

# ANCA SUMMIT 2023

Community Resilience: The Maine Coast Summit



*August 21-25*

## SUMMIT GUIDE

**anca**  
Association of Nature Center Administrators

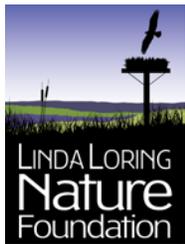


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Leadership Award  
Ceremony Sponsor  
Corky McReynolds

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Scan the QR code  
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in your browser.



# WELCOME TO THE SUMMIT

Welcome to the *Community Resilience* Summit! We're elated to host the ANCA community at The Ecology School, where you can explore the natural wonders of Maine while connecting with peers in a welcoming setting.

The theme this year, *Community Resilience*, affirms community on multiple levels.

First, it speaks to the power of our community as leaders of nature centers and outdoor schools. The past few years have brought immeasurable challenges to our work, but through community we have supported each other through these challenges.

*Community Resilience* also acknowledges that each of our organizations is a community effort. As local, place-based organizations, we rely on the support of dozens, hundreds, or thousands of organizational stakeholders.

Lastly, the theme attests to our role in a changing world. Our work has always been vital, but our organizations gain new meaning in the face of climate change and other ecological crises. In the coming years we must work together to prove our communities' collective resilience throughout this time of change.

The Ecology School is the perfect host for this theme, given the impressive capabilities of River Bend Farm, which includes state-of-the-art sustainable buildings and an agroecology farm. While the organization is serious about sustainability, however, we can also learn from their dedication to joy, humor, and play — all essential assets for community resilience.

The ANCA Summit is a powerful place for connection, inspiration, and learning. We wish you a transformative and rewarding week.

— ANCA and The Ecology School Staff

## Site Information: The Ecology School

### WI-FI:

Network: TES GUEST  
Password: tescampus1!

### IMPORTANT PHONE NUMBERS:

The Ecology School: 207-283-9951  
ANCA Staff: 435-787-8209  
Emergencies: 911

### FOOD AND DRINK:

All Summit meals will be served in the Poland Spring Education & Dining Commons. See daily schedules for times. Refreshments will be available in the Dining Commons as well.

### MEETING SPACES

**Poland Spring Education and Dining Commons:** The primary meeting location for meals and Summit-wide events.

**Amphitheater:** Just outside the Dining Commons, to the west.

**Yurts:** Small meeting places for Concurrent Sessions and Open Space sessions, including ~

- *Androscoggin Bank Learning Yurt (Orange)*
- *Central Maine Power Learning Yurt (Maroon)*
- *Spectrum Healthcare Partners Learning Yurt (Blue)*
- *Green Yurt*

**Tent:** Just outside the Dining Commons, to the south. Overflow for meals and a meeting space for some sessions.

**Conference Room:** A large room in the Farm House (east of the Dining Commons). A meeting space for Concurrent and Open Space sessions.

**Picnic table:** A hangout space between the Dining Commons and the Farm House, also available for small sessions or informal discussions.

## An Acknowledgment — Living Document, Summer 2023

*The Ecology School acknowledges that this land that we now call River Bend Farm is the traditional land of Wabanaki. The tribes that make up the Wabanaki Confederacy inhabited these rolling hills and riverbanks, using the Saco River*

