Commission. While our rapidly growing town could easily use a full-time conservation administrator and a conservation agent, you wouldn't know this with such a hardworking, dedicated, professional administrator. The members of the Millis Conservation Commission are extremely fortunate to have someone like Camille and would love to see her recognized for going above and beyond on a continual basis."

Camille handles town challenges efficiently while demonstrating a devotion to conservation. She helps guide volunteers to protect local resources in a town that has 30% total land area protected under the Wetlands Protection Act, including large areas that are part of the Charles River Natural Valley Water Storage Area. She is passionate about the work and always goes the extra mile to ensure a good outcome. She deals with challenges in a professional manner, never losing her calm demeanor. She is patient and pleasant, treats everyone fairly, assisting applicants and members alike through the process. Consistently professional, her guidance and dedication allow the Commission to better serve the community and administer a critical conservation program.

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ENVIRONMENTAL SERVICE AWARD

Outstanding Public Service Award

Jody Harris

One of the easiest ways to recognize Jody Harris's heart for public service is her commitment to attend every Land Stewardship Committee meeting, even though she is not a member! She is driven by her passion to find ways to be of assistance to the community.

Jody is a member of the Acton Conservation Trust Board of Directors. She has organized multiple community cleanup days on the Donald Conservation Restriction land, a 12 acre portion of the 65 acre Acton Arboretum. She recruited 25+ volunteers, including local high school environmental study students. She dedicates her time and talents to ensure her teams and tasks are organized and trained to produce the greatest impact during the time allotted. Battling invasive honeysuckle, multiflora rose and bittersweet vines is no easy task! As a result of Jody's efforts, two historic stone walls were freed of overgrowth and the trail was widened for better access, greatly enhancing this Conservation Restriction.

Jody also created a new trail blazing team for the Acton Land Stewardship Committee. She created a prioritized spreadsheet of all Acton's trails needing re-blazing and recruited her husband to carve wooden arrow directional trail signs. She personally met with homeowners abutting town property, and worked to clear and blaze a trail that would discourage users from meandering onto private land. In 3 short months, Jody and her team had blazed hundreds of acres of trail systems. She is cheerful, organized, and ready to work! Always going above and beyond, Acton is lucky to have Jody's enthusiasm and expertise to further their conservation goals.



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ENVIRONMENTAL SERVICE AWARD

Keystone Award *(the first of it's kind!)* **Scott Jackson**

In Ecology, a keystone species has a disproportionately large effect on its environment relative to its abundance. In Scott's 21 years in a leadership position with MACC, he has played a critical role in our community and in the education of our members. As Scott retires from our Board of Directors, we expect the MACC ecosystem will be changed dramatically, but we look forward to continuing our long-standing collaboration with Scott in both education and advocacy.

In addition to his role with MACC, Scott is an Extension Professor in the Department of Environmental Conservation at the University of Massachusetts, is chair of the Whately Conservation Commission, chair of the Kestrel Land Trust Board of Trustees, and has dedicated his professional and personal time to conservation work for over 30 years. Scott has engaged in research, policy development, and projects designed to protect and enhance natural resources on the local, state, and national levels, and has served on the Whately Conservation Commission since 1995!

Some of Scott's additional accomplishments include serving as an associate member of the MA NHESP Advisory Committee, and working as a project leader with the MA Department of Environmental Protection, MA Office of Coastal Zone Management and U.S. EPA to develop cost-effective tools and techniques for assessment and monitoring of wetland and aquatic ecosystems. His close collaboration with MassDEP has ensured the relevance of his work for policy and regulations related to wetlands assessment and protection. He is an affiliate of the Northeast Climate Science Center, UMass Transportation Center, and a Fellow of UMass Air (a program to develop and use unmanned aerial systems for research).

Scott's research interests include aquatic connectivity, wetland assessment and monitoring, impacts of roads and highways on wildlife, landscape-based ecological assessment, and amphibian and reptile conservation. Scott has been involved in the development of standards for road-stream crossing structures; survey protocols for assessing crossing structures for passability, risk of failure, and disruption of emergency services; and approaches for prioritizing structures for replacement. He is a principal in the development of the Conservation Assessment and Prioritization System (CAPS) and the Critical Linkages project, and serves as project leader for the North Atlantic Aquatic Connectivity Collaborative (NAACC). Scott led a collaborative project to develop the Massachusetts Wildlife Climate Action Tool and is interested in helping practitioners access climate science for on-the-ground ecosystem conservation. As a private consultant he conducted wildlife habitat evaluations, natural resource inventories, rare species surveys, project reviews, and development of conservation plans.

