



# 2025 Annual Report



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

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**PISCATAQUIS COUNTY SOIL & WATER CONSERVATION DISTRICT – FY26 BUDGET SUMMARY**

	100	300	400	500		900		2025
	<u>TNC</u>	<u>Sales/Services</u>	<u>Workshops/Programs</u>	<u>Fundraising</u>	<u>Onion Fdn Grant</u>	<u>Admin</u>	<u>Total</u>	<u>BUDGET</u>
								<u>Total</u>
<u>Revenue:</u>								
Government Grants						51,000	51,000	51,000
Other Grants	152,073		0		25,000		177,073	93,498
Donations				0		0	0	1,761
Sales & Services		21,550		1,800			23,350	18,415
Workshop & Program Fees	0		5,895				5,895	2,370
Miscellaneous	0					20	20	5,224
<b>Total Revenue</b>	<b>152,073</b>	<b>21,550</b>	<b>5,895</b>	<b>1,800</b>	<b>25,000</b>	<b>51,020</b>	<b>257,338</b>	<b>172,268</b>
<u>Expenses:</u>								
Salaries, Taxes & Benefits	148,890	6,105	0	0	18,876	15,929	189,800	135,798
Other Direct Expenses	1,590	15,379	6,976	548	5,600	31,118	61,211	29,528
Administrative Allocation	0	0	0	0	0	0	0	0
<b>Total Expenses</b>	<b>150,480</b>	<b>21,484</b>	<b>6,976</b>	<b>548</b>	<b>24,476</b>	<b>47,047</b>	<b>251,011</b>	<b>165,326</b>
<b>Operating Surplus/(Loss)</b>	<b>1,593</b>	<b>66</b>	<b>(1,081)</b>	<b>1,252</b>	<b>524</b>	<b>3,973</b>	<b>6,327</b>	<b>6,942</b>
Interest Income							0	0
<b>Net Operating Surplus/(Loss)</b>	<b>1,593</b>	<b>66</b>	<b>(1,081)</b>	<b>1,252</b>	<b>524</b>	<b>3,973</b>	<b>6,327</b>	<b>6,942</b>

# Balance Sheet

## Piscataquis County Soil and Water Conservation Dis

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
<b>Assets</b>	
Current Assets	
Bank Accounts	
1000 Checking Accounts	\$112,128.06
1005 BSB Operating	-51,405.87
<b>Total for 1000 Checking Accounts</b>	<b>\$60,722.19</b>
1100 Savings Account	
1110 Nature Conservancy	28,854.64
1113 Line of Credit Collateral	0.00
1114 Land Management	23,222.97
1115 GRANTS	39,670.80
1116 Board Designated Funds	55,026.66
1117 Board Funds CD	0.00
<b>Total for 1100 Savings Account</b>	<b>\$146,775.07</b>
PayPal Bank 2	30.00
<b>Total for Bank Accounts</b>	<b>\$207,527.26</b>
Accounts Receivable	
12000 Accounts Receivable	7,959.13
<b>Total for Accounts Receivable</b>	<b>\$7,959.13</b>
Other Current Assets	
12001 Undeposited Funds	0.00
1210 Prepaid Expenses	9.90
Payroll Corrections	0.00
QuickBooks Tax Holding Account	2,332.17
<b>Total for Other Current Assets</b>	<b>\$2,342.07</b>
<b>Total for Current Assets</b>	<b>\$217,828.46</b>
Fixed Assets	
1500 Farms & Forests	
1502 Law Farm	
1503 Law Farm Building	18,143.52
<b>Total for 1502 Law Farm</b>	<b>\$18,143.52</b>
<b>Total for 1500 Farms &amp; Forests</b>	<b>\$18,143.52</b>
<b>Total for Fixed Assets</b>	<b>\$18,143.52</b>
<b>Total for Assets</b>	<b>\$235,971.98</b>

