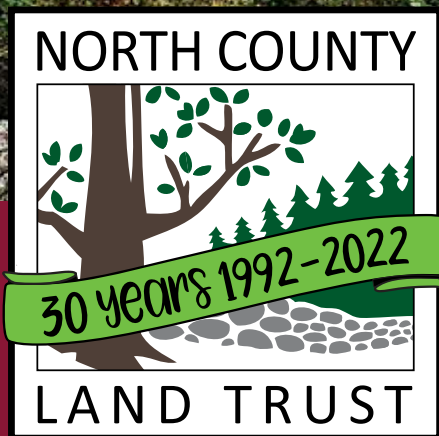


ANNUAL REVIEW 2021-2022



Celebrating 30 Years

TAKE A STAND FOR LOCAL LAND



GAINING GROUND

This past year, we had our shoulder to the wheel – highlighted by major rehabilitation and stewardship initiatives at Dwelly Farm and Keyes Conservation Area, new land projects, and programming in several communities. After much patience and perseverance, we have saved another parcel from a

fate of future development; it abuts the Rome Conservation Area, and its acquisition will significantly improve the visitor experience there. We invite you to take a hike!

NCLT continues to gain ground. This is especially important now as communities react to mounting economic pressures on their open space. Our partnerships are as important as ever, from land protection to youth programming, we actively seek to serve the diverse needs of our local communities - all of which can be seen in this review.

We are undertaking strategic planning over the next few months, and we are encouraged and motivated by your thoughtful responses to our survey about NCLT's future. We always have those we serve and those who support us in mind as we stretch every dollar to advance our mission.

The need for our collective work has never been greater. Thank you for your support.

Lucy Crocker Abisalih, Board Chair

Staff and Board photo: Rear L to R: Cindy Philbrick, Elizabeth (Betty) Reid, Alan Rousseau, Carrie Novak, Lucy Abisalih, Angela Kearney, Wilson Acuna. Front: Maggie Agurkis, Jo-Anne Crystoff, Mary Cringan, Emily Merlino, and Anna Wilkins. Not pictured: Desiree Demski-Hamelin, Ben Howard, and Linda Mack. ▼



RALLY FOR THE FUTURE

We pause this year to celebrate and reflect on three decades of NCLT's relentless effort and conservation success. But, for an organization who is in the business of protecting our land and natural resources from development and conversion, we can't pause for long. NCLT's 30th anniversary marks the

beginning of a concept that was born generations earlier. Land conservation is not enough in isolation to achieve a collective goal of natural balance for life locally and globally. Our mission continues to be important, urgent, and relevant. We must use this anniversary as a rally for the future.

If you have followed our work over the years, you understand the focus we have for protecting this important corner of the planet, the passion we have for broadening the tent and sharing our passion for nature with others, and the concern we share for humanity's future, has never wavered. We could never have conserved over 5,000 acres of important land during that time without countless supporters, partners, volunteers, and friends. Thank you.

We all need clean water, healthy food, and pure air to survive. We need warmth in the winter, and cool in the summer. We need strong communities with diverse skills, interests, talents, resources, and knowledge. We need your continued support toward this effort.

With appreciation,
Anna Wilkins

BOARD OF DIRECTORS

Lucy Crocker Abisalih, Merrimac, *Chair*

Angela Kearney, Ashburnham, *Treasurer*

Elizabeth Reid, Fitchburg, *Clerk*

Wilson A. Acuña, Leominster

Mary E. Cringan, Fitchburg

Desiree Demski-Hamelin, Ashburnham

Benjamin A. Howard, Lunenburg

Carrie Novak, Templeton

Alan N. Rousseau, Gardner



A SHORT HISTORY OF A LASTING LEGACY

For 30 years, North County Land Trust has conserved land in a diverse area of 13 towns and 3 cities in north central Massachusetts for the health and well-being of our citizens, careful stewardship of our natural resources and wildlife, and the sustainability of our planet.

In 1992, NCLT was a conversation around the Crocker Family's kitchen table. With a gift of 150 acres of land around Overlook Reservoir in Fitchburg, NCLT's land protection work began.

