



The Stewardship Network: New England  
Engagement Initiative  
Final Report  
January 2014



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## Acknowledgements

The Stewardship Network: New England is a program based at the University of New Hampshire Cooperative Extension, created in partnership with The Stewardship Network, a not-for-profit organization based in Ann Arbor, Michigan.

The Stewardship Network: New England received support from the U.S. Forest Service and the National Science Foundation through the New Hampshire EPSCoR program, a program based at UNH that seeks to broaden and strengthen NH's research capacity and competitiveness, and stimulate new collaborations between colleges and universities, with the private sector, and with K-12 educators. Support for the NH EPSCoR Program is provided by the National Science Foundation's Research Infrastructure Improvement Award # 11A-1330641



A special thanks to the New Hampshire Charitable Foundation who provided financial support for development of the engagement process and work outlined in this report.



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## EXECUTIVE SUMMARY

The Stewardship Network: New England (The Network) is a new effort, based at the University of New Hampshire Cooperative Extension, to connect, equip, and mobilize people and organizations in the care and study of lands and waters in our communities. This initiative was launched in summer 2013 with three years of funding from the U.S. Forest Service and the National Science Foundation EPSCoR program. We are adapting a successful model, begun in the Great Lakes region by The Stewardship Network, to meet the needs of our New England conservation partners and volunteers.

### **Stakeholder Meetings: Fall 2013**

With funding from the NH Charitable Foundation, UNH Cooperative Extension hosted five regional stakeholder meetings in fall 2013, to assess local capacity and leadership and gauge enthusiasm and readiness to participate in regional collaborative groups around land and water stewardship. This engagement effort was designed to help guide where and how to start The Network.

Interest was strong, with 140 people representing 86 organizations attending the events. Overall, participants expressed support for The Network, interest in collaborating on stewardship, and a willingness to share expertise. The most common stewardship topics discussed were trails and associated infrastructure, land management, invasive plant control, and lake and river shoreland stewardship.

Relationships with volunteers are highly valued and many said The Network could help volunteers stay motivated by showing contribution to a broader stewardship effort (“collective impact”). Almost all reported a desire to recruit new, particularly younger, volunteers, and many expressed interest in connecting with schools. Many groups need help with identifying, recruiting, training, recognizing and retaining volunteers, and managing volunteer work days.

Many participants were intrigued with the idea of sharing tools, field crews, and other resources. However, organizing The Network around regional collaborations was not significantly important to the participants at this time. Participants saw an online hub as important to connecting volunteers, stewardship opportunities and training (including webinars, field days, and workshops) and would be willing to post events on The Network site. However, access to high speed internet can be a barrier especially in rural areas, and there appears to be limited utilization of available technologies such as social media.

Leadership was demonstrated in various ways at each engagement session. Most organizations expressed a commitment to participate in training, posting to the online hub, and working collaboratively. Some organizations are willing to provide office space and potentially staff support. Others may be able to take the lead or co-lead in regional collaborations.

### **Recommendations**

The Network will focus on the following actions in 2014: create an online hub of volunteer trainings and opportunities; assist organizations with volunteer management; secure resources and tools that can be shared among multiple collaborative stewardship projects; create opportunities, such as conferences, breakfasts and other gatherings where volunteers and resource professionals can share expertise; establish an Advisory Committee that builds leadership capacity across the state and beyond; organize a pilot collaborative based on local demand in the Seacoast Region.

**Download the full report: <http://extension.unh.edu/Volunteer/Stewardship-Network-New-England>**

### **Project Description and Background:**

The Stewardship Network: New England (The Network) is a new effort to increase the ability of conservation organizations, agencies, and researchers to engage with volunteers in the care and study of ecosystems, lands, and waters. Agencies and organizations across New Hampshire and beyond need volunteers to accomplish their missions, but it takes staff-time to create an effective volunteer program. The Network is adapting a successful network model, begun in the Great Lakes region, to meet the needs of our local conservation partners and volunteers. The Network, based at the University of New Hampshire Cooperative Extension, will increase the capacity and effectiveness of organizations to accomplish real stewardship and science work by connecting, equipping, and mobilizing volunteers. The Network will increase the exposure of conservation-related projects in need of volunteer support and volunteers will find projects that suit their interests, enhancing and streamlining the volunteer experience for all. Conservation and citizen science projects will be linked across geographic regions and political boundaries, resulting in a more cohesive and comprehensive positive impact on our region's lands and waters.

### **About The Stewardship Network: New England**

- Develop and manage an online hub that links partners (conservation organizations, public agencies, researchers) and citizen volunteers (schools, businesses, existing and currently disparate volunteer groups) in a well-connected network
- Build relationships between volunteers and other stakeholders through regional collaborative groups, volunteer trainings, workshops, social media, and e-news bulletins
- Recruit, train, and communicate with volunteers through existing community networks such as UNH Cooperative Extension, VolunteerNH, watershed and land conservation organizations, and existing citizen science programs
- Maintain a clearinghouse of citizen science opportunities and conservation--related volunteer projects
- Establish an Advisory Committee focused on volunteer engagement and volunteer needs
- Assist scientists with volunteer training and citizen science protocols

### **Projected Outcomes and Impacts of The Network. It will:**

- Increase the capacity of organizations and agencies to steward and study the ecology of our lands and waters.

- Connect more citizens to the natural environment through meaningful, well--organized conservation and citizen science volunteer projects
- Increase the capacity of partner organizations and agencies to work with volunteers
- Connect conservation groups, agencies, and researchers to new and non--traditional conservation volunteers
- Provide a forum for efficient, collaborative volunteer training
- Keep volunteers engaged and energized in conservation and science work by designing fun, educational, and inspiring projects
- Increase the sense of community and stewardship around conservation lands across the state and beyond

### **Funding**

The Network received support from a 3-year U.S. Forest Service Re-design grant, and from the National Science Foundation through the NH EPSCoR program, a program based at UNH that seeks to broaden and strengthen NH's research capacity and competitiveness, and stimulate new collaborations between colleges and universities, with the private sector, and with K-12 educators.

### **The Network Engagement Effort**

UNH Cooperative Extension hosted a state-wide meeting to discuss the concept of The Stewardship Network in September 2012. This facilitated meeting attracted over 80 participants from 55 organizations in NH and bordering states. The strong participation, networking and information gathered from the session lead the UNH Cooperative Extension team to successfully pursue grant funding to start The Network in New England.

Once base funding for The Network was received (June 2013), UNH Cooperative Extension recognized the need for a broader, state-wide engagement effort to get The Network off the ground, and received funding from the NH Charitable Foundation to do so.

The Network engagement effort was designed to identify, engage, and prioritize new environmental collaboratives across New Hampshire. Based on a model for "new cluster development" by The Stewardship Network (our partner), UNH Cooperative Extension hosted five regional meetings in fall 2013, using principals of effective civic engagement. Regional meetings were inclusive, with groups, agencies, and individuals from NH and border regions of ME, MA, and VT. The intended outcomes included identifying which regions of the state would be best suited for creating regional collaborative groups, preferably in a prioritized list based on demonstrated interest, capacity, leadership, and enthusiasm.

## Methodology

UNH Cooperative Extension Community Development staff who specialize in civic engagement designed the engagement effort considering the broad question of:

### *Where and how to start The Stewardship Network: New England?*

Staff developed a set of focused questions to assess the collective or individual capacity of local organizations, public agencies, and volunteers; gauge enthusiasm and readiness to participate; and identify the strength of local leadership. The goal was to both share information about The Stewardship Network concept with potential partners and gather information from participants; and through dialogue begin to develop the foundation for the regional collaborative group(s).

The engagement effort was design to:

- Assess and prioritize regions in terms of interest and readiness to participate in The Network;
- Better understand the variability of need for The Network in each region, to inform and focus our initial work in each region;
- Assess the strength of local leadership in each region, and to identify, in up to three regions, a potential leader to serve as coordinator of a collaborative group.

A small group discussion format was used with a trained facilitator and scribe for each group. Questions were developed based on key elements of The Stewardship Network including: stewardship needs, regional location, use of technology and leadership. The groups were introduced to key elements of The Stewardship Network concept and had time to discuss the questions. Each group in every location had the same set of questions. Key elements of each question were recorded for analysis. This method allowed for a qualitative analysis of the unstructured data. We grouped concepts after review of the data and have summarized the information in this report.

The engagement effort was targeted to environmental, land conservation and stewardship stakeholders including volunteers. The target audience (stakeholders) included:

- Land trust staff and volunteers
- Federal, state, and local government, especially stewardship staff and volunteers
- Conservation Commissioners
- Community volunteers such as NH Coverts Project volunteers, Forest Society Land Stewards, Audubon Sanctuary Stewards, etc.
- Citizen science project coordinators and volunteers (e.g. Coastal Research Volunteers, etc.)
- Trails groups (e.g. Trails Bureau, Appalachian Mountain Club, etc.)
- Community leaders with an interest in the environment, conservation and stewardship

**Locations and Dates:**

The following meeting locations were selected based on where participants at the September 2012 forum were based. The regional meeting locations included:

- October 22, 2013      Seacoast: Lee Safety Complex in Lee, NH
- October 29, 2013      Monadnock: Harris Center in Hancock, NH
- November 6, 2013      North Country: North Country Resource Center in Lancaster, NH
- November 12, 2013    Upper Valley: Tracy Memorial Library in New London, NH
- November 19, 2013    Mt. Washington Valley: Tin Mt. Conservation Center in Albany, NH

