

Conservation Crier

Newsletter of the  **LANCASTER COUNTY Conservation District**
www.lancasterconservation.org



51st Annual Tree Seedling Sale Tree Sale Order Pick-up

Friday, April 11, 2025
8am-5pm

Walk-In Pick up at the Farm and Home Center
1383 Arcadia Rd, Lancaster, PA 17601

Orders Due: March 7, 2025



Scan to Order Online & Read
Complete Tree Descriptions

Happy 51st Tree Seedling Sale! We here at the District are so grateful for your support over the past five decades helping to get green in the ground. Your investment allows the Conservation District to continue important conservation education programs related to streams, watersheds, wetlands, and conservation practices. Thank you!

This year, we are celebrating a special anniversary – 75 years since the Lancaster County Conservation District’s inception. To help celebrate this achievement, all orders of \$75.00 and over will receive a free gift to thank you for your support for three-quarters of a century. We will have many regular favorites on sale this year including some new options that we are very excited to offer! Some highlights of our sale this year include the wildlife pack and wildberry pack which includes 10 tree seedlings for \$25. Asparagus is also a hot new item for our garden growers at \$6 for a bundle of 10 crowns. Thank you for celebrating 75 years with us and see you in April!



A Diamond Jubilee

Lancaster County Conservation District Celebrates 75 Years of Service

February 24, 1950, the Lancaster County Commissioners passed a resolution to establish the Lancaster County Conservation District as a county-wide Soil Conservation District, under the Pennsylvania State Soil Conservation Law of 1945 (Act 217). The District was organized on October 19, 1938, including 15 townships in southern Lancaster County. The county resolution officially elevated the work of volunteer board members to reach throughout the county and support all county residents. The 75th Anniversary of the Conservation District will be celebrated in 2025 with activities and memories culminating in a Gala held in September 2025.

The primary purpose of the District then was to assist the landowners, operators, and cooperating organizations to develop and implement conservation plans to conserve and sustain the natural resources of Lancaster County in a voluntary capacity. The purpose of the District today is similar and grounded in the work of early volunteers and founders of conservation efforts in the county. The first board of directors consisted of one county commissioner and four farmer members. Seventy-five years later, the board consists of eight board of directors and one county commissioner working in support of 36 staff members from five different departments all focused on conserving Lancaster County soil and water.

Join us in this spring newsletter to learn more about hallmark community activities like the annual tree seedling sale and youth conservation school with updates from departments about programs and conservation practices in your local watershed.

You’ll find that from the early beginnings the District has grown and prospered in new and innovative efforts that have benefited Lancaster County residents and the local watershed in addition to a valuable state-wide impact.

- 75th Celebration Committee

Diamond Jubilee Sponsorships

The 75th Anniversary is going to be an exciting year of remembrance and celebration. If your company is interested in supporting the District’s events and activities this year please contact Matt Kofroth, Assistant District Manager at 717-299-5361 x.5 to find out more about the 75th Celebration sponsorship program and the opportunities available to your business. Sponsorships are due February 28, 2025.

- 75th Celebration Committee

Spring into Stabilization



Well Established Basin

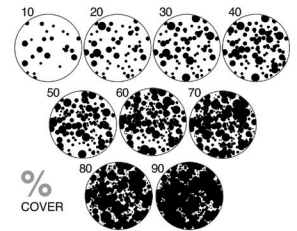
Springtime tends to bring thoughts of new growth and fresh starts. In the District Erosion and Sedimentation (E&S) Department, spring commonly brings closure. The warmer weather often allows project sites to permanently stabilize areas that require vegetation and submit a Notice of Terminations (NOT). The NOT process ensures that a project has been completed per the National Pollutant Discharge Elimination System (NPDES) Permit and Chapter 102 requirements.