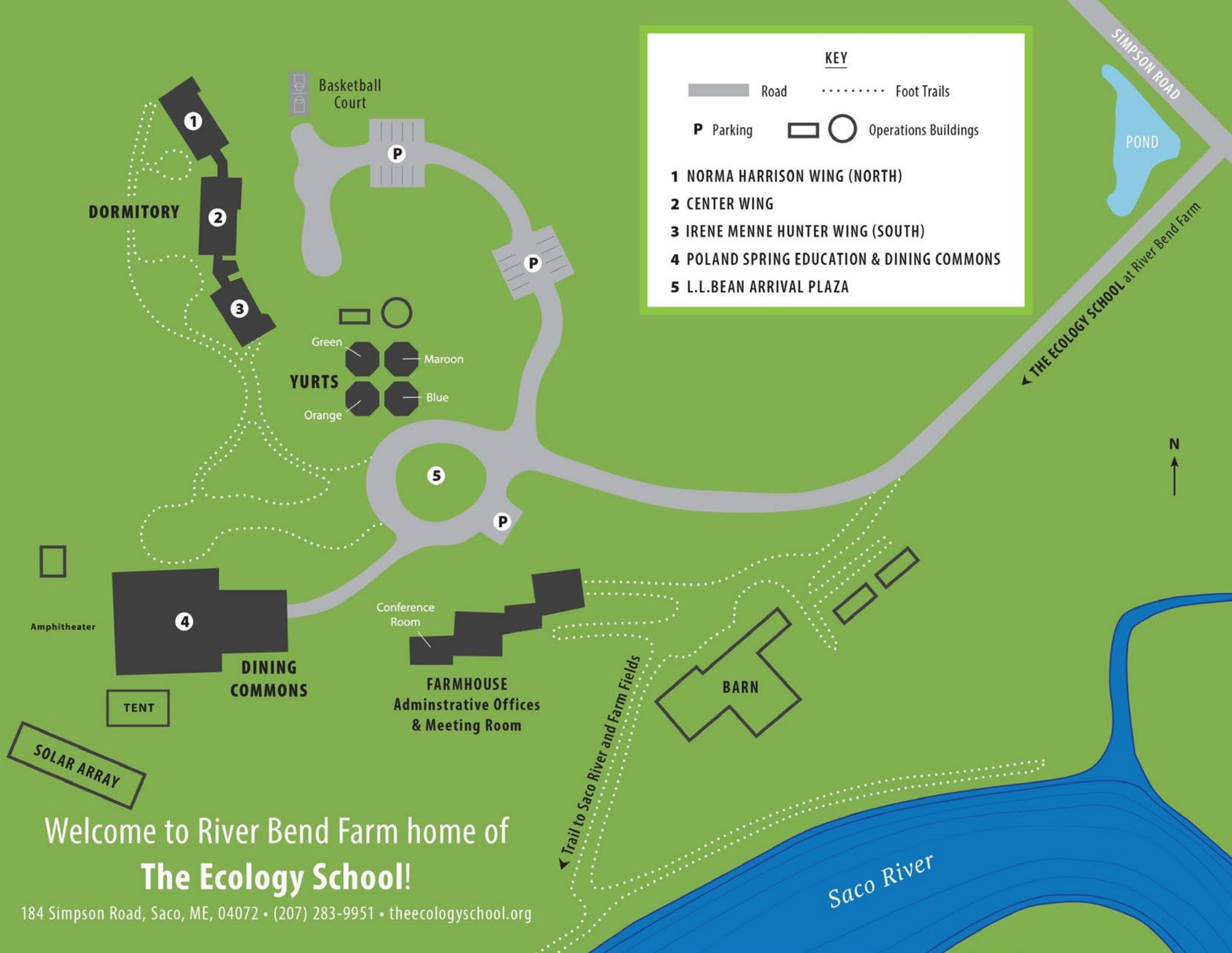
*for trade, travel, and subsistence for thousands of years.*

*In Maine today, five different tribes are known collectively as the Wabanaki, or "People of the Dawnland," and continue to make innumerable contributions to Maine.*

*Because at The Ecology School we are learning and living on their territory, we want to honor their culture, share our gratitude for their historic stewardship of the land, and recognize its unjust seizure.*

*As a land-based organization, The Ecology School is actively working to dismantle inequitable and harmful*

*structures, and redesign systems and processes to ensure that River Bend Farm is a welcoming place for all people to explore their relationship with nature and the food that nourishes us. We are still learning about this land and its history, and actively exploring what opportunities we have to address this history.*



**KEY**

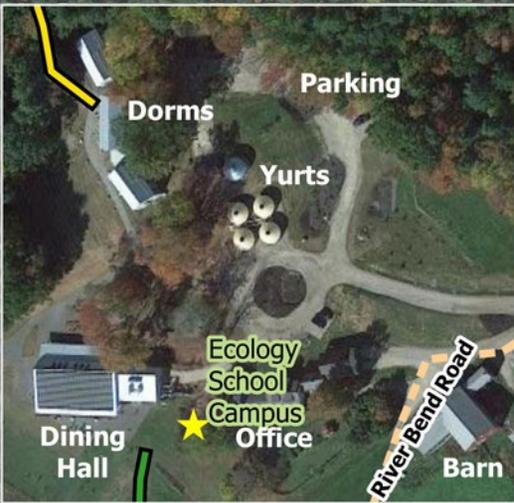
Road    
  Foot Trails  
**P** Parking    
  Operations Buildings

**1** NORMA HARRISON WING (NORTH)  
**2** CENTER WING  
**3** IRENE MENNE HUNTER WING (SOUTH)  
**4** POLAND SPRING EDUCATION & DINING COMMONS  
**5** L.L.BEAN ARRIVAL PLAZA

Welcome to River Bend Farm home of  
**The Ecology School!**

184 Simpson Road, Saco, ME, 04072 • (207) 283-9951 • theecologyschool.org

# River Bend Farm



Fogg Farm (200 acres)

River Bend Farm (105 acres)

Ecology School Campus

L.L. Bean Waterfront

The Ecology School at River Bend Farm Saco, Maine  
[TheEcologySchool.org](http://TheEcologySchool.org)  
Trail Map - 5 miles of Trails



0.2 0 mi

Map by frontierspatial.com

# ABOUT SUMMIT PROGRAMS

Through the variety of Summit programs, you can connect with peers and experts in a supportive learning environment, while also building a network of professional relationships that will strengthen your work throughout the year.

