

Annual Report



*Lincoln Land Conservation Trust &
Rural Land Foundation*



*protecting the rural character
of Lincoln, Massachusetts*

Report Year

2025



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Land Acquisition

The Nature Link: Conservation, Housing, and Access

After years of negotiations and approvals by residents at the Special Town Meeting in June 2025, the Nature Link project is several steps closer to completion! Over 52 acres of land, formerly owned by Farrington Memorial (Nature Linc) and the Panetta Family, have been purchased by the City of Cambridge for watershed protection purposes. A permanent Conservation Restriction (CR), to be held by the Town's Conservation Commission, is in the process of being placed on the land in the coming months. Public access is a key component of the project and the first portion of the new public trail, leading from Page Road northward toward the Panetta property will be opened to the public this fall. In addition, as of the summer of 2026 the Planning Board issued a Special Permit for 20 units of tightly clustered single-family housing that will be constructed on a portion of the Panetta property.

About the Project

When completed, the Nature link project conserves more than 77 acres of forest, wetland and field habitat on the Farrington Nature Linc and Panetta family properties located off of Page Road and Route 2 Eastbound. Both properties are identified as Land of Conservation Interest on the Lincoln Open Space and Recreation Plan. Together, these parcels represent the largest area of undeveloped and unprotected woodlands and wetlands in Lincoln.



Housing Diversity

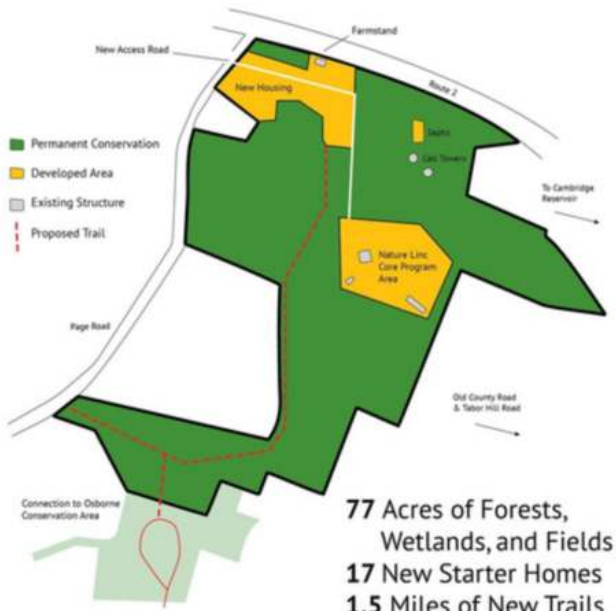
The project seeks to also meet a need in Lincoln for increased housing diversity. At a Special Town Meeting in June of 2025 Lincoln residents approved a mixed income neighborhood of 20 tightly-clustered houses with an average size of 1850 square feet and 15% income restricted. All houses will meet Lincoln's new stretch energy code and Dark Sky bylaw and also incorporate additional elements of green design. The housing will be located on about 5 acres of the Panetta property and an additional 1 acre of Farrington land and will be totally financed by the developer (Civico).



Conservation Funding

Thanks to the generous private donations of over 100 Lincoln residents, overwhelming support from Lincoln residents at Town Meeting for the use of Community Preservation Act (CPA) funds, funding by the City of Cambridge for watershed protection, a grant from the Codman Trust and significant contributions from RLF and LLCT, the fundraising goal for the land conservation project has been met. Thank you to Lincoln residents for continuing to support Lincoln's legacy of land conservation!

The Nature Link Project Map



Public Access

An important component of the Nature Link project is the creation of over a mile of public trails connecting the new housing development to the Osborne Conservation Land. The new trail connection will allow pedestrians to walk the entire length of the Farrington and Panetta land and continue all the way to Trapelo Road on existing public trails. The public trail will be opened in phases as the project is completed with the last phase occurring with the construction of the new houses on the Panetta land.

Gerard's Farmstand

As part of the approvals at the June 2025 town meeting Lincoln residents decided to include Gerard's Farmstand as part of the new North Lincoln Overlay District. This will allow the farmstand to continue to operate as it has for decades as a fixture along Route 2.



Stewardship & Land Management

80+ miles of trails



Throughout 2025, LLCT staff worked alongside volunteers, fieldwork assistants, and Town Conservation staff to maintain 80 miles of public trails. Work included clearing downed trees, pruning vegetation, and keeping Lincoln's extensive trail network accessible.



