



2024 Annual Report



**Piscataquis County Soil and Water Conservation District
Annual Report**

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Summary

PISCATAQUIS COUNTY SOIL & WATER CONSERVATION DISTRICT – FY25 BUDGET SUMMARY

	100 <u>TNC</u>	300 <u>Sales/Services</u>	400 <u>Workshops/Programs</u>	500 <u>Fundraising</u>	Onion Fdn Grant	900 <u>Admin</u>	<u>Total</u>	2024 BUDGET <u>Total</u>
<u>Revenue:</u>								
Government Grants						51,000	51,000	48,411
Other Grants	78,392		2,606		12,500		93,498	84,014
Donations				1,261		500	1,761	500
Sales & Services		17,050		1,365			18,415	22,300
Workshop & Program Fees	0		2,370				2,370	19,495
Miscellaneous	0					5,224	5,224	20
Total Revenue	78,392	17,050	4,976	2,626	12,500	56,724	172,268	174,740
<u>Expenses:</u>								
Salaries, Taxes & Benefits	77,490	3,818	2,898	0	5,808	45,784	135,798	131,410
Other Direct Expenses	200	9,951	924	693	2,500	15,260	29,528	32,936
Administrative Allocation	1,846	969	269	66	1,170	(4,320)	0	0
Total Expenses	79,537	14,738	4,091	759	9,478	56,724	165,326	164,346
Operating Surplus/(Loss)	(1,145)	2,312	885	1,867	3,022	0	6,942	10,394
Interest Income							0	0
Net Operating Surplus/(Loss)	(1,145)	2,312	885	1,867	3,022	0	6,942	10,394

Piscataquis County SWCD.qbw

Balance Sheet

As of December 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1000 Checking Accounts	21,837.61
1005 BSB Operating	64,028.25
Total 1000 Checking Accounts	85,865.86
1100 Savings Account	
1110 Nature Conservancy	19,339.85
1113 Line of Credit Collateral	5,010.59
1114 Land Management	25,667.80
1115 GRANTS	22,353.27
1116 Board Designated Funds	12,532.23
Total 1100 Savings Account	84,903.74
PayPal Bank	293.03
Total Bank Accounts	\$171,062.63
Accounts Receivable	
12000 Accounts Receivable	3,605.77
Total Accounts Receivable	\$3,605.77
Other Current Assets	
12001 Undeposited Funds	0.00
1210 Prepaid Expenses	9.90
Total Other Current Assets	\$9.90
Total Current Assets	\$174,678.30
Fixed Assets	
1500 Farms & Forests	
1502 Law Farm	
1503 Law Farm Building	18,143.52
Total 1502 Law Farm	18,143.52
Total 1500 Farms & Forests	18,143.52
Total Fixed Assets	\$18,143.52
TOTAL ASSETS	\$192,821.82
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	0.00
Total Accounts Payable	\$0.00
Other Current Liabilities	
2400 Payroll Liabilities	
Federal Taxes (941/943/944)	1,216.28
Federal Unemployment (940)	0.00
Health insurance Contribution	126.00

	TOTAL
ME Employment Taxes	1,314.70
ME Income Tax	831.00
Total 2400 Payroll Liabilities	3,487.98
2420 Accrued Payroll & Taxes	3,974.04
2425 Accrued Expenses	0.00
2601 Restricted Revenue-Grants	16,766.16
2602 Restricted Revenue-Other	52.25
2603 Restricted Revenue - TNC	23,641.12
2604 Deferred Revenue - Other	37,602.51
Direct Deposit Payable	0.00
Maine Revenue Services - Sales Tax Payable	0.00
25500 Sales Tax Payable2	0.00
Total Maine Revenue Services - Sales Tax Payable	0.00
PCSWCD Payable	0.00
Total Other Current Liabilities	\$85,524.06
Total Current Liabilities	\$85,524.06
Total Liabilities	\$85,524.06
Equity	
30000 Opening Balance Equity	-6.01
32000 Retained Earnings	70,469.29
Net Income	36,834.48
Total Equity	\$107,297.76
TOTAL LIABILITIES AND EQUITY	\$192,821.82