MACC cannot thank Scott enough for his over 20 years of service on our Board, hundreds of workshops taught, contributions to our advocacy goals, and his endless knowledge and unique humor!



Photo by Ram Subramanian

ENVIRONMENTAL SERVICE AWARD

Land Stewardship Award **Meg Sheehan** **The Sheehan Family Companies**

Meg Sheehan, of the Sheehan Family Companies, is a public interest environmental lawyer who empowers and supports communities in taking action to make the world a better place. In her 40 years of experience, she has worked as an Assistant Attorney General for the Commonwealth of Massachusetts and as a Staff Attorney at the Massachusetts Water Resources Authority on the Boston Harbor cleanup. She is a native of Plymouth, Massachusetts and has served on the boards of several environmental organizations including the Wildlands Trust of Southeastern Massachusetts, the Jones River Watershed Association and The Nature Conservancy/Massachusetts Chapter. She co-founded several campaigns, including the Watershed Action Alliance of Southeastern Massachusetts, the Taunton River Campaign and Cape Cod Bay Watch. She has worked on land protection and advocacy representing a wide range of citizen groups throughout the U.S.

The Herring Pond Wampanoag Tribe of Plymouth, Massachusetts nominated Meg Sheehan and the Sheehan Family Companies for their role in the recently awarded \$156,000 grant from The Sheehan Family Companies of Kingston, Massachusetts. The three-year grant will help further Herring Pond Wampanoag Tribe's mission to preserve, promote, and protect the cultural, spiritual and economic well-being of its tribal members, educate youth, and promote awareness among the public about tribal history and rights.

"The Herring Pond Wampanoag Tribe is deeply grateful to Meg and The Sheehan Family Companies for their generosity and support," says Melissa (Harding) Ferretti, Chairwoman of the Herring Pond Wampanoag Tribe, "This grant is crucial to our continuing efforts to achieve our goals with regard to the education of our youth and the preservation of our tribal homeland. We are thrilled and honored to partner with an organization that appreciates and recognizes the important contributions of tribal nations to our society today."

The multi-year grant will help The Herring Pond Wampanoag Tribe build organizational capacity for a Herring Pond Wampanoag Land Stewardship and Youth Education Program and establish a cultural, environmental, and Traditional Ecological Knowledge (TEK) education program—particularly for youth. The cornerstone principles of Traditional Ecological Knowledge (TEK) include respect, reciprocity, and responsibility, which are essential to relationships among human communities and between humans and the natural world. The grant will also help preserve tribal community-based knowledge of the land and its ecologically significant areas; promote tribal values, especially concerning the cultural, historical, ecological and spiritual significance of the land, water, and wildlife in the region; and create opportunities for collaborations with other environmental and cultural organizations with related goals of land stewardship, conservation, and youth education.

In addition, Meg and the Sheehan Family Companies donated funds to the Northeast Wilderness Trust (NEWT) to purchase 305 acres of Pine Barrens Habitat on Bishop's Highway/Route 80 in Kingston, Massachusetts. The NWT has partnered with the Native Land Conservancy (NLC) and both entities will enter into a Cultural Respect Agreement. The Cultural Respect Easement welcomes indigenous people to regain access to lands they have been separated from for centuries. In the words of Melissa Ferretti, "Meg Sheehan and the Sheehan Family have been great supporters of Diversity, Equity, and Inclusion in the conservation space, specifically inclusive consultation and land stewardship, and support of indigenous people."

ENVIRONMENTAL SERVICE AWARD

Youth Environmental Service Award

(1st team award!)

Andover Animal Advocates:

**Diya Ganesh, Sriniketh Velagapudi, Shreya Godhani, Mahathi Veluri,
Julia Strong, Randy Tran, Abhinav Bapanapalli**

Andover Animal Advocates is a Destination Imagination Team from Andover's Challenge Me Inc. Program. Through Destination Imagination, teams of up to 7 students can select an open-ended challenge to explore for a school year. Andover Animal Advocates learned there were many rare species – ranging from salamanders to mussels to plants – right in their hometown. During the 2019-20 year, they selected the Service Learning Challenge called, "It's About Time," where they had to identify a community need and hold a community event. The need they identified was that Andover was home to at least 29 endangered species, and that most people had no idea! So, they embarked on an awareness campaign as part of their Service Learning project.

"We wanted to do the Service Learning Challenge so we could make a difference," the team said. "We were blown away to learn that there were 29 endangered species in our hometown of Andover. We couldn't believe that we had learned of the importance of endangered species abroad in school but were never taught about the ones that live in our own backyards."