## Program Formats

### Facilitated Discussions

Facilitated Discussions are collaborative sessions where all participants contribute to the discussion; the result is a shared dialogue that brings out an abundance of perspectives, possibilities, and renewed energy. Facilitators guide the dialogue but do not give a formal presentation. These discussions are an excellent opportunity to share with your peers, learn new ideas, discuss trends in the profession, and work together to find solutions.

### Workshops

Workshops are presentation-based sessions where you can learn in-depth on a single topic, expand your skill set, and engage directly with experts.

### Field Workshops

Field Workshops are your opportunity to visit nature education sites and learn firsthand from their operations. Representatives from the organization host each workshop and demonstrate how they put their missions into action. Here's where you can engage in-depth on the workshop topic while going beyond the theory, and into practice.

### Open Space

Open Space sessions provide an opportunity for you to create your own meeting, continue a session that needs more time, or find a group to address an issue that was not presented elsewhere during the Summit.

### Field Trips

Field Trips add to your professional development experience while taking advantage of unique opportunities to visit additional sites, spend time with local experts, and interact with peers.

## Principles of Open Space & Facilitated Discussions

We share these principles for meaningful participation in Open Space sessions and Facilitated Discussions:

1. Whatever happens is the only thing that could happen. Don't worry about what should have happened.
2. Whoever shows up are the right people to be there. There is always wisdom in the room.
3. Whenever it starts is the right time.
4. When it's over, it's over! If you finish early, take the time to find a quiet place to reflect, take a nap, or go for a walk with a new friend.

Lastly, we apply the *Law of Mobility* to these sessions — this law states that if you find yourself in a situation where you are neither learning anything or contributing anything, you are responsible for moving to another place, for example to another session.

### PACIFIC UNIVERSITY

#### Online

### Master of Nonprofit Leadership

- ▶ Earn a master's in as little as 13 months of online classes.
- ▶ Optional concentrations in rural or environmental nonprofit leadership.
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- ▶ Develop a project that benefits your professional development and your organization.

Corky McReynolds, Director  
Corky.McReynolds@pacificu.edu  
pacificu.edu/nonprofit-leadership



"The opportunity to apply my classroom work to the real world are immediate, constant and never ending."

— Scott Cooper MNL '24



# SCHEDULE AT A GLANCE

## MONDAY

TIME	EVENT	LOCATION
1pm	Check-in Opens	Dining Commons
5pm	Networking Social	Dining Commons
6pm	Dinner	Dining Commons
7pm	Summit Welcome	Dining Commons

## TUESDAY

TIME	EVENT	LOCATION
7am	Early Morning Activities	
	Canoeing & Kayaking	Waterfront
	Nature Hikes	Meet at Tent
	Yoga	Green Yurt
8am	Breakfast	Dining Commons
9am-12pm	Field Workshops <ul style="list-style-type: none"> <li>The Living Buildings and Community of The Ecology School</li> <li>Maine Ecology at Ferry Beach State Park</li> <li>River Bend Farm: Farming to Feed Program Participants</li> <li>Maine Audubon's Gilsland Farm: Fledgling Ground for Birders</li> <li>Exploring the Intertidal at the Arthur P. Girard Marine Science Center</li> </ul>	
12:15-1:15pm	Lunch <i>LGBTQ+ Affinity Group meets</i>	Dining Commons
1:30-3pm	Concurrent Sessions	
	Facility Planning: A Case Study	WS Conference Room
	The Staircase to Stewardship: A Visitor Experience Framework	WS Blue Yurt
	A Self-Guided Approach to Direct Nature Engagement	WS Orange Yurt
	Looking for a Way Out? Find Your Way Through	FD Maroon Yurt
	Moving Beyond Pipelines: Cultivating Ecosystems to Develop Future Environmentalists	FD Green Yurt
	Leading Through and After the World Shut Down	FD Tent

## TUESDAY (cont.)

TIME	EVENT	LOCATION
3:30-5pm	Concurrent Sessions	
	Equitable Compensation and Hiring Practices in Environmental Education	WS Dining Hall
	Nature is For Everyone: Culturally Responsive Nature Centers	FD Maroon Yurt
	Exhibits on Any Budget	WS Blue Yurt
	What Does Equitable Engagement Mean for YOUR Nature Center?	FD Orange Yurt
	Making Sense of the Dollars and Cents: Finance Management Options for your Nature Center	FD Green Yurt
	Marketing Strategies and Tools for Success	FD Tent
5pm	Networking Social	Dining Commons
6pm	Dinner <i>Sponsored by GWWO Architects</i>	Dining Commons
7pm	Campfire	Dining Commons