The Lancaster County Conservation District is celebrating a diamond anniversary this year, and just like jewelers look for certain criteria to rate diamonds, the E&S Department looks at various aspects of a site to see if it qualifies for NPDES Permit termination. This includes confirming that what was constructed on-site matches the approved plan drawings. A close look is also taken at Stormwater Control Measures (SCM) like infiltration areas, bioretention ponds, swales, and other structures implemented to control stormwater rate, volume, and quality. In addition to these “qualities” on-site, we also look for stabilization. Most sites have some areas that will be

stabilized by vegetation. Not having adequate stabilization is one of the main reasons NOT requests get denied by the District.

While the diamond anniversary is associated with 75 years, here in the E&S department we often focus on 70%. If you are familiar with NPDES permitting, you may recognize the phrase “minimum uniform 70% perennial vegetative cover.” It is the language used to describe what our Resource Conservationists look for when observing a site’s vegetative stabilization. Any area must have at least 70% covered by perennial growth to be considered permanently stabilized. The analogy often used is that if a hula hoop was thrown randomly onto the site, no matter where it lands, it should have that minimum coverage.

Graphic courtesy of johnmuirlaws.com/wp-content/uploads/2019/03/Untitled-1.jpg



**Visual Representation
of % Cover**



Looks can be deceiving.

Looking at vegetation from a distance can make it appear that a site is well covered, but looks can be deceiving. The picture on the left shows an area that looks like it has good coverage. When taking a closer look at the picture to the right, however, bare spots are seen. This is why a District Resource Conservationist needs to be able to get on-site and do a thorough inspection.

Vegetation is important to keep soil in its place and help prevent erosion. Vegetation also has an integral part to play in stormwater management facilities by evapotranspiration (ET) - a plant’s water uptake process and releasing it back into the atmosphere. Planting and seeding instructions should be listed on the project plan and followed as the correct vegetation is chosen for each area of the site according to its function. Grasses may work well in lawn areas, but practices like bioretention basins require plants with deeper or more extensive root

systems and engineered stormwater treatment wetlands require plants that can tolerate wet conditions. Native plant use is always encouraged when possible. In addition to ecological benefits, they typically require less maintenance and are adapted specifically to our climate. This can help ensure a project site is adequately stabilized and ready for its final NOT inspection.

- Shannon Erdman, E&S Department

Lancaster Watershed Leadership Academy Kicks Off 2025 Cohort

The 2025 Lancaster Watershed Leadership Academy officially launched in December 2024, as scholars and instructors gathered for an inspiring kickoff event on the banks of the Susquehanna River at Columbia Crossings River Trails Center. This marked the beginning of a year-long program that follows the flow of water through Lancaster County while cultivating leadership skills and deepening participants’ understanding of watersheds and clean water initiatives. This year’s class is proud to include Jenny Engle, Lancaster County Conservation District, Associate Director.

The Academy, begun in 2020, is a collaborative effort led by Lancaster Clean Water Partners, represented by Executive Director Allyson Gibson, and the Penn State College of Agricultural Sciences, represented by Matt Royer and instructors from the Rural Urban Leadership or RULE Program. This year’s cohort represents the third class of the Academy, with diverse partner organizations who are all working towards a common goal of clean and clear water.

During the year, participants will engage in eight in-person sessions, eight Zoom sessions, and a 3-day overnight retreat on the Chesapeake Bay. These sessions are packed with watershed science, field investigations, and leadership development. Scholars will be equipped with the knowledge and skills necessary to advocate for clean water and lead environmental initiatives in their communities.

The Academy’s unique structure and collaborative approach offer an incredible opportunity for participants to gain a well-rounded understanding of both environmental science and leadership. To learn along the way with this year’s class, follow us on social media or see details here: <https://lancastercleanwaterpartners.com/lancaster-watershed-leadership-academy/>

- Kenn Bennett, CWP

Youth Conservation School (YCS) Teens Summer Adventure

The Lancaster County Youth Conservation School will take place July 20-25, 2025 celebrating 47 years of education. Open to students ages 14-16; this is a local overnight summer adventure worth taking.

The Lancaster County Conservation District with local Sportsmen's Clubs proudly offers a weeklong summer field school focusing on outdoor activities and the conservation of our natural resources. Students reside at the school with tents and cots to demonstrate low-impact camping at the Northern Lancaster County Fish and Game Protection Association in West Cocalico Township.