Wanting to help educate their community members about the situation their ecosystems are facing, the students partnered with State Herpetologists, Andover's Conservation Commission, town police, the Massachusetts Butterfly Club, and even officials in their state government to help spread awareness. In February, the team hosted a public forum online, where they interviewed local wildlife and conservation experts and took questions from community members.

In addition to their education efforts, Andover Animal Advocates is also trying to protect one of a rare species they learned about as part of their Service Learning project. The team has been working with state Rep. Tram Nguyen, D-Andover on a law to make the blue-spotted salamander Massachusetts' state amphibian. The Commonwealth is one of 23 states that does not have a state amphibian, so last year when Nguyen attended the students' forum about endangered species, it made sense to work with her to continue creating "a bigger and bigger impact," said Diya Ganesh, a student on the team. Promoting the blue-spotted salamander as the state amphibian would give students across Massachusetts the ability to learn about them as an endangered species close to home, Ganesh explained.

"Blue-spotted salamanders are important critters for helping identify vernal pools across the state," said Abhinav Bapanapalli, another student on the team. "They typically lay their eggs at the seasonal ponds that are important breeding grounds for woodland creatures," he said. "So, finding the eggs shows it's one of the pools," he said. The students have worked hard to gather state-wide support for the bill. They emailed groups of students interested in conservation and the environment around the state to have them get their local legislators on board to co-sponsor the bill.

This Destination Imagination team won first place in the state of the MA and in the Senior Level (High School) Division of Global Finals last year. "Over the last year, they went from being kids who worked together on a project to a true TEAM," said their team leader Stephanie Maze-Hsu. "They are a group of kids who push each other, support each other, and enjoy working together. They value the work they have done in raising awareness, the connections they made with their community partners, and really powerfully, the teamwork skills they have developed with each other." To learn more about their education and advocacy efforts, please visit their website at www.andoveranimaladvocates.com. The team asks that you spread the word and support on their bill Andover Animal Advocates - State Amphibian Bill (google.com).

[Source: Andover Animal Advocates (google.com), Destination Imagination Students Help Save Endangered Species - Destination Imagination, <https://www.destinationimagination.org/blog/di-students-help-save-endangered-species/>

Continued from page 9, From MACC Executive Director

on climate change, conservation, and his view of the future.

Join us on Thursday, March 3, 2022, at 6 pm to hear Larry Spotted Crow Mann discuss his experiences and insights with environmental, indigenous, and diversity and equity issues in today's world. Immediately following Mr. Mann's talk will be MACC's wonderful Environmental Service Awards Celebration.

Thank you!

So many people have helped coordinate this conference. MACC's Annual Environmental Conference Committee 2022 is again co-chaired by the dynamic duo Amy Ball (Horsley Witten), and Mike Howard (Epsilon), and committee members: Lee Curtis; Nick Nelson, E. Heidi Ricci, Lana Spillman, and former MACC Board member Sally Zielinski. We are fortunate to be supported by MACC's amazing and talented staff: MACC's Associate Director and Education Coordinator, Michele Girard; MACC's Member Services Coordinator-Newsletter Editor-Office Manager-and Blues Drummer, Lindsay Martucci; MACC's Finance and Operations Manager, Candace Domos, and MACC's Special Projects Coordinator, Joey Wigglesworth.

Of course, we could not put on this conference without the presenters and moderators of the workshops and training units as well as the many other volunteers who give their time and expertise. A hearty "Thank You" to the MACC conference sponsors, advertisers, and workshop supporters whose support of the conference reflects their belief in the value of our work and the conservation community.

Thank you – to each and every participant joining us remotely during AEC 2022. You bring great energy to the conference and your incredible dedication to your community makes this conference a success every year. We look forward to having the opportunity to virtually speak with you during the day. I hope you enjoy these events.

Thank you for all that you do to protect the environment. - Dot McGlinchy, MACC Executive Director

MACC's Rent-an-Expert Program (Speaker's Bureau)

Have you wondered how to acquire more information on wetlands protection and open space planning on your own turf and your own schedule? Wonder no more! MACC's "Rent an Expert" program includes today's most prominent and influential professionals to speak on a variety of environmental and land use topics. One of our recent programs was given to representatives from seven towns, just before the COVID-19 state of emergency declaration.

If your town is in need of training, this is a great way to get focused presentations to your commissioners. No subject is too simple or too complex! Contact MACC at staff@maccweb.org with questions.

