

Attachment C
PROPOSAL COVER SHEET
Commbuys Bid #BD-25-1042-ENV-ENV01-108053

RFR ID: BID ENV 25 DCS RFR ID: BID ENV 25 DCS 12

Required from all respondents

Please complete and submit this Cover Sheet with your grant. The completed Cover Sheet can be scanned and emailed to Thomas.anderson@mass.gov. Responses can also be sent in by regular mail to Executive Office of Energy & Environmental Affairs, Division of Conservation Services, 100 Cambridge St., 10th Floor, Boston MA 02114.

Organization information to be used for the contract:

Organization Name: Massachusetts Association of Conservation Commissions

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Website: www.maccweb.org

Commonwealth of Massachusetts, Vendor Code: VC60000230238

CHIEF EXECUTIVE or authorized signatory: Dorothy A. McGlincy

PRIMARY CONTACT FOR THIS GRANT REQUEST AND POSITION (provide name, phone, e-mail and address if different from above): Dorothy A. McGlincy (address above)

Authorized Signature



DOROTHY A. MCGLINCY
Print Name

Executive Director
Title

FY 25 GRANT PROJECT INFORMATION

GRANT AMOUNT REQUESTED:

Total \$59,997

TOTAL PROJECT BUDGET (from all sources, including grant.)

\$ 80,592

Total project match

\$ 20,595

Project name: Healthy Wetland Soils Training for Conservation Commissions, Community Colleagues, and Students across the Commonwealth

SUMMARY OF GRANT PROJECT (limit to 75 words)

(Please also forward this summary of project electronically to thomas.anderson@mass.gov so we can easily cut and paste it in summary reports):

MACC has prepared this proposal to create important healthy wetland soil training programs for conservation commissions and a shorter program for municipal boards, developers, non-profit associations, students, and the public. Training will be given for free across Massachusetts in 2025 and 2026. MACC is well suited to conduct this project because we are a state-wide association, we have a proven track record for providing training, and we love what we do!

Healthy Soils Action Plan Grant Application

Commbuys Bid #BD-25-1042-ENV-ENV01-108053

RFR ID: BID ENV 25 DCS RFR ID: BID ENV 25 DCS 12



Massachusetts Association of Conservation Commissions

10 Juniper Road, Belmont, MA, 02478
(617) 489 – 3930
staff@maccweb.org

The Massachusetts Association of Conservation Commissions (MACC) has prepared this proposal in response to the ***Request for Response (RFR) for Challenge Grants Implementing the Commonwealth's Healthy Soils Action Plan, Round 2, Commbuys Bid #BD-25-1042-ENV-ENV01-108053***, RFR ID: BID ENV 25 DCS 12.

As Secretary Rebecca Tepper has said, "One of our most important natural resources is right beneath our feet- soil. Protecting soil quality is essential to stewarding our ecosystems and sustaining Massachusetts agricultural industry. Healthy soil is the foundation for climate resilient communities. Implementing thoughtful land management strategies is vital to maintaining biodiversity, promoting water quality and reducing carbon in the atmosphere."

As noted in the Healthy Soil Action Plan (HSAP). Page 48: "Wetlands are essential for the State's climate goals—per-acre soil organic carbon stocks of wetlands in Massachusetts are more than twice as high as forests. Wetland function is dependent on a particular set of hydrologic conditions that continue to be threatened by land-use alteration and climate change despite the protections afforded by federal, state, and local laws and regulations."

"In addition to these critical statewide actions, the leaders and citizens of Massachusetts' municipalities and institutions can play a role in increasing and better understanding soil health." p115

We recognize the importance of wetlands for future climate resilience. We are proposing to help educate conservation commissioners, other municipal boards, non-profit groups and students about how their actions to protect and preserve wetlands will make a huge difference in our collective futures.

Brief Summary of MACC

The Massachusetts Association of Conservation Commissions (MACC) is a 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 gov-ernment agencies, nonprofits, and volunteers to achieve its environmental protection mission.

MACC's education programs include Fundamentals for Massachusetts Conservation Commissioners, a 13 unit, twenty-hour, certificate training course that provides the basics of conservation commissions' responsi-bilities and operations, including wetlands protection and permitting under the Massachusetts Wetlands Protection Act (WPA) and

authority under the Conservation Commission Act (CCA). 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. MACC's online e-book, *Protecting Wetlands and Open Space: MACC's Environmental Handbook for Massachusetts Conservation Commissioners*, is the indispensable resource for understanding and administering the WPA and the CCA. Since the passage of the WPA in 1972, MACC has trained tens of thousands of conservation commissioners through workshops, education programs, conferences, resource materials, and one-on-one and group consultations.

MACC also advocates for wetland and open space protection on government advisory committees and in meetings with state and federal officials. MACC advocates for smart environmental laws, regulations, and policies that will work, are scientifically sound, and can be implemented and enforced at the local level. MACC files amicus briefs with appellate courts to assert those principles.

Project Description

Introduction

MACC is proposing an educational outreach program to promote soil health in communities across the Commonwealth. The program is organized in two phases, with the creation of new soil training classes (or “modules”) in Phase 1 of the project. This first phase of work will be conducted between January through June 2025. Our Educational Outreach and focused training component of the project will be implemented in Phase 2, from July 2025 through December 2026.

This work is a new program that involves collaboration with municipalities, non-profit organizations, private consultants, regional groups and younger generations. We are excited that this project will promote the importance of wetland soil health and educate multiple groups across Massachusetts about Best Management Practices (BMPs) and recommendations from the Healthy Soils Action Plan.

Wetland Soil training modules will be created by experts in soil science and soil health. The training modules will be prepared and peer reviewed between the start of the funding period (January 2025) and be completed by July 2025. In Phase 2, MACC will provide free educational training on healthy wetland soils to many diverse organizations and communities across Massachusetts. Phase 2 activities will coordinate a meeting of managers of the Healthy Soils Challenge Grant Round 1. In this way, we will build upon the new work conducted in 2024 and minimize duplication of effort. MACC will provide free training on the basics of soil, wetlands soils and the importance of healthy wetland soils. The free classes will be given to Conservation Commissioners and a shorter version of the training will be provided to the public, contractors, municipal boards, environmental non-profits, and the next generation of environmental leaders. Details about the proposed program are outlined below.

In addition to promoting the general awareness and understanding of the Healthy Soils Action Plan among the intended audience in Massachusetts, this project specifically furthers the following recommendations:

R2- Explore creation of comprehensive Soil Protection and Post-Construction Soil Performance Best Management Practices, with input from soil experts and stakeholders in the construction and landscaping industries. Use this BMP guidance, along with potential incentives and education/technical assistance, to protect and maximize soil health during and after site development. (pg. 94)

R4- Increase soil health education and outreach strategies for all professionals that play a role in the creation and maintenance of turf and ornamental Landscapes (pg. 94)

R5- Look at developing or updating statewide programs that celebrate, educate, and incentivize soil health practices in the developed landscape. (pg. 95)

R8- Conduct and support research and development of practices to regenerate, protect, and improve soil health in developed open space: (pg. 95)

R9- Promote protection, management, and restoration strategies that increase biodiversity, ecosystem health, carbon sequestration, and water retention and infiltration on the landscape. (pg.95)

I2- Explore transformation of current development and construction processes to avoid loss of soil health. (pg. 102)

Goals and Objectives

This project meets the Objectives outlined in the Healthy soils challenge grant RFR, as well as the following goals from the Healthy Soils Action Plan (HSAP):

- **Promote Soil Health.**

This project will review available information related to improving wetland soils. Applicable information generated from the RFR Round 1 will be reviewed and utilized as applicable, in the preparation of healthy wetland soils training program. We plan to build upon, not duplicate, important work that is being completed by other Healthy Soil Action Plan groups.

- **Sustainable Land Management.**

This project is focused on educating conservation commissioners on the best management practices to enhance wetland soil health. In addition, sustainable land management for other soil types will be discussed in the training programs. Conservation Commissioners encounter multiple types of soils and informing municipal groups and students about the importance of healthy wetland soils, and BMPs for land management, will benefit soil health across the Commonwealth.