# Balance Sheet

## Piscataquis County Soil and Water Conservation Dis

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	0.00
<b>Total for Accounts Payable</b>	<b>\$0.00</b>
Other Current Liabilities	
2400 Payroll Liabilities	\$25.62
Federal Taxes (941/943/944)	1,406.76
Federal Unemployment (940)	0.00
Health insurance Contribution	126.00
ME Employment Taxes	1,308.51
ME Income Tax	808.00
ME Paid Family and Medical Leave	97.98
<b>Total for 2400 Payroll Liabilities</b>	<b>\$3,772.87</b>
2420 Accrued Payroll & Taxes	5,031.10
2425 Accrued Expenses	0.00
2601 Restricted Revenue-Grants	33,095.98
2602 Restricted Revenue-Other	52.25
2603 Restricted Revenue - TNC	26,657.34
2604 Deferred Revenue - Other	72,491.88
Direct Deposit Payable	0.00
Maine Revenue Services - Sales Tax Payable	\$0.00
25500 Sales Tax Payable2	0.00
<b>Total for Maine Revenue Services - Sales Tax Payable</b>	<b>\$0.00</b>
PCSWCD Payable	18.81
<b>Total for Other Current Liabilities</b>	<b>\$141,120.23</b>
<b>Total for Current Liabilities</b>	<b>\$141,120.23</b>
<b>Total for Liabilities</b>	<b>\$141,120.23</b>
Equity	
30000 Opening Balance Equity	-6.01
32000 Retained Earnings	70,276.65
Net Income	24,581.11
<b>Total for Equity</b>	<b>\$94,851.75</b>
<b>Total for Liabilities and Equity</b>	<b>\$235,971.98</b>

# Profit and Loss

## Piscataquis County Soil and Water Conservation Dis

January 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
<b>Income</b>	
4000 Government Grants	\$330.33
4010 Grant-County	13,500.00
4020 Grant-State	57,861.80
<b>Total for 4000 Government Grants</b>	<b>\$71,692.13</b>
4100 Private Grants	\$103,307.86
4150 AMC/PEEC Funds	617.49
<b>Total for 4100 Private Grants</b>	<b>\$103,925.35</b>
4200 Contributions	\$100.00
4202 Business Contributions	1,265.00
4204 Individual Contributions	3,319.88
4206 Foundation/Trust Contributions	2,400.00
<b>Total for 4200 Contributions</b>	<b>\$7,084.88</b>
4300 Workshop & Program Revenue	-\$400.00
4302 Fee - Workshop & Program	2,907.00
<b>Total for 4300 Workshop &amp; Program Revenue</b>	<b>\$2,507.00</b>
4500 Sales & Service Revenue	\$20,958.98
4502 Sales Revenue	2,019.50
4504 Service Revenue	2,750.00
<b>Total for 4500 Sales &amp; Service Revenue</b>	<b>\$25,728.48</b>
4800 Other Income	
4802 Interest Income	887.11
4803 Miscellaneous Income	3,850.34
<b>Total for 4800 Other Income</b>	<b>\$4,737.45</b>
PayPal Sales	85.00
<b>Total for Income</b>	<b>\$215,760.29</b>
<hr/> <b>Gross Profit</b> <hr/>	
<b>\$215,760.29</b>	
<b>Expenses</b>	
5000 Advertising	891.88
5010 Bank Fees & Service Charges	285.00
5020 Professional Services	
5024 Accounting Services	3,552.50
5026 Contract Labor	28,136.00
<b>Total for 5020 Professional Services</b>	<b>\$31,688.50</b>
5030 Insurance	\$0.00
5032 Liability Insurance	457.48
5034 Property Insurance	42.67
5036 MEMIC	1,048.00
<b>Total for 5030 Insurance</b>	<b>\$1,548.15</b>

