



SUCCESSION PLANNING WORKSHOP

Passing the Baton



November 30, 2022

Crownsville, MD



Maryland Environmental Trust

dnr.maryland.gov/met



MET works with landowners, local communities, and land trusts to protect Maryland's most treasured landscapes and natural resources. A unit of the Department of Natural Resources, MET holds over 1,080 conservation easements preserving nearly 140,000 acres statewide.

- Conservation Easements
- Easement Monitoring
- Stewardship

Forever Maryland

forevermaryland.org



FOREVER
MARYLAND

Forever Maryland promotes and enhances land conservation statewide through education, advocacy, and outreach. Forever Maryland brings together organizations and encourages collaborative ventures intended to increase the organized capacity of Maryland land trusts.

- Advocacy
- Education
- Outreach

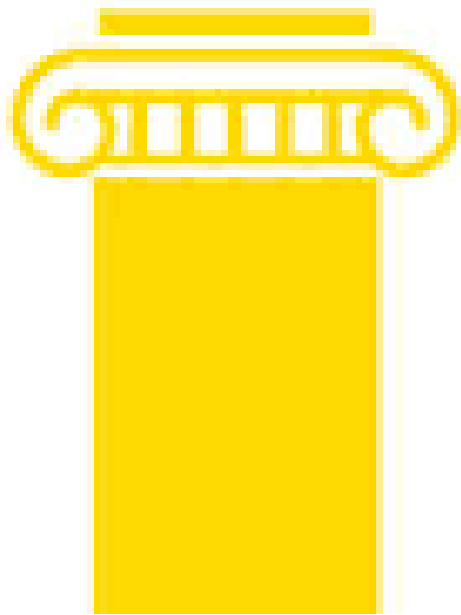


FOREVER
MARYLAND

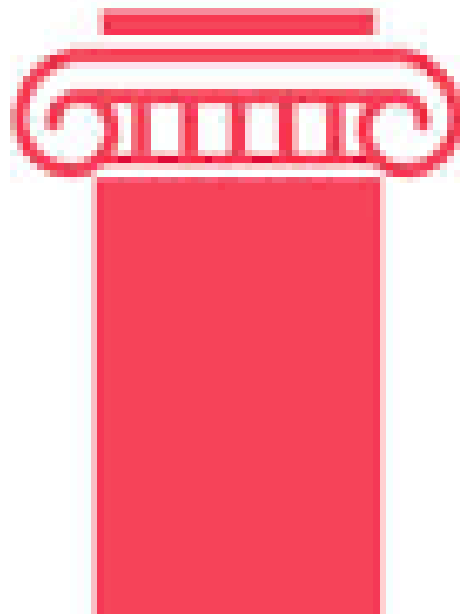
Enhancing and Advancing Land Conservation