## WEDNESDAY

TIME	EVENT	LOCATION
7am	Early Morning Activities	
	Canoeing & Kayaking	Waterfront
	Nature Hikes	Meet at Tent
	Yoga	Green Yurt
9-11:45am	Open Space	Dining Commons
12-1pm	Lunch <i>Women's Affinity Group meets</i>	Dining Commons
1-4pm	Field Workshops <ul style="list-style-type: none"> <li>The Living Buildings and Community of The Ecology School</li> <li>Maine Ecology at Ferry Beach State Park</li> <li>Gulf of Maine Research Institute: Exploring the Changing Gulf</li> <li>River Bend Farm: Farming to Feed Program Participants</li> <li>Maine Audubon's Gilsland Farm: Restoration and Propagation of Native Plants</li> </ul>	
5pm	Networking Social	Dining Commons
6pm	Dinner	Dining Commons
7pm	ANCA Leadership Awards Ceremony	Dining Commons

# SCHEDULE AT A GLANCE

THURSDAY - FRIDAY

## THURSDAY

TIME	EVENT	LOCATION
7am	<b>Early Morning Activities</b>	
	Canoeing & Kayaking	Waterfront
	Nature Hikes	Meet at Tent
	Yoga	Green Yurt
8am	<b>Breakfast</b>	<b>Dining Commons</b>
9-10:30am	<b>Concurrent Sessions</b>	
	Rooted in Experience, Reaching for Excellence: The History and Future of ANCA	FD Tent
	Data-Driven Strategic Planning: Where to Start	WS Conference Room
	Finding Your Niche in the AI Ecosystem	FD Green Yurt
	Indigenous, Native, Natural: What Do These Words Mean to a Living Culture?	FD Orange Yurt
	Cultivating Shared Leadership on Your Team	FD Maroon Yurt
	Full Spectrum Advocacy	WS Blue Yurt
11am-12:30pm	<b>Concurrent Sessions</b>	
	Mission-Driven Work in the Era of Change: Businesses Practices for Education Departments	FD Conference Room
	Putting Staff First: Personnel Policy Overhaul	FD Blue Yurt
	Nuggets for Leadership	FD Orange Yurt
	Mitigating Controversy	FD Maroon Yurt
	Is Your Board Ready to Step Up?	FD Green Yurt
12:30pm	<b>Lunch</b>	<b>Dining Commons</b>
1:30-5pm	<b>Open Space Sessions</b>	
5:30pm	<b>Networking Social</b>	<b>Dining Commons</b>
6:30pm	<b>Dinner</b>	<b>Dining Commons</b>
7:30pm	<b>Dessert Auction &amp; Summit Closing</b>	<b>Dining Commons</b>

## FRIDAY

TIME	EVENT	DEPART LOCATION
	<b>Field Trips</b>	
9am-3pm	Explore Portland	Parking Lot
10:30am-2pm	Visit the Chewonki Foundation	<i>Transportation is not provided</i>



**Donate \$30 to ANCA and receive a Chickadee Nature Nerd pin.**

Your donation will be invested in the ANCA Operational Reserve, which supports ANCA during difficult financial times. Make a donation and receive your pin at the ANCA Table. Past years' pins are also available.

*No chickadees are harmed in the pin-making process.*



**Connecting people to nature.**

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# SESSION DESCRIPTIONS

TUESDAY  
1:30-3pm

TUESDAY  
1:30-3pm

## Facility Planning: A Case Study of Lakeshore Nature Preserve

CONFERENCE ROOM

The Lakeshore Nature Preserve is a 300-acre natural area situated along Lake Mendota on the campus of the University of Wisconsin-Madison. The Preserve shelters diverse and biologically significant plant and animal communities essential for teaching, research, and outreach. As the ancestral home of the Ho-Chunk Nation, the Preserve also safeguards historically significant cultural landscapes. Despite its importance to the campus and larger community the Preserve has lacked a critically important on-site facility to support ongoing staff land management, campus educational activities, and public outreach. This workshop will explore the complex challenges involved in planning for a highly sustainable new facility.

**Facilitator:**

- Wayne Reckard, Director of Marketing & Strategy, The Kubala Washatko Architects, Inc.

WS

## The Staircase to Stewardship: A Visitor Experience Framework You Can't Ignore

BLUE YURT

The “Staircase to Stewardship” is a framework that visualizes an idealized visitor continuum and how Nature Center Administrators serve along the path. Community Engagement welcomes historically underrepresented audiences. Inclusive attention to basic needs welcomes visitors and creates a sense of belonging. Our recreation resources then create lifelong memories, and build healthier, happier, and smarter communities. But there's more work to do. Educational and interpretive programming shares the deeper relevance of our parks to build visitor appreciation. And stewardship calls-to-action grow donation revenue and advocates.