Several projects improved trail access and protected sensitive areas. New duckboards were constructed at Beaver Pond and Farrington, a new boat launch was built at Beaver Pond, and water bars were installed near Flint's Pond to help prevent erosion.



Staff monitored conservation land and Conservation Restrictions held by LLCT and the Town of Lincoln. Staff and volunteers also worked throughout the year to control invasive plants, including garlic mustard, wall lettuce, water chestnut, buckthorn, burning bush, and Japanese knotweed.



2025 Interns

Ally Mujica, Stewardship Intern
Iain Corkhill, Stewardship Intern
Becca Horger, Pollinator Intern



Garlic mustard was removed and collected in May



New wayfinding signs were installed on multiple LLCT and Town properties



The Stewardship Team worked to remove invasives throughout our properties in 2025



Volunteers helped remove water chestnut from Fairhaven Bay in July



Rain barrels were distributed by the Town and LLCT in April



In June, volunteers helped to install a new boardwalk at Flint's pond



New trail markers were installed to guide users through the 80+ miles of trails throughout town

Pollinators & Habitat

200+
plantings

Work continued on LLCT's Pollinator Action Plan in 2025, with new plants added to existing pollinator gardens and expanded planted areas at the Pollinator Meadow and Chapman Pasture. Staff, seasonal field assistants, and volunteers planted at least 200 perennials and shrubs in pollinator gardens across Lincoln.



LLCT's annual spring plant sale brought native plants into gardens throughout the community, distributing hundreds of native perennials to support local wildlife and pollinators.



The Pollinator Meadow provided opportunities for young people to take part in hands-on stewardship. Camp groups and an after-school group helped lay new mulched paths through the meadow and weed around newly planted areas.

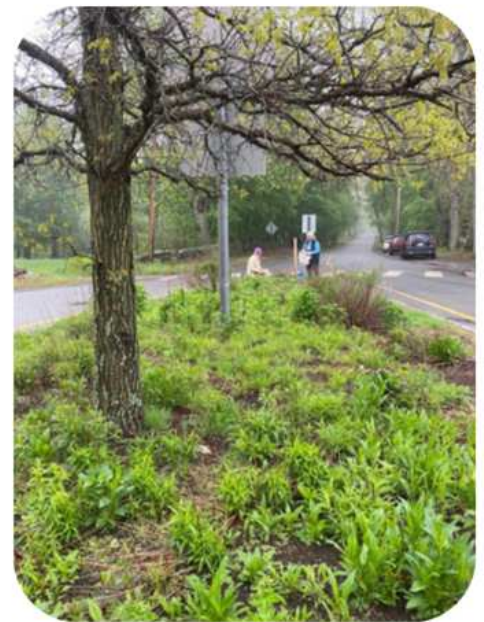




New pollinator pathway signs were installed at multiple sites in 2025



Monarda blooms in July at the Codman garden



A volunteer work day in May helped add new plants to the Codman island



In spring and fall, plantings introduced new native species to the gardens



Bumblebees are a frequent visitor to the Pollinator Meadow



Fresh plantings at Chapman in September



The new sign at Chapman Pasture was installed by our interns in July



Education & Outreach



Out on the Trails

Throughout 2025, LLCT offered a variety of guided walks that encouraged participants to slow down, observe, and learn about Lincoln's natural landscapes.

Gwyn Loud organized five spring birding walks, while John Calabria led six spring and eight fall

Noticing Walks in partnership with the Lincoln Council on Aging and Human Services. Jeff Adams led eleven Plant ID walks throughout the year.

Exploring Lincoln's Wildlife

Specialty walks offered opportunities to take a closer look at Lincoln's plants and wildlife. Ellen and Jim Meadors led a fern identification walk at Codman South in June, and Avalon Owens led an August walk through Smith-Andover Field to observe moths.

Lectures & Learning

Five virtual and in-person lectures brought experts and community members together to explore forests and carbon sequestration, forest canopy protection, sustainable planting, dark skies, and beavers.

Speakers included Emerson Conrad-Rooney, Dira Johanif, Rachel Neurath, Jane Slade, and Leila Philip.