- **Community Engagement.**

This project will be reaching out to all 351 municipalities in the Commonwealth. Every year, we work with environmental non-profit partners, state regulators, regional planning groups, colleges and universities, conservation commissions, wetlands consultants, and we are working to reach out to high school students. In the past year, we helped educate more than 2,000 members and other friends with our current training programs. This project will enhance our Fundamentals Certificate Training Program, and we will expand community engagement to more groups across Massachusetts.

- **Refine Tools for Municipal Soil Mapping, Assessment +Planning.** This project will provide recommendations, tips and tools for conservation commissioners, land use planners, municipal boards, and other organizations to use for educating the public and for use in wetland bylaws and regulations. We will use the tools being developed from the Grant Round 1 as we create new soils training classes for members and the public. We are excited to see the new [*Massachusetts A Healthy Soils Guide Website*](#); it will be a useful tool for our soils training classes. We plan to use existing information from the *Deerfield Healthy Soils Report*, where appropriate for our training classes.

The Challenges

This project has several challenges:

- Incorporating BMPs and results from Round 1 Awardees into our work so we do not re-invent the wheel.
- Consolidating the Concise HSAP training into less than an hour will be a challenge, and making the presentation interesting and have a “draw” for the public will be a challenge.
- Conservation Commissioners have authority over specific areas (Resource Areas) regulated under the Wetlands Protection Act regulations; guidance for other activities (BMPs for construction; Tree management; BMPs for lawns) will be good for commissioners to use. It is beyond the scope of this project to update MassDEP wetland regulations, but MACC is working to streamline wetland restoration activities, and we will continue to do so as part of our everyday mission statement.
- The Next Generation and EJ Areas are a broad area, and this proposal will reach out to a few, but we believe a step in these directions is important this year and years beyond.

The primary method for meeting these challenges will be to collaborate with the many groups MACC interacts with during our normal course of business, as well as others from Grant Round 1. We will work to include healthy soils programming into our Lunch & Learn webinars, Young Professionals events, and with our connections with high school and college students during Envirothon programming and our Annual Environmental Conference Student Poster Sessions.

Methodology

Phase 1, Task 1. Create Wetland Soils Fundamentals Training Module for MA Conservation Commissioners, Commission Staff, Wetland Scientists

This phase of work will be conducted from January through June 2025 and will create [a Wetlands Soil Fundamentals Training Module](#). This will be incorporated into MACC's Fundamentals Certificate Training Program. A soils expert, Al Averill, will create a 2.5-hour presentation on the basics of soils, hydric soils, and recommendations for BMPs from the Healthy Soils Action Plan (HSAP). The training module will have slides and instructor notes for use by Mr. Averill and other soil scientists, it will be peer reviewed by Gillian Davies of BSC Group, Bas Gutwein of Regenerative Design Group, MACC staff, and two experts from MACC's Board of Directors.

MACC will coordinate and provide **two free virtual training classes** for conservation commissioners, commission staff, and other interested participants in May and June 2025. The training will count towards the Fundamentals Certificate Training Program (Elective Units). As with all of MACC's training, we will provide evaluation forms to participants; the results will be summarized in the Phase 1 Summary Report to the Executive Office of Energy and Environmental Affairs (EEA) in June 2025. This program will "live" beyond 2025 and 2026, because MACC will incorporate this into future educational offerings for the Fundamentals Certificate Training Program.

Phase 1, Task 2. Create a Concise Healthy Wetland Soils Module for Students, Non-Profits, Municipal Boards, & Public (January-June 2025)

In March to June 2025, MACC will create a *Concise Healthy Soils Training Class* (30 – 60 minutes in length) with slides and instructor notes for educational outreach offerings focusing on the importance of guidance and BMPs from the HSAP.

In the early spring of 2025, MACC anticipates coordinating a virtual meeting of several Round 1 Grant Awardees to learn about their work on healthy soils and BMPs. We plan to invite the following groups to a virtual meeting with our team (some of whom are on our team):

- **Regenerative Design Group** - Guide for Implementing the Healthy Soils Action Plan in Design and Construction
- **Worcester County Conservation District** - Improving soil health of target agricultural, forested, and developed landscapes
- **Middlesex Conservation District** - Healthy Soils Action Plan: Transitioning Lawns into Meadowlands
- **Linnean Solutions**- Healthy Soils Voc-Tech Curriculum
- **N.E. Organic Farmers Assoc** - Advancing HSAP Priorities through Sustainable Land Management Education for Homeowners and Landscapers
- **Hampshire College** - Hampshire College Healthy Soils Initiative

In addition to stressing the importance of maintaining wetlands, other soil types will also be discussed. This training class module will also be useful to non-profit organizations, high school and college groups, regional planning authorities, soil conservation districts and non-profit groups. It would include landscaped areas, urban areas, some ag & forested areas, as well as construction BMPs. The training slides and speaker notes will be peer reviewed by MACC, BSC Group, and RDG. In May or June 2025, MACC will provide ***two free, virtual classes to interested groups***. Once finalized, the instructor speaking points, slides, interactive zoom survey questions will be available for use by the public, EEA, and a recording could be placed on the new [MA Healthy Soils Guide Website](#).

The following table outlines the steps in Phase 1, along with the anticipated schedule for completion.

Phase 1, Task 1	Wetland Soils Fundamentals Training Module for MA Conservation Commissioners, Commission Staff, Wetland Scientists (January through June 2025)
1.1	Project Management - Fundamentals Soils Training
1.2	Create Training. Create Wetlands Soil Fundamentals Training Slides & Script (Jan-April)
1.3	Peer Review - MACC staff, Wetland Experts on Board of Directors, Wetland Soil Consultants & HSAP Experts
1.4	Training Outreach. Coordinate & Provide 2 free virtual training classes to Conservation Commissioners and Staff
Phase 1, Task 2	Concise Healthy Wetland Soils Module for Students, Non-Profits, Municipal Boards, & Public (January-June 2025)
2.1	Project Management - Public HASP Wetlands Training
2.2	Data Collection - from Round 1 Teams. MACC coordinates virtual meeting with applicable RFR Grant Round 1 recipients. Incorporate BMPs & key findings into MACC Training
2.3	Create Training. Create Concise Wetlands Soil Training Slides & Script for public presentations.
2.4	Peer Reviews. MACC staff, Wetland Experts on Board of Directors, Wetland Soil Consultants & HSAP Experts

2.5	Training Outreach. Provide Concise Healthy Wetland Soils Training to Non-Commission groups. 2 classes planned (May-June)
Phase 1, Task 3	Report. Training Module Evaluations. Project Review & Summary Report (May & June 2025)

Phase 2 - Educational Outreach

The second phase of this proposal focuses on providing 12 free training events to MACC members, municipal board, the public, youth groups/schools. Phase 2 will be implemented from July 2025 to December 2026.

The first task will be to “Train the Trainer” in the summer of 2025. Similar to a project MACC coordinated for MassDEP, we will coordinate free training to wetland scientists, soil scientists, and other wetland/soil professionals so we will have a strong “bench” of trainers for future Healthy Soil training in 2025, 2026 and beyond.

During Phase 2, MACC will provide four (4) Fundamentals Training classes to our members and other interested participants. The classes will be virtual, but given live, via Zoom. MACC can accommodate up to 500 participants in each class. We plan on an average of 70 participants/class. Class evaluations will be provided and reviewed and summarized in Quarterly Status Reports to EEA and in the Summary Report at the end of the project.

Phase 2 will provide 8 free classes of the concise HSAP Soils Training Class to the public, municipal boards, regional planning commissions, non-profit organizations and students. Three of these classes will be provided to students: at least one presentation will be to high school students (in person) as a benefit of the Envirothon program; two classes are planned to be provided to college students, preferably in environmental justice (EJ) areas. The remaining five (5) concise HSAP free classes will be provided to some of the following groups: MACC and/or to the Massachusetts Society of Municipal Conservation Professionals (MSMCP); soil conservation districts; regional planning commissions; EEA; MassDEP wetland circuit riders; land trust organizations; municipal boards. At least two presentations will be in EJ areas.

