

# Maine Land Trust Network

## 2024 Maine Land Trust Census Questionnaire

The Maine Land Trust Network (MLTN) seeks to gather quantitative information about the operations and impact of Maine land trusts and to identify relevant trends that are important to the land trust movement. We will use this census to provide valuable data to the conservation community and to help guide the work of MLTN. This is the fourth census in an ongoing process of tracking information about Maine land trusts, with previous versions in 2009, 2015, and 2019.

We are seeking 100% participation from Maine land trusts. Please be assured that the information gathered in this survey will be publicly released only in aggregate, and any information about specific land trusts will be shared only with advance permission.

To thank you for participating in our census, your organization will be entered into a drawing to receive a cash donation. Two gifts of \$500 and one gift of \$1,000 will be awarded to three participating organizations, and announced at the 2025 Maine Land Conservation Conference. Thank you again for your participation!

Please respond to all questions in the census. If precise figures are not available, answer using the most accurate information available.

Please note that all responses will be saved only after you click "Next" and move to the next section. If you choose to enter your responses over several different sessions, please note that you must use the same computer and web browser each time. You may return to edit earlier sections until you complete and submit the final page of the survey. When you have finished, please be certain to click Done on the final page of the survey so we know your response is complete. Thank you!

### General Information

1. Land Trust Name
2. Please enter the name, title/position, email address, and phone number of the person completing this form, separated by commas (e.g. Pat Brown, Executive Director, pbrown@email.com, 207-555-5555)
3. Before asking questions about your organization, its activities and practices, we are interested in hearing a highlight about your organization from the last three years: i.e. a recent land protection effort, noteworthy stewardship, program, or community engagement success, and/or other ways you are making a difference. Please provide a short description (400 words or less) of an accomplishment your organization is particularly proud of; please include a link to more information if available.

## Board, Volunteers, & Staff

4. How many people currently serve on your Board of Directors? (dropdown) \_\_\_\_\_

5. Please estimate how many of your Board members are:

39 or younger \_\_\_\_\_

40-64 years old \_\_\_\_\_

65 or older \_\_\_\_\_

6. How many times per year does your full Board meet? (dropdown) \_\_\_\_\_

7. We'd like to know a bit more about your Board. For the following statements, please select 1-5, where 1 indicates that you strongly disagree with the statement and 5 indicates that you strongly agree.

| Statement  | 1 - strongly disagree | 2 | 3 | 4 | 5 - strongly agree |
|--|-----------------------|---|---|---|--------------------|
| A. Our Board is energetic and engaged.   | 1                     | 2 | 3 | 4 | 5                  |
| B. Our organization sometimes struggles to recruit Board members.  | 1                     | 2 | 3 | 4 | 5                  |
| C. Our Board supports the organization through pro bono skills (e.g. accounting, legal work).              | 1                     | 2 | 3 | 4 | 5                  |
| D. Our Board has a clear expectation that 100% of Board members will support the organization financially. | 1                     | 2 | 3 | 4 | 5                  |
| E. Our organization has difficulty recruiting younger members to the Board.                                | 1                     | 2 | 3 | 4 | 5                  |
| F. The composition of our Board reflects the socioeconomic diversity of the communities we serve.          | 1                     | 2 | 3 | 4 | 5                  |
| F. The composition of our Board reflects the racial/ethnic diversity of the communities we serve.          | 1                     | 2 | 3 | 4 | 5                  |
| G. Our Board seeks community input in defining and pursuing the organization's goals.                      | 1                     | 2 | 3 | 4 | 5                  |
| H. Our organization has a clear Board leadership succession plan.  | 1                     | 2 | 3 | 4 | 5                  |