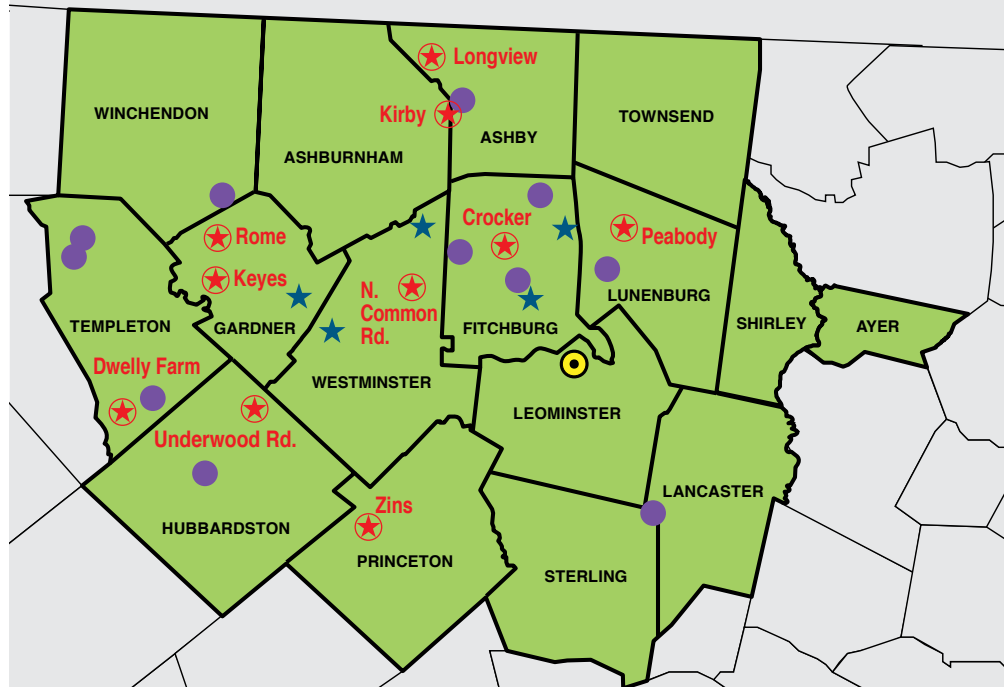
In 1995, a young woman named Janet Morrison joined the board. Janet grew up in Fitchburg and was a lawyer by trade. However, her passion for the land and the work of NCLT propelled her to go back to school and get a master's degree in conservation resource management and administration. Staying with the organization first as part-time Director of Land Protection and then as Executive Director, her work and passion got us off to a great start.

This past year we had some important milestones. Jassy Bratko, our Director of Land Protection for the past 5 years, retired. She brought a calm, quiet persistence which resulted in some of NCLT's most notable recent projects, such as the south peak of Mt. Watatic, the Ebenezer Keyes Conservation Area in Gardner, and our beloved "Beez Neez" Community Garden and nature trail in Fitchburg. We are very pleased to have Jo-Anne Crystoff, a seasoned conservation professional, join us as our 3rd Director of Land Protection.

Growing our staff in response to growing demand for our work has been vitally important. Emily Merlino's promotion to full-time Stewardship Manager recognizes that while the work we do begins long before the land is conserved, once we protect it, our real work begins. If we do not invest now in building and strengthening our land management and conservation stewardship program, we will eventually find ourselves unable to defend our hard-won protected lands.

This time of reflection is important to see how far we've come and understand that the long road ahead of us is achievable. We put our heads down, with one (or a few) conservation projects at a time, and look where we are. Pausing here to reflect is a way to get perspective, to recharge our batteries and prepare for the bumpy road ahead. We hope we can count on you all to help push us forward along that road.

Thank you for standing with NCLT to protect our important lands.



Office
325 Lindell Ave.

★ Conservation
Area

★ Conservation
Area w/Trails

● Conservation
Restriction

"North County Land Trust honors the Wabanaki Confederacy and the Nipmuc Nation on whose land we reside.

We respect the enduring relationship they have with this land and we seek to better understand our place in that history."

- Land acknowledgement
spoken at all board meetings

AN IMPORTANT LEADER: JANET H. MORRISON

For 21 of our 30 year history, Janet Morrison dedicated herself to the mission of North County Land Trust. Janet's steady and focused presence led to NCLT acquiring 11 NCLT properties and Conservation Areas, 3 conservation restrictions held by NCLT, and the conservation of over 1,250 acres of land for cities and towns in our region by the end of her tenure in 2016. Janet led NCLT to partner, participate in, and lead epic Forest Legacy projects such as Quabbin to Wachusett and the Southern Monadnock Plateau, Landscape Partnership projects such as Gardner and Winchendon Landscape Connection and the protection of Fitchburg's Northern Water Supply Watershed lands. In addition, Janet brought city redevelopment projects to Fitchburg such as the Gateway Park and Steamline Trail project in partnership with the Fitchburg Greenways Committee, the City of Fitchburg and The Trustees.

