



2009 Annual Report

*Serving: Bradford, Lycoming, Sullivan, Susquehanna, Tioga,
and Wyoming Counties*

RR 5 Box 5030D
Towanda, PA 18848-9354
Phone: 570-265-5288 ext. 5
www.endlessmountainsrcd.org

Introduction

Purpose

The purpose of the Annual Report is to provide an accurate representation and reflection on the Endless Mountains Resource Conservation & Development (RC&D) Council, and the importance the Council provides to the communities, resources, and economy within the area.



A Message from the Chair:

In your hands you hold a distillation of the past years activities of the Endless Mountains RC&D and a report to our friends, partners and stakeholders. This is just the tip of the iceberg we have been whacking away at for a number of years. We invite you explore our work and ask you to participate by please providing us with feedback, encouragement and criticism on how we have done our job.

In our hands has been work on three major fronts throughout the region. *Watersheds* and water related topics, *Agriculture* and many opportunities and threats to our food system, and *Energy*, both alternate and conventional. In addition, we have been aligning our activities to be more relevant and timely based on the rapidly changing landscape in the northern tier of Pennsylvania. We have recently completed a Strategic Plan, focusing on our critical issues listed above, including the governance of the organization.

From this work, we have started to embark on a business planning and capacity development process that will ensure the viability of the Council and the important work we are doing. It is our challenge as the threats and opportunities of the Marcellus Shale expand in the region to make sense of the Play and figure out what our niche might be and the gaps we can fill to assist our communities in making the transition from quiet rural villages and farms to a major energy producing region in the northeast.

A handwritten signature in black ink that reads "jim weaver". The signature is written in a cursive, lowercase style.

Chairman
Endless Mountains Resource Conservation & Development Council

Our Mission

The Endless Mountains Resource Conservation and Development Council will lead a diverse group of stakeholders in the sound conservation and stewardship of the region's natural resources. The Council will promote the rural quality of life and its economic stability through organizational efforts, education of communities, technical expertise and sponsorship of projects.

Holistic Goal - Our Vision

Quality of Life – Statement

We will collectively continue to share our knowledge and scientific truth in protecting our natural resources and resource base with integrity, honesty and a conservation ethic which will result in becoming self-sustaining.

Forms of Production

- Commitment to success – functional board, action committee
- Accept everyone's opinion / Open communication (consensus) – Establish procedure, listen with respect
- Element of fun & caring - Celebrate each other
- Conservation Ethic – Articulate & publicize our organization's successes
- Use our influence as a group to integrate public opinion & political process
- Education (ourselves and others) to address root causes – A "watershed" idea
- RC&D has an integral role in assisting farmers in the region for being more successful and better stewards
- Assist small guys (farmers) to find their niche in the market so they don't have to get "big"
- Education of the public on why local products are important and their role in sustainability.
- Apply this philosophy to our other issues (forestry, other ag products)
- Change public perception, to make a positive impact, by educating them on non-ag issues (energy, flood plains, storm water)

Future Resource Base

Organization:

- Larger staff for specific areas (forester, grazing, other, educator)
- Stronger partnerships with other agencies, organizations beyond CD & NRCS
- Future financial independence
- Less dependence on USDA
- Total commitment from board with support from staff, partners and "sponsors"
- Absent board members realize importance of RC&D and their involvement/role

Landscape Description

We will provide the opportunity for communities across the region to collaborate and join into the local expression of the diversity and balance of farms, villages and towns. We will rely on local foods fresh off the farm, innovative entrepreneurs and willing partners to sustain our quality of life. We will need clean water and air, protected topsoil and sensible renewable energy. Our natural resources will require enhancement and conservation for healthy families and businesses to generate profit and support the people (who get it).



In 2009, the Council grasped the real meaning of the Endless Mountains Mission Statement and the Holistic Vision for guidance. We are awed at the opportunities and responsibilities of each council member, both individually and collectively. We trust that Council's actions have contributed to the improved quality of lives and resources of the region.

Enormous credit must be given to Coordinator, Stacy Koch, who is provided by USDA'S Natural Resource Conservation Service. Stacy's expertise and contacts have made the EMRC&D'S accomplishments possible.