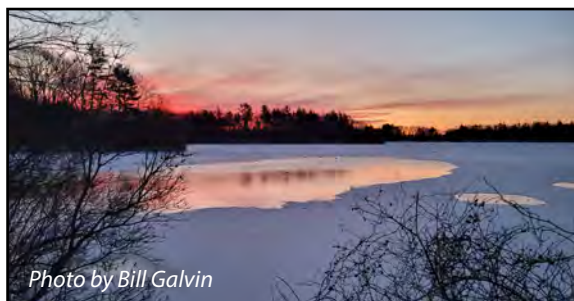


Photo by Bill Galvin



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OVERVIEW

The Massachusetts Association of Conservation Commissions (MACC) is a 501(c)(3) non-profit corporation, founded in 1961 and incorporated in 1978, whose mission is to protect Massachusetts' natural resources by supporting conservation commissions through education and advocacy. MACC provides legal, scientific, policy, and technical training and support to Massachusetts conservation commissions. MACC works collaboratively with government agencies, nonprofits, and volunteers to achieve its environmental protection mission.

In fiscal year 2021 (July 1, 2020 - June 30, 2021), MACC continued to support conservation commissions by providing environmental education programs and workshops throughout the year. Due to emergency regulations related to the coronavirus pandemic (COVID-19) in March 2020, MACC staff moved from working in offices in Belmont, Massachusetts, to working from home offices. Significant changes were made to the face-to-face training programs in the late spring and summer 2020, as the Fundamentals classes were converted to remote webinar presentations using web-based platforms (such as Zoom); wetland delineation field classes were mostly cancelled in 2020 and 2021 due to COVID-19 restrictions. COVID-19 impacted everyone's working lives, but throughout the year, MACC continued to provide assistance and training to members across the Commonwealth, just as all commissions adapted to virtual commission meetings in 2020 and 2021.

MACC pivoted to holding a virtual Fall Conference in October 2020 and Annual Environmental Conference in April 2021. We discontinued several networking and educational programs for our members, such as the Young Professionals Committee events, but we continued Lunch & Learn Webinars related to wetlands, climate change, and open space topics.

MACC advocated to the state legislature and agencies for smart, science-based environmental laws, regulations, and policies that can be implemented on the local level. Comments on legislation were submitted in virtual meeting formats and in written documents because the State House was completely closed to the public in FY21.

EDUCATION HIGHLIGHTS

MACC's education program focuses on the "Fundamentals for Conservation Commissioners", a 13-unit, 20-hour, certificate training course that provides the basics of conservation commissions' responsibilities and operations. The certificate program provides information on wetlands protection and permitting under the Massachusetts Wetlands Protection Act and conservation commissions' authority under the Conservation Commission Act. MACC's Annual Environmental Conference, the largest of its kind in New England, provides a wide range of workshops on wetlands and open space protection, prepared for conservation commissions.

Since the passage of the Wetlands Protection Act in 1972, we estimate that MACC has trained more than 30,000 conservation commissioners and other members through workshops, education programs, conferences, resource materials, one-on-one and group consultations.

In FY2021, MACC had a total of 544 Fundamentals Unit participants, down from 951 participants in FY20. However, the number of classes that each participant took in FY21 increased because members did not have to drive to in-person classes, and the size of our virtual classrooms allowed many more participants than an in-person event. Participants who complete the five required units and three of the eight elective units receive a Certificate of Completion. In FY20, there were 47 participants who completed the Fundamentals Certificate Program, whereas in FY21, the number of Fundamentals "Graduates" increased to 107, more than double the year before. Virtual training is credited with the increase in the number of "graduates". In addition, we estimate that more than 2,300 individuals participated in training at AEC 2021, including 1,800 students in workshops, and more than 540 students in Fundamentals Units. AEC participants took numerous workshops and Fundamentals Units, an advantage of a virtual conference presented over a two-week period.

MACC cancelled nearly all spring and fall wetlands delineation classes due to COVID-19 restrictions. We were able to provide four field plant identification workshops, 11 virtual Lunch & Learn workshops, and several other virtual workshops during the year, outside of conference events. Our educational offerings in FY21 included: Environmental Law 2020: Developments Commissions Need to Know; Wetland and Upland Shrub Identification; Shrubs in Winter; Increasing Landscape Connectivity Using Wildlife Tunnel Crossings.