8. In what ways does your board aspire to become more diverse in the coming 5 years?

9. Which of the following are active committees of your organization? (Select all that apply.)

- |   |  |
|---|--|
| <input type="checkbox"/> Lands              | <input type="checkbox"/> Governance/Nominating   |
| <input type="checkbox"/> Stewardship/Trails | <input type="checkbox"/> Outreach/Communications |
| <input type="checkbox"/> Education          | <input type="checkbox"/> Development/Fundraising |
| <input type="checkbox"/> Programs & Events  | <input type="checkbox"/> Public Policy/Advocacy  |
| <input type="checkbox"/> Finance/Investment | <input type="checkbox"/> No Committees           |
|   | <input type="checkbox"/> Other (please specify)  |

10. Do non-board member volunteers serve on committees? Yes / No

11. What is your Board's greatest strength?

12. What is the biggest concern regarding your Board?

13. Not including board members, how many active volunteers did your land trust have during the past year? \_\_\_\_\_

14. Not including periodic consultants, does your organization have paid staff? Yes / No  
*IF "No" → Skip to Question 27*

15. How many **people** do you employ as paid staff?  
Number of full-time/year round staff: \_\_\_\_\_  
Number of part-time/year round staff: \_\_\_\_\_  
Number of seasonal staff: \_\_\_\_\_

16. How many year-round **full-time equivalent (FTE)** employees does your organization have? \_\_\_\_\_  
*For example, a 40 hours/week executive director (1.0 FTE) and 20 hours/week stewardship staff (.5 FTE) and 10 hour/week administrative staff person (.25 FTE) equals 1.75 FTEs.*

17. What is the average hourly rate that you pay seasonal staff? \_\_\_\_\_

18. Does your organization have a solo Executive Director/Leader or Co-Executive Directors/Leaders?  
 Solo Executive Director/Leader  
 Co-Executive Directors/Leaders  
 No Executive Director or Co-Executive Directors/Leaders

*IF "No Executive Director or Co-Executive Directors/Leaders" → Skip to Question 19*

*IF "Solo Executive Director/Leader",*

19. Please provide the following information about the Executive Director/Leader position, including whether the position is part-time or full-time, and **if part-time**, an estimated number of hours per week.

|                           | Part Time/Full Time  | <b>Part Time</b> Hours/Week   |
|---------------------------|--|---|
| Executive Director/Leader | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> Less than 20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |

20. What is the Executive Director/Leader's Annual Salary? \_\_\_\_\_

*IF "Co-Executive Directors/Leaders",*

19. Please provide the following information about your Co-Executive Directors/Leaders, including whether the positions are part-time or full-time, and **if part-time**, an estimated number of hours per week.

| Position  | Part Time/Full Time  | <b>Part Time</b> Hours/Week   |
|---|--|---|
| Co-Executive Directors/Leaders Staff Position 1 | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> Less than 20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |
| Co-Executive Directors/Leaders Staff Position 2 | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> Less than 20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |
| Co-Executive Directors/Leaders Staff Position 3 | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> Less than 20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |

20. For the Co-Executive Leadership Staff positions reported above, please enter the correlating annual salary for each position.

Co-Executive Directors/Leaders Staff Position 1 Annual Salary \_\_\_\_\_  
 Co-Executive Directors/Leaders Staff Position 2 Annual Salary \_\_\_\_\_  
 Co-Executive Directors/Leaders Staff Position 3 Annual Salary \_\_\_\_\_

21. **Year-Round Stewardship Staff:** If your organization has **year-round Stewardship Staff**, please complete the following for the top 3 earning positions:

*If your organization has no year-round stewardship staff, you may skip this question and the next.*

| Stewardship Position   | Position Level  | Part Time/Full Time  | If Part Time, Hours/Week  |
|------------------------|---|--|---|
| Stewardship Position 1 | <input type="checkbox"/> Director<br><input type="checkbox"/> Assistant/Associate Director<br><input type="checkbox"/> Manager/Coordinator<br><input type="checkbox"/> Land Steward<br><input type="checkbox"/> Other | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> Less than 20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |
| Stewardship Position 2 | <input type="checkbox"/> Director<br><input type="checkbox"/> Assistant/Associate Director<br><input type="checkbox"/> Manager/Coordinator<br><input type="checkbox"/> Land Steward<br><input type="checkbox"/> Other | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> Less than 20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |
| Stewardship Position 3 | <input type="checkbox"/> Director<br><input type="checkbox"/> Assistant/Associate Director<br><input type="checkbox"/> Manager/Coordinator<br><input type="checkbox"/> Land Steward<br><input type="checkbox"/> Other | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> Less than 20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |

22. **Year-Round Stewardship Staff Salaries:** For the Stewardship Staff positions reported above, please enter the correlating annual salary for each staff position.