Program Assistant, Diane White, continues her energetic and enthusiastic ways in office/financial management.

History of Endless Mountains RC&D Council

Endless Mountains RC&D was authorized on August 1, 1967 as an RC&D Council by the US Department of Agriculture. The original area only included Bradford, Sullivan, Susquehanna, Tioga and Wyoming Counties. In 1992 Lycoming County was added to complete the six county RC&D region.

On May 24, 1988 the Endless Mountains RC&D Council formed the Endless Mountains Resource Conservation Trust. This entity was formed to serve as the financial arm of the organization. The Trust was incorporated and applied for and received its 501c3 with the IRS on December 7, 1989. In 2003 the Council began the strategic planning process for the 2004-2009 Area Plan. As a result of the planning process and a Council retreat, it was decided to dissolve the Trust and have the two organizations become one under the governance of Endless Mountains RC&D Council. In 2004 the Council and Trust began the process of dissolution of the Trust and obtaining incorporation and non-profit status for the Council. In January 21, 2005 the Council received an advanced ruling that it was considered a 501c3 organization with the IRS. It was from that date forward that the Council functioned as an independent organization. The Endless Mountains Resource Conservation Trust was officially dissolved on July 8, 2005.

Executive Council Officers:

Chairman: Jim Weaver
Vice-Chairman: MaryAnn Warren
Secretary: John Sullivan
Treasurer: Rick Ryan

Council Board of Directors:

Bradford Co. Commissioner Representatives:

- John Sullivan – County Commissioner
- Mark Smith – County Commissioner
- Mike Lovegreen (2nd Alternate) – Conservation District Manager

Bradford Co. Conservation District Representatives:

- Vacant – Conservation District Director
- Mike Lovegreen (Alternate) – Conservation District Manager

Lycoming Co. Commissioner Representatives:

- Megan Lehman - Lycoming Co. Planning Commission

Lycoming Co. Conservation District Representatives:

- Denise Tobin – Conservation District Secretary
- Carey Entz (Alternate) – Conservation District Watershed Specialist
- Mark Davidson (2nd Alternate) – Conservation District Manager

Sullivan Co. Commissioner Representatives:

- Betty Reibson - County Commissioner
- Jacquelyn Rouse (Alternate) - Conservation District Manager

Sullivan Co. Conservation District Representatives:

- Rick Ryan – Conservation District Director
- Bruno Najaka (Alternate) – Conservation District Director
- Jacquelyn Rouse (2nd Alternate) – Conservation District Manager

Susquehanna Co. Commissioner Representatives:

- MaryAnn Warren - County Commissioner
- Jim Garner (Alternate) - Conservation District Manager
- Thom Helmacy (2nd Alternate) - Conservation District Director

Susquehanna Co. Conservation District Representatives:

- Brian Severcool– Conservation District Associate Director
- Jim Garner (Alternate) – Conservation District Manager
- Thom Helmacy (2nd Alternate) – Conservation District Director

Tioga Co. Commissioner Representatives:

- Mark Hamilton - County Commissioner
- Adam Hills (Alternate) - Conservation District Manager

Tioga Co. Conservation District Representatives:

- Jim Weaver – Tioga County Planning
- Adam Hills (Alternate) – Conservation District Manager

Wyoming Co. Commissioner Representatives:

- Stark Bartron - County Commissioner
- Doug Deutsch (Alternate) - Conservation District Manager

Wyoming Co. Conservation District Representatives:

- James Luce - District Director
- Bob Herman (Alternate) – Conservation District Director
- Doug Deutsch (2nd Alternate) – Conservation District Manager

At-Large Members (2 Positions):

- Lillian Theophanis (Susquehanna County) - Susquehanna CD Associate Director
- Vacant

Endless Mountains RC&D Council Staff

- Diane White – Program Assistant
570-265-5288 ext 102 to Diane.White@rcdnet.net

USDA, Natural Resources Conservation Service

- Stacy Koch – RC&D Coordinator
570-265-5288 ext 118 or Stacy.Koch@pa.usda.gov

EMRCD Office Contact Information

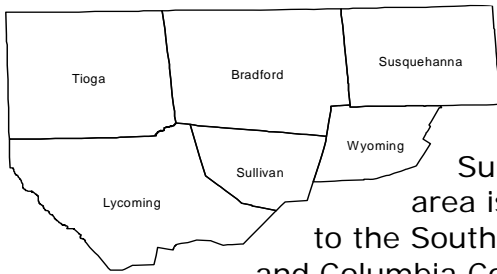
Endless Mountains RC&D Council
RR 5 Box 5030-D
Towanda, PA 18848
570-265-5288 ext 5
www.endlessmountainsrcd.org