**Participants**

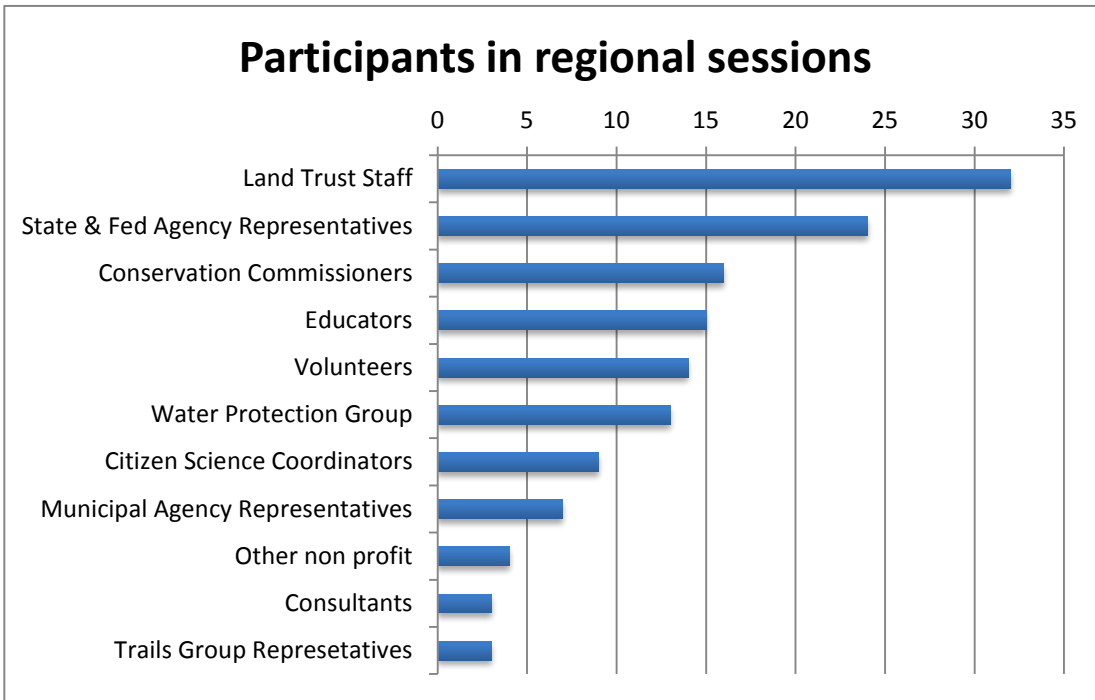
Turnout was very strong for each regional engagement session. There were a total of 140 participants with 86 organizations represented. Sessions broke participants into a total of 15 small groups (most sessions had 3 groups, one had 2, and one had four). In addition 23 others expressed interest but could not attend one of the meetings. There was more representation from paid staff of organizations than volunteers.

*“ I was happy to participate in this session to learn about The Stewardship Network New England and by bringing us together like this we have begun to network” - Hancock participant –*

**Total Participants by Meeting**

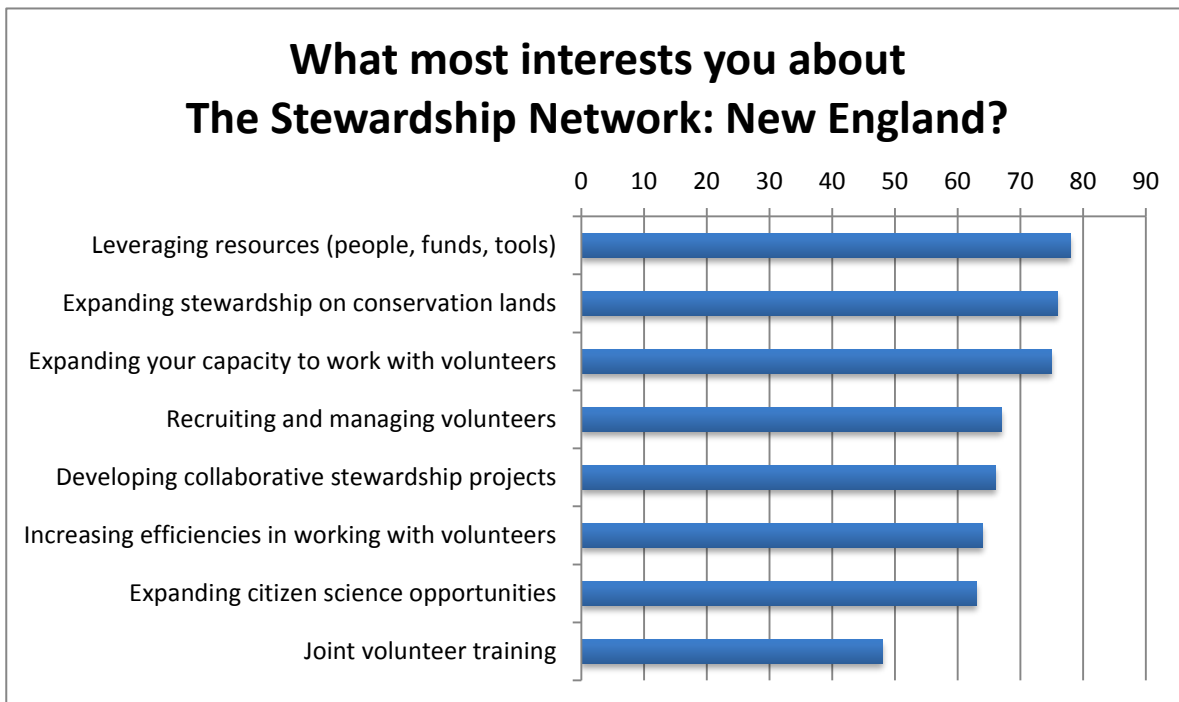
<b>Location</b>	<b>Participants</b>
Lee                    (Seacoast)	28
Hancock            (Monadnock)	23
Lancaster           (White Mountains/North Country)	20
New London        (Upper Valley/Lake Sunapee)	38
Albany                (Lakes Region)	31
 <b>Total Participants</b>	 <b>140</b>

See Appendix for a full list of participants.



#### Pre-Meeting Evaluation

During registration, participants were asked to select what aspects of The Network interest them most (they could select as many as they wished). The graph below shows the pre-meeting interest of participants, with leveraging resources as the top reason, and joint volunteer training as the least-selected reason.





## **STEWARDSHIP:**

Each facilitator led their small group in a discussion of stewardship. The questions focused on how stewardship currently is accomplished; role of staff, volunteers and contractors and the needs of volunteers. These were wide-ranging discussions where a variety of information was shared and recorded.

Overall, all small group participants indicated a strong interest in collaborating on stewardship and indicated a willingness – and eagerness - to share expertise. There was strong support for The Network concept. All reported wanting to expand their use of volunteers. All groups reported that they needed assistance with identifying, recruiting, training, recognizing and retaining volunteers.

*All groups reported needing assistance with identifying, recruiting, training, recognizing and retaining volunteers.*

The discussions in every group in every region were very positive with regard to collaborating for stewardship. Some concerns and potential conflicts were expressed by some groups in all regions. These are presented below in no specific order. These concerns did not outweigh the support for The Network.

- There is concern for the long-term financial sustainability of The Network.
- A few large organizations who are successfully doing stewardship may not want to participate or share their volunteers.
- Some organizations want individuals as volunteers, not groups of volunteers.
- There may be competition in fundraising among those doing land stewardship.
- Some towns or cities do not collaborate easily with neighboring communities.
- Regional collaboration may be another layer of organization that needs coordinating and funding.
- Branding may be an issue with existing organizations and The Network.
- There is an interest in equality among participating organizations (small v. large).
- Stewardship could draw attention to sensitive lands and this may have a negative effect.
- There may be upper level push-back from some organizations (particularly large organizations).
- The Network could be perceived as competition by larger, state or multi-state organizations that currently recruit and train volunteers.
- Organizing The Network too broadly and therefore not having success

### *“Ready” Stewardship Projects*

Each small group started their discussion focused on their current experience in stewarding or studying land and water resources. Each participant was asked to list “ready” stewardship projects on a worksheet. Common categories for the work were quickly identifiable and categorized in the chart below. A total of 479 stewardship projects were identified with trails, kiosks, bridges and structures as the most common, followed by general land management and invasive species work, lakes, rivers, shore land stewardship and education and outreach. There were regional differences in the reporting. Albany participants (Lakes region/Mt. Washington Valley) listed water resources stewardship as high; New London (Dartmouth/Lake Sunapee region) listed invasive work as top along with trails and also listed a large number of education and outreach projects. Lancaster participants (North Country) listed a high number of stewardship projects involving schools. See chart for full listing.

*This categorized list of 479 stewardship projects may be the first compiled list of stewardship needs in New Hampshire*

### **Summary of Stewardship Projects (projects listed by participants, by location)**

	New					
	Hancock	London	Lancaster	Albany	Lee	Total
<b>TRAILS/KIOSKS/BRIDGES/STRUCTURES</b>	18	19	13	17	15	<b>82</b>
<b>LAND MGMT/GENERAL STEWARDSHIP</b>	11	16	9	10	14	<b>60</b>
<b>INVASIVES</b>	14	19	7	8	9	<b>57</b>
<b>LAKES/RIVERS/SHORELAND</b>	8	5	8	17	11	<b>49</b>
<b>EDUCATION/OUTREACH</b>	6	14	7	9	13	<b>49</b>
<b>WILDLIFE/FISH MONITORING/PHENOLOGY</b>	7	9	6	11	11	<b>44</b>
<b>EASEMENT MONITORING</b>	8	6	1	8	12	<b>35</b>
<b>HABITAT MAPPING/INVENTORIES</b>	4	6	6	5	5	<b>26</b>
<b>PLANNING/LAND CONSERVATION</b>	3	7	4	2	5	<b>21</b>
<b>SCHOOLS</b>	3	0	11	2	1	<b>17</b>
<b>VOLUNTEER MGMT/RECRUITMENT/TRAINING</b>	5	6	1	3	1	<b>16</b>
<b>MISC.</b>	0	5	0	2	4	<b>11</b>
<b>GARDENS/FARMS</b>	1	3	0	0	5	<b>9</b>
<b>FUNDING/GRANTS</b>	2	0	0	0	1	<b>3</b>
<b>TOTAL PROJECTS LISTED</b>						<b>479</b>

See Appendix for full list of reported Stewardship Projects.

### *Volunteers*

Most participants reported using volunteers to do their local stewardship work. Some organizations use contractors but this was not widely reported. Some larger organizations reported having paid staff for some stewardship work. Groups in each of the five regional

meetings talked about their relationship with their volunteers as being highly valued. A common theme in each region was that a strong sense of purpose was a motivating factor for volunteers and that volunteering on stewardship projects helped to strengthen the sense of community. Many staff identified the value of The Network as potentially helping volunteers to stay motivated by providing inspiration that their work was part of a broader stewardship effort (“collective inspiration”). All regions indicated a need for volunteer citizen scientists.

### *Attracting New Volunteers*

All groups in all regions expressed a desire to recruit new volunteers and a concern that this was not being accomplished. All regions are concerned about the aging volunteer population and the lack of younger volunteers doing stewardship work. Most groups reported that they rely on volunteers who are in retirement and/or senior citizens. It was widely shared that young

*Every small group in each region expressed interest in recruiting new volunteers – especially new and younger volunteers to sustain stewardship efforts.*

volunteers are not being recruited to land and water stewardship work. There was strong support for The Network’s ability to attract younger volunteers to increase the number of volunteers and sustain stewardship efforts. There was concern about the lack of new volunteers ready to step in when the existing volunteers “age out” of their current volunteer work. There is a perception that two working adults in a family limits community volunteer time and that later retirements or working through retirement decreases time to devote

to volunteer work.