Stewardship Position 1 Annual Salary \_\_\_\_\_

Stewardship Position 2 Annual Salary \_\_\_\_\_

Stewardship Position 3 Annual Salary \_\_\_\_\_

23. **Development Staff:** If your organization has **Development Staff**, please complete the following for the top 3 earning positions.

*If your organization has no year-round development staff, you may skip this question and the next.*

| Development Position   | Position Level   | Part Time/Full Time  | Part Time Hours/Week  |
|------------------------|--|--|---|
| Development Position 1 | <input type="checkbox"/> Director<br><input type="checkbox"/> Manager/Coordinator<br><input type="checkbox"/> Admin/Assistant<br><input type="checkbox"/> Other              | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> 1-10 hours<br><input type="checkbox"/> 11-20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |
| Development Position 2 | <input type="checkbox"/> Director<br><input type="checkbox"/> Assistant/Associate Director<br><input type="checkbox"/> Manager/Coordinator<br><input type="checkbox"/> Other | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> 1-10 hours<br><input type="checkbox"/> 11-20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |
| Development Position 3 | <input type="checkbox"/> Director<br><input type="checkbox"/> Assistant/Associate Director<br><input type="checkbox"/> Manager/Coordinator<br><input type="checkbox"/> Other | <input type="checkbox"/> Part Time<br><input type="checkbox"/> Full Time | <input type="checkbox"/> 1-10 hours<br><input type="checkbox"/> 11-20 hours<br><input type="checkbox"/> 21-30 hours<br><input type="checkbox"/> 31-35 hours |

24. **Development Staff Salaries:** For the year-round Development Staff positions reported above, please enter the correlating annual salary for each staff position.

Development Position 1 Annual Salary \_\_\_\_\_

Development Position 2 Annual Salary \_\_\_\_\_

Development Position 3 Annual Salary \_\_\_\_\_

25. Please indicate whether your organization offers employee benefits, either through a plan or by providing a stipend. For the purposes of this question, please consider any employee working 30 or more hours per week as full time. To use the matrix below, check the box if you provide the corresponding benefit; if you provide the benefit to both full and part time employees, check both boxes. If you do not provide that benefit, please leave both boxes unchecked.

| Benefit                                     | Full-time Employees      | Part-time Employees      |
|---|--------------------------|--------------------------|
| Health insurance                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Health insurance stipend                    | <input type="checkbox"/> | <input type="checkbox"/> |
| Dental insurance                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Dental insurance stipend                    | <input type="checkbox"/> | <input type="checkbox"/> |
| Retirement benefits                         | <input type="checkbox"/> | <input type="checkbox"/> |
| Paid Time Off                               | <input type="checkbox"/> | <input type="checkbox"/> |
| Sabbatical benefit (please elaborate below) | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please elaborate below)              | <input type="checkbox"/> | <input type="checkbox"/> |

If you indicated above that you offer **other benefits**, what are they?  
 If you indicated above that you offer a **sabbatical benefit**, please note the qualifying duration of employment and what the benefit is.

26. What are your organization's greatest challenges in attracting and retaining qualified staff?

## Finance & Fundraising

27. Land trusts define community support in different ways. For the purposes of this survey, please tell us the total number of households that support your organization as members and/or donors. \_\_\_\_\_

28. Which best describes your fundraising model?

- Staff led with extensive Board support
- Staff led with moderate Board support
- Staff led with minimal Board support
- Board led with extensive staff support
- Board led with moderate staff support
- Board led with minimal or no staff support
- Other (please specify) \_\_\_\_\_

29. We are going to ask about two types of funding. This question is concerned with **Annual Operating Budget**, which includes all ongoing costs for staff and the total operation of the land trust. The next question addresses Capital, which includes funds specifically raised and spent for land protection, both fee lands and conservation easements.