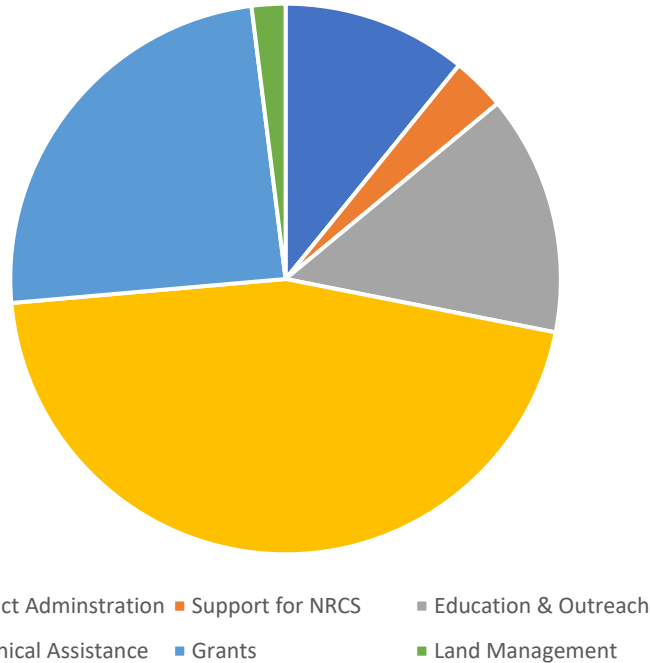
# Profit and Loss

## Piscataquis County Soil and Water Conservation Dis

January 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
5040 Facilities and Equipment	1,242.48
5055 Workshops & Programs	110.00
5060 Permits & licenses	77.00
5070 Plant Sale	11,897.50
5075 Plantskydd	-8.16
5080 Dues/Contributions	\$135.00
5081 MACD Dues	2,000.00
5082 NACD Dues	5.00
5083 Contributions	100.00
<b>Total for 5080 Dues/Contributions</b>	<b>\$2,240.00</b>
5090 Trout Sale	4,125.00
5095 Teen Wilderness Expedition	2,116.52
5100 Postage, Mailing Service	97.49
5150 Printing and Copying	63.65
5200 Supplies	4,012.68
5210 Food	479.44
5250 Telephone, Telecommunications	530.00
5310 Website	335.74
5320 Software	2,985.31
5800 Payroll Expenses	
5802 Wages	100,196.25
5804 Payroll Taxes	8,522.41
5805 Health Insurance Stipend	12,522.13
Taxes	0.00
<b>Total for 5800 Payroll Expenses</b>	<b>\$121,240.79</b>
5850 District Staff Professional Dev	861.00
5900 Sales Tax	931.45
6000 Travel and Meetings	2,201.32
6101 Miscellaneous Expense	300.00
9900 Admin Allocation	0.00
PayPal Fees	926.44
Reimbursements	0.00
<b>Total for Expenses</b>	<b>\$191,179.18</b>
<b>Net Operating Income</b>	<b>\$24,581.11</b>
<b>Net Other Income</b>	
<b>Net Income</b>	<b>\$24,581.11</b>

PCSWCD Staff Time Distribution



<b>District Administration:</b> Includes accounting, board meetings and support, budgeting, financial Management, meetings, trainings, quarterly and annual reporting, elections and all other unclassified administrative tasks. This also includes hours worked by PCSWCD Accountant, Cheryl Gormley, who is contracted.	509.00 hours
<b>Support for NRCS:</b> 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. This also includes hours for our application and contract administration through our NRCS Contribution Agreement.	147.65 hours
<b>Education and Outreach:</b> This includes direct education and outreach efforts through District workshops, events and programs including Envirothon, Teen Wilderness Expedition program, project planning and Cooperator, Volunteer and Educator of the Year Awards. This includes fundraisers, tree and plant sale, trout sale, social media Outreach, website development, newsletters, and press releases.	662.50 hours
<b>Technical Assistance:</b> Services provided can include best management practices, Maine Tree Farm Program information, and LakeSmart program evaluations. This also includes hours for stream restoration work through the Nature Conservancy WATRSS grant.	2135.25 hours
<b>Grants:</b> Includes the Nature Conservancy (TNC) private grant, the Invasive Forest Pest Program grant, the Maine Forest Service Providers Grant, Recreational Trails Program grant administration and oversight, Maine Department of Education Grant administration and implementation, and the Onion Foundation Grant administration and implementation.	1145.5 hours
<b>Land Management:</b> Management of PCSWCD community forests. Includes hours worked by PCSWCD Land Manager Seth Ostrosky, who is contracted.	93.00 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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Dover-Foxcroft, ME 04426

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**ACCOMPLISHMENTS OF THE  
PISCATAQUIS COUNTY SOIL & WATER CONSERVATION DISTRICT  
FISCAL YEAR 2025**

**2025 was another successful year for the Piscataquis County Soil & Water Conservation District!**

In 2025, we celebrated our 81st year of working with landowners, farmers, 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. 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 and forestry best practices, thus protecting and promoting 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! 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 (DACF) helps keep our workshops and programs free or provided at a lower cost. State funding also supports land maintenance and development at our 2 community forests, the Law Farm, Williamsburg Forest, and at our Bailey Hill Woodlot. Our community forests 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. Additionally, these properties are enrolled in the Maine Tree Farm Program.