Groups in each region talked about the difference between the long-term volunteer (someone who volunteers for an organization over many years) and an episodic volunteer (a volunteer or group who works on a project for one day, and doesn’t necessarily have an existing relationship with the organizing group). Participants reported challenges with accommodating the requests from episodic volunteers such as scouts or school groups and would be pleased to send them to The Network for opportunities. Some participants indicated that long-term volunteers had more value to their organization while others saw the value in using episodic volunteers to expand their volunteer base and possibly add to the long-term volunteers. Another aspect of this was the participant’s perception that a long-term volunteer would be highly skilled and a one-day volunteer would be unskilled. A small number of participants were not interested in episodic volunteers.

### *Partnering with Schools*

Participants in each region talked about the importance of connecting with schools and having school children as volunteers for local stewardship. They value this connection for accomplishing the work; educating youth; attracting their parents; strengthening community

and building the next generation of stewardship volunteers. Participants in Hancock (Monadnock region) indicated an interest in having the SAU's participate in The Network and Lancaster (North Country) participants are currently well-connected to schools.

### *Training*

The need for training of volunteers was widely discussed as a top priority. This was in contrast to the participants pre-registration questionnaire where interest in The Network for "joint volunteer training" was least important. Specific training topics were not discussed but the general sense was volunteers need training in all aspects of stewardship work and that organizations did not have the capacity to do the necessary training. Project management was also discussed as being highly needed. There is an interest in defining volunteer qualification, responsibilities and potential certification in certain specialty areas. There was strong interest in using webinars for training.

### *Tools*

There was a strong desire to identify, share and have training for the tools necessary for stewardship. A lack of tools was widely identified and a willingness to share tools across regions was seen as a solution. A small number of (mostly large) organizations had a negative experience with sharing tools in the past and were hesitant to participate in sharing. Some participants suggested a "tool shed" and saw The Network as a central place to organize the sharing of tools and training on their use.

### **GEOGRAPHY:**

A basic tenant of The Stewardship Network model is that it is organized around a geographical area (local or regional) with local leadership. The engagement session questions were designed to better understand where the early regional collaborative groups could be located. Participants were asked to consider this question for their region and mark a map of the state of New Hampshire to indicate where the effort would be developed. This was also talked about in the small groups. Below are the highlights of these questions.

Participants in the 2012 state-wide meeting indicated that they would like The Network organized around the major watersheds. Due to this, the map presented at the five regional meetings indicated watershed boundaries. However, overwhelmingly, participants from all regions indicated that The Network should not be organized around watersheds but around the regions known as the "tourist" regions (Great

*Most participants indicated The Network should be organized regionally. They had similar definitions of their region and could identify sub-regions within their region.*

Northwoods, White Mountains, Dartmouth Lake Sunapee, Lakes, Seacoast, Merrimack Valley and Monadnock region). Participants felt that volunteers would recognize tourist regions, not watersheds.

Most participants both in discussion and on the worksheet indicated that The Network should be organized regionally and within their region they had similar definitions of their region. They also suggested that within each region there are sub-regions (Hanover-Lebanon vs. New London; Keene vs. Peterborough; North of the Notches etc.). Some participants (larger organizations and multi-state organizations) indicated that The Network should be organized state-wide given that NH is a relatively small state. Many indicated that volunteers would travel large distances for a training they were interested in. A small number indicated that The Network should be organized around issues or topics and not geographically.

On the whole, the questions about organizing The Network regionally were not significantly important to the participants. The idea of creating geographically-based regional groups is not seen as a high priority. Recruiting younger volunteers, volunteer training and the need for tools were of greater importance.

#### **TECHNOLOGY:**

The Stewardship Network concept offers an online hub as the central location for calendar postings of stewardship work, volunteer opportunities and training programs. Access to and use of technology by organizations, communities and volunteers is important. Facilitators asked a series of questions designed to help understand whether the participants and/or their volunteers would easily access and use the online hub. Overall, participants saw the online hub as important to connecting volunteers, stewardship opportunities and training and would be willing to post events on the hub. Key findings are below:

- Access to high-speed internet or broadband was a barrier in every region and was a major barrier for the participants in Lancaster (North Country). Some regions also had limited cell phone access. There is also a lack of utilization of new technologies.
- Participants are currently using phone calls and email to communicate with their volunteers.
- Organizations and municipalities have websites to promote their work. The participants representing town boards or commissions indicated that it was difficult for them or they had no access to update the town webpages.

- Only a very small number of participants are using social media (Facebook, Twitter, text alerts etc.) to connect with volunteers or promote stewardship events. Organizations using social media are using it to promote their organization and not to communicate or recruit volunteers.
- The expanded use of the web and social media were seen as important to recruiting younger volunteers. There was a concern about having older volunteers access the online hub for training and events given that they may have limited experience. Training was seen as key to this effort.
- There was interest in learning how to access and use social media. At the same time, some participants wanted to ensure that traditional means of communication were also used (newspapers, local papers, fliers, posters etc.) and not to lose the social interaction from in-person connections.
- There was a high degree of interest in using webinars for training

#### **LEADERSHIP:**

In the development of The Network, local leadership is a key component to planning, collaborating, training and sharing resources. Facilitators asked questions to better understand where there might be local leadership to organize the effort. There was limited discussion by the groups on this topic in part because of lack of time and participants did not seem comfortable suggesting themselves as possible leaders or recommending other groups or leaders in this public format. Many groups made a list of who was not yet engaged in this effort or stewardship with the recommendation that they be brought into the effort.

Most organizations and volunteers expressed a commitment to participate in training, posting volunteer opportunities to the online hub, and working collaboratively. Some organizations are willing to provide office space and potentially some staff support. Others appear able to take the lead or co-lead in regional collaborations.

#### **RECOMMENDATIONS**

This engagement effort was designed to identify, engage, and prioritize new environmental collaboratives. Although our findings suggest that most stakeholders are interested in collaboration, the idea for creating geographically-based regional groups is not a high priority. Instead, partners are most interested in:

- Online hub to recruit volunteers and advertise projects
- Increased training available to staff and volunteers
- Sharing tools and expertise
- Collaboration on stewardship efforts that cross property boundaries such as invasive species, trails, and environmental monitoring (citizen science).

With this broad finding in mind, the following recommendations will guide the initiation of The Network starting in winter, 2014.

1. **Online Hub:** Priority should be given to building an online hub of volunteer opportunities and trainings, with attention to offering both episodic and long-term volunteer opportunities to attract a diverse volunteer corps.
2. **Staffing:** To build a financially sustainable The Network, staffing should be lean to ensure long-term financial sustainability. Consider that The Stewardship Network relies on significant in-kind staff time and resources from partners. Initial pilot efforts in regional collaboration in New England should test the feasibility of in-kind contributions by partners in conjunction with staff coordination by existing UNH Cooperative Extension staff.
3. **Training:** Training in a variety of stewardship topics should be available to partners and volunteers in all parts of the state (and neighboring states), and can be offered in collaboration with partners to increase offerings and leverage different areas of expertise.
4. **Technology:** Expand and encourage the use of technology by offering training on use of the online hub, social media, mobile technology, and more for volunteer recruitment – especially younger volunteers.
5. **Regional Effort:** Organize regional collaborative groups based on strong local demand. Experiment with a single, regional collaborative group to test methods. The Seacoast region appears to be the best test case due to expressed interest, existing local staff capacity within UNH Cooperative Extension, a high degree of existing collaborative stewardship efforts (Great Bay Resource Protection Partnership, Great Bay Estuarine Research Reserve, Piscataqua Region Estuaries Partnership, etc.).
6. **Leveraging Tools & Resources:** Secure resources for partners that can be leveraged across multiple collaborative efforts, such as:
  - shared tools
  - open access The Stewardship Network’s archived webcasts.
  - grant funds for cross-boundary stewardship work,
  - shared field crews

7. **Shared Expertise:** Work to create opportunities for professionals and volunteers to share expertise such as Stewards Circle breakfasts, conferences, and unstructured time at meetings.
8. **Leadership:** Develop leadership capacity for The Network through a new Advisory Committee, with membership from diverse organizations and geography; use online meeting technology to minimize time and travel requirements and to ensure broad participation from both small and large organizations and by volunteers.
9. **Volunteer Management:** The Network can assist partner organizations with elements of working with volunteers such as identifying and recruiting (especially younger volunteers, schools, and non-traditional conservation volunteers), training (see 3, above), recognizing, and retaining volunteers.
10. **Communication:** The Network can help connect people, events, and partners through regular e-updates related to volunteer events, best practices for volunteers, training opportunities, success stories related to conservation volunteers and more.



## APPENDICES

## **Stewardship Network: New England Meetings - Fall, 2013 - Participating Organizations**

### **State & Federal Agencies (14)**

Coos County Conservation District  
Essex County (VT) Natural Resources Conservation District  
Friends of Pondicherry National Wildlife Refuge  
Great Bay National Estuarine Research Reserve  
National Park Service (VT)  
NH Dept. of Environmental Science  
NH Fish and Game  
NH State Parks  
Silvio O. Conte National Fish & Wildlife Refuge  
Sullivan County Conservation District  
US Fish and Wildlife Service (VT & NH)  
US Forest Service  
USDA Natural Resource Conservation Service  
White Mountain National Forest

### **Professionals (3)**

EMC / NWT Consultants (NH)  
Got Weeds? (VT)  
Haven Neal Forestry

### **Educational Institutions (9)**

Enriched Learning Center, Berlin  
Jackson Grammar School  
NH EPSCoR / UNH  
NH Sea Grant  
Plymouth State Center for Rural Partnerships  
UNH Cooperative Extension  
UVM Cooperative Extension (VT)  
White Mountain Regional High School  
White Mountains Community College Environmental Science Department

### **Local & Municipal Government (20)**

Andover Conservation Commission  
Bradford Conservation Commission  
Dover Open Lands Committee  
Durham Agricultural Commission  
Eaton Conservation Commission  
Exeter Planning Department  
Fracestown Conservation Commission  
Hampton Falls Conservation Commission  
Hanover Biodiversity Committee  
Harrisville Conservation Commission  
Lebanon City Council & Planning Board  
Lebanon Conservation Commission  
Lee Conservation Commission  
Milford Conservation Commission  
Newbury Conservation Commission