For your most recent fiscal year, how much was the **Annual Operating Budget** of your land trust? \_\_\_\_\_

30. In answering this question, please include **Capital** funds your organization raised and spent (including related costs) to buy fee lands and/or conservation easements, as well as instances where your organization facilitated a transfer of funds to a landowner from another funding source.

Over the past five years, what is the total amount of **Capital** your organization has raised for land protection? \_\_\_\_\_

31. Land trusts often set aside funds designated for certain uses. These funds may be called endowments, dedicated funding, reserves, or other similar names. For each of the following purposes, as of the end of your organization’s last fiscal year, please share whether your fund was at the desired level, as well as the approximate amount your land trust had in designated funding for that purpose. When responding to this question, please do not consider Terrafirma membership.

| Fund  | At desired level | Below desired level | We do not have this fund. | Amount in fund |
|---|------------------|---------------------|---------------------------|----------------|
| Monitoring and stewardship only   |                  |                     |                           |                |
| Legal defense only  |                  |                     |                           |                |
| If you keep one COMBINED account for monitoring, stewardship, and legal defense |                  |                     |                           |                |
| Land protection (fee or conservation easement)                                  |                  |                     |                           |                |
| Operating reserve   |                  |                     |                           |                |
| Other   |                  |                     |                           |                |

32. If you indicated “Other” above, please describe the purpose of the fund.

33. Please consider the following organizational functions and estimate how each is changing in financial cost and also in amount of employee/Board time being spent.

| Organizational Function                         | Increasing | Decreasing | Staying the same |
|---|------------|------------|------------------|
| Land acquisition financial cost                 |            |            |                  |
| Land acquisition amount of time                 |            |            |                  |
| Stewardship financial cost                      |            |            |                  |
| Stewardship amount of time                      |            |            |                  |
| Community engagement/education financial cost   |            |            |                  |
| Community engagement/education amount of time   |            |            |                  |
| Fundraising financial cost                      |            |            |                  |
| Fundraising amount of time                      |            |            |                  |
| General operation/administrative financial cost |            |            |                  |
| General operation/administrative amount of time |            |            |                  |
| Enforcement and legal defense financial cost    |            |            |                  |
| Enforcement and legal defense amount of time    |            |            |                  |

34. What is the total number of conservation easements your organization holds? \_\_\_\_\_

35. What is the total number of acres covered by conservation easements your organization holds? *Do not include conservation easements held on acres owned by other conservation organizations or government.* \_\_\_\_\_

36. What is the total number of fee lands your organization owns? \_\_\_\_\_  
*If you conserved multiple parcels to make up one preserve or tract of conserved land, please count that as one.*

37. What is the total number of acres in fee lands your organization owns? \_\_\_\_\_

38. This question pertains to practices regarding taxes. For the most recent tax year, please indicate whether your organization has used any of the tax options below for fee lands. If so, please indicate the number of acres under each practice. Check all that apply.

| Tax Option   | Yes/No | If "Yes," Number of Acres |
|--|--------|---------------------------|
| A. Make full tax payments  |        |                           |
| B. Receive property tax exemption and make payments in lieu of taxes (PILOT) |        |                           |
| C. Receive property tax exemption and do not make payments in lieu of taxes  |        |                           |
| D. Enroll in the Tree Growth current use tax program                         |        |                           |
| E. Enroll in the Open Space current use tax program                          |        |                           |
| F. Enroll in the Farmland current use tax program                            |        |                           |

39. If your organization makes any tax payments or payments in lieu of taxes, what is the total amount of money your organization paid in the most recent tax year?