During Phase 2, MACC will submit Quarterly Status Reports and a final Summary Report to EEA.

Phase 2	Educational Outreach- 12 Training Events plus Train-the-Trainer Class (July 2025 - December 2026)
2.1	Project Management

2.2	Train the Trainer Event. Half day training for wetland soil experts to give training to municipalities, students, conservation commissions, regional and non-profit groups in 2025 & 2026.
2.3	Fundamentals Training. 4 Wetland Soils Fundamentals Units- free to conservation commissions & other members. Soil Expert as instructors.
2.4	Student Training. 3 Free Concise HSAP Soils Class to Students (1 to Envirothon Students (HS) -in person; 2 virtual to college or other Students)
2.5	Municipal-EJ & Non-Profit Training. 5 Free Concise HSAP Soils Training Class:1 to MACC members (Lunch & Learn); 1 to MSMCP members Brown Bag; 1 to Land Trust organization or other non-profit; 2 to municipal groups in Environmental Justice Areas.
2.6	Report. Educational Outreach Evaluations, Quarterly Updates & Final Report to EEA.

Aligning with the Objectives of the HSAP

As a society, we have a long way to go to meet the goals and recommendations established by the HSAP, but this project will be a great opportunity to discuss the goals and recommendations in many different settings. The creation of the training modules will be the time when our soil experts will make sure the training classes align with the HSAP.

Expected Outcomes and Deliverables

We anticipate that MACC will be able to expand our professional networks with other statewide, regional and local groups. The primary deliverables from this project will be:

- New Fundamentals Wetland Soils Training presentation and instructor notes.
- New (Concise) Healthy Soils Training presentation for the public and other groups. Recording of this presentation (and slides/instructors notes) for use on MACC's website, for EEA's use, for use on new HSAP websites.
- Phase 1 Summary report (June 2025)
- Quarterly Status reports (July 2025-December 2025)
- Final Summary Report (December 2026)

Budget

MACC's proposed budget for creating a new soils training modules is provided in the Attachments at the end of this proposal. Hourly rates for outside wetland soil and climate experts range from \$150 to \$193/hour, and MACC billing rates range from \$75 to \$125/hour.

Consultants will create the training content and provide peer review of the training modules.

Total Budget:	\$80,592
In-Kind Contributions:	\$20,595
Total Requested Funding:	\$59,997

The in-kind contributions will be provided by MACC's Executive Director, Accounting Staff, and two wetland experts from MACC's Board of Directors. A summary of our staff and Board members are presented on [MACC's website](#).

MACC will assume all costs for travel to the Train-the-Trainer event, the student training with Envirothon Students, food and beverages for the in-person events, and other ancillary costs. Funding breakdown details for Phase 1 and Phase 2 are shown on the budget spreadsheet in the Attachments Section at the end of this proposal.

Organizational Capacity

MACC Structure

MACC is governed by a 21-person Board of Directors that meets five times per year. Active Board committees meet more frequently to oversee and assist with education programs and services and advocacy work. A majority of the Board members are current or former conservation commissioners, as required by our by-laws. Board members include environmental, land use, and municipal lawyers; wetland scientists; municipal conservation agents; and environmental consultants and engineers. MACC has two full-time staff: an Executive Director and a Website, database and Communications Manager, and four part-time staff: an Education Coordinator; an Office Manager; a Finance Manager; and a Special Projects Manager.

MACC Education Programs

Education: MACC provides legal, scientific, policy, and technical training and support for conservation commissions so they can understand the science of and successfully implement wetlands protection laws and regulations and be effective environmental leaders in their communities.

Key education programs include:

- MACC's ***Fundamentals for Conservation Commissioners***, a 13-unit Certificate Training Program that provides conservation commissioners a working knowledge of the key aspects of their responsibilities under the Wetlands Protection Act (WPA) and Conservation Commission Act (CCAO). It is foundational training for conservation commissioners and those who work with conservation commissions. The units provide the basics of conservation commission responsibilities and operations. Each unit is about 2 ½ hours in length. Most of the units are offered virtually a few times each year. Persons who complete the five required units and three of the elective units receive a certificate. Hundreds of conservation commissioners and commission staff have received their certificate and many more have taken one or more units since MACC began offering the course.

The Fundamentals classes provide a good background in how to run a commission meeting, how to read site plans, preparing Orders of Condition; managing open space; wildlife habitat; stormwater management; all things wetlands; Buffer Zones; and several other classes. But- we do not have a Soils Fundamentals Class. This project will be a great benefit to our members to increase our class offerings.

- MACC’s Annual Environmental Conference, more than 50 years strong, is the place to be for conservation commissioners, commission staff, and others interested in attaining knowledge and information they can use to protect wetlands and open space and understand and implement the WPA and CCA. Typically, more than 650 people attend the spring conference.
- MACC’s Fall Conference 2024 drew a sellout crowd of 300 people for a day of in-person learning. This year the focus was on “Water-Water-Everywhere”.
- MACC also offers basic and more advanced training programs throughout the year. Current offerings include: wetlands delineation for beginners; wetlands delineation: soils; wetlands delineation: vegetation; and wetland plant identification.

Details of Previous Achievements

As noted on MACC’s “At-a-Glance” Summary of Commission Training and Support (in the Attachments at the end of this proposal), MACC trained more than 2,000 participants in FY23. We host two conferences each year, we have an active schedule of free Lunch & Learn webinars, an active Young Professionals Committee, and each year we have nearly 100 graduates from our Fundamentals Certificate Program. The following are examples of our educational programs.

Delineation of Bordering Vegetated Wetland Training with MassDEP

MACC supported MassDEP by coordinating the advertising, scheduling, and providing regional facilities for 5 full-day training events: one Train-the-Trainers workshop, and four regional wetland delineation workshops. These classes included a morning classroom session followed by an afternoon field session, introducing conservation commissioners, their staff, and wetland consultants to MassDEP’s updated delineation handbook – *Massachusetts Handbook for Delineation of Bordering Vegetated Wetlands*.

Wetland Buffer Zone Guidebook Project

MACC directed this project with funds from the Massachusetts Environmental Trust. BSC Group was hired to research and write a comprehensive guidebook on the science and regulation of wetland resource area buffer zones and Riverfront Areas under the Massachusetts Wetlands Protection Act and local bylaws and ordinances. Along with volunteers from MACC’s Board of Directors, the team assisted BSC Group with scientific literature search, and development of recommendations for science-based review of projects under existing state regulations and local bylaws/ordinances, as well as how to

develop local bylaws and ordinances supported by current scientific findings. The guidebook provides a discussion of wetland, buffer zone and Riverfront Area regulation in the context of climate change, outlining how buffer zones contribute to protection of carbon in wetlands, support climate adaptation and climate resiliency ecosystem services that wetlands provide, and protect wetlands from the impacts of climate change.

MassDEP No Net Loss of Carbon in Wetlands in Massachusetts

MACC supported BSC Group on the multidisciplinary team to develop recommendations and methodologies for No Net Loss of Carbon in Wetlands in Massachusetts policies and regulations. The team developed innovative wetland soil carbon mapping based on machine learning and researching and developing concepts and preliminary design for an interactive carbon accounting tool for both Teal Carbon (inland freshwater) wetlands and Blue Carbon (coastal saltwater) wetlands.

Apple Country Natural Climate Solutions Project: Bolton, Harvard, and Devens Regional Enterprise Zone

MACC assisted Gillian Davies of BSC Group in their regional team identifying Nature-based Solutions to climate change and biodiversity loss for three municipalities. Project identified opportunities for wetlands, floodplains, forests, soils, and other ecosystems to support broader resilience planning efforts, and expanded communities' capacity to protect, restore and enhance carbon sequestration and other ecosystem services by providing a model for community-driven assessment of Nature-based Solutions; providing recommendations to improve regulations; and developing and providing educational materials and opportunities.