Council Committees

The RC&D Council has three active committees: Agriculture, Energy and Watershed, as well as individual project steering committees that assist with the development of projects and programs within the region. In addition to the project related committees the Council also has organizational committees such as Governance, Communications, Employee, Finance, Strategic Planning/Business Planning and two ad hoc committees: Audit and Nominations.

Area of Operation

Endless Mountains RC&D Region



The EMRC&D Area is located in the Appalachian Plateau Region of North East and North Central Pennsylvania. This area, commonly known as the Endless Mountains Region, includes the six Pennsylvania counties of Bradford, Lycoming, Sullivan, Susquehanna, Tioga, and Wyoming. To the North, the area is bordered by New York State; on the East by Wayne County; to the South by Lackawanna, Luzerne, Union, Northumberland, Montour and Columbia Counties; and to the West by Clinton and Potter Counties.

The region is 5,189.3 square miles with a population of 294,121. Approximately 76.5% of the region is considered rural with only one city located in the region, Williamsport, Lycoming County. Bradford County has two urban centers, both much less populated than Williamsport. All other counties average more than 81% rural. Many small farms and industries are located here.

RC&D Assistance

Council's Critical Issues for 2009 – 2014

- Agriculture
- Watersheds
- Energy
- Council Capacity & Sustainability

Critical Issue-Agriculture

Farms and the communities that have grown up around farms are the economic and cultural backbone of Region. These farming communities are threatened by development, economics, loss of support businesses, labor costs, a source of future farmers, local – state –federal regulations, non-farmer attitudes, bio-security, energy costs, water quality issues and wildlife impacts.

Statement of Intent

By 2012, the Endless Mts. RC&D will be a recognized resource to Agricultural Communities and farmer needs in cooperation with agencies and organizations of similar intent.

Agriculture

Goal #1-Develop and implement 2 strategies to enhance the sustainability of the agriculture culture of the Endless Mountains RC&D region by 2014.

Projects that Meet Critical Agriculture Goals

- **Troy Grazing Conference**-This conference in partnership with NE Project Grass is intending to educate agricultural producers on the innovative farming methods to increase profitability and reduce operational costs through value-added opportunities.
- **Soil Health and Profit: No-till & Cover Crops**- This project is focusing on finding technical and financial assistance for local agricultural producers interested in making the transition to a no-till/cover crop system while providing educational opportunities to ensure a more successful transition.
- **No-till Conferences**: This conference in partnership with Penn State Cooperative Extension, NRCS and the Conservation District is intending to educate agricultural producers on the innovative farming methods to increase profitability and reduce operational costs through no-till, cover crop and soil quality opportunities.
- **Value-added Dairy Initiative**-This project is aiming to provide value-added opportunities for dairy farmers in the region through artisan cheesemaking classes.
- **Rotational Grazing Systems/Conversion to Grasslands**-This project through a PA DEP Energy Harvest Grant is providing 10 solar/wind powered watering systems and conversion of 350 acres of crop or idle land into hay/pasture for rotational grazers.
- **Ag Summit**-This project will provide an opportunity for farmers in the Northern Tier to learn about current status of the reauthorization of the Chesapeake Bay Program and implementation of the Total Maximum Daily Load (TMDL) for the Chesapeake Bay
- **Weed Control Wildlife Habitat Technical Assistance Program**-This program through a cooperative agreement with NRCS allows the Council to host educational events, produce fact sheets on weed identification and management as well as other educational materials. This program also provides the opportunity for the Council to offer one on one technical assistance visits for CREP landowners.
- **Tools You Need to Grow a Successful Conservation Planting: Weed Management for Land Owners DVD**-This project is a spin off from the Weed Control Wildlife Habitat Technical Assistance Program. The DVD offers information on CREP for Wildlife, Weed Lifecycles, Identification of Noxious and Invasive Weeds, Applying Herbicides, Sprayer Calibration and Weed Management in Riparian Buffers and Grasslands.
- **CSP Outreach**-This project in cooperation with USDA, NRCS provides the opportunity for farmers and forest landowners to learn more about the Conservation Stewardship Program and opportunities that they may be eligible through that program for implementation of conservation activities.