## Land Protection & Conservation Permanence

40. Please help us gain a sense of your organization’s land protection priorities by ranking the importance of each of the following reasons for protecting land, where a 1 indicates that the reason is not at all important to your organization, and a 5 indicates that it is an extremely important priority. For reasons that do not apply or about which you are uncertain, please indicate DK (don’t know).

| Reasons for Protecting Land  | 1 (not at all important) | 2 | 3 | 4 | 5 (extremely important) | DK |
|--|--------------------------|---|---|---|-------------------------|----|
| A. Natural areas, wildlife habitats, connectivity                      | 1                        | 2 | 3 | 4 | 5                       |    |
| B. Trails, other recreational use                                      | 1                        | 2 | 3 | 4 | 5                       |    |
| C. Access for a diverse cross section of the community                 | 1                        | 2 | 3 | 4 | 5                       |    |
| D. Water resources and quality, including wetlands                     | 1                        | 2 | 3 | 4 | 5                       |    |
| E. Water access other than working waterfront                          | 1                        | 2 | 3 | 4 | 5                       |    |
| F. Working waterfront  | 1                        | 2 | 3 | 4 | 5                       |    |
| G. Working farms/agricultural lands                                    | 1                        | 2 | 3 | 4 | 5                       |    |
| H. Working forest lands (i.e. available for timber harvest)            | 1                        | 2 | 3 | 4 | 5                       |    |
| I. Wabanaki land return  | 1                        | 2 | 3 | 4 | 5                       |    |
| J. Traditional uses (harvesting, foraging, hunting, trapping, fishing) | 1                        | 2 | 3 | 4 | 5                       |    |
| K. Historic or cultural resources                                      | 1                        | 2 | 3 | 4 | 5                       |    |
| L. Municipal parks or open space                                       | 1                        | 2 | 3 | 4 | 5                       |    |
| M. Scenic value  | 1                        | 2 | 3 | 4 | 5                       |    |
| N. Climate resiliency  | 1                        | 2 | 3 | 4 | 5                       |    |
| O. Community garden  | 1                        | 2 | 3 | 4 | 5                       |    |
| Other (please specify)   | 1                        | 2 | 3 | 4 | 5                       |    |

41. Please describe one or more ways climate change is affecting your organization's plans or activities.

42. To what extent are you working with neighboring land trusts or other groups on joint land protection goals?

- Ongoing shared projects
- One or more projects each year
- A project every few years
- Rarely if ever

43. As you look ahead to the next 5-10 years, do you expect the scale (by which we mean a combination of number of transactions and/or acres conserved) of your land protection to:

- Increase a lot
- Increase a little
- Stay about the same
- Decrease a little
- Decrease a lot

44. Have you experienced any conservation easement violations in the last 5 years? If you have not, please answer No to this question and leave the next question blank. Yes / No

45. If yes, how was the dispute resolved? Please describe for up to three experiences:

|               | The party causing the violation was:   | The method of dispute resolution was:   |
|---------------|--|---|
| Experience 1: | <input type="checkbox"/> Abutter or third party<br><input type="checkbox"/> A new owner<br><input type="checkbox"/> The original donor | <input type="checkbox"/> Negotiation: CE not amended<br><input type="checkbox"/> Negotiation: CE amended<br><input type="checkbox"/> Issue is unresolved<br><input type="checkbox"/> Resolved through legal proceedings |
| Experience 2: | <input type="checkbox"/> Abutter or third party<br><input type="checkbox"/> A new owner<br><input type="checkbox"/> The original donor | <input type="checkbox"/> Negotiation: CE not amended<br><input type="checkbox"/> Negotiation: CE amended<br><input type="checkbox"/> Issue is unresolved<br><input type="checkbox"/> Resolved through legal proceedings |
| Experience 3: | <input type="checkbox"/> Abutter or third party<br><input type="checkbox"/> A new owner<br><input type="checkbox"/> The original donor | <input type="checkbox"/> Negotiation: CE not amended<br><input type="checkbox"/> Negotiation: CE amended<br><input type="checkbox"/> Issue is unresolved<br><input type="checkbox"/> Resolved through legal proceedings |