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 DACF. In 2025, our programs alone reached well over 1500 constituents, from all across our county and state. In the past year, we offered 14 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 community forests.

PCSWCD offers recreational and educational opportunities at our community forests Williamsburg Forest, Williamsburg TWP, and the Law Farm Nature Trails, Dover-Foxcroft. 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 2025, we wrapped up projects supported by a grant we received from the John Sage Foundation, which helped us purchase and install a new privy at the Law Farm, and trail counters and new kiosks at both properties. We were also awarded with a Recreational Trails Program Grant, which is helping us restore the East Trail at our Williamsburg Forest property. The restoration of the East Trail will help connect Williamsburg Forest to trails connected to the West Branch of the Pleasant River, the Katahdin Iron Works Rail Trail system and even the Appalachian Mountain Club's Barnard Forest property. This trail is .75 miles and will be a multi-use trail, offering recreation opportunities to hikers and ATV and snowmobile users. We are looking forward to completing this trail restoration project in 2026. District staff, volunteers and PCSWCD Board members also logged hours clearing trails, installing bog bridging, trail counters and the new privy at the Law Farm. Trail work at the Law Farm completed by SeDoMoCha middle school students in May 2025 was so impressive, their effort inspired our Board to nominate them for our Volunteers of the Year award. We were able to honor the students as our Volunteers of the Year at a Foxcroft Academy school assembly in November 2025. PCSWCD also worked with students from TriCounty Technical Center to maintain our educational apple orchard. We worked with Thompson Free Library to install a story walk at the Law Farm Nature 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. New in 2025, PCSWCD served as a Maine Tree Farm Stewardship Hub, offering information on the Maine Tree Farm program, benefits of being a tree farmer and more. We also hosted two Maine Tree Farm Stewardship Hub programs - a Wildlife Biodiversity walk and talk program at our Williamsburg Forest and our Hazelnut Harvest event at the Law Farm.

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 2025 have been our Teen Wilderness Expedition program, our Trout in the Classroom program, our Green Jobs Fair and our work with the new Natural Resource program students at the TriCounty Technical Center. We celebrated our 11th 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 was offered in both SeDoMoCha Elementary School and Brownville Elementary School. A new Natural Resource concentration was formed in 2024 at TriCounty Technical Center and our District has worked with those students for the past two years on special learning projects such as forest health monitoring, soil health, apple production and invasive species. Our work continues through the 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), Maine TREE, Maine Audubon and Rural Aspirations Project (RAP). In December 2025, PEEC received a grant from the Onion Foundation to support the collaboration with funding for an administrative role and collaborative programming. We all work 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 2025 Tree & Plant Sale fundraiser was our biggest sale to date. We worked with 5 local farms and businesses to offer organic trees, perennials, and annuals. 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 1213 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 for our sale 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. 2025 was a great year for this service as we completed 9 LakeSmart evaluations, presented to 2 lake associations and helped facilitate educational programs on invasive aquatic plant identification. Of the 9 evaluations, 4 of them qualified for a LakeSmart award! Our goal is to continue the momentum we built over the past few years and grow the program in Piscataquis County in 2026. 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 Moosehead Lake being the largest in the state.

PCSWCD joined the Regional Conservation Partnership Program (RCPP) 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 5 years, PCSWCD has worked with NRCS and TNC to help open 38.75 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 will be entering into a 5 year agreement with TNC under the RIFFLS funding program, which runs until December 2031. This new agreement will include funding for a second Project Manager position, which will be supervised by PCSWCD, but based out of the NRCS State Office with the Aquatic Restoration Team. Both Project Managers will work on stream restoration and aquatic organism passage projects that private landowners have applied for funding for through the USDA NRCS. The region for this work will expand in 2026 and include Piscataquis, Penobscot, Somerset, Washington, Hancock, Aroostook, Knox, Lincoln, Kennebec, Oxford, Franklin, Sagadahoc, Androscoggin and Waldo counties.

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.