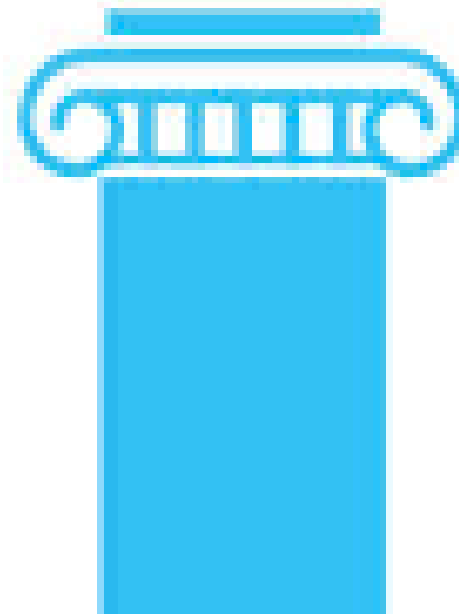
Education



Advocacy

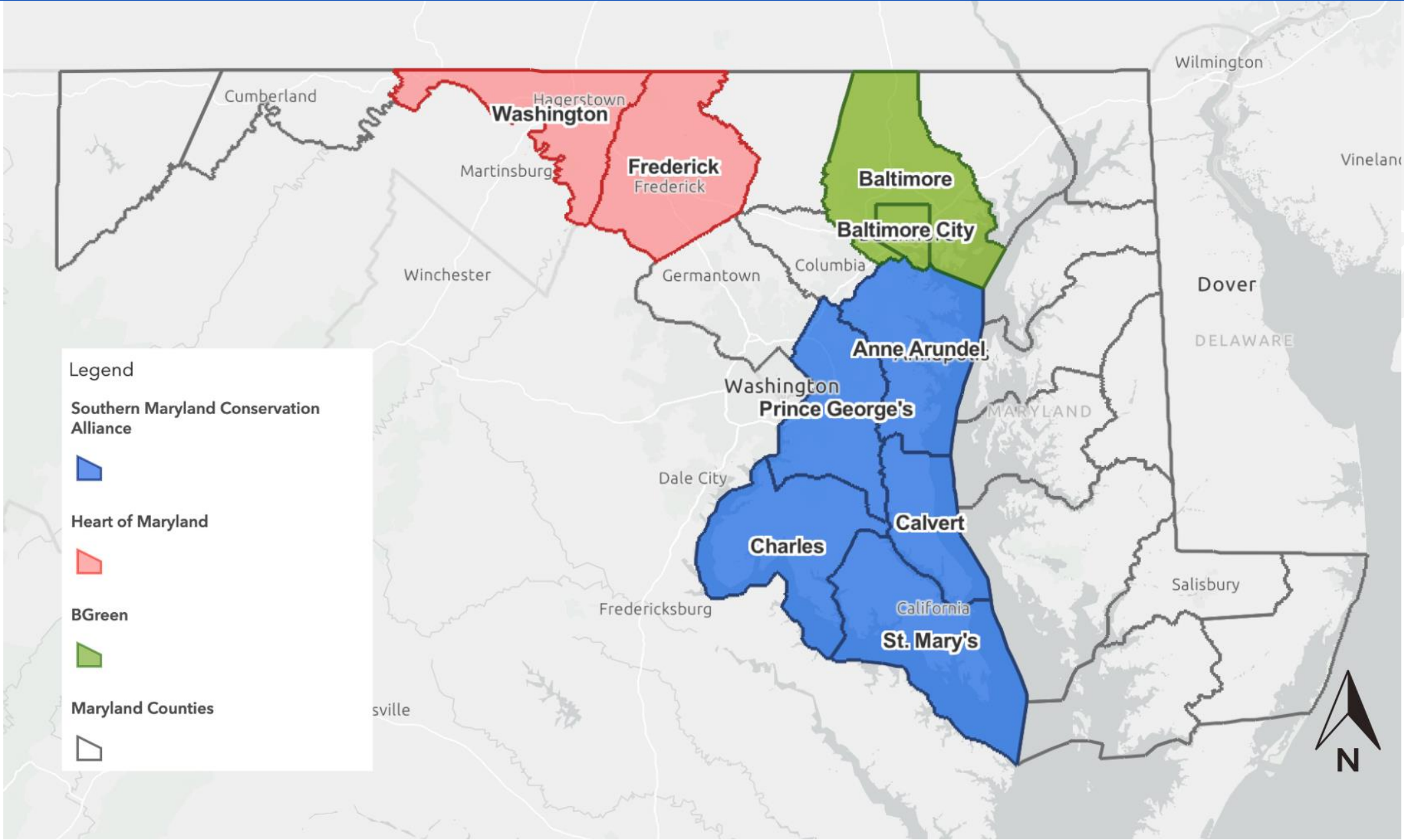


Outreach





Outreach



Outreach





October 1 - November 15
Grants Open

March 20
Applicants Notified







2023 Maryland Conservation Legislative Issues Survey

Conducted July – September 2022

**43 Participants representing 18 counties and
Baltimore city**

Participants included:

**Local land trusts, environmental nonprofits,
local agencies and advocacy groups**

From your perspective, what are the top two or three current and emerging challenges or issues facing land conservation?



Emerging Issues

Development

- Anti-forestry zoning
- Rapid population growth
- Development pressure
- Over-Development
- Unplanned Development
- Sprawling development
- Infrastructure needs
- Bay Bridge expansion impact
- Stewardship on development lands
- Storm water mgt.
- Keeping rural identity

Climate Change

- Conservation goals (40x40)
- Sea level rise
- Migration path changes
- Ecological impact of conserved land
- Climate is in crisis
- Salt water intrusion/flooding
- Shoreline resilience relief
- Expand nuclear power

Agriculture

- Listen to farmers
- Solar panel siting
- Incentivize regen ag practices
- Encourage wood energy
- Fund for Open Space farms
- Encourage forest product market
- Address Ag pollution
- Speed CRP enrollments
- Future of Ag in small parcels