MACC's on-line handbook, *Protecting Wetlands and Open Space: MACC's Environmental Handbook for Massachusetts Conservation Commissioners* is an indispensable resource for those serving on, working with, and appearing before conservation commissions. The number of Handbook subscriptions rose from 511 in FY20 to 571 in FY21. We continue to provide a free one-year subscription to each Fundamentals graduate, and also provide a free, one-month trial subscription to each new conservation commissioner who completes the Orientation for New Conservation Commissioners. The number of Orientation for New Conservation Commissioner Subscriptions decreased slightly from 281 in FY20 to 219 in FY21.

51st ANNUAL ENVIRONMENTAL CONFERENCE

From April 6 to 17, 2021, more than 500 participants joined in our first ever, virtual Annual Environmental Conference (AEC). We held the conference remotely due to the COVID-19 pandemic, and we scheduled events during the weekday, in the evenings, at lunchtime, and also on two Saturdays to provide

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as many options as possible for our members. Participants were able to take 10 Fundamentals Units within a two-week period, learn from experts during 36 environmental workshops (including virtual field classes and river tours), listen to unique Keynote Speakers, and participate in networking events. The following Fundamentals courses were offered during AEC 2021: Unit 101; Unit 102; Unit 103; Unit 104; Unit 105; Unit 202; Unit 203; Unit 204, Unit 205, and Unit 208.

2021 Environmental Keynote Speaker

On April 10, 2021, the virtual environmental keynote address was provided by naturalist, author, and artist, David M. Carroll. Mr. Carroll was named a MacArthur Foundation Fellow and is the author of three acclaimed natural histories: *The Year of the Turtle*; *Trout Reflections*; and *Swamp Walker's Journal*. The *Swamp Walker's Journal* was awarded the John Burroughs' medal for distinguished nature writing. Mr. Carroll discussed his love of nature, swamps, and turtle habitat, his artwork, impacts on the natural environment from climate change and urban development, and the importance of "seeing nature with indigenous eyes". David Carroll's Keynote Speech was sponsored by Epsilon Associates, Inc.

2021 Diversity, Equity and Inclusion Keynote Speaker

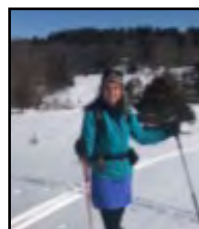
On April 17, 2021, the Executive Director of Alternatives for Community Environmental (ACE), Dwaigh Tyndal, gave the Keynote Address focused on Diversity, Equity, and Inclusion issues in the greater Boston area. Mr. Tyndal has more than 25 years of professional experience in economic development, community and neighborhood development, youth development and workforce development. Since 2017, Dwaigh Tyndal has been the Executive Director of ACE, a non-profit membership organization in Roxbury working to build the power of communities of color and low-income communities in Massachusetts to eliminate environmental racism, create healthy, sustainable communities, and achieve environmental justice. MACC's new Diversity, Equity, and Inclusion Subcommittee helped coordinate this event, and Mr. Tyndal's speech was sponsored by BSC Group.

2021 Environmental Service Award Winners

One of our favorite events at the Annual Environmental Conference is the Environmental Service Award Ceremony. This year, on Saturday, April 10, 2021, we held our first virtual Awards ceremony, hosted by MACC's Board Member and Awards Committee Chair, Lee Curtis of BSC Group. The virtual scheduling gave us more time to hear from our awardees, and their tales of open space protection, public education, and outstanding public service. MACC applauds the hard work and enthusiasm of all these outstanding Award winners:



L: Tom Brady, Conservation Administrator of the Year, Brookline; R: Shana Brogan, Conservation Leadership Award



L: Michele Grzenda, Outstanding Public Service Award; R: Matt Burne, Educator of the Year Award



Ramona Peters, Land Justice Award

FALL CONFERENCE 2020

From October 17 – 24, 2020, MACC held our first ever virtual Fall Conference. Covid-19 kept us physically separate, but it did not stop our learning, sharing ideas, and networking. This year, we had 245 people participate in our Fall Conference. We heard from many people that they liked the Zoom format because there was no commuting from the distant corners of the Commonwealth!

Participants had the opportunity to take 36 hours of educational content from their home office, living room, or back deck. Nineteen brand new workshops and seven Fundamental Units were offered on weekends and during the week. Conference Workshops covered a variety of topics important to commissioners, wetland professionals, environmental attorneys, and consultants.

There were seven Fundamentals courses offered at the Fall Conference (Units 102, 103, 104, 105, 204, 205, and 207), along with 19 new workshops.