Piscataquis County Soil and Water Conservation Dis

Profit and Loss

January - December 2024

	TOTAL
Income	
4000 Government Grants	9,447.83
4010 Grant-County	13,500.00
4020 Grant-State	43,430.34
Total 4000 Government Grants	66,378.17
4100 Private Grants	121,159.77
4150 AMC/PEEC Funds	853.42
Total 4100 Private Grants	122,013.19
4200 Contributions	
4202 Business Contributions	3,866.44
4204 Individual Contributions	3,813.49
4206 Foundation/Trust Contributions	503.48
Total 4200 Contributions	8,183.41
4300 Workshop & Program Revenue	
4302 Fee - Workshop & Program	4,791.13
4304 Free - Workshop & Program	25.00
Total 4300 Workshop & Program Revenue	4,816.13
4500 Sales & Service Revenue	
4502 Sales Revenue	22,183.00
4504 Service Revenue	2,750.00
Total 4500 Sales & Service Revenue	24,933.00
4800 Other Income	
4802 Interest Income	71.66
4803 Miscellaneous Income	5,663.76
Total 4800 Other Income	5,735.42
PayPal Sales	0.00
Services	180.00
Uncategorized Income	65.00
Total Income	\$232,304.32
Cost of Goods Sold	
5201 Cost of Goods Sold	158.99
Total Cost of Goods Sold	\$158.99
GROSS PROFIT	\$232,145.33
Expenses	
5000 Advertising	789.96
5010 Bank Fees & Service Charges	297.00
5020 Professional Services	
5024 Accounting Services	4,102.50
5026 Contract Labor	17,639.00
5028 Grant Writer	9,947.75
Total 5020 Professional Services	31,689.25

Piscataquis County Soil and Water Conservation Dis

Profit and Loss

January - December 2024

	TOTAL
5030 Insurance	
5032 Liability Insurance	888.16
5034 Property Insurance	14.74
5036 MEMIC	1,788.00
Total 5030 Insurance	2,690.90
5040 Facilities and Equipment	1,407.99
5042 Equip Rental and Maintenance	250.00
Total 5040 Facilities and Equipment	1,657.99
5054 Cooperator of the Year	155.00
5055 Workshops & Programs	2,044.85
5060 Permits & licenses	25.00
5070 Plant Sale	7,953.92
5080 Dues	
5081 MACD Dues	2,000.00
5082 NACD Dues	5.00
Total 5080 Dues	2,005.00
5090 Trout Sale	3,140.00
5095 Teen Wilderness Expedition	1,101.66
5100 Postage, Mailing Service	152.71
5140 Outreach and Advertising (deleted)	45.00
5200 Supplies	5,596.18
5210 Food	208.33
5250 Telephone, Telecommunications	630.00
5310 Website	528.04
5320 Software	4,578.64
5800 Payroll Expenses	
5802 Wages	104,307.28
5804 Payroll Taxes	8,251.00
5805 Health Insurance Stipend	14,082.64
Taxes	0.00
Total 5800 Payroll Expenses	126,640.92
5850 District Staff Professional Dev	235.99
5900 Sales Tax	307.46
5905 Merchant Fees	836.62
6000 Travel and Meetings	1,750.43
6002 Conference, Convention, Meeting	50.00
Total 6000 Travel and Meetings	1,800.43
6101 Miscellaneous Expense	200.00
9900 Admin Allocation	0.00

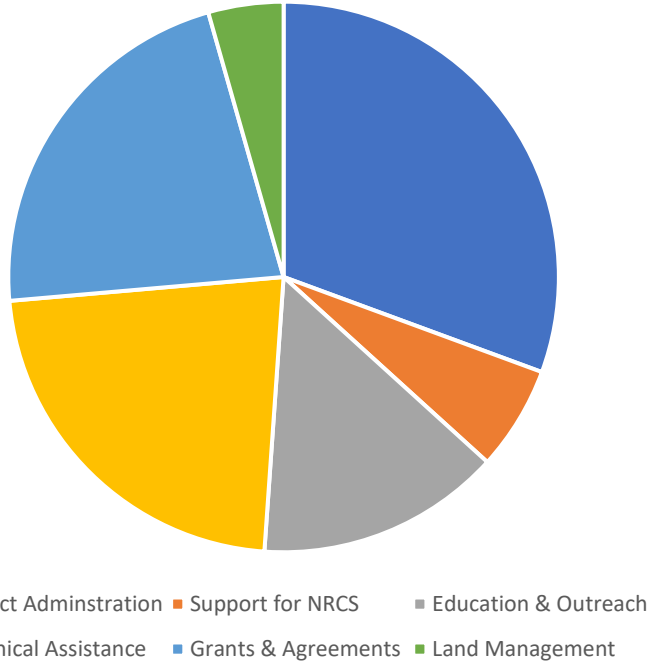
Piscataquis County Soil and Water Conservation Dis