43

programs, walks, & lectures



In October, LLCT and RLF welcomed more than 100 members to Bemis Hall for a benefit concert sponsored by Bob Davoli and featuring a Cuban jazz band



Eyes on Owls visited in April with this Great horned owl



Bryn Gingrich and Joy Falls painted new nature murals in the hallway at the LLCT offices



LLCT celebrated with the town at the 250th fair and feast in June



LLCT and the Town of Lincoln Conservation Department ran an annual vernal pool walk in April



Kids used a watershed model at the family wetlands walk in June



Avalon Owens led a moth walk in August



Winter Carnival in February featured fairyhouses and collaboration from NatureLinc



LLCT published the 2026 Open Spaces Calendar, continued offering its books and trail map, distributed the Wild About Lincoln Pocket Naturalist Guide, and shared Gwyn Loud's monthly online wildlife column throughout the year

13th Annual Scarecrow Classic 5k



700+
runners



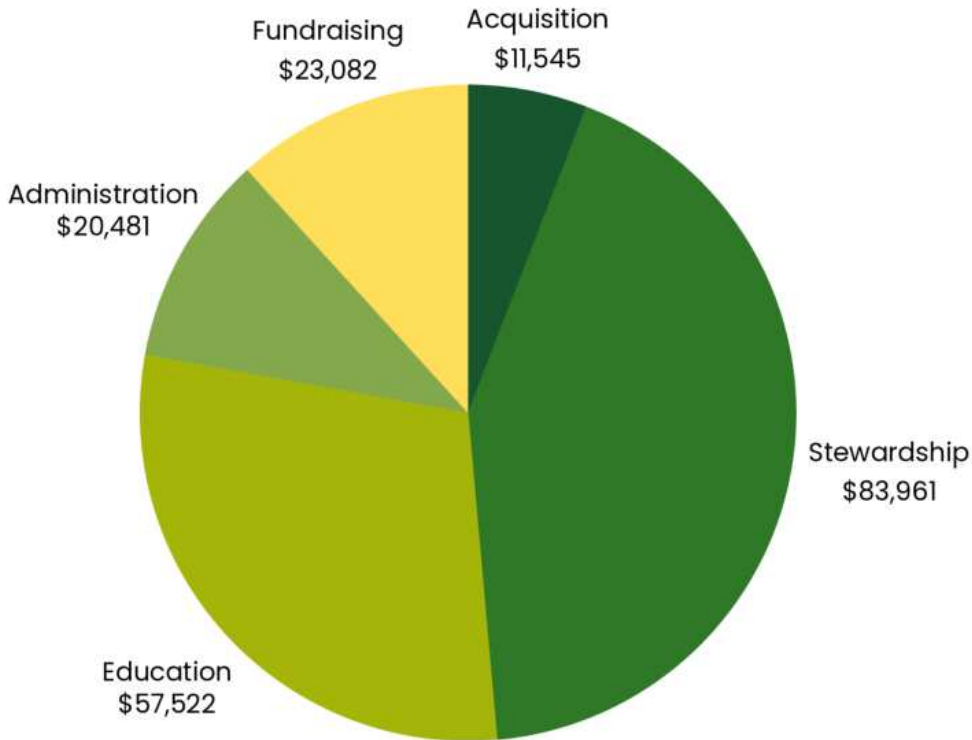
40+
sponsors



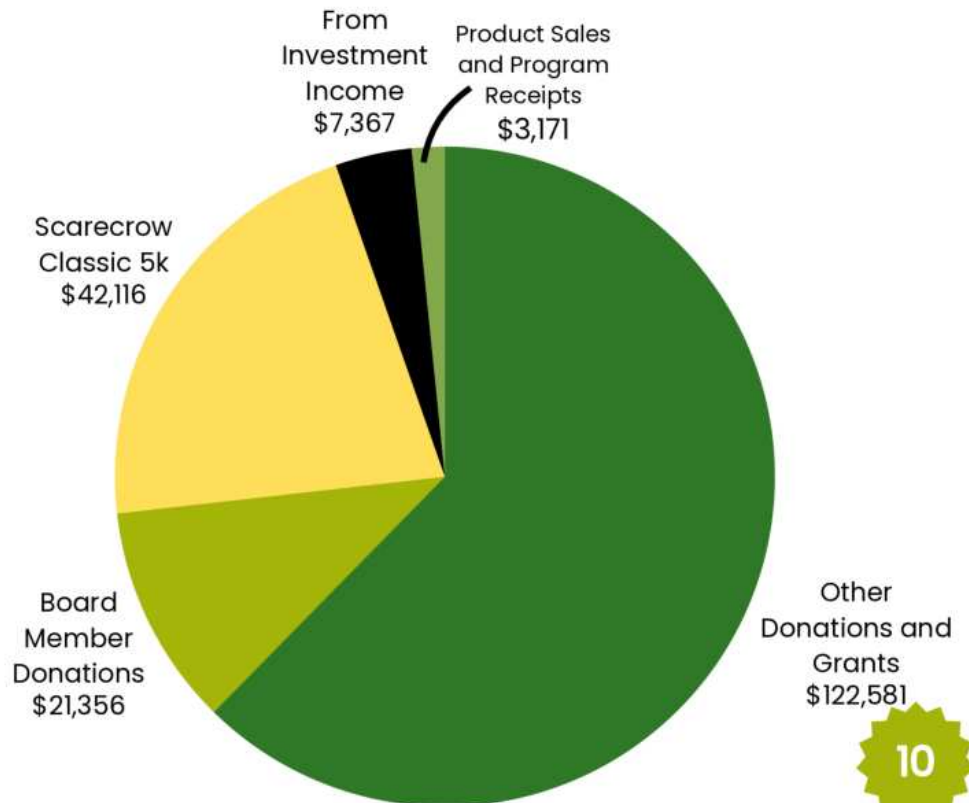
LLCT Financials 2025



2025 LLCT Operating Expenses



2025 LLCT Operating Income



310
members

10

Staff Acknowledgments



Sara Lupkas

After more than six years as LLCT's Stewardship Director, we are sad to say goodbye to Sara Lupkas and excited to congratulate her on her new role as Executive Director of the Concord Land Conservation Trust (CLCT), following in the footsteps of former LLCT colleague Jane Gruba Chevalier. During her time with LLCT, Sara worked closely with Town staff to monitor more than 200 conservation parcels each year, strengthen relationships with landowners, modernize our monitoring and outreach program through the introduction of Landscape software, oversee our successful summer field assistant program, and support numerous conservation acquisition projects. An avid runner, Sara also played an important role in the continued success of the Scarecrow Classic 5K, from organizing high school volunteers to cheer on runners to carefully marking roots and rocks along the course. Sara will be greatly missed by the LLCT community, but we are thrilled that she will continue her conservation work nearby and that she and her family will continue to call Lincoln home. We wish her every success in this next chapter in Concord.