ADVOCACY HIGHLIGHTS

Conservation commissions have been in existence for more than sixty years! Fourteen years before the first Earth Day,

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residents of Ipswich, Massachusetts, concerned about the proposed destruction of a productive wetland in their town, found a way to protect that natural resource. Their success and vision for the future set into motion the innovative idea that people in each town and city could be empowered to protect the natural resources of their community. That led to the passage of the Massachusetts Conservation Commission Act in 1957. By the mid-1980s, every municipality in the state had established a conservation commission. Since 1972, when the Massachusetts Wetlands Protection Act became law, conservation commissions have administered perhaps the most comprehensive and successful wetlands program in the country.

MACC monitors federal environmental initiatives, state legislation, and regulations, in order to make sure that science-based programs are implemented as part of environmental legislation and regulations. We work closely with environmental non-profit partners to track legislation and regulations. In FY21, our top priority was moving the Public Lands Preservation Act (PLPA) through the legislature for passage this session. PLPA would further the long-standing goal of preventing the loss of public parks, conservation lands, forests, watersheds, and other natural resource lands protected by Article 97 of the Massachusetts Constitution.

MACC supported funding of state environmental programs, including the Massachusetts Department of Environmental Protection "MassDEP" to be 1% of the state budget. We worked with numerous environmental groups to pass the Environmental Bond Bill, comment on bills, and improve draft legislation. Results of our advocacy efforts on the local, state, and federal levels are provided to our members in several publications throughout the year and posted to our website.

Young Professionals Committee: MACC started a Young Professionals Committee in 2017 to provide support, professional development, and networking opportunities to individuals who are young or new to environmental fields. This committee held quarterly events in 2018 and 2019 where young professionals interacted with their peers and other MACC members to further their understanding of environmental regulations, different techniques used in the field, or just meet new people. Due to COVID-19 restrictions, MACC cancelled all Young Professionals events in FY21, but hope to re-start in-person events in FY22.

Free Lunch & Learn Webinars: MACC's virtual Lunch & Learn Webinar Program continued to be a huge success in FY21. These free monthly programs provided training to 680 participants on topics related to: GIS for Conservation Professionals; Return of the Tides: Herring River Restoration Project; Increasing Landscape Connectivity using Wildlife Tunnel Crossings; Rail Vegetation Management; Adventures with Oddities: Strange & Noteworthy Natives, and Solar Siting Reforms.

Other Outreach Programs: MACC continued to address Helpline questions from conservation commissioners asking for advice and guidance on difficult questions they or their commissions were facing. We continued to operate our online MACC Web Forum, where members ask questions, get answers, share knowledge and experience, and are part of the conservation conversation. We listed and offered books that are relevant to wetlands and open space issues.

We wrote and distributed our *MACC Conservation Quarterly* e-magazine via email to our members. Each issue contained news of upcoming trainings and workshops, updates on legislation and regulations, and information about other programs of interest. Our website remains a portal to resource materials on wetlands and open space, training opportunities, advocacy, job announcements, and MACC publications.

2021 Annual Business Meeting

On March 6, 2021, MACC held the first virtual Annual Business Meeting to vote on the budget and the 2021 slate of candidates to the Board of Directors. We welcomed Meredith Avery of VHB and the Sharon Conservation Commission; Joan Deely of Land Stewardship, Inc., and Leverett Conservation Commission; Whitney McClees, Conservation Agent for the Fairhaven Conservation Commission; Shilpa Sen, PhD, of HDR; Dawn Stolf Stalenhoef, MA, JD; and Rebecca (Becky) Weissman, PWS, CWS, of SWCA Environmental and the Holliston Conservation Commission to MACC's Board of Directors. Welcome Aboard!

A hearty "Thank You" goes to our 2020 Board President, Rebekah Lacey, Esq., of Miyares and Harrington, LLP, who provided support, advice, and guidance to the Board of Directors and Staff throughout the year. Additional hearty "Thank You's" also go to Secretary, Cynthia B. O'Connell, ASLA, Braintree Stormwater Manager; MACC's Treasurer, Janice Stone, Hadley Conservation Agent; Director Marc Bergeron, PWS, CWS, of Epsilon Associates; Director Greg Hochmuth, RS, PWS, CWS, of Williams & Sparages, LLC; Director Paul McManus, LSP, PWS, of EcoTec, Inc.; and Director Jennifer Steel, Newton Senior Environmental Planner, for their hard work and service to the Board of Directors. The officers and board members are hard-working volunteers who direct and drive the educational programs for commissioners.