Nottingham Conservation Commission  
Peterborough Conservation Commission  
Sutton Conservation Commission  
Thetford Conservation Commission

**Land Trusts (18)** Appalachian Trail Conservancy

Ausbon Sargent Land Preservation Trust  
Bear-Paw Regional Greenways  
Choroua Lake Conservation Foundation  
Fracestown Land Trust  
Hanover Conservancy  
Lakes Region Conservation Trust  
Monadnock Conservancy  
New England Forestry Foundation  
Piscataquoq Land Conservancy  
Society for the Protection of NH Forests  
Southeast Land Trust of NH  
Squam Lakes Conservation Society  
Strafford Rivers Conservancy  
The Nature Conservancy  
Upper Saco Valley Land Trust  
Upper Valley Land Trust  
NH Aududon

**Other Groups (** Appalachian Mountain Club

Cardigan Highlanders Trails Volunteers  
Connecticut River Watershed Council  
Friends of Tuckerman Ravine  
Granite State Rural Water Association  
Green Mountain Conservation Group  
Ashuelot Valley Environmental Observatory/Harris Center  
Lake Sunapee Protective Association  
Lamprey River Advisory Committee  
Little Sunapee Protective Association  
Margret & H.A. Rey Center  
Mascoma River Local Advisory Committee  
Messer Pond Protective Association  
Mount Washington Observatory  
New England Wild Flower Society  
NH Lakes Association  
Piscataqua Region Estuaries Partnership  
Pleasant Lake Protective Association  
Squam Lakes Association  
Squam Lakes Natural Science Center  
Student Conservation Association  
Tin Mtn. Conservation Center  
Vermont Institute of Natural Science (VT)

**The Stewardship Network: New England - Engagement Process, Fall 2013 - Stewardship Worksheet Raw Results**

**Question #1 - Think about your stewardship and research projects (past or future). What are they and what more do you need?**

<b>Town</b>	<b>Type of Project</b>	<b>Do you need any help to get this project done?</b>
<b>HANCOCK LAND MGMT/GENERAL STEWARDSHIP</b>		
Hancock	Create management plans for fee properties	Expertise/ proj. management
Hancock	Carry-out stew. Work on land IE forestry	proj. management/tools-maybe
Hancock	property management/trailwork/local eyes & ears	Yes- always need local volunteers to over see monitoring of lands
Hancock	habitat improvement/ restoration	volunteers/training/expertise
Hancock	Tree farm idea: in town forests	
Hancock	habitat improvements	townland/volunteers, training
Hancock	trail cleanup	volunteers
Hancock	park clean up	project management for large groups
Hancock	grounds maintenance	Volunteers/tools/proj. management/expertise
Hancock	exclusion fencing	volunteers/ project management
Hancock	bank stablization plantings	tools/ volunteers
11		
<b>HANCOCK INVASIVES</b>		
Hancock	Invasive Species eradication	volunteers/ proj. Management
Hancock	invasives removal	(AMC) leadership/expertise
Hancock	invasive species	lake hout, vols, funding
Hancock	invaslve species control	volunteers/training/expertise
Hancock	invasive species/lakes	tools/expertise/volunteers/etc.
Hancock	Sonhegan River Trash/ invasives removal	yes; organizers/vols/project management
Hancock	invasive plant control, trail/land stewardship	trained & capable vols/groups, project management, some tools
Hancock	invasive species control	volunteers/ training
Hancock	invasive species mapping	volunteers/expertise/project management
Hancock	Invasive Plant control- project planning/early detection.	Need access to volunteers, current ones need to find people willing to lead projects to take burden off of our staff. need to provide more outreach to teach landowners how to ID "control"/ people to lead events and work with scouts who can only get to one area of town. would like to expand-need leadership.
Hancock	Japanese stiltgrass, garlic mustard in my own	
Hancock	Clean up Volunteers	education of invasive plants needed
Hancock	invasive species	volunteers
Hancock	invasive pulls	weed wrenches/ more volunteers
Hancock	invasives- knotweed	training/expertise/VOLUNTEERS its out of control
14		
<b>HANCOCK TRAILS/KIOSKS/BRIDGES/STRUCTURES</b>		
Hancock	trail design, maint.	volunteers/ training/tools/ Proj. management
Hancock	outreach/edu. Displays, kiosks on land	volsunteers/ training/tools/expertise/proj. management
Hancock	trail work (hiking)	volunteers/ expertise
Hancock	rails-to-trails	vols/ training design bridge design/work w/ abutters
Hancock	trail development	volunteers/tools (we have some of both though)
Hancock	trail and field maintenance	Chain sawyer, coordinator
Hancock	Trail Maintenance	trail volunteers/training
Hancock	Building maintenance	skilled labor (volunteers), training

Hancock	trail work	volunteers
Hancock	trail bridges	volunteers/ expertise
Hancock	trail work	volunteers
Hancock	trail maintenance	Volunteers/tools/proj. management/expertise
Hancock	Souhegan River Trail	Katweed control
Hancock	Souhegan River Trail	Bridge/ way around gravel
Hancock	Rail Trail	bridge over Armory/tunnel under Melendy*
Hancock	trail work	volunteers
Hancock	trail maintenance	volunteers
Hancock	trail work	expertise w/ power tools/ need heavy equipment/management
18		
<b>HANCOCK</b>	<b>EASEMENT MONITORING</b>	
Hancock	easement monitoring w/ landowner edu.	have volunteers, need more 'hands on' training done by PCC and open space members. Need more
Hancock	Peterborough cons. comm. Easement monitoring	volunteers
Hancock	stewards(easement/trail/field)	volunteers
Hancock	CE monitoring	Volunteer training
Hancock	conservation easement monitoring	shifting hopefully from staff to vol. monitoring.
Hancock	easement monitoring	Training/proj. management
Hancock	easement monitoring	volunteers WITH expertise
Hancock	easement monitoring	volunteers
8		
<b>HANCOCK</b>	<b>LAKES/RIVERS/ShORELAND</b>	
Hancock	river clean up	(AMC) need more suggested venues
Hancock	shoreland awareness & participation	info/edu/awareness motivation and participation on aquifer protection
Hancock	land owner outreach	yes- need to ID key local influentials
Hancock	Shorefront Storm Water management	volunteers
Hancock	River cleanup	ok
Hancock	CT river project (Blueways)	coordination
Hancock	Clean rivers/trees/ access ways	? State agency
Hancock	volunteer water quality monitoring	Technical expertise to assure quality of data collection
8		
<b>HANCOCK</b>	<b>HABITAT MAPPING/INVENTORIES</b>	
Hancock	Peterborough cons. comm. Vernal pool ID	had training/coordination through AVEO
Hancock	vernal pool id	volunteers
Hancock	vernal pools	volunteers/ expertise/ data management
Hancock	Inventory	natural inventory
4		
<b>HANCOCK</b>	<b>WILDLIFE/FISH MONITORING/PHENOLOGY</b>	
Hancock	Ashnelot Valley Envir. Observation	Could use more publicity next year
Hancock	summer bat colony count-summer 2013	Could use more publicity and capacity building/funding
Hancock	citizen science	yes- photo monitoring, bird monitoring pre&post harvest etc.
Hancock	citizen science monitoring/x-mas bird counts/bat counts	trained/willing to learn vols. *(solo or in groups)
Hancock	sanctuary monitoring(Phenology monitoring project)	

Hancock	fisheries projects	volunteers
Hancock	citizen science	volunteers/ scientist partners (to utilize data/help plan projects) expertise

7

**HANCOCK EDUCATION/OUTREACH**

Hancock	visitor services "hosts"	Volunteers/tools/proj. management/expertise
Hancock	raptor observatory/education	willing individuals who can be trained by us
Hancock	First day hike	partners in outdoor education
Hancock	naturalist	leading/organizing walks on our lands
Hancock	Great Park Pursuit	partners in outdoor education
Hancock	outings (hikes, paddles,etc) volunteer led	volunteer trip leaders

6

**HANCOCK VOLUNTEER MGMT/RECRUITMENT/TRAINING**

Hancock	master gardener program	tools/ proj. mngt./vol mngt., marketing.need collaboartive skills on projects
Hancock	NH AMC paddlers	Proj. management/volunteers/training
Hancock	friends projects	trainings/volunteer outreach
Hancock	volunteer training	Volunteers/tools/proj. management/expertise expertise/tools/how to make better to bring in more volunteers
Hancock	expos/outreach	

5

**HANCOCK SCHOOLS**

Hancock	school involvement	
Hancock	Souhegan School grounds "conservation planting"	trash pick up taken care of
Hancock	Source to sea	volunteers/supplies

3

**HANCOCK FUNDING/GRANTS**

Hancock	LWCF funding grants	training for communities about funding opportunities
Hancock	grant work	expertise/training on how to write them

2

**HANCOCK PLANNING/LAND CONSERVATION**

Hancock	watershed planning	outreach/education/volunteer engagement. Bringing diverse groups together
Hancock	Souhegan watershed work	I need to connect more with organizations
Hancock	Conservation	put public land into easement

3

**HANCOCK GARDENS/FARMS**

Hancock	Wagon Hill community garden steward	this is on-going. we have a sharing*- committee that meets monthly - we have tax exempt status now so we can write grants. our goal is to encourage other community garden efforts in the area. finding land to use w/ water available, parking, etc. is an issue. we are sometimes in conflict with conservation requirements.
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1

**NEW LONDON LAND MGMT/GENERAL STEWARDSHIP**

New London	Randolph Floodplain Forest	Long term stewardship
New London	streambank stabalization	vols, support

New London	land stewardship	training vols capable of long term work, vols in leadership roles to lead episodic vols, long term vols to work independently over a 5 yr min about 40-100 hrs/year
New London	boundary maintenance	vols
New London	monito town owned conservation property	vols, tools
New London	rural buffer clean up	vols in north country
New London	lost River Cleanup day (may)	coordination needed (time shortage)
New London	sanctuaries stewardship	can always use more
New London	clean up of protected land	vols
New London	Public Lands Day	more vols and tools
New London	native plant restoration	vols
New London	survey boundary maintenance	expertise, vols
New London	habitat management	need help with what to plant, location care
New London	post invasive work restoration	yes
New London	boundary mapping	volunteers, education, land owner outreach
New London	trash pickup at preserves	