Critical Issue-Watersheds

"Water is one of Pennsylvania's most precious resources. There are over 83,000 miles of streams, 4,000 lakes, 120 miles of coastal waters and 80 trillion gallons of ground water/aquifers in Pennsylvania. Maintaining the quality and quantity of this resource is critical to the economy and the survival of natural systems and habitats." – Lycoming College Clean Water Institute

Statement of Intent

By 2012, the Endless Mts. RC&D will be a recognized resource to Watershed Organizations and Landowners needs in cooperation with agencies and organizations of similar intent.

Watersheds

Goal #1-By 2012, the EMRC&D will be used as a resource by 75% of the municipalities and watershed organizations in addressing watershed needs in cooperation with agencies and organizations of similar intent in the Endless Mountains region.

Projects that Meet Critical Watershed Goals

- ***Woodland Resource Adventure Camp-*** This camp is held each year in July for children ages 12-16 who want to learn about the outdoors and the environment through an excellent hands-on experience. The camp has a four year rotation of themes: Wildlife, Aquatics, Soils/Geology, and Forestry, and this year will be held from July 12-16 at Camp Lackawanna, Tunkhannock, PA. Children for the local area, through PA and other states are welcome.
- ***Pine Creek Oral Histories and Education-*** This project involves interviewing 20 long-time residents and visitors of the Pine Creek watershed (covering portions of Potter, Tioga, Lycoming and Clinton Counties) to record their oral histories of life living, working and recreating in the watershed. This project will result in the second DVD available to the public to help make people aware of these previously untold/unrecorded stories and educate them about life in the watershed.
- ***Proactive to Flooding Education-*** This project involves an innovative approach to providing education about stormwater and floodplain management issues to empower local decision maker to be more proactive to flooding.
- ***Weed Control/Wildlife Habitat Technical Assistance-*** Landowners enrolled in the US Dept. of Agriculture's Conservation Reserve Enhancement Program (CREP) received technical assistance from PA RC&D Councils to address issues related to noxious and invasive weed issues and wildlife habitat improvement guidance.
- ***Consortium for Scientific Assistance to Watersheds (C-SAW)-*** This ongoing program provides opportunities for watershed associations, lake management organizations, municipalities, and other organizations to apply for free technical assistance on a variety of watershed and environmental improvement needs.

Critical Issue-Energy

On a daily basis, the US consumes more petroleum products than all of Japan, China, Canada, Russia, Indonesia, India, and South Africa combined. In PA alone, we spend \$30 billion annually to purchase liquid fuels produced from outside our borders. The increased costs of purchasing petroleum (increase of 82%) have created a hardship for consumers, and the environmental communities are reaching out for cleaner and renewable alternative energy.

Statement of Intent

By 2012, the Endless Mts. Resource and Development Council will be an educational resource for the general public to find solutions to their energy needs and concerns.

Energy

Goal #1 – Develop and implement at least one regional initiative to improve energy conservation and/or alternative energy production by 2014.