BOARD AND STAFF

The following individuals were approved as the 2021 Board of Directors at the March 6, 2021 Annual Business Meeting:

Officers:

President: Lana Seguin-Spillman, Ph.D.
First Vice President: Jennifer Hughes
Vice President for Education: Nick Nelson
Vice President for Advocacy: R. Heidi Ricci
Treasurer: David Henkels
Secretary: Lee Curtis

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Directors:

Meredith Avery
 Amy Ball, PWS, CWS
 Sandra Brock, PE, CRM, LEED AP BD + C
 Kathleen (Kate) Connolly, Esq.
 Donald D. Cooper, Esq.
 Joan Deely
 Pamela Harvey, Esq.
 Michael Howard, PWS, CWS
 Scott Jackson
 Whitney McClees
 Gregor McGregor, Esq.
 Shilpa Sen, Ph.D. PMP
 Margaret Stolf, Esq.
 Dawn Stolfi-Stalenhoef, MA, JD
 Rebecca (Becky) Weissman, PWS, CWS

MACC Staff:

MACC had four full-time and one part-time staff in FY2021.

Dorothy A. McGlinchy, PG, LSP, Executive Director
 Michèle Girard, Associate Director & Education Coordinator
 Lindsay Martucci, Office Manager, Newsletter Editor & Member Services Coordinator
 Candace Damos, Finance & Operations Manager
 Joey Wigglesworth, Special Projects Coordinator

FINANCES

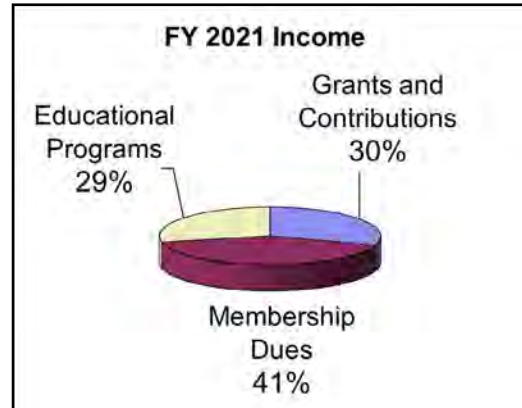
MACC's income in FY21 was \$436,628, which was approximately \$13,000 higher than income in FY20. Income is derived from membership dues (41%), educational programs (29%), and grants and contributions (30%). Total income in FY21 was down slightly from FY20 income of \$446,109. Included in the grants and contributions income were the Paycheck Protection Program (PPP) loans. During FY20 and FY21, the PPP loans were available from the federal government to help companies and non-profit organizations weather the financial storm due to COVID-19. The PPP loans were forgiven in 2020 and 2021.

Expenses in FY21 totaled \$383,466, less than expenses in FY20 (\$420,202). FY21 expenses were related to educational program costs (51%), membership services and advocacy costs (34%), general and administrative costs (13%), and fundraising costs (2%). Income exceeded expenses by \$53,162 for this fiscal year. MACC's financial audit for Fiscal Year (FY21) reported no issues of concern.

MACC appreciates our member conservation commissions, corporate and individual members who pay their dues in a timely manner. We also appreciate our donors and other supporters who sponsor MACC events, advertise in our publications, and at MACC conferences.

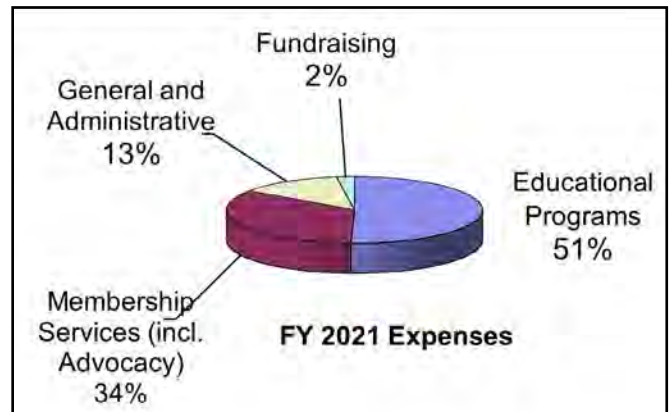
FY 2021 INCOME

| | |
|---------------------------|------------------|
| Grants and Contributions: | \$131,639 |
| Membership Dues: | \$180,576 |
| Educational Programs: | \$124,413 |
| Total Revenue: | \$436,628 |



FY 2020 EXPENSES

| | |
|-------------------------|------------------|
| Educational Programs: | \$193,468 |
| Membership Services: | \$131,255 |
| General Administrative: | \$50,040 |
| Fundraising: | \$8,703 |
| Total Expenses: | \$383,466 |





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Seth Wilkinson
Sylvia Willard
Arlene Wilson
David Wong
Sally Zielinski