These are the steps along the Staircase to Stewardship, a framework of five core services and 30+ best practices applicable to all nature centers, although many are often overlooked. Nature center visitors are constantly moving along this experience continuum — our programs and sites must be aware of this framework and associated best practices, to create a comprehensive ecosystem of visitor services that guides visitors toward their next step.

**Presenter:**

- Ky Harkey, Founder/Principal, The Visitor Experience

WS

## Looking for a Way Out? Find Your Way Through

MAROON YURT

Have you struggled in your role or at your work? Discover the power of resilience and learn how to navigate adversity to create positive change. Let's come together to brainstorm and discuss uncovering opportunities during the most challenging times.

**Facilitator:**

- Zach Garcia, Executive Director, Wesselman Woods

FD

## Moving Beyond Pipelines: Cultivating Ecosystems to Develop Future Environmentalists

GREEN YURT

There is a need to diversify nature center staffing and attract a broader demographic to the environmental profession. Funding, especially at the federal level, largely addresses this problem by building pipelines for underrepresented groups. But is a pipeline the best way to support/describe this work? Is there a more organic way to develop future environmentalists, one that considers multiple factors that are critical to students' success? The term “ecosystem” describes a system of interdependence between living things and the habitat they occupy. Can we identify interdependent factors in students' lives and support them too, in addition to their academics? This support might include: engaging parents; offering non-English translations; paying interns; providing transportation.

This discussion is an opportunity to share lessons learned, as well as hear about other organizations' strategies and structures. Let's explore effective ways to do this important work and how best to describe it to our colleagues and our communities.

**Facilitator:**

- Brenda K. Plakans, Executive Director of Welty Environmental Center

FD

# SESSION DESCRIPTIONS

TUESDAY  
1:30-3pm

## A Self-Guided Approach to Direct Nature Engagement

WS

ORANGE YURT

The BEETLES Project, begun in 2011, develops research-based professional learning materials, model student activities, and additional resources that support organizational capacity building among outdoor science and environmental education organizations nationwide. BEETLES activities are developed around five primary design principles, not the least of which is engaging directly with nature, and have traditionally relied on learners being guided through experiences by a skilled instructor, making them highly effective tools in facilitated spaces.

In this workshop you will explore newly developed self-guided BEETLES activities, which were designed to encourage direct engagement with nature in outdoor centers, botanical gardens, or any unmediated nature space. Each activity engages students with commonly found parts of nature (e.g. leaves, lichen, using smartphones for exploration) to be widely applicable and highlight nature as something learners can begin developing a deep relationship with anywhere. Join this session to get hands-on experience with eight model activities and discuss how you might apply these learner-driven approaches to your own non-facilitated nature spaces.

### Presenter:

- Corinne Calhoun, Environmental Learning Coordinator, Lawrence Hall of Science at UC Berkeley

## Leading Through and After the World Shut Down

FD

TENT

Were you new on the job during or after our world shut down? Did you start your job in a virtual or hybrid environment? If yes, this session is for you. How did you build the necessary relationships? How did you maintain organizational culture? How did you facilitate the immediate need to rethink everything?! Join us for a conversation about the challenges of being a new leader and how you survived or thrived.

### Facilitators:

- Allison Mackley, Vice President for Education, Berks Nature
- Chad Truxall, Executive Director, Marine Discovery Center 9-10:30am



## Map Your Next Adventure in Will County, Illinois!

Four Rivers Environmental Education Center, Channahon, IL

Hidden Oaks Nature Center, Bolingbrook, IL

Isle a la Cache Museum, Romeoville, IL

Plum Creek Nature Center, Crete Township, IL

Monee Reservoir, Monee, IL

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*• Experiential Outdoor Learning*



# SESSION DESCRIPTIONS

TUESDAY  
3:30-5pm

TUESDAY  
3:30-5pm

## Marketing Strategies and Tools for Success

FD

TENT

In order to market what your organization is doing, you seemingly need to apply an array of skills: copywriting, photography, graphic design, public relations, a distinct knowledge of every social media platform in existence, and more. In this discussion we'll talk about marketing strategies for nature centers and outdoor schools, including how to prioritize time, how small teams (or teams of one) can get the most out of their work, and the best tools and resources to use.