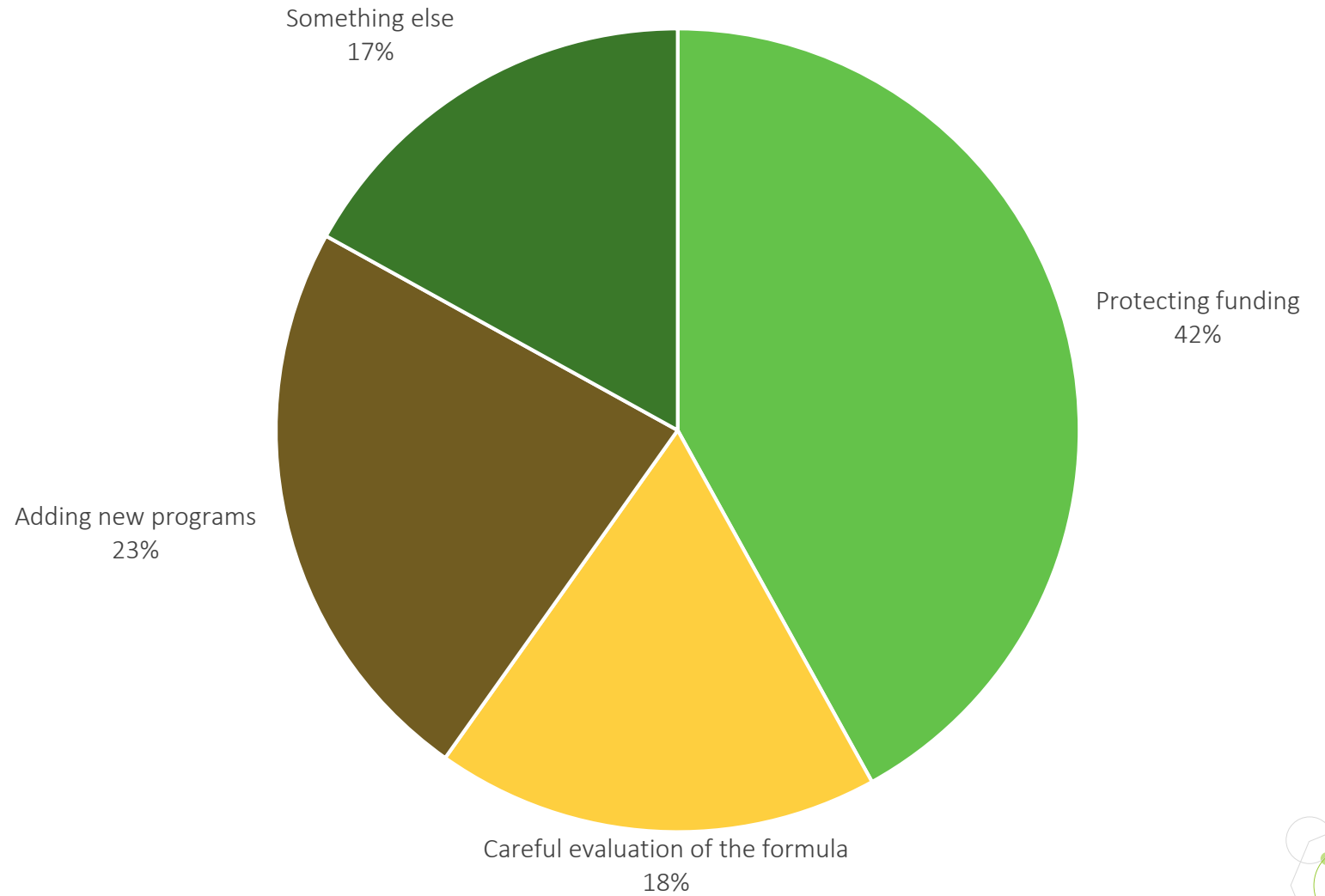
Funding

- Forestry markets
- Lack stakeholder engagement
- Lack of parks \$ for mgt.
- Green jobs low paying
- Inflationary policies
- Revolving loan fund needed
- Invasive – plants, species, disease
- Funding for land conservation land purchasing

Habitat

- Address forest loss
- Fragmented habitat
- Water quality for species
- Invasive – plants, species, disease
- Connect corridors
- Create habitat hubs
- Fund pollinator habitats
- Urban green space for species
- Enforcement

What is your top issue for conservation funding – specifically Maryland's Program Open Space and the programs funded by Maryland's transfer tax?



When it comes to land conservation and broader environmental/natural resources issues, what do you want the new Governor of Maryland to know?





Wendy Stringfellow

President


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What is Succession Planning?



“Succession planning is a strategy for identifying and developing future leaders at your company — not just at the top but for major roles at all levels.”

— Robert Half



“Whether by choice or circumstance, change comes to people and organizations. Staff and leaders will transition, and board members will come and go. What happens when critical leadership unexpectedly or suddenly departs?”

- Land Trust Alliance



“Emergency succession plans ensure continuity in the leadership and management of the organization's core functions in operations, internal and external communications, fund development, financial accounting, and human resources during an unplanned or temporary absence of leadership.”