We are pleased Janet still works in and around our region as a professional land conservation and legal consultant.



LAND CONSERVATION

LAND PROTECTION: LOOKING BACK, LOOKING FORWARD

By Jo-Anne Crystoff

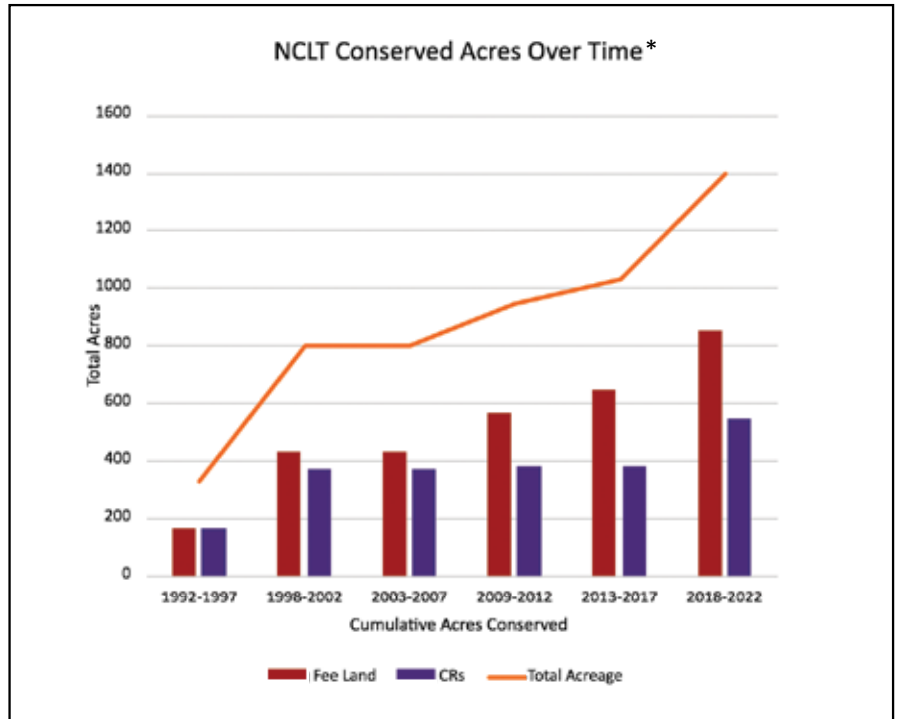
For thirty years, land protection has been at the heart of all we do at North County Land Trust. Protected land gives us opportunities to connect to all the benefits the land and nature provides. Conserving land so nature can support all life on our planet has become more vitally important in this era of global climate change, declining biodiversity, and human health emergencies. Here in north central Massachusetts, we are fortunate to still have opportunities to conserve land and to add land to areas that have already been protected. Protected land boosts the ability of nature to support us all.

At NCLT, we provide resources for landowners who are increasingly aware of the multiple values their undeveloped land provides. These values take many forms: economic value, scenic value, the value of ecosystem services such as carbon sequestration and storage as well as drinking water filtration. The value of open space to healthy minds and hearts is undisputed.

Purchasing conservation land outright, building tiny pocket parks in urban neighborhoods, and completing watershed protection projects, are just some of the ways that NCLT protects the landscape of north central Massachusetts for the generations to come. Maintaining our own conservation area trails, stewarding conservation restrictions, and sponsoring nature programming are ways that NCLT connects people to the land in our area.

We quickly felt we were in good hands with NCLT. We believe in their mission to conserve the farms, forests, and landscapes in our region and feel this particular land conservation organization is a great fit for us to complete our mission of preserving our land as open space long after we are gone. In this process we learned a trail monitor was needed at Kirby Conservation Area which has turned out to be a perfect opportunity for us to help in a small way.

- Maryellen and Mark Christian,
landowners/volunteers



* Not including projects assists or facilitations.

We have important land protection projects in the works which will protect hundreds of acres of land in perpetuity across our diverse 16-community region. Acquisition of land itself as well as acquisition of conservation restrictions are two ways in which NCLT expands conservation of critical natural resources. The solutions to land protection questions are to be found in partnerships on a regional scale. Working in partnership with other land trusts and conservation organizations as well as public agencies, NCLT leverages knowledge, financial expertise, and funding to complete land protection projects.

Looking forward to the year ahead, we will hold landowner workshops about the many ways to achieve land protection goals. We will develop deeper relationships with local land trusts. We will seek out parcels of land that can be connected to land which is already protected. All this work will build on the accomplishments of our first thirty years growing an active and robust regional land trust for north central Massachusetts.