Field Workshops

MACC coordinates seasonal hands-on, field workshops on topics such as: wetland and upland plant identification, soils, land protection, and delineation workshops. MACC coordinates the schedule, advertising, workshop locations, content, instructors, and provides class oversight.

Lunch and Learn Webinars

MACC provides free monthly webinars to members on various topics such as stormwater management; invasive species management; the science of artificial turf fields; algal blooms; regulations updates.

Summary

We believe MACC is well suited to conduct this project because we are a state-wide association representing all 351 municipalities in Massachusetts. We have a proven track record of providing wetlands training across Massachusetts; we have weekly meetings with other environmental non-profit associations who often attend our conferences, and we work to improve environmental legislation, regulations, and guidance. In addition, we love what we do!

Our conferences and training classes are welcoming, informative and worthwhile events. We collect comments from surveys sent to all participants attending our classes. We have a small staff, but we are efficient.

We are active in advocacy: Our Executive Director was appointed to a statewide Commission on Energy Infrastructure Siting & Permitting, and the recommendations from the Commission were in the Climate bill that just passed the legislature and is headed to the Governor's desk for signing into law. We stay connected with Regional Planning Commissions, state agencies, land trusts, and are connecting with the next generation of environmental leaders in high school (Envirothon) as well as local colleges/universities (Student Poster Session at our Annual Environmental Conference in March 2025).

We have the financial resources to implement this program and wait for reimbursement. A copy of our Annual Report is provided in the Attachments at the end of this proposal.

Key Personnel

MACC Team

- ***Dorothy McGlincy***, MACC Executive Director, Program Manager
 - Project coordinator, budget oversight, training reviewer
 - [In-kind services provided for this project.](#)
- ***Michele Girard***, MACC Education Coordinator
 - Wetlands Training Module reviewer
 - Training Program scheduler
- ***Paige Buller***, MACC Website, Database & Communications Manager & ***Brita Dempsey***, MACC Special Projects Coordinator

- o Assistant project managers
- o Training class coordinators
- [MACC Board of Directors](#)
 - o Technical Reviewers; Bylaws experts; education program oversight
 - o We will have a minimum of two (2) Board Members providing technical reviews and training support throughout the project.
 - o The peer reviews by Board Members will be in-kind services.

Soils & HSAP Experts

- **Al Averill**, Retired, former Soil Scientist with USDA's Soil Conservation Service/Natural Resources Conservation Service (NRCS)
 - o Soil Training Module Content Creator
 - o Mr. Averill contributed to the Healthy Soils Action Plan
- **Gillian Davies**, PWS, SSSSNE, NHCWS, CESSWI, BSC Group
 - o Technical Reviewer; Climate content advisor
 - o Ms. Davies has worked with MACC on several projects.
- **Sebastian Gutwein**, Managing Director, Regenerative Design Group Cooperative
 - o Technical Reviewer; GIS Expert
 - o Healthy Soils Action Plan Expert

Project Timeline, Performance Metrics & Reporting

This project is designed in two parts:

- o Phase 1 – Content Creation for Training Modules. January – June 2025. Four Training Events.
- o Phase 2 - Educational Outreach. 12 training events, plus Train the Trainer event. July 2025 – December 2026.

Additional details and milestones are provided in the Budget attachment.

- **Metrics.** We anticipate an average of 40 people to be trained in each event. This would mean 16 events x 40 people/class = **640 people** trained in Phase 1 and Phase 2.
- **Metrics.** We anticipate 4 training events in Phase 1 and 12 training events in Phase 2, plus a Train the Trainer event in the summer 2025.
- **Reports.** We will collect class evaluations for every training event and provide the results in status reports and final reports MACC will provide a Report to EEA at the end of Phase 1, in June 2025. During Phase 2, MACC will provide Quarterly Status Reports to EEA between July 2025 and December 2026, with a final Summary Report to EEA at the end of the project in December 2026.
- **Concise Healthy Wetland Soils Module Recording & Presentation Materials.** MACC will provide a recording from the concise soils training module for posting on EEA or HSAP websites. We will post it on MACC's website.

Sustainability Plan

Post grant project sustainability will continue for many years after this program is over. MACC does not have a Fundamentals Soils training class for our members. This project will provide a new training module for our members (and non-members) to take in future years. All individuals taking the Soils Fundamentals class will obtain credit for “graduating” with a Certificate from this program. This class could be part of future training requirements for certified wetland scientists and others conducting wetlands restoration projects.

Partners Involved and Roles

We have a great team of soil experts, wetland scientists from BSC Group, RDG, and others from our Board of Directors. The soil scientist and wetland scientists will be creating the training content for this project and providing peer review of the training modules; MACC staff and MACC Board of Directors are managing the project, making sure content it is consistent quality for our Fundamentals Training Program and providing peer reviews of the information. MACC’s Executive Director, Finance Manager and 2 Board Members are providing 25.6% of in-kind support.

Community Engagement

Community engagement is what we do at MACC! We have packed 16 presentations into the proposal with engagement in EJ areas, youth groups, regional groups, environmental non-profits, and other groups.

Risk Assessment for Project, Partners & Timeline

MACC recognizes several potential risks to this project, our partners and timeline. First, funding could be stopped due to changes in national administration, or it could be stopped in the middle of the project. If this happened, MACC would not have the funds to pay instructors to complete 16 training events in the coming year (or two). We hope EEA will fund both Phases of this project, but we especially hope that Phase 1 will be funded to help increase the number of Fundamentals Classes that we can offer to conservation commissioners across the Commonwealth.

It could take longer to complete the work than anticipated, or we might not be able to schedule the students for training. We believe this is a low risk because of the long timeline for Phase 2 tasks.

MACC has the staff to implement this project, along with the efforts of soil science experts and HSAP experts. This could be a fabulous project, and we hope EEA will consider funding it.

Thank you for the opportunity to submit a proposal to help educate Massachusetts citizens across the Commonwealth to share the results of many efforts in the Healthy Soils Action Plan Challenge Grants.

Appendix of Attachments

1. Budget
2. MACC FY23 At-A-Glance
3. MACC FY23 Annual Report
4. Dorothy McGlinchy – Resume
5. Michele Girard – Resume
6. Brita Dempsey – Resume
7. Paige Buller – Resume
8. Al Alverill – Resume
9. Regenerative Design Group, Inc. - Letter of Support
10. Merrimack Valley Planning Commission - Letter of Support
11. Massachusetts Association of Conservation Districts - Letter of Support
12. Franklin Conservation Commission - Letter of Support

MACC Healthy Wetland Soil Training Modules, Education Outreach, Costs and In-Kind Contribution

Phase/Task	Description & Timeline	Grant Monies Requested	In-Kind Contributions
Phase 1, Task 1	Wetland Soils Fundamentals Training Module for MA Conservation Commissioners, Commission Staff, Wetland Scientists (January through June 2025)		
1.1	Project Management - Fundamentals Soils Training	\$1,080	\$1,890
1.2	Create Training - Create Wetlands Soil Fundamentals Training Slides & Script	\$10,276	\$500
1.3	Peer Review - Board of Directors, Wetland Soil Consultants & HSAP Experts	\$2,642	\$2,550
1.4	Training Outreach - Coordinate & Provide 2 free virtual training classes to Conservation Commissioners and Staff	\$3,611	\$1,350
	<i>Task 1 Subtotal:</i>	\$17,609	\$6,290
Phase 1, Task 2	Concise Healthy Wetland Soils Module for Students, Non-Profits, Municipal Boards, & Public (January-June 2025)		
2.1	Project Management -Public HASP Wetlands Training (Concise Soils Module)	\$360	\$1,090
2.2	Data Collection - from Round 1 Teams. MACC coordinates virtual meeting with applicable RFR Grant Round 1 recipients. Incorporate BMPs & key findings into MACC Training	\$1,658	\$500
2.3	Create Training - Create Concise Wetlands Soil Training Slides & Script for public presentations.	\$4,447	\$250
2.4	Peer Reviews - MACC staff, Wetland Experts on Board of Directors, Wetland Soil Consultants & HSAP Experts	\$3,062	\$1,700
2.5	Training Outreach - Provide Concise Healthy Wetland Soils Training to Non-Commission groups. 2 classes planned (May-June)	\$4,092	\$840
	<i>Task 2 Subtotal</i>	\$13,619	\$4,380
Phase 1, Task 3	Report. Training Module Evaluations. Project Review & Summary Report to EEA (May & June 2025)	\$3,269	\$1,600