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 81 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.***

**Board Members Staff / Positions Terms**

<b>Piscataquis County Soil &amp; Water Conservation District</b>					
<b>USDA Service Center, 42 Engdahl Drive</b>					
<b>Dover-Foxcroft, ME 04426</b>					
<b>207-564-2321 Extension 3</b>					
<b>E-mail: <a href="mailto:info@piscataquisswcd.org">info@piscataquisswcd.org</a></b>					
<b>BOARD MEMBERS</b>					
<b>Name</b>	<b>Postion</b>	<b>Elected/Appointed</b>	<b>3 year Term Expiration</b>	<b>Date Started</b>	<b>Years of Service</b>
<b>Arthur Wilkins</b> 88 Hovey Road, Milo, ME 04463 <a href="mailto:arthurwilkins@gmail.com">arthurwilkins@gmail.com</a> (203) 843-0766	Supervisor	<i>Elected</i>	12/31/2028	Associate Supervisor as of 9/12/24 Supervisor on 1/1/26	1
<b>Jensen Bissell</b> 23 Stoddard St., Milo, ME 04463 <a href="mailto:jensenbissell@gmail.com">jensenbissell@gmail.com</a> 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	5
<b>Jim Ferrante</b> 470 North Rd., Sebec, ME 04481 <a href="mailto:Jim.Ferrante@maine.gov">Jim.Ferrante@maine.gov</a> 207-441-4308	Supervisor Maine Forest Service District Forester	<i>Appointed</i>	12/31/2027	Associate Supervisor on 2/25/21 Supervisor on 1/01/2022	5
<b>Kent Black</b> 92 Schoodic Point Rd., Medford, ME 04463 <a href="mailto:blacksbeverly@gmail.com">blacksbeverly@gmail.com</a> 207-279-9661	Supervisor State Conservation District Advisory Council Member	<i>Appointed</i>	12/31/2028	Associate Supervisor on 6/16/22 Supervisor on 2/2/2023 Reappointed 11/21/25	4
<b>Carolyn Ziegler</b> 119 North Street Dover-Foxcroft, 04426 <a href="mailto:ctiegra@outdoors.org">ctiegra@outdoors.org</a> 207-315-5327	Supervisor Forester with the Appalachian Mountain Club	<i>Elected</i>	12/31/2026	Associate Supervisor as of 7/23 Supervisor as of 1/1/24	3
<b>Sam Brown</b> 443 Smart Road, Parkman, ME 04443 <a href="mailto:dexterareatransition@gmail.com">dexterareatransition@gmail.com</a> 277-4221/573-6316	Associate with voting rights Licensed Forester			Associate Supervisor as of 8/8/2011	15
<b>Toby Hall</b> 816 Douty Hill Road, Sangerville, ME 04479 <a href="mailto:tmhall816@gmail.com">tmhall816@gmail.com</a> 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	13
<b>Mike Pouch</b> 17 Williamsburg Road, Williamsburg TWP, Maine 04473 <a href="mailto:Michael.a.pouch@maine.gov">Michael.a.pouch@maine.gov</a> (207) 852-3209	Associate Supervisor			Associate Supervisor as of 6/8/23 Supervisor as of 11/19/2020 Joined as Associate on 2/11/2020	6
<b>Alani Worden</b> 88 Hovey Road, Milo, ME 04463	Associate Supervisor Note taker			Associate Supervisor as of 9/12/24	1

**Board Members Staff / Positions Terms**

<a href="mailto:alaniworden@gmail.com">alaniworden@gmail.com</a>					
(209) 3526431					
<b>Molly London</b>	Supervisor			Associate Supervisor on 6/16/22	4
131 Hovey Rd. #61, Milo, ME 04463	Licensed Forester			Supervisor on 1/4/2024-12/31/25	
<a href="mailto:molly.e.london@gmail.com">molly.e.london@gmail.com</a>					
207-944-4708					
<b>STAFF</b>					
<b>Katherine Weber</b>	Executive Director			5/24/2013	14
42 Engdahl Drive, Dover-Foxcroft, ME 04426				Appointed Elected Superintendent 7/2024	
<a href="mailto:katherine.weber@piscataquiswcd.org">katherine.weber@piscataquiswcd.org</a>				Education Coordinator 5/24/2013	
20-564-2321 Ext. 3				Interim Executive Director 10/2/24	
207-310-3739				Executive Director 11/14/24	
<b>Caitlin Maguire</b>	Stream Restoration Project Manager			5/1/2024	1
42 Engdahl Drive, Dover-Foxcroft, ME 04426					
<a href="mailto:Caitlin.Maguire@piscataquiswcd.org">Caitlin.Maguire@piscataquiswcd.org</a>					
207-564-2321 ext. 3					
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