We invite you to develop a full-hearted relationship with a NCLT conservation area or trail near you. Celebrate the seasons on NCLT conservation areas by attending programs designed to connect you to our natural world here in north central Massachusetts. And please contact us with questions about how to protect your land.

RECONNECTING PEOPLE AND PLACE

In early April 2022, we met our Conway School student team. North County Land Trust (NCLT) chose to work with a team of two graduate students, Claire & Kyle, from The Conway School to create a master plan for the Ebenezer Keyes Conservation Area located in west Gardner, MA (off of Keyes Road). The plan included multiple stakeholder outreach efforts, including an online survey. Our ad-hoc committee of board members and staff then assisted them over the course of the next 10 weeks as they explored and discovered the opportunities and challenges we face as we seek to make this area a robust community resource and beautiful conservation area.

Project Background

In December 2020, North County Land Trust accepted a donation of 157 acres of land on the west side of Parker Pond. This area had been permitted for a 100+ house subdivision in 2004 known as the Cedar Hills development. After some site work preparation, including clearing, construction of stormwater catchment basins, and installation of underground utilities, the project was abandoned. The land lay disturbed and fallow until NCLT's acceptance of the donation 16 years later. This land is not the typical conservation acquisition, but the public benefits of this property are many, including:

- Public access to Parker Pond for fishing or canoeing/kayaking
- A paved walking area for those with mobility challenges, bikes or strollers
- Unique sand features
- Accessible vernal pool for educational programs
- Further protection of the Otter River and our shared water resources
- A variety of habitats for a diversity of wildlife
- Protection of the historical homesite of Ebenezer Keyes (a founding Town member). Because of this feature, we decided to name it Ebenezer Keyes Conservation Area.

After three months of intensive effort, Kyle and Claire pulled together a comprehensive plan using the deep contextual analysis and working with NCLT and the community. Their plan *Reconnecting People and Place*, is the result of their final graduate project and reflects their intensive work.

“The site of an abandoned subdivision has over fifty years of history with nearby communities. Ebenezer Keyes Conservation Area hosts multiple species of conservation concern and supports multiple regionally uncommon habitat types. The recreational legacy of the site and its conservation value is an asset to the broader community and presents North County Land Trust with the opportunity to reconnect people and place.” - from *Reconnecting People and Place*.



We were excited to hear about the opportunities to enhance and promote rare, emerging natural communities as well as hear from the survey participants how they like to use the area and what they would like to see. We will use this analysis and plan and work with the city to prioritize our next steps in furthering the vision for the Ebenezer Keyes Conservation Area.

This plan, and the improvements we've made to date, would not be possible without generous grant funding from The Community Foundation of North Central Massachusetts, an anonymous Gardner foundation, and our amazing volunteers, neighbors and the Gardner Police Department. This is truly a community project and we are so thankful to all who support our efforts!



WATATIC SOUTH SLOPE PROJECT: FINAL PHASE COMPLETE!

Recently, NCLT joined the Baker-Polito Administration, stakeholders, and state and local officials at the base of Mount Watatic to celebrate the completion of the final phase of our Watatic South Slope project. This public-private partnership conserved more than 200 acres of land in the towns of Ashby and Ashburnham, including 186 acres pre-acquired by NCLT for the Division of Fisheries and Wildlife (MassWildlife) as part of the 1,036-acre Ashby Wildlife Management Area. The property is centrally located within a network of more than 3,650 acres of conservation land on the New Hampshire border.

WHO CARES!

Insects boring into the soil
Butterflies flitting and sitting, flitting and sipping
Macroinvertebrates searching the stream bank
Blue Flag iris leaning over the water's edge
Fish patiently waiting in the pond
Birds searching through the bushes
Rock ledges poking from the hillside
Hawks cruising high overhead
Maple keys spinning to the soil
Water striders floating on their magic legs
Salamanders wiggling through the water
Frogs sitting motionless
Raindrops falling falling falling
Hummingbirds hovering and darting
Jack-in-the-Pulpit dropping seeds bright red
Bats navigating the night
Cat-o-nine tails pushing high and fluffing
Fledglings gaping in the nest
Ferns uncoiling tall
Snakes sensing vibrations
Acorns bouncing as they land
Mycorrhizae growing through the log
Blueberries bending low to the ground
Turtles absorbing sun rays
Lady Slippers flowering pink
They care. The list is a long one.

We care. We must care. We need to protect the whole planet from human destruction. All organisms are interconnected and people learning to cooperate with nature and not abusing the environment is essential. There is much to experience and communicate. Preserved places provide that opportunity.