Bryn Gingrich

The Lincoln Land Conservation Trust recently said goodbye to Bryn Gingrich, our longtime Outreach Director and a remarkable force for conservation, community engagement, and creativity. During her time with LLCT, Bryn played a central role in expanding our outreach and helping people connect more deeply with nature. Among her many contributions, she led the development of LLCT's Pollinator Action Plan, helped establish demonstration pollinator gardens throughout town, and grew our pollinator plant sale into a tremendous success, distributing more than 10,000 plants throughout Lincoln and surrounding communities. Bryn's creativity also left a visible mark through her beautiful drone photography and colorful murals celebrating nature and community. Through programs, events, communications, volunteer opportunities, and artwork, Bryn brought energy, imagination, and genuine passion to everything she did. She will be greatly missed, and we are deeply grateful for the lasting impact she has had on LLCT and the Lincoln community. We wish her every happiness and success in her next chapter.



Danielle Proulx

LLCT was pleased to welcome Danielle Proulx to the team as our Education Coordinator in 2025. Danielle joined the Land Trust with a background in environmental science and a passion for connecting people of all ages with the natural world. She holds both a bachelor's and master's degree in Environmental Science from UMass Lowell, with a minor in Climate Change and Sustainability. Since joining LLCT, Danielle has helped expand educational programming through family programs, guided walks, author talks, community events, and hands-on opportunities to explore Lincoln's conservation lands. She has also taken on a growing role in communications, outreach, fundraising, and community partnerships. As her role expanded, Danielle was promoted to Outreach Coordinator, reflecting her broader work engaging the community and sharing LLCT's conservation mission with new and longtime supporters. We are excited to have Danielle on the LLCT team and look forward to all she will continue to contribute.

2025 Lincoln Land Conservation Trust and Rural Land Foundation Trustees

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