Projects that Meet Critical Energy Goals

- ***Rotational Grazing Systems/Conversion to Grasslands***-This project through a PA DEP Energy Harvest Grant is providing 10 solar/wind powered watering systems and conversion of 350 acres of crop or idle land into hay/pasture for rotational grazers.
- ***Pennsylvania Fuels for Schools & Beyond Program***- This statewide program was started to promote the use of biomass for energy to assist the economy, environment, and infrastructure within PA. The Council has taken on a role of leading the Education and Outreach for the state as well as individual outreach to those facilities interested in the region.
- ***NE PA Energy Solutions Expo***-This project led by Pocono NE RC&D Council is a two day energy expo aimed at providing educational opportunities for the public on current energy related topics and technologies.
- ***Lycoming County Fair-Energy Building***-This project in partnership with the Lycoming County Fair Board will assist them in establishing an Energy Building for the 2010 fair. This project is a spin off from the NE PA Energy Solutions Expo.
- ***Energy Conservation/Energy Audits***-This project was initiated to gather the major groups/individuals interested in energy conservation and energy audits to see if there is a need for a regional/statewide program that would promote energy audits among the agricultural community and ultimately implementation of energy conservation practices.
- ***Freewatt Cogeneration/Distribution Energy Project***-This project is aiming to install Freewatt Cogeneration units in 10 farms/small businesses in the region to demonstrate that cogeneration on a small scale is available, affordable and worth the investment.
- ***Net Zero Energy Home Project***-This project in partnership with Northern Tier Career Center aims to work with the school students to construct a modular home that is net zero energy or near net zero energy to provide an increased learning opportunity for the students as well as the public on what is available and affordable.

Critical Issue-Organizational Capacity & Sustainability

The issues facing the region across the boundaries and within them are huge and ever increasing. The category of capacity building and sustainability is a most important component of the strategic plan. The Council has taken some giant steps in this regard but more needs to be done. There are several important processes that will move us by quantum leaps forward. How we will implement our Holistic Goal and the Strategic Plan and what we will need to do and how we will behave as a council and as individuals in the future are paramount.

Statement of Intent

By 2012 The Endless Mtn RC&D will be financially sustainable with strong board capacity to ensure long term success of the organization. We will improve our learning and communication internally and externally utilizing a broad range of technology and commitment of all the members and agencies we interact with.

Organizational Capacity & Sustainability

Goal #1- By 2012 EMRCD will develop and implement a Council orientation and continuing training program to increase governance, leadership and capacity of the 14 member board.

Goal #2- By 2010 develop and begin implementation of a plan to become more financially sustainable including a plan to develop a broad base of financial support for the Endless Mountains RC&D Council.

Projects that Meet Organizational Capacity & Sustainability Goals

- ***Business Plan Development***-EMRCD initiated a business planning process with a work session in partnership with Pocono NE RC&D Council by hiring Sara Knight as a facilitator and has been working on a draft plan for the Council. The Council hopes to have a completed business plan and supporting materials completed by the spring of 2010.
- ***Development Project***-This project aims to upgrade the existing RC&D website, initiate an RC&D newsletter, improve upon the existing annual report, develop an electronic and effective method of in-kind reporting, and hold at least two board trainings presumably in the areas of marketing and fundraising.

Council & Major Project Activities

Project and Program Example Accomplishments:

Workshops, Tours, Seminars Held:	10
Community Events Held:	9
Trainings Sessions Held:	139
Participants:	1,576
Information Media Produced:	4,562
Information Media Distributed:	12,887
Watershed or Area-wide Conservation Plans Developed (number):	1
Grazing Land Treated (acres):	101
Invasive Species Treated (units):	76
Invasive Species Treated & Wildlife Habitat Improved (acres):	2,237
Animal Agricultural Operations Assisted:	4
Alternative Energy Systems (units):	2
Businesses Created/Expanded/Retained:	4
Jobs Created/Retained-Farm Related:	8
Public Facilities Constructed (Utilities):	5
Grant Administration Service Provided:	1
Rural Fire Protection Service Provided:	5
Citizens Served by RC&D Activities:	1,634

Project and Program Example Summaries:

Woodland Resource Adventure Camp-2009



The Woodland Resource Adventure Camp is a great summer environmental education experience where students learn about trees, wildlife, aquatic life, streams, soils, and how they are all connected. Students stay in college dorm rooms for the five days of activities. The camp is recommended for young people who want to learn about the outdoors and the environment through an excellent hands-on experience. The Camp is good in preparing for the Envirothon competitions, 4H Events and can be used as credit toward Scout Merit Badges. Students learn about tree identification, wildlife and habitats, wildlife

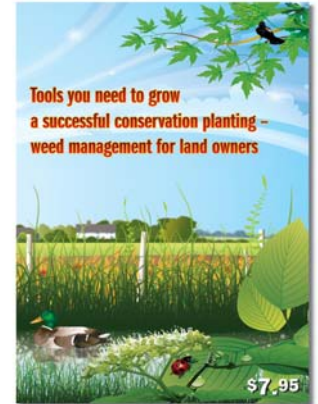
rehabilitation, orienteering (finding your way with a compass and map), using a GPS (Global Positioning System), soil conservation, and watersheds. They will participate in a field trips to local sites related to the theme of Wildlife.