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**NEW LONDON INVASIVES**

New London	open areas/invasives mgmt.
New London	invasives removal
New London	invasives/plant removal/ control
New London	invasives
New London	invasives work day
New London	invasives management
New London	Knotweed Control/ eradication
New London	spotting aquatic invasives
New London	invasives (overwhelming overall)buckthorn, honeysuckle, jap k--st
New London	invasive species (pulls) eradication
New London	invasiev plant removal
New London	invasives species monitoring - weed watching
New London	invasives removal (ex pulling young lorchthorn)
New London	open area maintenance invasives plant management
New London	invasives control
New London	invasives plant monitoring
New London	invasives work day
New London	garlic mustard coordination
New London	invasive species management

**INVASIVES**

vols, project leaders
vols
volunteers, some trainings, project management
vols, proj managers
vols, tools
yes/no
"
vols needed
1- prioritizing where to work, 2- setting up doable projects to do that can be done in 2-3 hrs, leave participants w/ sense of accomplishment. 3- how to recruit enough vols to do proj. (in the past our projects overwhelmed the vols who showed up, they didnt return)
project management and recruitment and training of vols always need more vols and tools :weed pullers, shovels, ect..
all vol crew
vols needed
vols/ project management
vols, tools, proj managers
volunteers needed to maintain
PR, training
vol coordination, outreach, PR, management
yes vols and proj management

19

**NEW LONDON TRAILS/KIOSKS/BRIDGES/STRUCTURES**

New London	Bean Quarry, Sutton	Trail & signage development & mapping, 196 acres of town-owned, on ASLPT easement
New London	trails maintenance	vols, project leaders
New London	trail adapters and maint.	vols

New London	trails/lands maintenance	city CC needs/wants volunteers to connect w/ larger community but lacks proj mgmt. capacity- no extra time/\$\$\$ to manage our 2000+ ac & 21+ mi of trails
New London	hiking trails routine upkeep	volunteer hikers- workers
New London	hiking trails build fixtures	volunteer hikers- workers
New London	Moranbrook Trails Work-NH state parks	recognition/evaluation
New London	Andrew Brook trail- construct of trail parking lot	recognition/succession
New London	Trail Maintenance	vols, project managers
New London	Monadnock trails week(every july)	vols, group coordinators w/ trail maintenance expertise
New London	Town Loop trail	planners, trail makers, permission-gatherers, ect.
New London	trail maintenance	vols, training, expertise
New London	trail building	n
New London	campsite building and maintenance	n
New London	Adopt-A-Trail	vols, vol coordinators
New London	National Trails Day	vols
New London	trail building/ monitoring	volunteers and expertise needed
New London	trail maintenance	vols
New London	trail building and maintenance	

19

**NEW LONDON EASEMENT MONITORING**

New London	easement monitoring	vols
New London	annual easement monitors	volunteers to do monitoring
New London	monitoring	volunteers
New London	monitoring of conservation easements	so far- so good
New London	monitoring	training/ proj management
New London	easement monitoring	project coordination/management, vols, training

6

**NEW LONDON LAKES/RIVERS/SHORELAND**

New London	Corps developed to reduce storm water runoff from landscape	volunteers, training, expertise, prjt. Managers
New London	Lake Clean-up day	vols/some drivers/ management
New London	VLAP	no
New London	water quality monitoring	all vol crew, staff directed
New London	water quality monitoring	lock lake. Not usually, works well

5

**NEW LONDON HABITAT MAPPING/INVENTORIES/MONITORING**

New London	nat heritage monitoring	vols, training for vols, committed vols willing to take on leadership roles in local clubs (bc our structure has a learning curve)
New London	rare plant monitoring	yes/no
New London	seed collection	yes/ no always need more help
New London	seed cleaning	need more people
New London	long term monitoring and mapping (ex: streams, culverts, ect)	vols needed
New London	wildlife habitat monitoring	vols

6

**NEW LONDON WILDLIFE/FISH MONITORING/PHENOLOGY**

New London	phenology	
New London	winter bald eagle survey	multi yr. active project



New London	Peregrine Falcon Survey	multi yr. active project
New London	NH birds record data	volunteers
New London	loon watch/ reporting	vols/organizing data
New London	citizen science	n n
		training of vols; recruitment of vols. Expertise --> ID of
New London	citizen science (amphibian crossing)	crossing hotspots
New London	nest monitoring	tools --> nest boxes
New London	loon watch	volunteer crew

9

**NEW LONDON EDUCATION/OUTREACH**

New London	Lake Host Program (at boat ramps helping boaters prevent the spread of aquatic nuisance species)	
New London	Lakefest 2014 (event)	more vols, only 100 at the most highly used public boat ramps being staffed during the summer
New London	Statewide Lake Conservation	Sunday, aug 3 2014, need vols and col coordinators <a href="http://www.nhlakefest.org">www.nhlakefest.org</a>
New London	mt Major outreach	vols. We do our own recruitment/screening/training/planning
New London	"How to lend a walk" Field trip 101 w/ UNH extension	
New London	leading walks/field trip 101	vols to take training and lead field walks
New London	many educ. Workshops i.e (invasives, landscaping)	for vols. We share our expertise
New London	Guided Hikes	no but need attendees
New London	"Training Action"	no
New London	outreach event tabling	vols
New London	public conserv. Edu.	expertise
New London	wildlife education	
New London	education - public	training
New London	newsletter	training/volunteers

14

**VOLUNTEER MGMT/RECRUITMENT/TRAINING/EVENT**

**NEW LONDON MGT**

New London	TTEC	vols ok to work w/ leaders if time/ functionality to reach out to teachers, knowledge of how to work w/ our program
New London	Land Steward trainign program	vols to take training & give 2-3 yr commitment - only certain geo areas
New London	more general:	connecting potential vols to appropriate opportunities
New London	getting youth outside	project management for large groups
New London	event management	vols, leaders
New London	vol database	expertise, ect

6

**NEW LONDON SCHOOLS**

0

**NEW LONDON FUNDING/GRANTS**

0

**NEW LONDON PLANNING/LAND CONSERVATION**

New London	Watershed RidgeLine protection ????	Legal, mapping and habitat inventory, community support
New London	land -based local land conservatory campaigns	work w/ municiple conservation commissions

New London	local area watershed protection	expertise, vols
New London	messeu pond watershed plan	yes, this is a sustaining 1yr-18month effort to put together the plan
New London	local land conservation	conserved property monitoring generally works well
New London	land conservation	edu. Fund raising
New London	mapping	training , coordination, how to streamline map relevant?

7

**NEW LONDON GARDENS/FARMS**

New London	landscaping (tree , bulb, planting, monitoring ect)	vols needed
New London	community gardens	project management needed
New London	agriculture (soil testing, site prep, etc.)	vols needed

3

**NEW LONDON MISC**

New London	Windsor	
	database- data entry for DOE comment cards return to Northern Pass	
New London	Northern Pass	
New London	office/data entry	need more
		Mascoma Rivers Land Advisory Committee will hold 2 congress in the spring - bring together groups w/ interest, involvement in Mascoma River to share what they are doing, what they want to do
New London	DES advisory group	
New London	lead fishing ----- evaluation?????	volunteers

5

**LANCASTER LAND MGMT/GENERAL STEWARDSHIP**

Lancaster	Riparian/floodplain forst restoration	vols, tools, access to interested landowners for seed collection and transplanting
Lancaster	care of Bretzfeldey Park	students at White Mt. School
Lancaster	"Eyes" // presences	
	property stewardship, culvery inventory, road/trail work	yes, training leadership
Lancaster	habitat stewardship	vols, outreach, depending on growth of program. Funding for tools
		I need help w/ my oroj. Which is a privatley owned piece of land (450 acres) in Littleton, what should I do besides inventory? How would I deal w/ the owners? What projects can I present them with? How do I get others involved? The owners are my daughter's inlaws.
Lancaster	Coverts: Call Clay Vetter! Sigrid Tanya Janet re: wildflowers	would like to do something in the spring on lands --> would need help organizing
Lancaster	trash cleanup	vols, management
Lancaster	Boundary working	
Lancaster	Stewardship	social media vols tools

9

**LANCASTER INVASIVES**

	upper CT River Coop invasive species management area-projects: treatment, monitoring, edu, response	volunteer samplers
Lancaster	removal of invasives	NE wildflower Soc. - they always need help
Lancaster	invasives research- knotweed	
Lancaster	Mapping Knotweed invasion	GPS Mapping Skills, transportation
Lancaster	invasive species early detection	ID workshop, herbicide applicators
Lancaster	invasives work day	training

Lancaster	invasive plant management	broad topic- inventory, extension/outreach to landowners, teachers, monitoring
	7	
<b>LANCASTER</b>	<b>TRAILS/KIOSKS/BRIDGES/STRUCTURES</b>	
Lancaster	AMC Trail maintenance	construction
Lancaster	Adopt a Highway	Rt 110 Cleanup
Lancaster	Bikes not Bombs	organization, construction
Lancaster	trails	
Lancaster	Pondicherry trail work and grants	happens w/ dave M and Dick M
Lancaster	trail building on town forest	training on best practices for trails
Lancaster	like to do trail cration and maintenance on WMCE	
Lancaster	prperty	vols and tools
Lancaster	step into the wild	vols to build trails, (Mt. Major?) soliciting landowners
Lancaster	trail management	vol adopters for trails
Lancaster	trail maintenance	vols, outreach
Lancaster	trail maintenance (adopt a trail)	like to develop a "trail maintainer" program
Lancaster	virtual trails	vols, training, social media
Lancaster	adopt a trail	vols, tools, experience
	13	
<b>LANCASTER</b>	<b>EASEMENT MONITORING</b>	
Lancaster	easement compliance/ monitoring	yes project management training
	1	
<b>LANCASTER</b>	<b>LAKES/RIVERS/ShORELAND</b>	
Lancaster	WQ sampling on CT river main stream and major tributaries in relation to E Coli imparements and N	ED, volunteers
Lancaster	Lake Shore Buffering Program	ED, volunteers
Lancaster	Androscoggin River Cleanup yearly maybe expand to other rivers in the area	yes! currently WMRH's NH help w/ this program by doing one month per year
Lancaster	VRAP on Isreal's River	N/A
Lancaster	water quality monitoring and fisheries w/ NHFG	vols, outreach
Lancaster	water quality monitoring	passage and in stream structures done w/ partner collaboration
Lancaster	fish habitat restoration	based in ME but we've managed to gather some vols in NH
Lancaster	Androscoggin River watershed council water testing	to test the water - we need more
	8	
<b>LANCASTER</b>	<b>HABITAT MAPPING/INVENTORIES/MONITORING</b>	
Lancaster	transect monitoring on Randolph Community Forest	we are in need of experienced groups of naturalists to do a baseline survey of established transects
Lancaster	Trout habitat assesment - culverts/invasives	specific site and training pending I&M plant completion could be important future opportunity
Lancaster	wildlife and habitat monitoring	would love to do that, LCC maybe?
Lancaster	Vernal pool mapping	vols
Lancaster	vernal pool ID and mapping	vols , technology, experience, tools, and scoial media
Lancaster	apple orchard mapping	
	6	
<b>LANCASTER</b>	<b>WILDLIFE/FISH MONITORING/PHENOLOGY</b>	
Lancaster	monarch tracking and habitat assesment	tags, GPS, people
Lancaster	wildlife surveys bats/birds	training on how to conduct surveys