Tom and Mary Robinson
Hubbardston, MA
September 22, 2021

DFG acquired the 186 acres of land from the North County Land Trust for \$995,000 in July 2022, with half of the funding from state open space bond funds and half from the federal Land and Water Conservation Fund grant program. Many will remember that, in January 2021, leveraging private funds, NCLT purchased 201 acres for \$1.3 million from the Thomas L. Mikes Family Trust. This included the 186-acre property and 15 acres of adjacent land with an existing farmhouse which we now call our Longview Conservation Area.

With this final phase complete, we look forward to building educational programming with our neighbors at Mass Wildlife and other environmental partners to utilize this special place for hosting opportunities for youth, adults and families to connect with nature.

Mount Watatic is a special place and holds the hearts of many. North County Land Trust could not have achieved this goal without the generosity of key donors, the Fields Pond and Bafflin Foundations, Wharton Trust, hundreds of individuals, and groups such as the Friends of the Wapack Trail, Midstate Trail Committee, Ashburnham Conservation Trust, Ashby Land Trust, and many more.



(LtoR) Pat Huckery, NE District Supervisor; Ron Amadon, Commissioner-Department of Fish and Game; Gary Moran, EEA Undersecretary; Anna Wilkins, ED NCLT; Anne Gagnon, DFG NE District Land Agent; State Senator Ann Gobi.



Protected Land on the South Slope of Mount Watatic

A FOND FAREWELL

We said a fond farewell to Jassy Bratko this year as she retired from Director of Land Protection at North County Land Trust. Her tireless work in the management and preservation of land, trails, forests, and meadows will have a lasting impact on our environment and our hearts. After an impressive career and volunteerism in her communities, she will continue this commitment to the land as she and her husband live on an organic farm with their dogs and horses raising grass fed beef, pork, chicken and fruit.



INTRODUCING JO-ANNE CRYSTOFF

Jo-Anne Crystoff is an environmental scientist who has always loved walking in the woods! Her work centers around the protection and preservation of land for its multiple ecological and community values. She has been involved with land trusts, environmental education, and sustainable development planning in Central Massachusetts, coastal Connecticut, and nationwide. Jo-Anne has a degree in biology from Vassar College, a graduate certificate in landscape design from Harvard's Landscape Institute, and a master's degree in environmental science and policy from Clark University. She lives in Harvard, MA with her husband and gardens. Their grown children are scattered across the country.



WELCOME OUR ARTIST IN RESIDENCE FOR 2023-2024 - JESSICA ROBEY

“As a transplant from California, I have fallen under the spell of the New England landscape over the past decade, fascinated by its dramatic seasonal changes, its many moods, and history of regeneration in the wake of massive deforestation and industrial exploitation. Over the past few years, I have turned my photographic practice onto the local landscape to capture its everchanging moods and surprising secrets. This residency with NCLT will allow me to delve more deeply into the ecological history of the region, and to document the efforts of NCLT and other organizations to nurture the land and promote a more sustainable relationship to it. I hope to use my work to raise awareness of the important work NCLT does, and to encourage others to enrich their lives by engaging with the natural spaces NCLT preserves and makes available to us.”

Artist Bio

Jessica Robey is a photographer, writer, art historian, and multi-media artist working and teaching in central Massachusetts. Her work focuses on the intersection of art, science, history and nature. She earned a BFA in photography, a Ph.D in art history, and is currently completing a M.Ed in Art. She has been teaching art history full time at FSU since 2007. Robey enjoys experimenting with jewelry making, metalwork, bookmaking and assemblage. In recent years, she has begun to incorporate photography, painting, and video into her practice. She will begin her artist's residency with the North County Land Trust in 2023.



STEWARDSHIP

PRESERVING AND CULTIVATING OUR RESOURCES

By Emily Merlino

As a non-profit organization with a small but ambitious staff, North County Land Trust has been able to get an amazing amount of work done, through the generosity of volunteers and the support of partnerships within the communities we serve. Our 30 years of working by our guiding mission of protecting the unique natural character of north central Massachusetts have committed us to stewarding this protected land in perpetuity, a not so small task! With a core group of staff, we can dream big and into the future for how we want to care for and steward this land, but that work can't be done by just a few people. Hundreds of acres of natural habitat for plants, insects, and animals depend on us to understand what value it has and care for these special places.