Profit and Loss

January - December 2024

	TOTAL
Reimbursements	0.00
Total Expenses	\$195,310.85
NET OPERATING INCOME	\$36,834.48
NET INCOME	\$36,834.48

PCSWCD Staff Time Distribution



District Administration: Includes accounting, board meetings and support, budgeting, financial Management, meetings, trainings, quarterly and annual reporting, elections and all other unclassified administrative tasks.	1,820.00 hours
Support for NRCS: This includes, but is not limited to, office organization, filing, phone and reception duties, upkeep of reception area, mail pickup and distribution, assisting with outreach and walk-in office assistance.	364.00 hours
Education and Outreach: This includes direct education and outreach efforts through District workshops, events and programs including Envirothon, Teen Wilderness Expedition program, project planning and Cooperator and Educator of the Year Awards. This includes fundraisers, tree and plant sale, trout sale, social media Outreach, website development, newsletters, press releases and District property maintenance.	854.75 hours
Technical Assistance: Services provided can include gravel road maintenance guidance, LakeSmart program evaluations and stream restoration work through the Nature Conservancy WATRSS grant.	1,337.75 hours
Grants/Agreements: Includes NRCS Contribution agreement, The Nature Conservancy (TNC) private grant, Maine Community Foundation grant administration, the Onion Foundation Grant administration and the Maine Department of Education Climate Grant administration.	1,306.00 hours
Land Management: Management of PCSWCD community forests. Includes hours worked by PCSWCD Land Manager Seth Ostrosky, who is contracted.	262.50 hours

Biennial Plan of Operations for 2025-2026
Piscataquis County Soil & Water Conservation District

This Biennial Plan of Operations identifies the Piscataquis County Soil and Water Conservation District's (PCSWCD's) mission statement and the strategies for improving and maintaining the County's natural resource conservation priorities.

The PCSWCD's mission is to build resilient, sustainable farms and forests through education, technical services, demonstration, and stewardship.

Listed in this plan are the objectives, strategies, tasks and District staff and Board involvement for planned actions in 2025-2026. Planned Board involvement is indicated with an asterisk * at the end of the task.

OUTREACH - Objective #1

To enhance the promotion and awareness of conservation programs, services and events that the District offers to the citizens of Piscataquis County.

TASKS FOR OBJECTIVE 1:

- Increase awareness of conservation issues with public relations outreach through traditional media outlets such as newspapers and flyers.
- Provide web-based information about our district's programs and services, and promote the use of the District's website, Facebook page and Instagram account.
- Promote educational and technical training workshops. Brand all workshop information for more effective promotions.
- Further promote conservation through PCSWCD tours, annual events, educational programs, technical trainings and use of the District's Williamsburg Forest and the Law Farm.
- Maintain awareness of our accomplishments and activities through a Fall Cooperator Newsletter, Education Newsletter and an Annual Report, which are widely distributed to landowners, cooperators, government agencies, partnering nonprofit organizations, county schools, municipalities, MACD and the general public.
- Set up displays at offsite events, encouraging the public to join us for workshops and to pick up educational information, free pamphlets, sale items, etc.
- Increase awareness of conservation issues through distribution of informative brochures and keeping the in-office educational materials stocked and available.
- Update the office displays with current conservation issues.
- Utilize tools such as social media, our website, MailChimp and Jotforms to increase our efficiency and present information to the public.
- Inspire individuals interested in conservation to become Volunteers at PCSWCD community forests the Williamsburg Forest and Law Farm.

- Inspire the public’s interest in our meetings and opportunities to serve as Supervisor or Associate Supervisor with a focus on building a diverse board. *
- Utilize our partnerships with community organizations by offering to share information about each other’s programs, offerings and community opportunities.
- Displays and information at events.
- Monitor visitors to the website, office, etc. as well as other outreach efforts.

EDUCATIONAL OUTREACH - Objective #2

Provide educational outreach through public programs, events, projects and presentations.