Lancaster	wildlife surveys, lynx, bird, bat	tools cameras and recording devices
Lancaster	phenological monitoring	vols, outreach
		currently vols are recruited through the Cheshire County and Sullivan County Fish and Game clubs *potentially expand to other counties in the future.
Lancaster	Pheasant stocking/ Landowner relations inCheshire and Sullivan county	
Lancaster	bats/pollinator , ect "live"	maintenance, interpretation, vols, expertise
	6	
<b>LANCASTER</b>	<b>EDUCATION/OUTREACH</b>	
Lancaster	Guide for Landaff's Wildlife Reffuge	Tree ID and forestry person, wetlands habitat
Lancaster	Find groups wanting to walk trails w/ naturalists	
Lancaster	Training Conservation Commission	to cultivate outreach/ community engagement
Lancaster	outreach events/ public speaking	yes training
Lancaster	interpertitive public programs	design and delivery - value added w/ refuge experience
Lancaster	taking action for Wildlife	Littleton CC needs everything including other projs. No community forest , could a sweet family forest be one??
Lancaster	scotland Brook	get people to go there
	7	
	<b>VOLUNTEER MGMT/RECRUITMENT/TRAINING/EVENT MGT</b>	
<b>LANCASTER</b>	<b>MGT</b>	
Lancaster	data management	vols, trained vols, and vols w/ appropriate background
	1	
<b>LANCASTER</b>	<b>SCHOOLS/YOUTH</b>	
Lancaster	tree planting w/ school children	trees donated by NH state nursery
Lancaster	forest workshops H.S students	by school admins
		this research project was trying to tie school groups to research on the effects of climate change on sugar maples (didn't get funded)
Lancaster	Maple Watch	always looking for more connections and ideas
Lancaster	Stewardship edu. Of WMRMS students	plan in advance, opportunity to apply skill set
Lancaster	service learing projects w/ undergrad science students	N/A
Lancaster	LoVoTEcs Network	excellent programs 10-20 yrs ago, but have fallen by the wayside. Need to involve vols and teachers. Will likeley take the interest and support by many vols.
Lancaster	getting children and their parents outdoors	expertise
Lancaster	dirt to habitat programming	vols, training, tools, expertise
Lancaster	activating students outside!	
	distributing seedlings to schools and other teaching orgs	vols
Lancaster	enviormental edu	vols, outreach
	11	
<b>LANCASTER</b>	<b>FUNDING/GRANTS</b>	
	0	
<b>LANCASTER</b>	<b>PLANNING/LAND CONSERVATION</b>	
Lancaster	Rejuvinated Lisbons' Conservtion Commission	expertise from other CCs
Lancaster	ID conservation areas in 25 miles	
		I would love to see 83 acres purchased by someone who would expand what I am doing and turn into an educational opp. For schools and town.
Lancaster	wildlife habitats	travel assistance, project management
Lancaster	like to work w/ conservation commissions	
	4	

**LANCASTER GARDENS/FARMS**

0

**LANCASTER MISC**

0

**ALBANY LAND MGMT/GENERAL STEWARDSHIP**

Albany	property management oversight (adopting)	vols
Albany	management plan development	vols
Albany	trained controlled burn	done locally only
Albany	brush stacking/cutting	done locally only
Albany	forestry management plans	
Albany	boundary mont. And basic manitenance	training and vols
Albany	Ossipee Pine Barrens fire mang.	vols, expertise
Albany	timber stand improvement	need help
Albany	wilderness management	observe and record #'s of people/ light trail maintenance
Albany	developed recreation	all

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**ALBANY INVASIVES**

Albany	restoration?? Invasives management?	
Albany	Japanese Knotweed removal	yes all above
Albany	scattered invasives management	vols
Albany	invasives species control on demo site	vols, proj management
Albany	invasive species edu	expertise, training, proj. management
Albany	TC Terrestrial invasions	expertise vols
Albany	invasives control	all the above
Albany	invasive species control on easement land	vols, training,tools

8

**ALBANY TRAILS/KIOSKS/BRIDGES/STRUCTURES**

Albany	trail work	vols
Albany	land and trail mapping	training , expertise
Albany	county farm projects	trying to make connections for materials and vols to get things done ie: trail work, invasives species control
Albany	trail work	done locally only
Albany	USVLT Trail/interpretive info on fee lands	vols
Albany	private wodlands w/ CE's	vol trails
Albany	trail building	yes all above
Albany	trail maintenance esp. in Green Hills Preserve	training and vols
Albany	trail projects	vols
Albany	shelter rebuild	expertise
Albany	AMC's trail vols	expanding reach works: via regional, leaders, train the trainer
Albany	trail maintenance	volvols, trained supervisors, tools
Albany	facilities maintenance	building supplies, lumber ect, vols
Albany	trail restoration, trail adopter	all
Albany	Trails management	all the above
Albany	trail maintenance on easement land	training/tools
Albany	trails	vols, training, tools, expertise

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**ALBANY EASEMENT MONITORING**

Albany	conservation easement monitoring	vols
Albany	easement monitoring	training vols, development electronic data base
Albany	USVLT private cons. lands	monitoring easements
Albany	easement monitoring	no, well funded
Albany	CE admin	vols, training, management
Albany	Property monitoring	vols
Albany	Land Trust Stewardship monitoring	training for monitoring needed
Albany	CE/ fee lands monitoring	vols

8

**ALBANY LAKES/RIVERS/Shoreland**

Albany	WQ	watershed protection
Albany	tributary monitoring	Newfound Lake region Association need additional Vols
Albany	restoration focus on Riparian Buffer Planning	yes all above
Albany	Riparian Forest Buffer	need help
Albany	WQ monitoring	vols, training. Need head volunteer to coordinate all vols
Albany	(WMP) lakeshore survey	training and coordination
Albany	(WMP) septic survey	training and coordination
Albany	VBAP- youth program to collect macro data	need data analysis and proj management. Data collected by schools
Albany	get net	training to vols to go into schools, data collection
Albany	Weed watchers/ Lakeshore	vol recruitment, engagement
Albany	WQM	reliable vols
Albany	boating census	expertise vols tools?
Albany	WQ monitoring	all the above
Albany	WQ monitoring program	have dedicated vols but could use a few more ( have about 40)
Albany	HOBO meters/ Epscor	have dedicated vol
Albany	NH labs lay monitoring	could use help in finding monitors as other retire out
Albany	pond water quality monitoring and management	training

17

**ALBANY HABITAT MAPPING/INVENTORIES/MONITORING**

Albany	preserve monitoring	vols
Albany	wilderness monitoring	vols
Albany	habitat assessment	wildlife biologist skills, field survey work
Albany	ecology/natural resources inventory on props SLCS	
Albany	owns	vols, and expertise
Albany	land monitoring	all the above

5

**ALBANY WILDLIFE/FISH MONITORING/PHENOLOGY**

Albany	VT forest pest detector program	
Albany	UNH/NHFG Bobcat Camera Study	poor organization/ late notice via email, so only 1/2 study areas are covered
Albany	Bearcamp Trackers/ Newfound Trackers	(keeping track) 2 groups of skilled trained citizen scientists in wildlife tracking - lakes region
Albany	Scattered ecological mont.	training, vols, expertise
Albany	pest surveying	vols, mobile data collection app, online reporting tool and mapping
Albany	first detectors	ecognition and incentive. Advanced training opp for veterans. Need proj success/immediate gratification

Albany	bird surveys	vols
Albany	wildlife monitoring ie:bird surveys	all
Albany	R&E monitoring	all the above
Albany	wildlife pop. Monitoring	all the above
Albany	Picture Post digital phenology project	vols to set up and send the word out for land trusts to take advantage of

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**ALBANY EDUCATION/OUTREACH**  
often looking for sites w/ diff features for worksop options

Albany	Arbor day program	vols
Albany	Earth Day, trails, public lands day	yes all above
Albany	interperative displays	yes all above
Albany	front desk info	vols
Albany	AMC's vol naturalist @ facilities	
Albany	chapters trip leaders	
Albany	visitor info	vols and training (time commitment)
Albany	CE exploration series (Getting people on conserved lands)	expertise needed

9

**ALBANY VOLUNTEER MGMT/RECRUITMENT/TRAINING/EVENT MGT**

Albany	VT tree stewards	vols. Training, vol support/management
Albany	technology D/B and website	expertise, vols
Albany	development	vols, training

3

**ALBANY SCHOOLS/YOUTH**

Albany	youth program?	desire to reach more youths
Albany	Vol. Bio assesment	work w/ schools (elementary)

2

**ALBANY FUNDING/GRANTS**

0

**ALBANY PLANNING/LAND CONSERVATION**

Albany	development of social capital in conservation - land management between generations	
Albany	pest preparedness planning at community level	networking opps for vols to share experiences and ideas. Local leadership and coordination

2

**ALBANY GARDENS/FARMS**

0

**ALBANY MISC**

Albany	ride coordinator NEIUBA	vols
Albany	AMC's mountain water	need help with reaching the "right audience" , low budget, need help training, and organizing