Over the years we have built trail systems and worked to maintain them for safe use and longevity. We've crossed streams and bogs with bridging, and worked to remove invasive plants and install native plants for improved habitat. We've recruited volunteers to be our eyes on the land and trails, monitoring our conservation areas and taking ownership and pride in the trail conditions. All of this work is supported by volunteers who sought to contribute to caring for these lands and spending time in nature to give back to their communities. We could not accomplish our goals without these dedicated and passionate people.

We've been incredibly lucky to find volunteers through social media asks, relationship building, and word of mouth, but much of our volunteer team has come from partnerships within the communities where we work. Partnerships with organizations such as United Way of North Central Massachusetts and their annual Day of Caring, Cushing Academy and their Fisher Day of Service, and Bemis Associates Clean and Green Day all bring eager helping hands to the field for large workdays throughout the year. The long-standing participation in hosting workdays like these with organizations in the community create relationships that both partners

can rely on. North County can accomplish large projects to make our trails and properties safer, cleaner, healthier and more resilient and the partner organizations can contribute to positive change in their community by participating in stewarding the land.

Hosting Eagle Scout projects has also been a valuable volunteer avenue for us. With many eager Scouts looking to accomplish meaningful projects, we are able to improve signage, trails, and features on our properties. We pride ourselves in supporting Scouts to complete these projects to accomplish their goal of reaching the rank of Eagle Scout and completing a project which will serve the community positively for years to come. Many of our kiosks and trails have been built with the hard work and coordination of Scouts and we hope many more will complete projects with us in the future.

While we depend on and appreciate the work that volunteers contribute to North County Land Trust's goals and mission, there is another layer to the importance of working with volunteers. Stewardship work on the land shows how directly we are connected to the places we walk, hike, bike, and wander. We hope that volunteers that work on our lands learn a little more about why we do what we do and can appreciate and become advocates for the land and for stewarding our natural spaces. Not just for North County Land Trust, but for all land protection organizations, for our communities, and for our planet in a changing climate. We hope that experiencing some hard work, sweating a little, and laughing and smiling with friends as we get great work done, will make lasting memories and be a reminder that these forests and trails are more than just "woods".

Thank you to all our volunteers and partners throughout these 30 years. We appreciate all of your time and effort spent on the land and hope to pick up a lopper or rake with you again soon.





▲ Growing Places, NCLT, and volunteers clean up and put the Quarry Lane community garden to sleep for the winter.



▲ Students from Cushing Academy volunteered at Dwelly Farm Conservation Area for their Fisher Day of Service.

“ Thanks to the land trust and our Busy Bees’ children, our trail has become the prime example of a community garden. Having our kids and garden vegetables grow hand in hand, show us that with a little love and patience anything can prosper.

Gracias a nuestros amigos de Land Trust y niños de Busy Bees, el caminito de Beez neez, a hecho un jardín hermoso para la comunidad. La buena cosecha y nuestros niños son un ejemplo que con amor y paciencia todo puede crecer.

- Maria Paulino, Busy Bees Preschool:”



▲ Brothers Walter and Timothy Johnson from Fitchburg troop 17 both completed their Eagle Scout projects with NCLT. Walter built two benches at Dwelly Farm Cons. Area and Timothy designed and built a nature trail for preschoolers at our Quarry Lane Cons. Area.

“ Environmental change to make the healthy choice the easy choice is an essential element to promote a lifetime of healthy behaviors. Growing Places is thrilled to support Busy Bees Preschool Center in collaboration with North County Land Trust to install an outdoor learning garden and an indoor aeroponic tower garden to provide hands-on opportunities for the students to learn where their food comes from, how it is produced, and its connection to health and the environment. Thank you to our great partners for making this a reality for our community!

- Ayn Yeagle, Growing Places ”



▲ Stewardship Manager, Emily Merlino led Stewardship Intern Jordan Moran and Stewardship Crew member Jackie Monahan to work together to get so much work done on the land this year!



▲ Volunteers planted native plants started from seed by board member, Carrie Novak, and plants purchased from the Worcester County Conservation District plant sale at Dwelly Farm Conservation Area. Thank you to Templeton CPC for their generous support for the native plant work being done at Dwelly.

Volunteers cleaned up Ebenezer Keyes Conservation Area for Earth Day. Thank you to E.L. Harvey for their generous dumpster donation! ▼



Volunteers worked to remove invasive glossy buckthorn from Dwelly Farm Conservation Area, part of a years-long process to improve native habitat on the property. ▼



▲ A group of volunteers from Bemis cut a new trail at Dwelly Farm Conservation Area, the Trillium Trail.