MACC Healthy Wetland Soil Training Modules, Education Outreach, Costs and In-Kind Contribution

Phase/Task	Description & Timeline	Grant Monies Requested	In-Kind Contributions
		\$34,497	
Phase 2	Educational Outreach- 12 Training Events plus Train-the-Trainer Class (July 2025 - December 2026)		
2.1	Project Management	\$3,810	\$2,400
2.2	Train the Trainer Event - Half day training for wetland soil experts to give training to municipalities, students, conservation commissions, regional and non-profit groups in 2025 & 2026.	\$1,890	\$500
2.3	Fundamentals Training - 4 Wetland Soils Fundamentals Units- free to conservation commissions & other members. Soil Expert as instructors.	\$5,250	\$750
2.4	Student Training - 3 Free Concise HSAP Soils Class to Students (1 to Envirothon Students (HS) -in person; 2 virtual to College or other Students)	\$6,000	\$1,350
2.5	Municipal-EJ & Non-Profit Training - 5 Free Concise HSAP Soils Training Class:1 to MACC members (Lunch & Learn); 1 to MSMCP members Brown Bag; 1 to Land Trust organization or other non-profit; 2 to municipal groups in Environmental Justice Areas.	\$4,140	\$625
2.6	Report - Educational Outreach Evaluations, Quarterly Updates & Final Report to EEA.	\$4,410	\$2,700
	Subtotal Phase 2:	\$25,500	\$8,325
	Total Project Cost: \$80,592		
	In-Kind Contributions: \$20,595		
	Requested Grant Funding: \$59,997		

MACC CONSERVATION COMMISSION TRAINING AND SUPPORT
MACC AT-A-GLANCE
FISCAL YEAR 2023 (JULY 2022-JUNE 2023)

<p>626 PARTICIPANTS ANNUAL ENVIRONMENTAL CONFERENCE 2023</p> <p>FEBRUARY 28-MARCH 9, 2023 (VIRTUAL EVENT)</p>	<p>213 PARTICIPANTS FALL CONFERENCE 2022 OCTOBER 15, 2022</p> <p><i>IN-PERSON EVENT, DEVENS, MA</i></p>	<p>2,100 PARTICIPANTS TRAINED IN FY23 ENVIRONMENTAL CLASSES</p> <p><i>(INCLUDES ALL WORKSHOPS, FUNDAMENTALS UNITS AT CONFERENCES AND THROUGHOUT THE YEAR, PLUS LUNCH & LEARN WEBINARS)</i></p>
<p>686 PARTICIPANTS TRAINED FUNDAMENTALS FOR CONSERVATION COMMISSIONERS</p> <p><i>(INCLUDES ALL FUNDAMENTAL CLASSES AT CONFERENCES AND DURING FY23)</i></p>	<p>396 SUBSCRIPTIONS ORIENTATION FOR NEW CONSERVATION COMMISSIONERS</p>	<p>92 GRADUATES FUNDAMENTALS FOR CONSERVATION COMMISSIONERS TRAINING PROGRAM</p>
<p>60 ENVIRONMENTAL WORKSHOPS</p> <p>34 FUNDAMENTALS TRAINING UNITS HELD</p> <p><i>(INCLUDES ALL WORKSHOPS & FUNDAMENTALS CLASSES AT CONFERENCES AND DURING FY23; EXCLUDES LUNCH & LEARNS)</i></p>	<p>4 CONSERVATION QUARTERLY (E-MAGAZINE)</p> <p>38 E-MACC NEWSLETTERS</p>	<p>607 ENVIRONMENTAL HANDBOOK SUBSCRIPTIONS</p>

**Annual Report
FISCAL YEAR 2023
July 1, 2022 – June 30, 2023**



Massachusetts Association of Conservation Commissions

*Protecting Massachusetts' natural resources since 1961 through education,
advocacy, and support of conservation commissions*

MACC Fiscal Year 2023 Annual Report

July 1, 2022 – June 30, 2023

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. In addition, MACC works collaboratively with government agencies, nonprofits, and volunteers to achieve its environmental protection mission. Since the passage of the Wetlands Protection Act in 1972, we estimate that MACC has trained more than 34,000 conservation commissioners and other members through workshops, education programs, conferences, resource materials, Rent-an-Expert events, and one-on-one consultations!

Fiscal year 2023 (FY23), was a success.

- **Advocacy.** MACC's priority bill, Public Lands Preservation Act (PLPA), passed into law in late 2022, with significant efforts by the Executive Director, many letters of support from hundreds of our members, other environmental coalition partners, and strong legislative support.
- **Education.** MACC educated more than 2,000 participants in *virtual* and in-person workshops, conferences, Fundamental training classes, Lunch & Learn events, and field workshops.
- **Finances.** FY23 was a successful year for MACC: net income exceeded expenses by more than \$62,000.
- **Staff, Board Members, and Volunteer Support.** MACC's small staff of five employees coordinated all aspects of MACC's outreach and educational offerings to 351 conservation commissions. The staff, more than 100 volunteers, and the hard-working Board of Directors, helped make this year a success.

MACC supported conservation commissions by providing mostly virtual environmental education programs and workshops throughout the year. From March 2020 through 2022, COVID-19 emergency regulations required changes to educational offerings and working locations. MACC's Board of Directors and staff pivoted from in-person training to virtual offerings, including moving to virtual conferences. As the pandemic emergency restrictions were lifted in 2022, MACC provided a mixture of in-person events as well as virtual training events. MACC staff began working a hybrid schedule – both in the Belmont office as well as in home offices.



PLPA Passage Celebration, January 2023, State House Library
(Rep. Ruth Balser, Sen. Jamie Eldridge and env. coalition members)

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.

Participants who complete the five required Fundamentals units and three of the eight elective Fundamentals units receive a Certificate of Completion. In FY20, there were 47 Fundamentals Certificate Program graduates and in FY23 there were 92 graduates. The virtual format allows higher numbers of participants in a virtual classroom; we plan to continue virtual training to allow for increased flexibility of schedules and minimize travel.

MACC Fiscal Year 2023 Annual Report

July 1, 2022 – June 30, 2023

In addition to MACC's Fundamentals Program, two conferences are given each year: one large conference in the spring, and a smaller conference in the autumn. The conferences provide a wide range of workshop topics focused on helping conservation commissions and other environmental experts in areas of wetlands and open space protection, climate resiliency, and regulatory updates. MACC's springtime Annual Environmental Conference is the largest annual gathering of local environmental officials in New England.

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. MACC plans to have a significant update to the *Handbook* after the anticipated changes to MassDEP's Wetland Protection Act regulation (310 CMR 10.00) are published in the coming year. The number of *Handbook* subscriptions rose from 511 in FY20 to 607 subscriptions in FY23.

We continue to provide a free one-year subscription to the *Handbook* to every Fundamentals graduate. New conservation commissions are given a free, one-month trial subscription to the *Handbook* after they complete the on-line video, *Orientation for New Conservation Commissioners*. The number of *Orientation for New Conservation Commissioner* Subscriptions increased from 281 in FY20 to 396 in FY23.

FALL CONFERENCE 2022

On October 15, 2022, MACC held our first in-person Fall Conference in several years. There were 213 people attending 13 workshops and one Fundamentals Units. Seven Fundamental Units were offered as part of the Fall Fundamentals "Extravaganza" during a one-month period from late September through October 2022.