2

**LEE LAND MGMT/GENERAL STEWARDSHIP**

Lee	boundary line ?????	Volunteers, Training, Tools, Project Management
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Lee	habitat improvement proj; invasive plantings	Volunteers, Project Management
Lee	reservation stewardship	
Lee	install BMPs	Volunteers
Lee	clean up days	Volunteers, Training, Tools, Expertise
Lee	monitoring of land trust properties	Expertise, Project Management
Lee	monitoring of timber harvests on land trusts	Training, Tools, Expertise, Project Management
Lee	preserve monitoring	Volunteers, Training, Tools, Project Management
Lee	restoration (west edge)	Volunteers, Training, Tools, Expertise
Lee	turtle habitat restoration/ monitoring	Volunteers, Tools, Project Management
Lee	conserv. Land stewardship	Volunteers
Lee	management plan actions	Volunteers
Lee	habitat improvement on aquired easement	Volunteers, Training, Tools, Project Management
Lee	trash clean up	Volunteers, Project Management
14		
<b>LEE</b>	<b>INVASIVES</b>	
Lee	Invasive plant project	ident. Of vols w/ areas of expertise both these projects have clear goal obvious what purpose is, obvious when done, and goal is achieved. training offered at beginning so volunteers have some info to start. lots of tools, lots of food and water.
Lee	invasive control work	
Lee	invasives removal raspberry farm	Training, Tools, Expertise,
Lee	invasive plant control	Volunteers, Training, Expertise, Project Management
Lee	invasive species removal	Volunteers, Tools
Lee	invasive plant control	Tools, Project Management
Lee	early detection of invasive plant monitoring/control	Volunteers, Expertise
Lee	invasives control	Volunteers
Lee	invasives restoration	Volunteers, Training
9		
<b>LEE</b>	<b>TRAILS/KIOSKS/BRIDGES/STRUCTURES</b>	
Lee	-cleanup trail maintenance Raspberry Farm	-people had fun. too much work
Lee	-clean up trail maintenance marsh ln.	-people had fun, got the work done
Lee	-annual roadside cleanup	-town gets really involved both these projects have clear goal obvious what purpose is, obvious when done, and goal is achieved. training offered at beginning so volunteers have some info to start. lots of tools, lots of food and water.
Lee	trail work	
Lee	-farm stewardship/ trail maintenance	
Lee	site/ kiosk matinence	Volunteers, Training, Project Management
Lee	clean up: trail maintenance marsh lane	Volunteres, Expetise, Project Management
Lee	trail creation town forest	Volunteers, Training, Tools, Expertise
Lee	trail maintenance	Volunteers, Training, Project Management
Lee	trail maint.	
Lee	trail constr.	Volunteers
Lee	trail management	Training, Tools, Expertise, Project Management
Lee	trails/recreational wildlife management	Volunteers, Training, Tools, Expertise, Project Management
Lee	rec trails & construction maintenance	Volunteers, Training, Tools
Lee	trail maintenance	Volunteers, Training, Project Management
15		
<b>LEE</b>	<b>EASEMENT MONITORING</b>	



Lee	-Development of an Easement monitoring program/schedule for cons. comm.	-it hasn't been completed yet; needs more organizing
Lee	-monitoring of land trust properties	-good organization to get volunteers on the ground to conduct monitoring
Lee	monitoring/stewardship at conserv. Lands	Training, Tools
Lee	monitoring/reporting on issues on ????	Volunteers, Training, Tools, Project Management
Lee	easement stewardship	Volunteers, Training, Project Management
Lee	easement monitoring	Volunteers, Project Management
Lee	cons. land monitoring	Volunteers
Lee	easement monitoring	Volunteers, Training, Tools
Lee	easement monitoring	Volunteers
Lee	easement monitoring	Volunteers, Project Management
Lee	easement monitoring	Volunteers, Project Management
Lee	easement monitoring	Volunteers, Training, Project Management

12

**LEE LAKES/RIVERS/SHORELAND**

Lee	-Buffer plantings on Hodgson Brook	- great group of people, very hardworking. many need more recognition.
Lee	research storm water	- it was useful and well done. Dover only community in NH to participate
Lee	- VRAP- monitoring	- more volunteers, more consistent outreach
Lee	depot rd property boat launch update and dredge appl.	Training, Expertise
Lee	stormwater poll proj.	Volunteers, Training, Expertise
Lee	stream restoration benefit analysis	Volunteers, Training, Tools
Lee	river runners aquatic invasives	Training, Tools, Expertise, Project Management
Lee	Winnicut river watershed	Training, Tools, Expertise, Project Management
Lee	junior river ranger	Project Management
Lee	septic system outreach	Volunteers, Training, Tools, Expertise
Lee	water quality monitoring	

11

**LEE HABITAT MAPPING/INVENTORIES/MONITORING**

Lee	Vernal pool Documentation	- partnerships with local highschoools and CRAC
Lee	restoration practice monitoring	Volunteers
Lee	estuary monitoring	Volunteers, Tools
Lee	rain garden monitoring	Volunteers, Training, Tools
Lee	habitat mapping/ vernal pools	Volunteers, Training, Tools

5

**LEE WILDLIFE/FISH MONITORING/PHENOLOGY**

Lee	foliage reporting	Low commitment, clear intentions state-wide, but i could participate w/in my own region.
Lee	wildlife monitoring to eval. Success on habitat proj.	Volunteers, Training, Project Management
Lee	???? Monitoring	Volunteres, Expertise
Lee	macroinvertebrate monitoring	Training, Tools, Expertise,
Lee	eel monitoring	Tools, Expertise, Project Management
Lee	beach microplastics survey	Volunteers, Training, Expertise, Project Management
Lee	mitten crab monitoring	Volunteers, Training, Tools, Expertise, Project Management
Lee	oyster restoration	Volunteers

Lee	vernal pool monitoring	Volunteers, Tools
Lee	citizen science marsh bird monitoring	Volunteers, Tools
Lee	vernal pool monitoring	Volunteers, Project Management
11		
<b>LEE</b>	<b>EDUCATION/OUTREACH/EVENTS</b>	
Lee	NH-special places. Conf. Wear NH	-fabulous- i have been a few times and will go any year i can!
Lee	salt marsh education	-i love to teach, too many other teachers are insecure in their knowledge and abilities
Lee	park nature interpreter	-too few volunteers, no publicity , no long term history of action.
Lee	outdoor event:river paddle	Training
Lee	vernal pool interest/education	Volunteers, Training, Project Management
Lee	education, leading hikes	Volunteers, Training, Project Management
Lee	outreach- media/photographers	Volunteers, Training, Tools, Project Management
Lee	outreach/Ed	Volunteers, Tools
Lee	how to inform public on ways to help/ be involved	Volunteers, Training, Tools, Expertise
Lee	stewardship newsletter	Volunteers, Expertise
Lee	enviornment educational events	Volunteers, Training, Tools, Expertise
Lee	land field trips/education opp. on behalf of organization	Volunteers, Training
Lee	edu. And outreach events	Volunteers
13		
<b>LEE</b>	<b>VOLUNTEER MGMT/RECRUITMENT/TRAINING/EVENT MGT</b>	
Lee	education of volunteers	Volunteers, Tools, Project Management
1		
<b>LEE</b>	<b>SCHOOLS</b>	
Lee	forest for every classroom	Volunteers, Tools, Project Management
1		
<b>LEE</b>	<b>FUNDING/GRANTS</b>	
Lee	-Fundraiser assistnace	-bring in more volunteers that have not been involved
1		
<b>LEE</b>	<b>PLANNING/LAND CONSERVATION</b>	
Lee	-Manage Cons. easement proj.	- having staff support helped; having more volunteers trained would be better
Lee	-aquisition of land trust properties including development of baseline reports (vegetation, wildlife surveys.)	-again good organization
Lee	Con. Easement acquisitions	Volunteers, Training
Lee	updating conservation criteria	Training. Tools, Expertise, Project Management
Lee	GIS collaboration	Volunteers, Project Management
5		
<b>LEE</b>	<b>GARDENS/FARMS</b>	
Lee	-Rain garden installation in Hodgson Brook Watershed	-great product and training was well thought out. learned a ton. a little more info on details w/ site assesment.
Lee	garden development at office	Volunteers, Project Management
Lee	planting/building (Adam's Point)	Volunteers
Lee	adopt a garden	Volunteers
Lee	tool shed organization	Volunteers, Training, Expertise

5

**LEE MISC**

Lee Green infrastructure w/ a home-owners association

Lee Rye energy outreach to homeowners

Volunteers, Expertise, Project Management

Lee log sampling

Training, Tools, Expertise, Project Management

Lee Could always use more of each\*\*

Volunteers, Training, Tools, Expertise, Project Management

4

**The Stewardship Network: New England  
Meetings, Fall 2013**

**Agenda**

- 9:40 – 10:05      **Project Introduction**
- Ellen Snyder, UNH Cooperative Extension, Partnership Coordinator for The Stewardship Network: New England
- Websites**
- Malin Clyde, UNH Cooperative Extension, Project Manager for The Stewardship Network: New England
- 10:05 – 11:30      **Small group facilitation sessions**
- Facilitated by staff from UNH Cooperative Extension Community and Economic Development Program.
- 11:30 – 11:45      **Large group report-out and/or question and answer session**
- 11:45 – 12:00      **Wrap-up and Next Steps – Project Staff**
- 12:00 – 1:00      **Informal brown-bag lunch**

*Thank you for participating in today's session! This is only the beginning – please know that we welcome further input, discussion, and ideas as this project develops. Feel free to get in touch with project staff, below!*

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**Learn More about The Stewardship Network: New England Initiative**

Website for The Stewardship Network: New England  
<http://extension.unh.edu/Volunteer/Stewardship-Network-New-England>

Website for The Stewardship Network (non-profit partner, based in Michigan)  
[http://www.stewardshipnetwork.org/site/c.hrLOKWPILuF/b.1361967/k.755C/The\\_Stewardship\\_Network.htm](http://www.stewardshipnetwork.org/site/c.hrLOKWPILuF/b.1361967/k.755C/The_Stewardship_Network.htm)

**Program Contacts:**

UNH Cooperative Extension is leading The Stewardship Network: New England. Staff include:  
Malin Clyde, Project Manager: [malin.clyde@unh.edu](mailto:malin.clyde@unh.edu) 603-862-2166  
Ellen Snyder, Partnership Coordinator: [ellen.snyder@unh.edu](mailto:ellen.snyder@unh.edu), 603-862-1572

*UNH Cooperative Extension is an equal opportunity employer. Support for the Stewardship Network: New England comes from the U.S. Forest Service State and Private Forestry, the NH Charitable Foundation, and NH EPSCoR, a program by the National Science Foundation's Research Infrastructure Improvement Award # 11A-1330641.*

**Project Contacts:**

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UNH Cooperative Extension, Durham

The **Stewardship Network: New England** is a new regional effort to increase the capacity of conservation organizations, agencies, and researchers to engage with volunteers in the care and study of ecosystems, lands, and waters. The University of New Hampshire Cooperative Extension is leading The Stewardship Network: New England initiative, expanding the successful work of The Stewardship Network in the Great Lakes region, to meet the needs of our local conservation partners and volunteers.