Over 2.5 tons of lumber were hauled 1/3 of a mile into the woods at Underwood Conservation Area by United Way Day of Caring volunteers to build a 92-foot bog bridge. ▼

Fitchburg State University professor, Chris Picone, instructed students from his class and students from Mount Wachusett Community College on invasive plants and led the group in removing invasive plants at Longview Conservation Area. ▼



EVENTS

ROCK & LAUREL TRAIL RACE

This 5K race began at Applewild School then through the trails at Crocker Conservation Area in Fitchburg, MA, owned and managed by the North County Land Trust. We would like to thank all of our race sponsors:

Bemis Associates	Fitchburg State University	Smokestack Roasters
Main Street Bank	Minglewood, LLC	Salvadore Auto Group
LCU	West Fitchburg Auto Body	Rota Spring Farm, LLC.
DCU	Wyman's Auto	The Picone Family
Enterprise Bank	Surroundings Gallery	Lakeview Landscape
Aubuchon Hardware	Ron Bouchard Auto Stores	Applewild School
Mark Mueller, CPA		
Hannaford		
Dragon's Leyr		

We also want to thank the City of Fitchburg and our friends from these organizations who participated in the race:

- Central Mass Striders
- North Medford Running Club
- Friends of Wapack

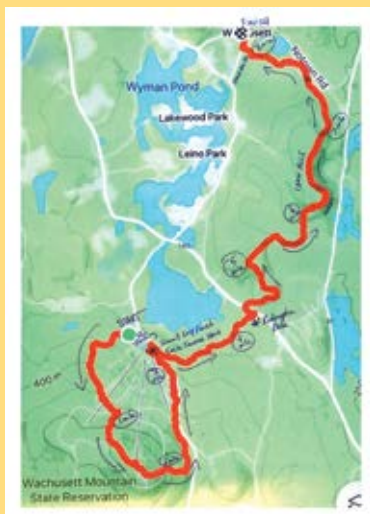
And a special thank you to **Thirsty Robot Brewing** for providing our finishers with a pint glass and a half-priced pour at the brewery!

Thank you to all who participated in this year's Rock & Laurel 5K!



W2W

Our first W2W, Wachusett Mountain to Wachusett Brewery, was very successful with over 200 participants. It was a challenging course along the Midstate trail with a refreshing pint to enjoy at the end. Thank you to our sponsors, hikers, and supporters, for making this such a fun event. We look forward to offering it again soon.



GRIT FREEDOM CHAIR

This year North County Land Trust was awarded a generous grant from Bass Pro Shops and Cabela's Outdoor Fund to purchase two GRIT Freedom wheelchairs. Stay tuned for our free GRIT Chair lending program to help community members with limited mobility enjoy the outdoors.





Wingmasters visited the Fitchburg Public Library to teach about owls and birds of prey with live birds! Thank you to Fitchburg Cultural Council for making this program possible. ▼



▲ NCLT, with the town of Westminster and Fitchburg Water Supply invited landowners to a workshop to learn about conservation options and planning for the future of their land.

Mass Audubon Certified birder Clay Hobart led a group at Zins Conservation Area to enjoy watching the birds! ▼



Laurie Nehring leads an owl pellet dissection lab at Fitchburg Public Library. Thank you to Fitchburg Cultural Council for making this program possible. ►

North County Land Trust is excited to be collaborating with the Montachusett Veterans Outreach Center (MVOC) in Gardner to lead veterans on a guided walk. The nature hike series with veterans is an opportunity for veterans and their families to venture out at various local hiking spots in the surrounding Gardner area. Join us to explore some local trails and to take in all the beauty that New England has to offer. ▼



◀ The first annual winter solstice celebration welcomed winter and celebrated the light at Doyle Community Park.

Mycologist and author, Lawrence Millman, led a curious group to learn about fungus at Peabody Conservation Area. ▼



SUPPORT & PROGRAMS

PRELIMINARY FINANCIAL SUMMARY - YEAR ENDING JUNE 30, 2022



North County Land Trust was born the year I was expecting my first child. Any milestone birthday is realized with a mixture of both reflection on the past and looking toward the future with expectation—three decades of growth can produce abundant fruit! The baby is now an adult, and the Land Trust that grew out of the dreams of those first few visionaries now oversees the conservation of thousands of acres.

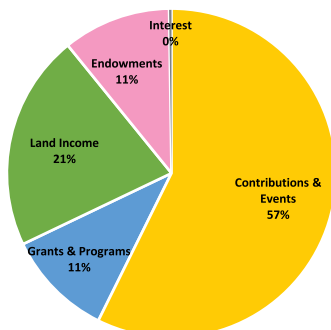
Has the summit been reached? Of course not. Just as raising a child is an uphill climb and reaching adulthood is not the end of a journey, the North County Land Trust has arrived at 30 having achieved much; still full of big dreams, with many more acres to protect.