MACC's 2022 Fall Conference, Devens, MA

ANNUAL ENVIRONMENTAL CONFERENCE 2022

From February 28 through March 9, 2023, more than 600 participants attended our virtual Annual Environmental Conference (AEC) workshops and Fundamentals classes. Virtual classes were scheduled during the weekday, in the evenings, at lunchtime, and also on two Saturdays to provide as many training options as possible for our members. Participants were able to take 10 Fundamentals Units and 36 environmental workshops. In March 2023, there were unique Keynote Speakers, and an uplifting Awards ceremony.



MACC's 2023 Annual Environmental Conference

2023 AEC Keynote Speaker

The new Secretary of the Executive Office of Energy and Environmental Affairs (EEA), Rebecca Tepper, joined MACC members on Saturday, March 4, 2023, in a *virtual* keynote speech to outline her environmental goals for the coming year. Secretary Tepper discussed the Administration's climate goals and the importance of preserving wetlands and open space as part of our climate resilience efforts. Her presentation can be viewed [HERE](#).

MACC Fiscal Year 2023 Annual Report

July 1, 2022 – June 30, 2023



Rebecca Tepper, EEA Secretary

2023 Environmental Service Award Winners

One of our favorite events at the Annual Environmental Conference is the Environmental Service Award Ceremony. On Thursday, March 3, 2022, MACC held the virtual Awards ceremony, hosted by MACC's Board Member and Awards Committee Chair, Lee Curtis of BSC Group. The virtual scheduling gave us 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:

Outstanding Public Service Awards – Public Lands Preservation



Sen. Jamie Eldridge



Sen. Ruth Balser



Phil Saunders

Outstanding Public Service Award



Daniel Gilmore, MassDEP

Conservation Commissioner of the Year



Jeff Livingstone, Franklin

Outstanding Environmental Leadership Award



E. Heidi Ricci

Youth Environmental Service Award



City of Everett, Madeline English School Science Club

MACC Fiscal Year 2023 Annual Report

July 1, 2022 – June 30, 2023

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 provide books for sale that are relevant to wetlands and open space issues.

The *Conservation Quarterly* e-magazine was sent to our members with news of upcoming educational offerings, updates on legislation and regulations, important court cases impacting land use and wetlands, 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.

ADVOCACY HIGHLIGHTS



Conservation commissions have been in existence for more than sixty years. Fourteen years before the first Earth Day, 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 2022, our top priority was moving the Public Lands Preservation Act (PLPA) through the legislature for passage. This bill furthers 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. After 25 years of effort, this bill passed in late 2022. MACC supported increased funding of state environmental programs to be 1% of the state budget, and worked to improve draft legislation related to the Open Meeting Law (allowing remote participation); ecologically based mosquito management; a flood risk protection program; and water and open space legislation.

2023 ANNUAL BUSINESS MEETING

On March 4, 2023, MACC held a virtual Annual Business Meeting to vote on the budget and the 2023 slate of candidates to the Board of Directors. We welcomed Brandon Faneuf, Jeff Livingstone, Nick Moreno, and Nathaniel Stevens to the Board. 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 2024 Board of Directors at the March 4, 2023, virtual Annual Business Meeting:

MACC Fiscal Year 2023 Annual Report

July 1, 2022 – June 30, 2023

Officers

President: Amy Ball
First Vice President: Meredith Avery
Vice President for Advocacy: Priya Gandbhir
Vice President for Education: Rebecca (Becky) Weissman
Secretary: E. Heidi Ricci
Treasurer: David Henkels

Directors

Sandra Brock
Matthew Burne
Kathleen (Kate) Connolly
Donald D. Cooper
Joan Deely
Brandon Faneuf
Pamela Harvey
Jennifer Hughes
Michael Jewell
Sarah LaValley
Jeff Livingstone
Gregor McGregor
Nicholas Moreno
Lana Seguin-Spillman
Nathaniel Stevens

MACC Staff

MACC had four full-time and one part-time staff in FY23. This team has been together for many years, and they put their heart and soul into preparing educational programs for MACC members.

Dorothy A. McGlincy, Executive Director
Michèle Girard, Education Coordinator
Lindsay Martucci, Office Manager, Newsletter Editor & Member Services Coordinator
Candace Domos, Finance & Operations Manager
Joey Wigglesworth, Education & Special Projects Coordinator



MACC Staff

FINANCES

MACC's income for Fiscal Year Ending (FYE23) in June 2023, was \$457,017, which was \$9,534 less than income in FYE22. Net Income in FYE23 exceeded expenses by \$62,387, and income was derived from membership dues (40%), educational programs (38%), and grants and contributions (22%).

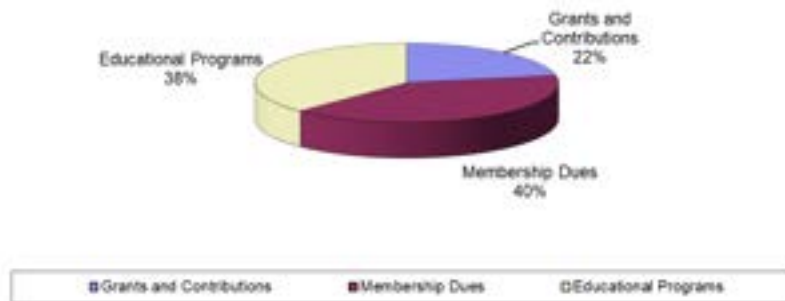
Expenses in FYE23 totaled \$394,630. These expenses are higher than in FYE22 (\$377,466) primarily due to the switch back to an in-person Fall Conference in October 2022. MACC pivoted to virtual training events during the coronavirus pandemic in 2020, 2021, and 2022, resulting in lower training costs for in-person training and conferences. FYE23 expenses came from four sources: 52% of our expenses came from educational programs; 31% of expenses came from membership services and advocacy costs; 15% of our expenses came from general and administrative costs; and 2% from fundraising costs.

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 exhibit at MACC conferences.

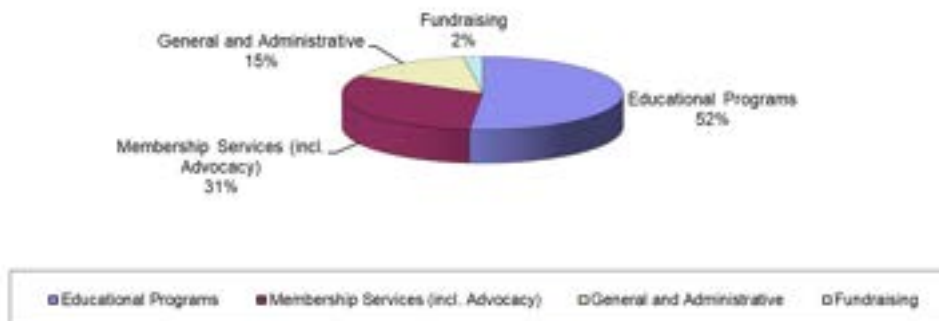
MACC Fiscal Year 2023 Annual Report

July 1, 2022 – June 30, 2023

FY 2023 INCOME	FY22	FY23
Grants and Contributions:	\$140,238	\$100,781
Membership Dues:	\$177,922	\$183,938
Educational Programs:	\$148,391	\$172,298
Total Revenue:	\$466,551	\$457,017



FY 2023 EXPENSES	FY22	FY23
Educational Programs:	\$140,238	\$203,273
Membership Services (incl. Advocacy):	\$177,922	\$124,086
General and Administration:	\$148,391	\$58,507
Fundraising:		\$8,764
Total Expenses:	\$466,551	\$294,630



DOROTHY A. MCGLINCY

10 Juniper Road • Belmont, MA 02478 • (978) 886-7143 • dorothy.mcglincy@maccweb.org

CAREER SUMMARY

Accomplished environmental project leader, with experience in government, environmental consulting, industry, and non-profit organizations. Proven ability to coordinate work and projects successfully, manage complex matters, develop creative approaches and solutions, and work collaboratively with diverse organizations.