**Facilitator:**

- Asa Duffee, Director of Marketing & Communications, ANCA

## What Does Equitable Engagement Mean for YOUR Nature Center?

FD

ORANGE YURT

Everyone talks about engaging with their community, equitable access to the outdoors, getting kids outside...but what does that actually mean? Let's talk about it! Discuss how The Discovery Center in Philadelphia uses "Standards of Excellence" to engage the community around them, and the steps Mitchell Lake Audubon Center in San Antonio is taking to be a conservation action center for everyone. We want to hear what steps your center is taking to engage equitably.

**Facilitators:**

- Sara Beesley, Director, Mitchell Lake Audubon Center
- Corina Solis, Conservation Coordinator, Mitchell Lake Audubon Center
- Damien Ruffner, Audubon Program Manager, The Discovery Center

## Nature is For Everyone: Culturally Responsive Nature Centers

FD

MAROON YURT

Culturally relevant and culturally responsive teaching are well-researched and considered to be best practices for classrooms to engage with all students. These teaching practices connect student learning to their cultures, support the belief that everyone has important knowledge and understandings of the world to share, and ensure the sense of belonging. But how do we bring these practices to our nonformal education sites? We'll talk about how and why to implement culturally responsive practice into our programs and centers, explore resources and models, and consider ways to celebrate the diverse knowledge our students, visitors, and program audiences bring with them.

**Facilitator:**

- Erin Parker, Interpretive Services Supervisor, Huron-Clinton Metroparks

## Equitable Compensation and Hiring Practices in Environmental Education

WS

DINING HALL

This session will provide an overview of the recommendations in the Southeastern Environmental Education Alliance's new *eeGuidance for Equitable Pay and Hiring* document related to equitable compensation, position design, recruitment, and hiring processes. We will also discuss recommendations and resources for employers to use this document highlighting the Maine Environmental Education Association's recent work on equitable compensation as a case study. The session will be interactive with time for participants to connect in small groups to discuss their own reflections on this complex issue, share challenges and solutions.

**Facilitators:**

- Olivia Griset, Executive Director, Maine Environmental Education Association; Advisor on the SEEA *eeGuidance for Equitable Pay and Hiring* document

## Exhibits on Any Budget

WS

BLUE YURT

Learn three different ways to approach exhibits in your nature center. First discover how to develop, design, and fabricate interactive exhibits in-house that won't break the budget. Then see how we involved the community in art shows and traveling exhibits therefore diversifying our audience. Lastly see how a nature center looking for a large scale remodel, bid out for a conceptual design plan with professional design companies. This plan also includes a cohesive interpretive theme to use going forward during construction and fabrication. Presentation includes examples of each approach from Plum Creek Nature Center and Hidden Oaks Nature Center.

**Presenters:**

- Suzy Lyttle, Program Coordinator, Forest Preserve District of Will County
- Heather Van Zyl, Interpretive Naturalist, Forest Preserve District of Will County

## Making Sense of the Dollars and Cents: Finance Management Options for your Nature Center

FD

GREEN YURT

Sound financial practices are key to the successful short- and long-term goals of your center. Join us for this session to share the different ways organizations manage finances. Bring your successes and challenges with managing the dollars and cents of your center and contribute to the group learning. Discussion will include outsourcing your bookkeeping, payroll services, first steps in endowment establishment.

**Facilitators:**

- Kitty Pochman, Executive Director, Linda Loring Nature Foundation
- Dennis Pilaske, Executive Director, Chippewa Nature Center

# SESSION DESCRIPTIONS

THURSDAY  
9-10:30am

THURSDAY  
9-10:30am

## Rooted in Experience, Reaching for Excellence: The History and Future of ANCA FD

TENT

In 1989, ANCA was established to fill a niche not being filled by any other professional organization: to serve leaders of nature and environmental learning centers. Hear from a panel of ANCA founders and current ANCA leadership to learn about the early development of the organization and peer network that now includes over 700 professionals across North America. How did their early meetings and conversations inform ANCA's culture of dedication to mission, networking, and friendship? And what will the next 34 years look like as we continue to reach for excellence?

### Panel Members:

- Bob Mercer, Retired Director of Silver Lake Nature Center
- Bob Thomas, Director & Professor, Center for Environmental Communication at Loyola University New Orleans; ANCA Founding Member
- Corky McReynolds, PhD, Director, Pacific University's Master of Nonprofit Leadership
- Dennis Pilaske, Executive Director, Chippewa Nature Center; VP of Strategic Direction, ANCA
- Jen Levy, Executive Director, ANCA
- Kristin Smith, Recreation Manager, Tualatin Hills Park & Recreation District; President, ANCA
- Tracy Kay, Chief Executive Officer, Bartlett Arboretum & Gardens; ANCA Founding Member

## Data-Driven Strategic Planning: Where to Start WS

CONFERENCE ROOM

The first step in strategic planning should always include taking stock of where your organization is at now. In this workshop we'll provide a real example of what types of data can be gathered, how that data can inform strategic planning efforts, and how outside data (like cell phone location analytics) can supplement organizational data to provide the most complete picture of your organization. Plus, we'll look at some of the limitations of data and see how those knowledge gaps can be overcome.