The Stewardship Network: New England will help train, develop, and support a vibrant group of conservation leaders – both volunteer and professional – as the foundation for collaborative conservation in our region. We will build the capacity of partner organizations and individuals through model conservation projects and implementation of landscape-scale, region-wide initiatives. We will help volunteer leaders and organizations tap into each other's knowledge and experience in conserving, caring for, and studying lands and waters, using field-proven conservation techniques and applying technology-based tools to link these efforts across time and distance.

**About the Stewardship Network: New England – What Will it Do?**

- Develop and manage an online hub that links partners and citizen volunteers in a well-connected network
- Build relationships between volunteers and other stakeholders through regional collaborative groups, volunteer trainings, workshops, social media, and e-news bulletins
- Recruit, train, and communicate with volunteers through new and existing community networks
- Maintain a clearinghouse of citizen science opportunities and conservation-related volunteer projects
- Assist scientists with volunteer training and citizen science protocols
- Establish an Advisory Committee focused on volunteer engagement and volunteer needs



**Projected Outcomes and Impacts**

Creating a network—of both volunteers and organizations – will have a real, ecological impact on our lands and waters. **But there are other important benefits of The Network.** It will:

- Connect more citizens to the natural environment through meaningful, well-organized conservation and citizen science volunteer projects
- Increase the capacity of partner organizations and agencies to work with volunteers
- Connect conservation groups, agencies, and researchers to new and non-traditional conservation volunteers
- Provide a forum for efficient, collaborative volunteer training
- Keep volunteers engaged and energized in conservation and science work by designing fun, educational, and inspiring projects
- Increase the sense of community and stewardship around conservation lands across the state and beyond

**Funding**

The Stewardship Network: New England received support from the U.S. Forest Service and the National Science Foundation through the NH EPSCoR program, a program based at UNH that seeks to broaden and strengthen NH's research capacity and competitiveness, and stimulate new collaborations between colleges and universities, with the private sector, and with K-12 educators.

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*Conservation Groups, Agencies, and Communities:*

## **What could the Stewardship Network: New England do for you?**

- Increase the capacity of your organization to steward lands and waters.
- Help recruit new volunteers for stewardship and citizen science projects (episodic or longer term).
- Organize and lead trainings for volunteers and stewardship staff (stewardship topics, volunteer coordination, new technologies, etc.).
- Provide an easy portal for new, interested people to engage with your organization on stewardship or citizen science projects.
- Help you run successful volunteer-based stewardship workdays.
- Assist with volunteer management, including recruitment, training, communication, and recognition.
- Help identify resources to support collaborative projects, such as sharing of equipment, field crews, and other resources.
- Provide access to new discussion forums (regional collaborative groups, conference tracks, stewardship breakfasts, online forums, and more) on stewardship topics such as invasive species, working with volunteers, easement monitoring, habitat management techniques, etc.
- Increase exposure of your organization to the public, other volunteers, the media, and non-traditional audiences.
- Help raise awareness of stewardship needs.
- By encouraging regional, collaborative efforts, further landscape-level stewardship goals such as described in the Wildlife Action Plan, NH Forest Plan, watershed plans, and more.

## **What could the expectations be for your organization's involvement in the Network?**

- Hold volunteer-based stewardship events on your land or waterbody such as invasive control, trail work, easement monitoring, native plantings, water quality improvements such as rain gardens, creating and installing interpretive materials and infrastructure, mapping efforts, etc.
- Hold citizen-science events or projects such as a bio-thon, bird survey, vernal pool survey, water quality sampling, trail condition survey, etc.
- Share volunteer opportunities and trainings through the Stewardship New England online calendar (assistance provided if needed).
- Depending on location in the state, participate in regional collaborative groups.
- Where feasible, share expertise, resources, and tools with others in your regional collaborative group.

Volunteers/Citizen Scientists/Community Conservation Members:

## **What could the Stewardship Network: New England do for you?**

- Provide easy access to meaningful, well-organized conservation and citizen science volunteer projects.
- Provide easy access to educational workshops and training on stewardship and science topics that interest you.
- Connect with land managers, researchers, and other volunteers through regional collaborative groups, conferences online forums, stewardship breakfasts, and more.
- Help you stay engaged and energized in conservation and environmental science through fun, educational, and inspiring projects.
- Increase the sense of community and stewardship around conservation lands and special places in your community and beyond.
- Learn about and be a part of stewardship and science efforts larger than your property, your town, or your state.
- Access to new tools, people, and expertise to further your knowledge, learning, and volunteer work.

## **What could the expectations be for your involvement in the Network?**

- Join the Stewardship Network: New England through it's online hub to receive e-bulletins, calendar postings, and news of volunteer opportunities.
- Bring your energy, enthusiasm, and experience to volunteer events and regional collaborative groups.
- Share your knowledge and experiences at conferences, trainings, and volunteer events.
- Connect with others to get involved to help their communities and the environment.

## Topic Areas for Small-Group Sessions

1. **Stewardship** (the responsible planning and management of land and water resources) of community natural resources is accomplished with training and use of volunteers
2. **Geography** - Organizing in a geographical area (local, community, regional) with local leadership and collaboration
3. **Technology** – Online hub with calendar postings of stewardship work, volunteer opportunities, and training programs. Access to and use of technology by organizations, communities and volunteers
4. **Local Leadership** – Leadership is key to planning, collaborating, training and sharing resources



## Stewardship Project Worksheet

Ready Projects: Think about your stewardship or environmental research projects (that you have planned, or have participated in as a volunteer). Please name them and indicate whether you have the needed elements for success (if you are a volunteer, then what worked or didn't work?).

**Type of project**

**Do you need any help to get this project done?**

*e.g. Volunteers, Training, Tools, Expertise, Project management?*

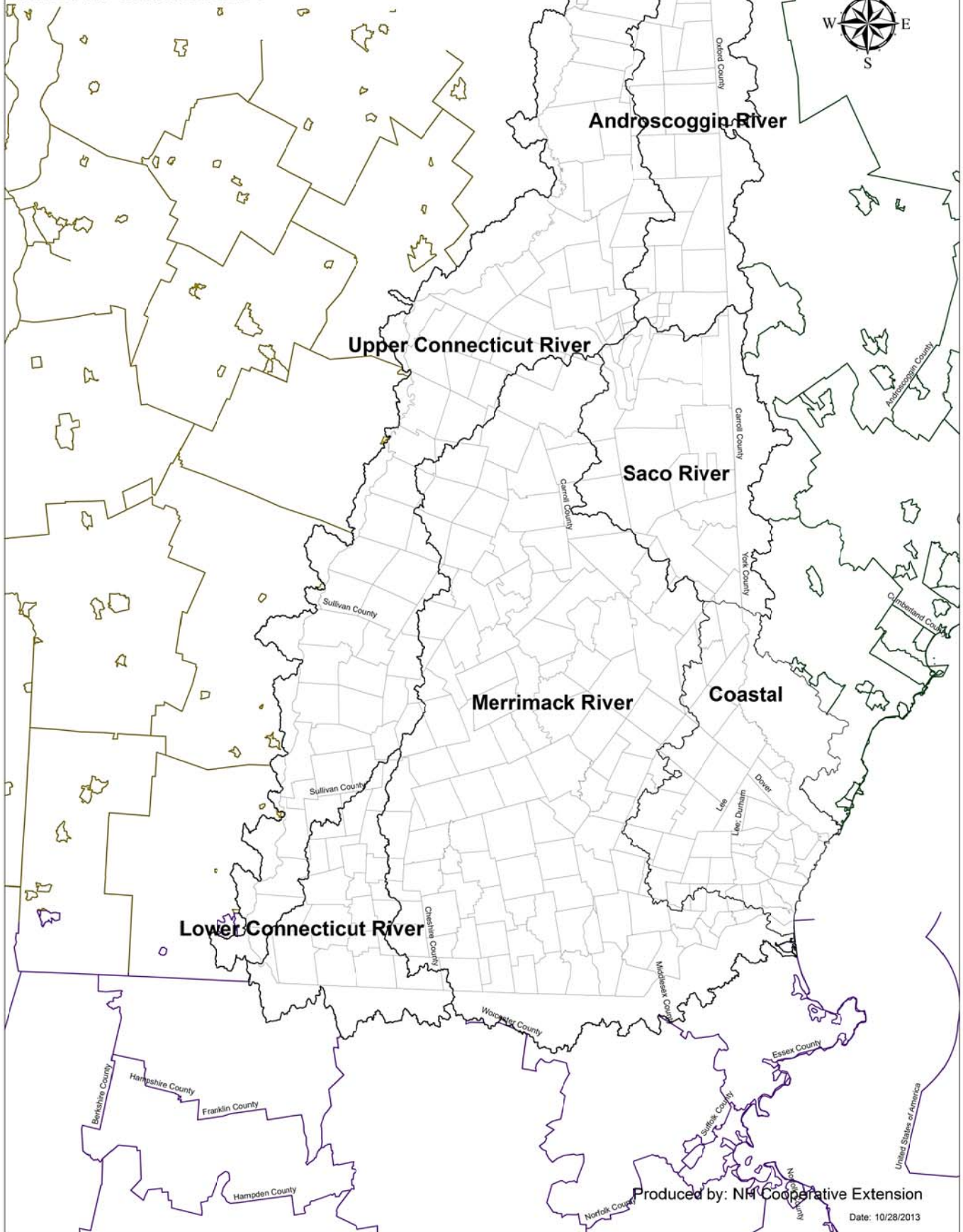
1.		
2.		
3.		
4.		
5.		
6.		

**Do you currently collaborate with other organizations on stewardship projects? If so, how and what; any benefits or barriers?**

# New Hampshire Regional Watersheds

Where are the groups of people and organizations that could collaborate on stewardship in your region?

How far do you think people would travel to collaborate?



# The Stewardship Network: New England

October 9, 2013

## Stakeholder Outreach and Engagement schedule Facilitator Assignments

Region	Location	Date	Facilitators
Seacoast	Lee Safety Complex Lee, NH	October 22 9:30 – 12pm	Charlie French Dan Reidy Sharon Cowen
Monadnock	Harris Center Hancock, NH	October 29 9:30 – 12pm	Molly Donovan Dan Reidy Charlene Baxter
North Country	North Country Resource Center Lancaster, NH	November 6 9:30 – 12pm	Deb Maes Heidi Barker
Upper Valley	Tracy Memorial Library New London, NH	November 12 9:30 – 12pm	Molly Donovan Deb Maes Charlene Baxter Dan Reidy
Mt. Washington	Tin Mt. Conservation Center Albany, NH	November 19 9:30 – 12pm	Deb Maes Olivia Saunders Claes Thelemarck