PROFESSIONAL EXPERIENCE

MASSACHUSETTS ASSOCIATION OF CONSERVATION COMMISSIONS (MACC) •
BELMONT, MA

Executive Director, 2017 to present.

- Direct MACC's education, advocacy, and financial programs. Advocate for strong, science-based legislation and regulations to protect wetlands and open space.
- Provide leadership to MACC members, staff, board of directors, and wetlands experts to educate more than 2,000 participants each year in wetlands regulations, open space management, and sound environmental policy.
- Coordinate and maintain strong working relationships with state regulators, municipal organizations, environmental non-profit associations, and wetland consultants to improve regulations, guidance documents, action plans, and protect the environment. Participate in the *State Commission for Conservation of Soil, Water & Related Resources* (2017 – present); active in the *Healthy Soils Action Plan Working Group* to prioritize and protect wetland, forested, agricultural, and suburban soils in Massachusetts (2022-present); participate in MassDEP's *Massachusetts Handbook Delineation of Bordering Vegetated Wetlands* review team (2022); participate in MassDEP's wetlands working groups for regulatory and guidance document updates; participate in the *Land Subject to Coastal Storm Flowage Advisory Group* (2018-2021), and in MassDOT's *Small Bridges and Culverts Working Group* (2019-2020).
- Directed team of environmental consultants (BSC Group), MACC staff, and other wetland experts to create *The Buffer Zone Guidebook*.
- Coordinated environmental coalition team for successful passage of the *Public Lands Preservation Act* (PLPA) in 2022.
- Directed MACC staff and interns to update the *List of Massachusetts Municipal Wetland Bylaws, Regulations, and Policies* (2019 and 2023).
- Coordinated MACC's Climate Connections Committee to support the *Nashua River Communities Resilient Lands Management MVP Project* and develop climate-smart, local wetland bylaw and regulation provisions.

CUMBERLAND FARMS, INC. • FRAMINGHAM, MA

Senior Environmental Project Manager, 2013 to 2016

- Managed a portfolio of 200 remediation and construction management projects for the corporate environmental group. Improved consistency and project performance of multi-disciplinary teams working in seven states. Provided technical and regulatory expertise to Cumberland Farms' legal, real estate, planning, finance, and risk management departments.

VERTEX ENVIRONMENTAL • BOSTON, MA

Senior Project Manager, 2012 to 2013

- Managed environmental remediation, auditing, and compliance projects for clients throughout the US. Directed all aspects of environmental site investigations, health and safety plans, hazardous

waste management, contractor specifications, and regulatory permitting to meet client expectations on time and within budget.

TRC ENVIRONMENTAL CORPORATION • LOWELL, MA

Senior Program Manager, 2003 to 2012

- Directed large site investigation, remediation, and renewable energy projects for diverse clients throughout the US, meeting regulatory requirements and project budgets. Managed rapid response and emergency cleanup activities following transformer explosions, carbon monoxide releases, large oil spills, and hazardous materials releases. Provided Licensed Site Professional (LSP) services, supervised sampling teams, coordinated public relations meetings, and prepared final written reports.

GEI CONSULTANTS, INC. • WINCHESTER, MA

Senior Project Manager, 2000 to 2003

- Directed regulatory compliance programs, environmental and safety audits, ASTM Phase I/II due diligence investigations, and spill cleanups for manufacturing, energy, industrial, airport, and insurance sector clients.

USGEN NEW ENGLAND, INC. (AKA NEW ENGLAND POWER COMPANY) • WESTBOROUGH AND BOSTON, MA

Environmental Manager-Senior Environmental Engineer, 1993 to 2000

- Directed hazardous waste management, waste minimization efforts, and environmental permitting for 15 fossil fuel and hydroelectric power plants in 10 states for the corporate environmental department. Tracked state and federal regulations; provided updates to power plant personnel.
- Provided strategic environmental expertise to multi-disciplinary teams, plant managers, and safety staff across 10 states. Routinely met with regulators and interest groups to establish strong relationships and shape environmental regulations that affected the utility industry. Established corporate policies and Best Management Practices to implement new regulations in a cost-effective manner.
- Environmental Management Systems Team Leader and author of company guidance documents related to management of hazardous waste, solid waste, coal/oil ash, PCB waste, and USTs.

CERTIFICATIONS AND EDUCATION

- Franklin & Marshall College, Lancaster, Pennsylvania. Bachelor of Arts, Geology.
- Massachusetts Licensed Site Professional, 1993-2023. License No. 7336. New Hampshire Professional Geologist, 2002-2022. License No. 462. Continuing Education Courses for PG and LSP licenses.
- OSHA Hazardous Waste Operations and Emergency Response (HAZWOPER) training.
- MACC Fundamentals for Conservation Commissioners Certificate Training Program Graduate.

AWARDS AND AFFILIATIONS

- *Member Award for Outstanding Service*, LSP Association, 2013.
- *Environmental Excellence Certificate of Appreciation*, US Gen, Brayton Point Station, 1999.
- *Outstanding Contribution Award*, LSP Association, 1993-1996.
- A Better Chance of Andover, Board of Directors, Governance Committee Chair.
- LSP Association 1993-present: President, 2002-2003; Board of Directors, 1994-1996, 2002-2004; Program Committee Chair; Member Services Committee Chair; Regulations Committee Co-Chair, Legislative Committee Chair; Steering Committee Member.

Michèle Girard, MACC Education Coordinator

Responsible for the coordination and implementation of MACC's education programs to train more than 2,000 participants per year in wetlands, soils, forestry, open space protection, and climate-related programs.

Fundamentals for Conservation Commissioners Certificate Training Program

- Manage content for our current 13 – unit Fundamentals Certificate Training Program, updating the five required courses and eight elective courses, working closely with content experts on the Board of Directors and environmental consultants. I schedule virtual and in-person classes, solicit and secure instructors, create evaluations and report results for all classes.
- Develop new Fundamentals elective classes, coordinating content for a new Fundamentals elective unit on permitting invasive plant management projects with a team of experts from MACC's Board of Directors.
- Serve as an occasional Fundamentals Instructor.

Fall Conference and Annual Environmental Conference

- Support Fall Conference and Annual Environmental Conference Subcommittees to develop and deliver full-day conference schedules of 18 – 30 workshops ranging from wetland science, legal and regulatory updates, stormwater management, forestry, to land protection and building climate resilience at the local and regional levels. This includes scheduling meetings, soliciting compiling and reviewing workshop proposals, recommending workshops, coordinating details with speakers, and securing moderators.

Delineation of Bordering Vegetated Wetland Training with MassDEP

- Supported MassDEP by coordinating details for 5 full-day training events – one Train-the-Trainers workshop, and four regional delineation workshops. These included a morning classroom session followed by an afternoon field session, introducing conservation commissioners, their staff, and wetland consultants to MassDEP's updated delineation handbook – *Massachusetts Handbook for Delineation of Bordering Vegetated Wetlands*.

Field Workshops

- Organize a variety of seasonal hands-on, field workshops on topics such as: wetland and upland plant identification, soils, land protection, and delineation workshops. I coordinate the schedule, workshop locations, content, instructors, and assist with teaching and class oversight.

EDUCATION:

- Master of Science, Antioch University New England. Program: Resource Management & Administration
- Biology Coursework, University of Massachusetts
- Bachelor of Arts, *Cum Laude*, Harvard College. Concentration: Government
- Massachusetts Keystone Project
- MACC's Fundamentals for Conservation Commissioners Certificate Program

Brita Dempsey, MACC Special Projects Manager

M.S. Environmental Studies with Science Teacher Certification, Antioch New England, 2010

B.A. Cum Laude Biology, Smith College, 2000

Coordinator, Massachusetts Envirothon

Coordinate logistical support for 4 annual official Envirothon events for 250-500 participants including registration, scheduling, testing sessions, catering, evaluation, and volunteer management.