### Presenters:

- Nick Boutis, Executive Director, Glen Helen Association
- Gabe Buckley, Business Analyst, Canopy Strategic Partners

## Finding Your Niche in the AI Ecosystem FD

GREEN YURT

Artificial intelligence (AI) tools have become increasingly available to our organizations, with possibly major implications for operations, fundraising, marketing, and more. Let's open up a dialogue about what AI looks like in the nature center sphere. Help or hindrance? Authentic or misleading?

### Facilitator:

- Zach Garcia, Executive Director, Wesselman Woods

## Indigenous, Native, Natural: What Do These Words Mean to a Living Culture? FD

ORANGE YURT

How do we honor the past and the living culture of the Indigenous peoples that lived and may still live on or near the land a park or historic organization occupies, beyond a land acknowledgment? We will explore modern questions regarding Indigenous life past, present, and future, in historic spaces.

### Facilitators:

- Lizen Hayes, Executive Director of Autrey Mill Nature Preserve & Historic Center
- John DeFillipo, Executive Director, Texas Conservation Alliance

## Cultivating Shared Leadership on Your Team FD

MAROON YURT

How do we create teams who are invested in each other, the group as a whole, and your organization's mission? In this session we'll explore philosophies and tactics that can be applied to teams of any size. We'll pull from concepts such as "teal" organizations, sociocracy, and dynamic governance, and share what has worked (and what hasn't!) from our own personal experiences. Whether you are a new leader wanting to get your new team off to the right start or a seasoned professional seeking to shake up some of your team's established patterns, you'll be sure to walk away with some ideas!

### Facilitators:

- Mike Larson, Executive Director, The Blue Lotus Center
- Glenna Holstein, Independent

## Full Spectrum Advocacy WS

BLUE YURT

The Cibolo Center for Conservation was thrust into the civic realm by a large development on its border. Seeing the need to pre-empt the negative impacts of future development, the Cibolo became highly engaged in regional policy and planning. Since 2017, the Cibolo has achieved a number of policy and planning outcomes, including co-created the most environmentally protective Unified Development Code in Texas.

During this workshop, we will explore our philosophy, tactics, and strategy for achieving outcomes through what we call "Full Spectrum Advocacy." You will learn the secrets to our success and cultivate the can-do attitude that is fundamental to all great achievements. If we can do it, you can do it, so come get informed and energized!

### Presenter:

- Ben Eldredge, Vice President of Conservation, Cibolo Center for Conservation

# SESSION DESCRIPTIONS

THURSDAY  
11am-12:30pm

THURSDAY  
11am-12:30pm

## Mission-Driven Work in the Era of Change: Sustainable Businesses Practices for Education Departments

FD

CONFERENCE ROOM

Join this facilitated discussion on education programming at nature centers that supports how we operate at the confluence of mission work and innovative business models. We will discuss how to know when change is needed, how to implement change with low risks and high rewards, and how to evaluate success for what our future community needs. Through this rich dialogue, we will focus on programming with fidelity, sustainability, and mission alignment.

**Facilitators:**

- Amanda McMickle, Vice President of Education at Cibolo Center for Conservation

## Putting Staff First: Personnel Policy Overhaul

FD

BLUE YURT

There are many ways to honor the work of staff, including providing great benefits, supporting diversity and families, and building positive work culture. The Nature Museum in Grafton, Vt., and North Branch Nature Center in Montpelier, Vt., each recently led comprehensive personnel policy overhauls and benefit reviews that navigated tricky issues such as legal requirements, appropriate language, and cost. We sought to improve benefits, provide clarity and structure, and support both our staff and our organizations.

In this facilitated discussion, we'll explain how we did this and where we landed on topics such as paid leave, sick time, gendered language, and program waivers. We'll also leave space for questions and discussion about your struggles and triumphs with personnel policies and employee benefits.

**Facilitators:**

- Nikolas Katrick, Executive Director, The Nature Museum
- Naomi Heindel, Executive Director, North Branch Nature Center

## Nuggets for Leadership

FD

ORANGE YURT

Share your successful leadership secrets, those precious nuggets that have worked well for you. Share practices that appeared as treasures but were not worth much. Through the wisdom of the group, discover and develop inspired leadership practices. Find your nugget!

**Facilitators:**

- Corky McReynolds, PhD, Director, Pacific University's Master of Nonprofit Leadership

## Mitigating Controversy

FD

MAROON YURT

Community reactions to program implementation — and DEI programs in particular — can be hard to predict, and can result in unprecedented, even violent, backlash. Come share your implementation stories and discuss steps to facilitate engagement and new ways of thinking within our communities.