TASKS FOR OBJECTIVE #2:

- Work with the Board to generate and finalize a diverse annual schedule of events, programs and technical trainings. Publish this calendar of events and programs on all media channels, the office and bring to all events.
- Annually recognize an individual or organization that exemplifies conservation. Alternate each year between honoring an educator for Outstanding Conservation Educator of the Year and a cooperator for Outstanding Cooperator of the Year.
- Provide unique educational opportunities such as overnight trips, field days, and in-school programs geared towards educating youth about natural resource conservation.
- Develop an educational newsletter, in the spring and distribute to full PCSWCD listserve. The newsletters will have information on PCSWCD programs, activities and information from our partners.
- Utilize the Williamsburg Forest and the Law Farm as outdoor spaces to host events, programs and field trips.
- Offer educational opportunities for all ages.
- Collect data from the public about programs and trainings they need or are interested in. Collect this information via Facebook and at the annual Local Working Group Meeting and use it to help shape our annual offerings.

PROGRAMMING/EDUCATIONAL OUTREACH 2025

- Bird Walks at PCSWCD Community Forests
- Teen Wilderness Expedition (TWE)
- Watersheds & You Presentations
- Soil Health & Exploration Educational Programs
- Green Jobs Fair at the Law Farm Nature Trails
- Invasive Forest Pest Outreach - Youth & Adults
- Invasive Plants (DACF/CEUs)
- Bi-Annual Conservation Educator of the Year Award
- Bi-Annual Cooperator of the Year Award
- Cider Pressing with East Sangerville Grange
- LakeSmart (HUB)

- Chainsaw Safety
- Mushroom Log Inoculation Workshops
- Snowshoe Programs at Community Forests and at schools
- Wildlife Programs
- Plant Paddles for Aquatic Invasive Plants
- Orchardng Series - Pruning and Grafting Apple Trees
- Wild Edible Foraging Workshop
- Sustainable Agriculture Programs
- ReadME Agriculture
- Erosion Control Workshops
- Conservation Education in Schools
- Pollinator Workshops
- Stream Smart Workshops
- Climate Change Programs, Curriculum and Research
- Student Field Trips to Law Farm and to Demonstration Forest

LEADERSHIP IN CONSERVATION - Objective #3

Provide leadership for planning and applying conservation practices for all land uses.

TASKS FOR OBJECTIVE #3

- Encourage landowners to get involved with plans and services aimed to conserve natural resources.
- Bi-Annually recognize an Outstanding Cooperator of the Year (Forestry/Farming).
- Provide soil survey information to the public in both printed and digital formats.
- Provide water test kits to the public.
- Guide all landowners in consideration of low-input sustainable agricultural alternatives.
- Assist foresters, woodlot owners and managers by providing technical trainings.
- Provide outreach to road associations, lake associations and other trade groups concerned with preventing or mitigating soil erosion and protecting water quality.
- Attend MACD meetings to obtain updates on District, NACD, MACD, and government agency activities.
- Serve as a LakeSmart Hub, providing information and expertise about soil erosion and ways homeowners can help protect our local water resources.
- Serve as a Maine Tree Farm Stewardship Hub and provide landowners with information on how to become Maine Tree Farmers.
- Develop and maintain partnerships with local, regional and statewide organizations and individuals to maintain and improve water quality throughout Piscataquis County.
- Offer technical workshops to professionals seeking CEUs.
- Provide the public with information about stream habitat restoration and the USDA NRCS RCPP funding program.
- Participate in research programs designed to educate the public with how to best manage their land.

- Connect the public with resources from all PCSWCD partners and serve as a resource hub for information about programs, services, information and opportunities for best management practices and sustainable agriculture and forestry.
- Lead by example when managing PCSWCD public lands. Apply best management practices and follow a forest management plan for all properties.

FUNDING EXPANSION & EXPLORATION - Objective #4

Obtain funding to develop local and regional conservation programs, to secure operational support and establish an endowment.

TASKS FOR OBJECTIVE #4

- Seek advertisers for Cooperator Newsletter and the Annual Report. Expand to offer advertisements on our website, Facebook and Instagram pages.
- Inform Piscataquis County of PCSWCD's role and request county funding support on behalf of the county and all towns in our service area.
- Meet all requirements to maintain DACF funding.
- Ask for program contributions and sponsorships from local, county and regional businesses and organizations.
- Actively seek out local and federal grant opportunities to fund new program ideas.
- Balance our educational offerings with paid and free events.
- Fees charged for technical workshops.
- Determine successful programming and try to expand on those offerings.
- Create and advertise an annual appeal. Provide potential funders with creative giving inspirations through PCSWCD's "Conservation Champions" program.
- Identify funders who will support our general operations.
- Identify funders who will support our work with The Nature Conservancy.
- Identify funders who will financially back our education work.
- Apply for grants to support our educational programming, enhancements to our community forests, our stream restoration work (the Nature Conservancy) and for operational support.
- Meet with the PCSWCD Fundraising committee twice annually and recruit new members for this committee.
- Work with partners to brainstorm and implement new funding opportunities.