Dry Hydrants for Rural Fire Protection

This project will improve rural fire protection capabilities by installing a minimum of 42 dry fire hydrants (370 statewide) in Endless Mountains region. Dry Hydrants are a non-pressurized pipeline from a water source to a fire hydrant which can greatly speed up a fire company's access to water which is usually one of the most limiting factors in fighting fires in rural areas.

Weed Control/Wildlife Habitat Technical Assistance Project

Endless Mountains RC&D worked with several contractors to develop a Weed Control DVD, "Tools You Need to Grow a Successful Conservation Planting: Weed Management for Land owners", for CREP Landowners and others interested in learning about noxious and invasive weed identification and management. The RC&D was also able to provide technical assistance to 76 land owners on 2,237 acres.



Pennsylvania Fuels for Schools & Beyond Program-2009

The Pennsylvania Fuels for School & Beyond program is a statewide biomass energy-use initiative promoting local renewable resources to provide reliable energy for Pennsylvania schools and businesses. The program will provide many opportunities for the expansion of the forest and agricultural resources and industry within Pennsylvania which will include the utilization of low grade wood, wood waste, dedicated energy crops, and agricultural products. EMRCD will serve a role with the working group, technical and education and outreach committees. A primary focus is to lead the way for implementing this program in our region.

Northeast PA Energy Solutions Expo

The Northeast PA Energy Solutions Expo is a collaborative effort of many partners to provide an educational and informational opportunity for people to learn about the various alternative, renewable, and energy conservation that they could potentially use and implement to reduce and/or possibly eliminate their need for conventionally produced energy and rely on new methods. New technologies are being developed rapidly to address the raising concern and need for locally produced energy with fewer financial impacts to the consumer, lessen the adverse environmental impacts to the environment, and improve the financial stability of people and communities. The Endless Mountains RC&D provided assistance with helping attendees make their own rain barrels and activities for the kids to learn about energy.

Pine Creek Oral Histories & Education Initiative



In 2007, the Endless Mountains RC&D and its partners completed the Pine Creek Watershed Rivers Conservation Plan funded by Pennsylvania's Department of Conservation and Natural Resources Community Conservation Partnership Program. As part of the plan, the steering committee members, now continuing as the Pine Creek Watershed Council, interviewed local landowners, area business people and enthusiasts about the past in the Pine Creek Valley. These oral historians speak about encounters with bear and rattlesnake, cutting ice, one room schools, the CCC, the importance of railroads in the area, and farms and fishing. These stories were put onto DVD, "Voices of Pine Creek", Volumes I and II, and are available for purchase.

Installation of Grazing Best Management Practices and Solar/Wind Powered Water Pumping Systems for Rotational Grazing

The Endless Mountains RC&D Council received a grant to convert 360 acres of cropland to pasture and to install (10) solar/wind powered water pumping systems. The project is in cooperation with the Northeast Chapter of Project Grass and the Pocono Northeast RC&D Council. Modern agriculture has resulted in the use of farm machinery to perform the majority of on farm tasks with includes feeding livestock rather than allowing livestock to pasture for their own nourishment. Pasturing and rotational grazing allows the farmers to lessen or minimize the reliance on farm machinery, possibly reduce labor needs and allow the livestock to forage for their food. A result of this pasturing and rotational grazing is a reduction in the use of fossil fuels, soil erosion better nutrient management, improved water quality, and carbon sequestration. Pasturing and rotational grazing are practices that have been gaining in popularity, but have some obstacles in gaining widespread acceptance and usage. Utilizing rotational grazing results in the need for large amounts of additional fencing, watering systems for livestock, animal trails/walkways, stream crossings, pasture seeds, etc. For this reason, we offered a grant program where a farmer/landowner received incentive payments on the acres of cropland converted to pasture to help offset the cost of implementing a rotational grazing system. 8 Grassland Conversion projects and 2 Solar/Water Pumping projects were completed.