***Many thanks to our departing
Board Members for all their contributions to MACC
and to natural resource protection.***



Scott Jackson
Michael Howard
Nicholas Nelson
Shilpa Sen



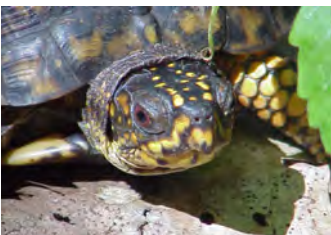
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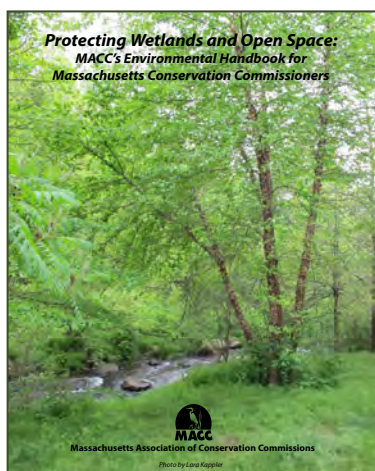
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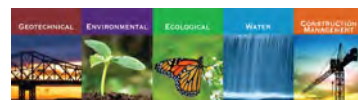
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|---|------------------------------|---------|------------------|-------------|-------------|------------------|----------|------------------|------------------|--------------|--------------|--------------|--------|------------|-----------|--------|--------------|----------------------|---------------------|------------------------------------|------------------|-------|---------------|-----------|-------------|
| | Conservation Land Management | Coastal | Culverts-Bridges | Dam Removal | Engineering | Expert Testimony | Forestry | GIS/GPS Services | Invasive Species | LSP Services | Peer Reviews | Rare Species | Rivers | Stormwater | Surveying | Trails | Vernal Pools | Wetlands Delineation | Wetlands Permitting | Wetlands Replication – Restoration | Wildlife Habitat | Other | Environmental | Municipal | Real Estate |
| Beals + Thomas | | ✓ | ✓ | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 1 | | | |
| BSC Group | ✓ | ✓ | ✓ | | ✓ | ✓ | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| Davey Resource Group | | | | | | | ✓ | | | | | | | | | | | | | | | | | | |
| Ecosystem Solutions | ✓ | ✓ | | | | | | ✓ | | | ✓ | | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| EcoTec, Inc. | | ✓ | | ✓ | | ✓ | | | ✓ | | ✓ | ✓ | ✓ | | | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| Epsilon Associates, Inc. | ✓ | ✓ | | | | ✓ | | ✓ | ✓ | | | ✓ | ✓ | | | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| Gordon&ReesScullyMansukhani | | | | | | | | | | | | | | | | | | | | | | | ✓ | ✓ | ✓ |
| GZA GeoEnvironmental | | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| Horsley Witten Group | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| Inter-Fluve, Inc. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| Keolis Commuter Services | ✓ | | | | | | | | | | | | | ✓ | | | | | ✓ | | | ✓ | | | |
| KP Law | | | | | | | | | | | | | | | | | | | | | | | ✓ | ✓ | ✓ |
| Land Stewardship | ✓ | ✓ | | | | | ✓ | | ✓ | | | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| LEC Environmental | ✓ | ✓ | | | | ✓ | | | ✓ | | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| Lucas Environmental | ✓ | ✓ | ✓ | | | ✓ | | ✓ | ✓ | | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | 2 | | | |
| McGregor Legere & Stevens, PC | ✓ | ✓ | | | | ✓ | | | | | ✓ | | | | | | | | ✓ | | | 4 | ✓ | ✓ | ✓ |
| Nitsch Engineering | | | ✓ | | ✓ | ✓ | | ✓ | | | ✓ | | | ✓ | ✓ | | | | ✓ | | | | | | |
| Pavers by Ideal | ✓ | ✓ | ✓ | | ✓ | | | | | | | | ✓ | ✓ | | | | | | | | 3 | | | |
| Rubin and Rudman | | | | | | | | | | | | | | | | | | | | | | | ✓ | ✓ | ✓ |
| Stantec Consulting Services, Inc. | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
| SWCA | ✓ | ✓ | | | | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | |
| Tetra Tech | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | | | |
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| Wilkinson Ecological | ✓ | ✓ | | | | | | | ✓ | | | | | | | | | ✓ | ✓ | ✓ | ✓ | | | | |

Notes:

1: Landscape Architecture; 2: Environmental/Construction Monitoring; 3 = Permeable Pavers; 4 = Litigation Enforcement & Defense.