Additional Actions for Funding Procurement

LakeSmart Hub

Maine Tree Farm Stewardship Hub

Tree and Plant Sale

Trout Sale

PCSWCD merchandise

Conservation Champion Sponsors

PARTNERSHIPS - Objective #5

Collaborate with partners to further promote conservation, education, and natural resource practices and projects.

TASKS FOR OBJECTIVE #5

- Develop and maintain new and existing partnerships with local, like-minded organizations and individuals to further our conservation efforts throughout Piscataquis County.
- Continue to foster established relationships with other agencies and organizations, i.e. Piscataquis County Extension Office, 4-H club, Piscataquis County Economic Development Council, Maine Woodland Owners Association, local granges, Maine Lakes, Maine Forest Service, Maine Dept. of Inland Fisheries & Wildlife, Maine DEP, Lake Stewards of Maine, Maine TREE, University of Maine School of Forest Resources, Rural Aspirations, Piscataquis County Schools, Penobscot Indian Nation, the Appalachian Mountain Club, Maine Association of Conservation Districts, USDA NRCS.
- Invite other partnering agencies to help with our programs, workshops, and initiatives.
- Arrange and participate in meetings with project and program partners on natural resource issues.
- Introduce PCSWCD partners to each other to more firmly reinforce the importance of conservation issues and climate change in Piscataquis County.
- Share information of other organizations events and information, creating symbiotic relationships.
- Collaborate on programs with our Conservation District neighbors, Penobscot and Somerset County Soil and Water Conservation Districts.
- Promote services and information from our partners.
- Prepare ourselves to implement work coming from State Initiatives.

LAND MANAGEMENT- Objective #6

Work with volunteers, staff and Board members to manage District properties for public recreational use, District educational events and workshops.

TASKS FOR OBJECTIVE #6

- Promote volunteering opportunities on PCSWCD community forests. Use social media channels, the website and email listservs to get information out.
- Work with local schools to connect community forest volunteering opportunities to students looking for volunteer hours.
- Work with student groups to complete special land management projects at the Law Farm and at Williamsburg Forest.
- Continue to develop relationships with other like-minded agencies to share volunteers and raise awareness for the need.
- Apply for grants and financial assistance to help with land management and equipment.

- Develop land legacy and long-term conservation plan for all three properties.
- Keep track of community forest use through Trafx counters and use of trail cameras.
- Actively promote public use of PCSWCD public lands.

Office Contact Information:

Piscataquis County Soil & Water Conservation District

USDA Service Center

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**ACCOMPLISHMENTS OF THE
PISCATAQUIS COUNTY SOIL & WATER CONSERVATION DISTRICT
FISCAL YEAR 2024**

2024 was another successful year for the Piscataquis County Soil & Water Conservation District!

In 2024, we celebrated our 80th year of working with landowners, farmers and foresters, road and lake associations, municipalities, businesses, school children, teachers, families and more, teaching people that we all have the power within ourselves to promote conservation in all that we do, and to be stewards of our land and water. The Piscataquis County Soil & Water Conservation District was formed in 1944 to protect the soil and water in this region, and since that time we have been a consistent presence, helping to protect and sustainably manage all our county's natural resources.

The dedicated staff of the Piscataquis County Soil and Water Conservation District (PCSWCD) deliver programs and services that are designed to address natural resource concerns identified by local citizens and natural resource agencies. These natural resource priority concerns are mitigated through the combined efforts of the PCSWCD and our many conservation partners. Our mission, *“to build resilient, sustainable farms and forests through education, technical services, demonstration, and stewardship,”* is met through providing educational programming, connecting the public with resources, and by providing free and low-cost technical assistance. District services are provided to Piscataquis County residents and visitors, including landowners, farmers, municipalities, schools, lake associations, and partners. PCSWCD continues to focus on the importance of supporting and educating residents and visitors to our beautiful county, teaching prevention, conservation practices and ways in which our county can play an important role in the fight against climate change and factors that negatively impact the health of our natural resources. It is imperative that we continue to provide outreach and services for soil and water resource protection, as it is essential to our health and livelihoods that these resources remain accessible and healthy. We all need healthy soils, forests and water to survive. This essential need drives our vital work and inspires us to strengthen support for local, sustainable agriculture, for the promotion of sustainable use of our soil and water resources and thus protect and promote the health, safety, and general welfare of the people of this county. To assist in carrying out our mission, PCSWCD seeks funding from Piscataquis County and the state to support annual initiatives, which serve hundreds of students, landowners, farmers, businesses and more.