Flood Summits for Communities and Municipal Officials

In 2006, the Endless Mountains RC&D Council set out to develop a program to enable municipal and other elected officials to become more pro-active to flooding. In 2007 and 2008, the Council and several partners planned and hosted 3 Flood Summits. As part of the Summits, the RC&D provided Flood Toolboxes to each municipality and agency in attendance. These toolboxes contained resource information on Stormwater and Floodplain Management, Disaster Response, Hazard Mitigation,



Stream and Watershed Management, and a host of other related resources including agency contact information and websites for additional information.

The Flood Summits in 2009 helped the municipalities by giving them tools to help them make a determination on what is and what is not an appropriate location to build a structure in or near a floodplain. The municipalities were also provided with a hands-on learning experience in the field. There were 100 in attendance at the Summits with 39 municipalities represented.

Troy Grazing Conference

On March 19, 2010, the Council helped with the 2009 Troy Grazing Conference held at the Troy Fire Hall. This informational conference was attended by 50 farmers and 11 vendors. Everyone learned about grazing dairy cows on a large scale and unique energy reduction strategies. There was a speaker talking about ways to conserve energy on and around the farm.

Presented the Policy Manual for Mid-Atlantic RC&D at Annual Meeting in NM

MaryAnn Warren, Vice-Chair, served on the Mid-Atlantic RC&D Policy Committee with Barbara Rosko and Susan Ruggie. A draft policy for the June 2009 meeting was prepared, but there wasn't a quorum to approve the policy. The Committee will revisit the policy and try to get input from the Mid-Atlantic members to re-present at the Mid-Atlantic meeting in September of 2010.

Green Career Day

In September, the Council helped to plan/host the Green Career Day with the Bureau of Forestry, the Bradford County Conservation District, and the Penn State Cooperative Extension. This natural resource and environmental career day was open to 8th grade students in Bradford, Sullivan, Tioga and Wyoming Counties. 150 students, from 18 schools were introduced to natural resource/environmental professionals that showed them what a "Day in the Life" of their profession was like. There was also 22 teacher chaperons, 30 presenters, 10 volunteers, and 10 FFA student volunteers in attendance. The careers that students got to see up-close were: Naturalist, Greenhouse, Arboriculture, Fisheries, Horticulture, Turf Management, Plant Health, Hydrologist, Geology, Floriculture, Forest Roads and Maintenance, Wildlife Biologist, Surveyor, Forestry, Forest Rangers, Wood Science, Energy, Farm Management, Wildlife Suppression/Prevention, GIS/GPS, and Landscaping.

Impact of the Council in the Area of Operation

Endless Mountains RC&D and it's partners have been instrumental in helping the municipalities see the value of flood plain management, showing students different environmental areas to consider for careers, educate the public about the history of the Pine Creek Watershed, inform area farmers on the benefits of grazing and solar/wind powered watering systems, and educating local landowners on weed control and wildlife enhancement.

Budget and Expenditures

Public support, revenues and reclassifications:

Commonwealth of PA Grants	90,898
NRCS Agreements	91,438
Service Income	11,983
Registration Fees	8,988
Membership Dues	5,670
Sponsorship Fees	2,510
Contributions	1,562
Interest	712
Miscellaneous	<u>393</u>

Total Public Support, revenues, and Classifications 214,154

Expenses:

Programs	158,944
Management & General	8,560
Fundraising	<u>768</u>

Total Expenses 168,272

Change in net assets 45,882

Net assets at beginning of year 109,879

Net assets at end of year 155,761

RC&D Councils – The Key to a Better Tomorrow

RC&D Councils, through their grassroots volunteer boards and committees, work locally to:

- Empower citizens and organizations to improve their quality of life
- Seek a balance between economic development and natural resource issues
- Create innovative solutions to address problems and needs
- Form partnerships to obtain the resources needed to accomplish projects
- Strive to make communities better places to live and work

The Endless Mountains Resource Conservation and Development Council (EMRCD) and U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, or marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities, who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326W, Witten Building, 14th and Independence Avenue, SW, Washington CD 20250-9410 or call (202) 720-5964 (voice or TDD). EMRCD and USDA are equal opportunity providers and employers.