We have done splendid work with your years of generous financial support, and this year was no exception. Join us as we celebrate 30 years as both a milestone and a harbinger of new dreams!

- Maggie Agurkis
Operations Manager

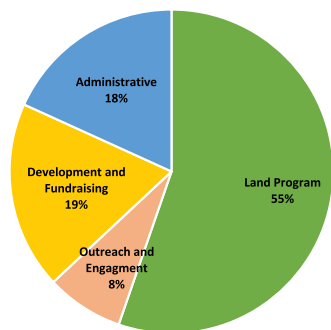
REVENUE

Contributions & Events	\$214,233
Grants & Programs	\$39,525
Endowment	\$39,660
Land Income	\$79,378
Interest/Other	\$871
TOTAL REVENUE	\$373,667



EXPENDITURES

Land Program	\$207,093
Outreach & Engagement	\$28,981
Development & Fundraising	\$70,265
Administrative	\$68,217
TOTAL EXPENSE	\$374,557



Treasurer's Note: Financial health of the organization remains steady. After four years of investing in capacity-building measures, organizational infrastructure, and significant land protection projects, expenses and revenue more appropriately reflect the demand for NCLT's work. The volatile labor market led to restructuring NCLT's staff titles and compensation with a realignment of base salary for non-executive positions based on national trends and data. This restructuring has increased overall expenses but was necessary for long-term organizational health. NCLT continues to seek multi-year donation commitments by individuals and foundations to ensure fiduciary health. Our savings and operational account balance remains robust. This is made possible by generous individual support which is vital to our impact.

Angela Kearney, Treasurer

NCLT AND J.U.M.P. YOUTH PARTNERSHIP 2022

Adventure IRL (In Real Life) is a pilot program focused on nature mentoring that took place at NCLT's Rome Conservation Area in Gardner, Massachusetts every Saturday morning for 8 consecutive Saturdays in July and August. Caring adults recruited and trained by J.U.M.P. (Just Understand My Potential) helped foster deeper connections between youth and the natural world through play-based, self-directed learning.



The youth enjoyed learning about animal species living in their community and wanted to practice skills like navigation with map & compass, fire-building & fire-tending with cooking. They learned how to make coal-burned spoons and practiced their carving skills. Youth were especially excited about climbing rocks, seeing live bugs and animals, and learning fire-building.

Youth who completed a majority of the program receive a certificate and small gift of J.U.M.P. swag and educational materials to continue their learning. The program was made possible by a grant from the Gardner Yellow Birch Fund and the Community Foundation of North Central Massachusetts.

◀ Bug Kosaketh, Education & Adventure Operations Director and Bill Spacciapoli, Executive Director for J.U.M.P.

THANK YOU TO OUR SUPPORTERS

ANNUAL SUPPORT

Individuals

Jane Abbott
Claire Abisalih
Lucy & Tom Abisalih
Wilson Acuna
Lisa & Chris Adams
William Allard
Kay Alverson-Hillman
Kimberly Ansin
Robin Austin
Dianne Babineau
Peter Bak
Ralph & Judy Baker
Randy Banton
Jen Barlow
George & Maria Barnes
Fay Bashaw
Bill & Judy Beaulac
Robert Beck
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Sharon Bernard
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of you who supports NCLT!
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Carol Schofield
Charles & Nancy Sides
George Starzmann
Bradley Watts

In Memory of Sean Magane

Bill & Judy Beaulac

*We strive to make this list as accurate as possible. Please share your
feedback with us directly at awilkins@northcountylandtrust.org.*

“Congratulations on NCLT’s 30th Anniversary!”

I am filled with gratitude for the existence of a super-active regional land trust that is focused on preserving the farms, forests and landscapes that define the character of our region, many of which lie within the Nashua River Watershed.

I support the North County Land Trust because it is a collaborative organization with a broad outreach assisting other regional organizations including the Nashua River Watershed Association as well as the Commonwealth and municipalities that have no local land trust to protect the environment.

I particularly appreciate NCLT’s help in creating a Greenway along the Nashua River and its many tributaries. North County Land Trust is a regional conservation organization that reaches out to serve many communities in the Nashua River Watershed that otherwise would have no coverage.

Here’s to more collaboration! Let’s complete the Greenway!”

- Marion Stoddart
Founding Director Emeritus
Nashua River Watershed Association



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