The state's continued investment of \$37,500 in our organization is *crucial* to helping shape and promote economic development in this region, as the prominent, clean and protected natural resources of Piscataquis County are a primary reason people live in, work in and visit the region! This report overviews the exponential growth of our programs and services in 2024 and outlines our need for continued funding to support this growth. State funding supports our personnel, helping us meet demand for educational and technical services. Additionally, the funds provided through the Department of

Agriculture, Conservation and Forestry helps keep our workshops and programs free or provided at a low cost. State funding also supports land maintenance and development at our 3 community forests, the Law Farm, Williamsburg Forest and Bailey Hill Woodlot. These properties provide the public with safe spaces to recreate and learn about natural resource conservation, as our District maintains miles of trails, demonstration sites and programming at these forests.

Our goals are to enhance the promotion and awareness of conservation programs, resources and the services the District offers to the citizens of Piscataquis County. PCSWCD provides educational outreach through public programs, events, projects, and presentations that are recognized at the State level and supported by Maine Association of Conservation Districts (MACD) and Department of Agriculture, Conservation and Forestry (DACF). In 2024, our programs alone reached well over 1400 constituents, from all across our county and state. In the past year, we offered 20 different educational workshops and events, along with in-school programming and field trips, which focused on environmental topics such as wildlife, forestry, land management, soil health and water quality. Not captured in the numbers reported above is the wide audience we reach through our website and social media outlets, (which provide a variety of educational resources) or visitors to our public lands.

PCSWCD offers recreational and educational opportunities at our community forests in Williamsburg TWP, Williamsburg Forest, and in Dover-Foxcroft, the Law Farm Natural Trails. These forests combined offer approximately 400 acres of public access land. Most PCSWCD events and workshops are held at these sites, allowing us to not only educate the public about natural resource conservation practices, but demonstrate them. In 2024, PCSWCD received grants from the Maine Community Foundation and the John Sage Foundation, which helped with infrastructure needs and enhancement at both the Williamsburg Forest and the Law Farm. These grants helped us repair and upgrade access roads and parking areas at both properties. Additionally, we received funding through these grants to contract with a local landscaper to implement seasonal land maintenance at each property. This piece had the biggest impact as it took the enormous responsibility of maintaining trails off of our staff and outsourced it. The result was beautifully maintained and welcoming trails and public spaces, and ultimately an increase in visitors to each forest. District staff, volunteers and PCSWCD Board members also logged hours clearing trails, installing bog bridging, installing game cameras and procuring and installing a new privy at the Law Farm. PCSWCD also worked with students on special projects at the Law Farm, which included trail upgrades, maintaining our educational apple orchard and more. We worked with Thompson Free Library to install a story walk at the Law Farm Natural Trails, which was enjoyed by the public and school groups. Goals for our community forests will include continuing to seek funding to keep these recreational trail systems and forests well managed for the people of Piscataquis.

Education is the heart of our mission, as understanding of conservation issues and solutions is where great work can begin. PCSWCD has built successful year-round youth programming, which engages youth through fun, hands-on learning in multiple natural resource areas that include forestry, soils, wildlife, water quality and current ecological issues. Since 2023, our educational services have been supported

financially by a grant from the Onion Foundation. This financial support helped us start to meet demand for programming and increase our outreach to schools, youth organizations and more. Additionally, funding from the state will help support these educational efforts as our state and county funding is what builds our capacity for growth in these efforts. Some of our most successful youth programs in 2024 have been our Teen Wilderness Expedition program, our Trout in the Classroom program, our stream study programs and our work with the new Natural Resource program students at the TriCounty Technical Center. We celebrated our 10th year of Teen Wilderness Expedition, which is a 3-day, 2-night trip for youth ages 12-16. Through this program, youth experience the beauty and unique natural qualities of Piscataquis County through outdoor recreation and learning and enjoy a stay at the Appalachian Mountain Club's Wilderness Lodges. Our Trout in the Classroom program expanded in 2024 and was offered in both SeDoMoCha Elementary School and Piscataquis Community Elementary School. A new Natural Resource concentration was formed in 2024 at TriCounty Technical Center and our District has worked with those students on special learning projects such as trail maintenance, soil health, apple production and invasive species. Our work continues through our Piscataquis Environmental Education Collaborative (PEEC), which was established in 2022 in an effort to offer diverse educational opportunities in rural Maine. PEEC members include representatives from the Appalachian Mountain Club (AMC), Natural Resource Education Center (NREC) and Rural Aspirations Project (RAP). We all work collaboratively on youth programs and initiatives and by banding our expertise together, we can expand educational opportunities and student aspirations within all Piscataquis County schools. PCSWCD sees the demand for programming in schools increase every year and our long-term goal is to build sustainability for these programs by increasing our capacity funding with the state and county.