46. How many conservation easements have you amended in the past year? In the past five years?

Conservation easements amended in the past year: \_\_\_\_\_

Conservation easements amended in the past five years: \_\_\_\_\_

47. If you made any amendments, what reasons led to them? (choose all that apply)

- Technical language oversight
- To deal with a violation
- To tighten a conservation easement
- Other (please specify) \_\_\_\_\_

## Stewardship

48. Approximately what percentage of your organization's fee properties have management plans?

- 0%
- 1% to 25%
- 26% to 50%
- 51% to 75%
- 76% to 99%
- 100%

49. Approximately what percentage of your land trust's conservation easements have a baseline documentation report?

- 0%
- 1% to 25%
- 26% to 50%
- 51% to 75%
- 76% to 99%
- 100%

50. During the past year, approximately what percentage of your land trust's conservation easements was monitored at least one time?

- 0%
- 1% to 25%
- 26% to 50%
- 51% to 75%
- 76% to 99%
- 100%

51. How concerned are you about your organization's ability to maintain adequate funding for stewardship?

- Not at all concerned
- A little concerned
- Very concerned

52. What are your organization's THREE biggest challenges or concerns in terms of **fee property** stewardship?

- Impacts of climate change
- Invasives
- Landowner relations/ownership changes
- Legal challenges
- Ongoing maintenance
- Increased use
- Competing uses
- Neglect/underuse
- Other (please specify below)

Please explain or elaborate on your challenges and/or concerns in terms of **fee property** stewardship.

53. What are your organization's challenges or concerns, if any, in terms of **conservation easement** stewardship?

54. Please estimate the **total miles** of publicly accessible trails on your conserved properties. \_\_\_\_\_

55. Please **estimate** the number of miles of trails on which the following activities are permitted. *Note: the sum of trail mileage for all activities will likely exceed the total mileage figure due to multi-use trails.*

- Walking/Hiking \_\_\_\_\_
- Biking \_\_\_\_\_
- ATV \_\_\_\_\_
- Snowmobile \_\_\_\_\_

56. If the following activities are allowed on any of your conserved lands (fee and conservation easement), please **estimate** the number of acres on which they are permitted.

Farming/Agriculture \_\_\_\_\_  
Forestry \_\_\_\_\_  
Hunting \_\_\_\_\_  
Wabanaki Cultural Access \_\_\_\_\_

57. Please indicate the number of water access points on your conserved lands per category below. Do not include water access points on conservation easements held on property owned by other conservation organizations.

*If your conserved lands do not have water access points of a given type, please indicate "0".*

Beaches/swimming areas \_\_\_\_\_  
Recreational boat launch sites \_\_\_\_\_  
Working waterfront sites \_\_\_\_\_  
Access sites for commercial fishing (clamming, worming, etc.) \_\_\_\_\_

### Community Engagement and Collaborations

58. Approximately how many people participated in your organization's community programs and events in the last year? \_\_\_\_\_

59. *Optional:* If you're not too tired at this point in the survey, please take a moment to brag about one of your organization's recent successful **collaborations with community partners** and/or provide a link to more information if available.

## Accreditation

60. Are you currently accredited? Yes / No

### IF YES

61. Are you planning to renew your accreditation? Yes / No

Please share why you plan/don't plan to renew your accreditation.

### IF NO

61. Are you planning to apply for accreditation?

- We are preparing to apply for land trust accreditation
- We are not planning to apply for land trust accreditation.

If you are not planning to apply for accreditation, please share why.

## Other

62. Please note any topics of interest or issues that may be important for Maine's land conservation community to learn more about or address.

63. Please share any additional comments.

### **Thank you for taking the time to complete this important census.**

The information you have provided will be used by the Maine Land Trust Network to better serve you and the conservation community in Maine and nationally. We appreciate your help. By clicking the "Done" button, your organization will automatically be entered to win one of three cash donations up to \$1,000!