Liaison between coaches and the Envirothon Steering Committee (a statewide board of natural resource experts and agency leaders) to facilitate information exchange and prepare teams.

Recruit new teams from across the Commonwealth, particularly focusing on urban or economically disadvantaged schools, and manage grant funding to enable involvement.

Special Projects Manager, Massachusetts Association of Conservation Commissions

Manage transfer of online resources to a new CMS platform

Recruit instructors and design program information for the popular Fundamentals course offerings

Adjunct Faculty, Holyoke Community College, Biology Department

Introductory Biology (cell functions) lab instruction including lecture, skills and lab technique instruction, traditional and practical assessments, scientific writing and data analysis.

Introductory Environmental Science lab instruction including aquatic, soil, geology, and forestry skills.

Collaborate with colleagues to provide a consistent experience across multiple course sections.

Facilitate accessible learning for a student population with high diversity of preparedness, ability, and age in as many ways as possible.

Frequent professional development training, including DEI, new learning management system, and service learning/community involvement.

Watershed Education Coordinator, The Bay Institute, Novato, CA

The STRAW Project (Students and Teachers Restoring A Watershed)

Coordinated restoration projects (native riparian tree planting and/or invasive removal), classroom visits, and professional development for classrooms (K-12) in three counties.

Designed and led classroom and field activities on aquatic macroinvertebrates, water quality, and native plants (identification and ecological roles).

Developed wetlands education program involving exploration, data collection and stewardship.

Developed a community volunteer invasive snail eradication program. These two pilot programs resulted in \$500K grant to the organization and creation of a new staff position.

November 19, 2024

Tom Anderson, Executive Secretary
Commission for Conservation of Soil, Water & Related Resources
Executive Office of Energy & Environmental Affairs
100 Cambridge Street, 9th Floor
Boston, MA 02114

RE: Letter of Support for MACC's Fundamentals Soils & Healthy Soils Action Plan Training Proposal, Commbuys Bid #BD-25-1042-ENV-ENV01-108053, RFR ID: BID ENV 25 DCS 12.

Dear Mr. Anderson,

Regenerative Design Group would like to express our support for Massachusetts Association of Conservation Commission's (MACC) proposal to develop Healthy Soils training classes as a response to the Challenge Grants Implementing the Commonwealth's Healthy Soils Action Plan (HSAP) Round 2. **Commbuys Bid #BD-25-1042-ENV-ENV01-108053**, RFR ID: BID ENV 25 DCS 12.

MACC has demonstrated their ability to deliver high quality educational programming for a wide variety of municipal staff and volunteers, state agency members and the general public through their popular Fundamentals Certificate Program. This project will address the much-needed understanding of basic soil properties that all those involved with land protection and development should have, as well as emphasizing the importance of wetlands soils and conserved open space have on carbon storage and climate resilience. The training programs modules will be an excellent method to disperse the knowledge and best management practices developed in the HSAP and by other grantees in Round 1 of the Challenge grants.

As lead authors of the HSAP and recipients of Round 1 challenge grants we feel that MACC is uniquely situated to deliver educational programing on healthy soils information we have been generating.

We support MACC's proposal and their plans for providing new, free, soils training for volunteer conservation commissioners, commission staff, municipal boards, students, non-profit organizations, and wetland consultants in 2025 and 2026. We look forward to witnessing the positive impact that these projects will undoubtedly have on the soil health of Massachusetts.

Sincerely,
Sebastian 'Bas' Gutwein



Operations Manager, Regenerative Design Group

November 19, 2024

Tom Anderson, Executive Secretary
Commission for Conservation of Soil, Water & Related Resources
Executive Office of Energy & Environmental Affairs
100 Cambridge Street, 9th Floor
Boston, MA 02114

RE: Letter of Support for MACC's Fundamentals Soils & Healthy Soils Action Plan Training Proposal, Commbuys Bid #BD-25-1042-ENV-ENV01-108053, RFR ID: BID ENV 25 DCS 12.

Dear Mr. Anderson,

The Merrimack Valley Planning Commission would like to express our support for Massachusetts Association of Conservation Commission's (MACC) proposal to develop Healthy Soils training classes as a response to the Challenge Grants Implementing the Commonwealth's Healthy Soils Action Plan (HSAP) Round 2. **Commbuys Bid #BD-25-1042-ENV-ENV01-108053**, RFR ID: BID ENV 25 DCS 12.

MACC has demonstrated their ability to deliver high quality educational programming for a wide variety of municipal staff and volunteers, state agency members and the general public through their popular Fundamentals Certificate Program. This project will address the much-needed understanding of basic soil properties that all those involved with land protection and development should have, as well as emphasizing the importance of wetlands soils and conserved open space have on carbon storage and climate resilience. The training programs modules will be an excellent method to disperse the knowledge and best management practices developed in the HSAP and by other grantees in Round 1 of the Challenge grants.

We support MACC's proposal and their plans for providing new, free, soils training for volunteer conservation commissioners, commission staff, municipal boards, students, non-profit organizations, and wetland consultants in 2025 and 2026. We look forward to witnessing the positive impact that these projects will undoubtedly have on the soil health of Massachusetts.

Sincerely,

Adrienne D. Lennon
Environmental Program Manager, MVPC



Massachusetts Association of Conservation Districts

319 Littleton Road, Suite 205
Westford, MA 01886

November 19, 2024

Tom Anderson, Executive Secretary
Commission for Conservation of Soil, Water & Related Resources
Executive Office of Energy & Environmental Affairs
100 Cambridge Street, 9th Floor
Boston, MA 02114

RE: Letter of Support for MACC's Fundamentals Soils & Healthy Soils Action Plan Training
Proposal, Commbuys Bid #BD-25-1042-ENV-ENV01-108053, RFR ID: BID ENV 25 DCS 12.

Dear Mr. Anderson,

The Massachusetts Association of Conservation Districts (MACD) would like to express our support for Massachusetts Association of Conservation Commission's (MACC) proposal to develop Healthy Soils training classes as a response to the Challenge Grants Implementing the Commonwealth's Healthy Soils Action Plan (HSAP) Round 2. **Commbuys Bid #BD-25-1042-ENV-ENV01-108053**, RFR ID: BID ENV 25 DCS 12.

MACC has demonstrated their ability to deliver high quality educational programming for a wide variety of municipal staff and volunteers, state agency members and the general public through their popular Fundamentals Certificate Program. This project will address the much-needed understanding of basic soil properties that all those involved with land protection and development should have, as well as emphasizing the importance of wetlands soils and conserved open space have on carbon storage and climate resilience. The training programs modules will be an excellent method to disperse the knowledge and best management practices developed in the HSAP and by other grantees in Round 1 of the Challenge grants.

As the state association of Conservation Districts, MACD expects to collaborate closely with MACC on their healthy soils programming as we expand our complementary healthy soils initiatives as well.

We support MACC's proposal and their plans for providing new, free, soils training for volunteer conservation commissioners, commission staff, municipal boards, students, non-profit organizations, and wetland consultants in 2025 and 2026. We look forward to witnessing the positive impact that these projects will undoubtedly have on the soil health of Massachusetts.

Sincerely,

Michael Leff
Executive Director



FRANKLIN CONSERVATION DISTRICT
59 MONTAGUE CITY RD, BOX 1 GREENFIELD, MA 01301
FRANKLINCONSERVATIONDISTRICT.ORG

November 18, 2024

Tom Anderson, Executive Secretary
Commission for Conservation of Soil, Water & Related Resources
Executive Office of Energy & Environmental Affairs
100 Cambridge Street, 9th Floor
Boston, MA 02114

RE: Letter of Support for MACC's Fundamentals Soils & Healthy Soils Action Plan Training Proposal, Combuys Bid #BD-25-1042-ENV-ENV01-108053, RFR ID: BID ENV 25 DCS 12.

Dear Mr. Anderson,

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Sincerely,

Carolyn Shores Ness, Chair