PCSWCD works with local farmers and agencies to promote food security and connect the public with local, healthy food systems. Our 2024 Tree & Plant Sale fundraiser was our biggest sale to date. We worked with 6 local farms and businesses to offer organic trees, perennials, annuals and homesteading products. Purchasing and promoting local agricultural goods helps our economy. Additionally, this sale encourages planting native perennials and pollinator plants, benefitting native species and enhancing soil health. PCSWCD also sold over 970 trout through our annual Trout Sale, which were supplied by MicMac Farms. Purchased brook trout were then stocked in local residents' private ponds, providing food for wildlife, migratory birds and customers. Additionally, stocking ponds with trout cuts down on the introduction of invasive species, enhances our local ecosystems and provides recreational opportunities.

PCSWCD works with Maine Lakes to deliver the LakeSmart Program and serve as a LakeSmart HUB in Piscataquis County. The LakeSmart program is a free service offered to waterfront property owners and is designed to help people address non-point and point source pollution on their properties. The service consists of an evaluation, which is followed-up with a full report, which includes resources and recommendations. Additionally, the LakeSmart program includes a reward to exemplify "lake-friendly" properties. 2024 was a huge year for this service as we completed 20 LakeSmart evaluations, presented to 2 lake associations and helped facilitate educational programs such as invasive aquatic plant paddles and gravel roads workshops. Our goal is to continue the momentum we built in 2024 into 2025. The

LakeSmart program is invaluable to the residents of the county, as Piscataquis County is made up of 416 square miles of ponds and lakes, with Mooshead Lake being the largest in the state.

PCSWCD joined the Regional Conservation Partnership Program (RCP) of the Natural Resources Conservation Service (NRCS) in partnership with The Nature Conservancy (TNC) in 2020. Through a sub-award from TNC, the PCSWCD hired a full-time Stream Restoration Project Manager and is supporting the District's Executive Director to increase capacity for stream and river connectivity in watersheds within Piscataquis County. The project improves road safety and stability, while increasing opportunities for fish and other aquatic life to thrive. The project is supported by a collaboration of 26 tribal, state, federal, nonprofit, and private landowners, and covers 25,255 square miles of project area, including the last endangered Atlantic salmon watersheds in the U.S. and critical Eastern brook trout habitat. In the last 4 years, PCSWCD has worked with NRCS and TNC to help open 37.5 stream miles in our region, which allows for endangered Atlantic salmon and eastern brook trout to thrive in our state. The overall goal is to restore Aquatic Organism Passage (AOP) to at least 50 miles of stream, brook, and river habitat in Piscataquis County. Since this partnership was so successful, we have entered a new agreement with TNC under the WATRSS program, which runs until December 2026. Back in 2023, we entered into a private agreement with TNC, which also funds outreach for this work and helps to support all District staff.

Piscataquis County Soil and Water Conservation District has a strong partnership with Natural Resources Conservation Service (NRCS). Our partnership was forged in 1944 and remains strong. Our organizations are co-located in the USDA Service Center and together, we provide well-rounded services to all landowners in Piscataquis County. If a landowner has a resource concern, PCSWCD are the boots on the ground connection to NRCS and Farm Service Agency (FSA) to offer cost-share programs, education, resources and much more. PCSWCD works directly with NRCS through a Contribution Agreement and provides administrative services, public outreach and client services. This partnership helps with workflow in the NRCS office and also to provide clients with a complete array of services.

The leadership and stewardship that are provided by PCSWCD staff and volunteer Board of Supervisors improves our county's natural resources and leaves a rich legacy for future generations. As we explore and see the pristine beauty of our county - all 2.54 million acres - we are reminded of the power of conservation that we have led for over 80 years and will continue to do so into the future.