**Facilitators:**

- Andy Williams, Director of Satellite Properties, Memphis Museum of Science and History

## Is Your Board Ready to Step Up?

FD

GREEN YURT

Your board serves the critical function of leading your organization through an executive director vacancy, whether expected or sudden. Is your board ready to take on this responsibility? How can you, as a leader, ensure your board is ready to lead?

**Facilitators:**

- Kay Carlson, Retired President/CEO, Nature Center at Shaker Lakes
- Jenn Wright, Executive Director, Grass River Natural Area

## OTHER ACTIVITIES

### Early Morning Activities

Are you an early bird? Start your day with an invigorating activity at River Bend Farm, 7-8am Tuesday through Thursday. These self-guided endeavors allow you to explore the campus and connect with fellow Summit participants.

#### Canoeing & Kayaking

Ready the sails — or rather, paddles! Enjoy the Saco River at the L.L. Bean Waterfront on your choice of watercraft. This activity is limited to 14 people at a time. Piracy is prohibited. *You must sign a waiver and go through an orientation in advance. If you need the waiver and/or orientation, speak to ANCA or The Ecology School staff.*

#### Nature Hikes

Explore the scenic trails of River Bend Farm. We'll have birding experts available to walk with (as well as some binoculars), but you're also welcome to independently stroll as you please. *Meet at the tent at 7am.*

#### Yoga

Embrace the serenity of early morning. We'll have yoga mats available for you to use, though you may bring your own supplies. *Meet at the Green Yurt at 7am.*

### iNaturalist

Contribute to the Summit iNaturalist Bioblitz! We'll make a record of all that Summit participants observe. The person with the most observations receives 25% off 2024 Summit registration. *Search iNaturalist for "2023 ANCA Summit."*

### Affinity Groups

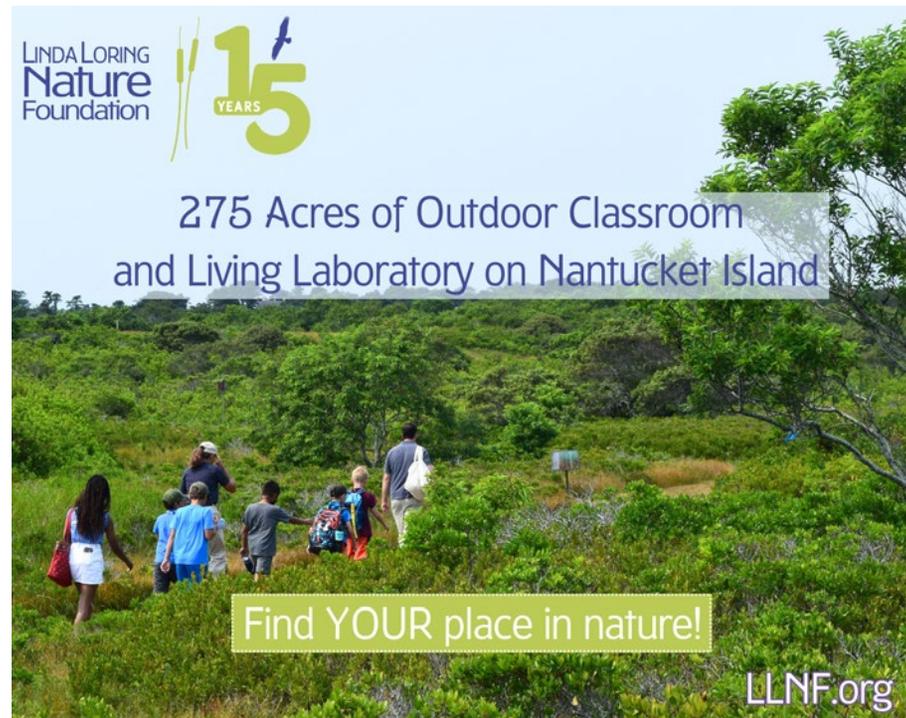
This Summit is launching two affinity groups that will allow a safe and welcoming space for those who identify with each group. Both affinity groups will continue to meet virtually throughout the year.

#### LGBTQ+ Group

For those who identify as Lesbian, Gay, Bisexual, Transgender, Queer, or as belonging to additional related identities such as nonbinary, intersex, asexual, or Two-Spirit. This group meets at the tent over lunch on Tuesday.

#### Women's Group

For all who identify as women, nonbinary, genderqueer, and/or trans. This group meets at the tent over lunch on Wednesday.





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Reaching for Excellence.*

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ANCA helps to lead these organizations forward.

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