- LTA S&P 7D: Emergency Succession Planning



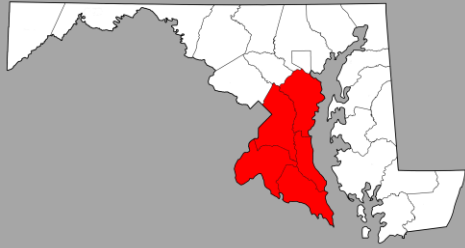
“Succession planning is a focused process for keeping talent in the pipeline. It is generally a 12- to 36-month process of preparation, not pre-selection.

All organizations can benefit from the principles of identifying crucial job skills, knowledge, social relationships and organizational practices and passing them on..”

- Society for Human Resource Management (SHRM)



American Chestnut Land Trust* (est. 1986) *Accredited Land Trust



Southern MD's Five-Counties



3,823

acres in Calvert County

Acres Protected



5

easements and 14 fee simple properties

Land Conserved

Succession Planning Lead?



■ Staff driven ■ Board driven

Years of Service

7

Current Executive Director

10

Previous Executive Director

6

Current number of staff

4

Staff at start of previous leadership transition

4

Staff 15 years ago



Baltimore City



61

acres in Baltimore City

Acres Protected



1

easement and 16 fee simple properties

Land Conserved

Succession Planning Lead?



■ Staff driven ■ Board driven

Years of Service

3

Current Executive Director

11

Previous Executive Director

4

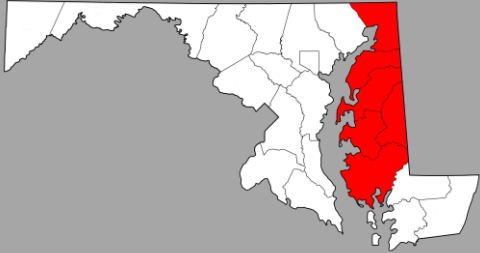
Current number of staff

2

Staff at start of previous leadership transition

1

Staff 15 years ago



Six Counties on the Eastern Shore



64,000

acres on the Eastern Shore

Acres Protected

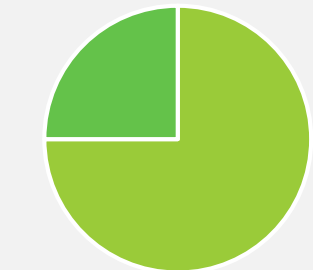


311

easements and 33 fee simple properties

Land Conserved

Succession Planning Lead?



■ Staff driven ■ Board driven

Years of Service

1

Current Executive Director

31

Previous Executive Director

11

Current number of staff

14

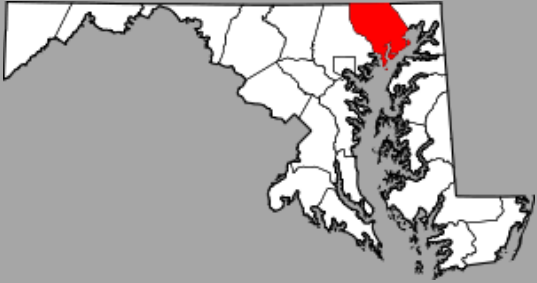
Staff at start of previous leadership transition

14

Staff 15 years ago



Harford Land Trust *(est. 1991)*



Harford County



3,566

acres in Harford County

Acres Protected



33

easements and 7 fee simple properties

Land Conserved

Succession Planning Lead?



■ Staff driven ■ Board driven

Years of Service

5

Current Executive Director

11

Previous Executive Director

3

Current number of staff

1.5

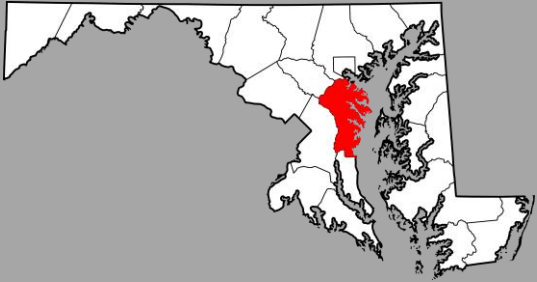
Staff at start of previous leadership transition

1

Staff 15 years ago



Scenic Rivers Land Trust* (est. 1988) *Accredited Land Trust



Central & Southern Anne Arundel County



3,200

acres in Anne Arundel County

Acres Protected



71

easements and 2 fee simple properties

Land Conserved

Succession Planning Lead?



■ Staff driven ■ Board driven

Years of Service

3

Current Executive Director

10

Previous Executive Director

2.5

Current number of staff

2.3

Staff at start of previous leadership transition

1

Staff 15 years ago



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