Your continued support is essential to the continued success and growth of our organization and the people of Piscataquis County.

PCSWCD works to build resilient, sustainable farms and forests through education, technical services, demonstration, and stewardship.

**Piscataquis County Soil Water Conservation District
Board Members Staff / Positions Terms**

Piscataquis County Soil & Water Conservation District						
USDA Service Center, 42 Engdahl Drive						
Dover-Foxcroft, ME 04426						
207-564-2321 Extension 3						
E-mail: info@piscataquisswcd.org						
BOARD MEMBERS						
Name	Postion	Elected/Appointed	3 year Term Expiration	Date Started	Years of Service	
Molly London 131 Hovey Rd. #61, Milo, ME 04463 molly.e.london@gmail.com 207-944-4708	Supervisor	<i>Elected</i>	12/31/2025	Associate Supervisor on 6/16/22 Supervisor on 1/4/2024	3	
Jensen Bissell 23 Stoddard St., Milo, ME 04463 jensenbissell@gmail.com 207-943-5072	Supervisor Chairman	<i>Elected</i>	12/31/2027	Associate Supervisor on 7/18/21 Supervisor on 1/01/2022 Chairman on 1/1/2023	4	
Jim Ferrante 470 North Rd., Sebec, ME 04481 Jim.Ferrante@maine.gov 207-441-4308	Supervisor	<i>Appointed</i>	12/31/2027	Associate Supervisor on 2/25/21 Supervisor on 1/01/2022	4	
Kent Black 92 Schoodic Point Rd., Medford, ME 04463 blackbeverly@gmail.com 207-279-9661	Supervisor State Conservation District Advisory Council Member	<i>Appointed</i>	12/31/2026	Associate Supervisor on 6/16/22 Supervisor on 2/2/2023	3	
Carolyn Zieggra 119 North Street Dover-Foxcroft, 04426 czieggra@outdoors.org 207-315-5327	Supervisor	<i>Elected</i>	12/31/2026	Associate Supervisor as of 7/23 Supervisor as of 1/1/24	2	
Steve Tatko 814 Sebec Lake Rd., Willimantic, ME 04443 statko@outdoors.org 207-997-3555 (h), 207-717-0230 ©	Associate Supervisor			Associate Supervisor on 1/1/2024 Supervisor on 1/1/2023	5	
Sam Brown 443 Smart Road, Parkman, ME 04443 dexterareatransition@gmail.com 277-4221/573-6316	Associate with voting rights			Associate Supervisor as of 8/8/2011	14	
Toby Hall 816 Douty Hill Road, Sangerville, ME 04479 tmhall816@gmail.com 564-7717/343-0699	Associate Supervisor			Supervisor on 01/01/2013 Vice Chair on 01/13/2014 Supervisor on 11/19/2020 Chairman on 2/7/2019	12	

Mike Pouch	Associate Supervisor			Associate Supervisor as of 6/8/23	5
17 Williamsburg Road, Williamsburg TWP, Maine 04473				Supervisor as of 11/19/2020	
Michael.a.pouch@maine.gov				Joined as Associate on 2/11/2020	
(207) 852-3209					
Alani Worden	Associate Supervisor			Associate Supervisor as of 9/12/24	
88 Hovey Road, Milo, ME 04463					
alaniworden@gmail.com					
(209) 3526431					
Arthur Wilkins	Associate Supervisor			Associate Supervisor as of 9/12/24	
88 Hovey Road, Milo, ME 04463					
arthurwilkins@gmail.com					
(203) 843-0766					
STAFF					
Katherine Weber	Executive Director			5/24/2013	11
42 Engdahl Drive, Dover-Foxcroft, ME 04426				Appointed Elected Superintendent 7/2024	
katherine.weber@piscataquiswcd.org				Education Coordinator 5/24/2013	
20-564-2321 Ext. 3				Interim Executive Director 10/2/24	
207-310-3739				Executive Director 11/14/24	
Caitlin Maguire	Stream Restoration Project Manager			5/1/2024	
42 Engdahl Drive, Dover-Foxcroft, ME 04426					
Caitlin.Maguire@piscataquiswcd.org					
207-564-2321 ext. 3					
207-965-5706					
Dustin Small	Education Coordinator			1/22/2025	
42 Engdahl Drive, Dover-Foxcroft, ME 04426					
education@piscataquiswcd.org					
207-564-2321 ext. 3					
207-578-0407					