Motivated students should apply. Students learn about wildlife and conservation, leadership experience, career opportunities, and communication skills. There are many study topics to empower students, ensuring a sustained conservation legacy. Topics include stream restoration, forestry, canoeing, wildlife management, archery, survival, and firearm safety. Students will meet professionals in various environmental and conservation-related fields and discuss career options with them.

Students benefit from generous County Federated Sportmens Clubs and Community Organizations who provide 90% of the YCS tuition. Students are responsible for a \$25 registration fee. Applications are available online and by mail, contact the Conservation District at 717-299-5361 x.5 with questions or click www.lancasterconservation.org. Applications remain open until June 6, 2025, or until the class fills.

- Sallie Gregory, YCS Co-Director

Two \$1,000 Scholarships Offered

The Lancaster County Conservation District will offer a \$1,000 scholarship to two Lancaster County high school seniors. Applications will be accepted from students continuing their education in the 2025/2026 school year to major in a curriculum focusing on natural resources and/or conservation. Examples of acceptable programs of study include: Environmental Sciences; Wildlife and/or Fisheries Biology; Environmental Resource Management; or other related programs, leading to an advanced degree (2 yr. Associate Degree or 4 yr. Baccalaureate). Completed applications must be received in the Conservation District office by March 27, 2025.



The scholarship committee of the Conservation District will conduct a review of the applicants. The basis for the selection will be determined by the applicant's past performance and activities, current school and community involvement, future purpose and direction, and communication skills. The scholarship committee, before final selection, will interview top candidates. An announcement of the successful candidates will be made by the middle of May 2025. The scholarships are made possible from a bequest to the District by Ann Brown, an individual concerned that we maintain and protect our natural resources. Additional information and scholarship applications are available on the District's website: www.lancasterconservation.org.

- Morgan Regan/Noelle Cudney

Water Quality Monitoring and Chesapeake Bay Progress

Almost all of Lancaster County's waterways drain into the Susquehanna River, which flows into the Chesapeake Bay. This means that the health of the Bay is dependent on the health of our local waters here in Lancaster County. Since so much of Lancaster County has a large impact on the Bay's water quality, partnering organizations and agencies have come together to determine action steps on how to reduce nutrient pollution throughout the county. As the county is a mixture of land use including agriculture, developed, and natural areas, plans for conservation are unique for each sector but are ultimately connected by the common goal of reducing excess nutrient run-off to streams. Nutrient pollutants are measured in what are called, "loading rates," this refers to the total amount of nutrient present in a given volume of water in a period of time. In 2023, Lancaster County had an estimated 25.71 million pounds of nitrogen and 1.07 million pounds of phosphorus entering the Chesapeake Bay. The county has been tasked with reducing 9.7 million pounds of nitrogen and 302 thousand pounds of phosphorus as part of the Countywide Action Plan (CAP) managed by the Pennsylvania Department of Environmental Protection (PA DEP). Since the beginning of CAP planning and implementation, it is estimated that Lancaster County has reduced about 6.39 million pounds of nitrogen (66% of the nitrogen goal) and 275 thousand pounds of phosphorus (91% of the phosphorus goal) from 2022 data. While there is still progress to be made, Lancaster County has seen tremendous forward momentum in implementing best management practices that help reduce excess nutrient pollution in our waterways. To learn more about Lancaster's progress towards the Chesapeake Bay goals, visit www.pa.gov/agencies/dep/programs-and-services/water/bwrnsm.html.



Additionally, to monitor the health of Lancaster's streams, the Conservation District has deployed 15 continuous in-stream monitoring units throughout the county that collect water quality data every 15 minutes. With the growing importance of water quality monitoring, the Lancaster County Conservation District has embarked on a new journey into incorporating telemetry technology that allows for real-time viewing of data collected from the in-stream units. With this technology, staff can access data from any of the in-stream units, from anywhere, and analyze the parameters in real-time without traveling to the unit. This greatly reduces the time and frequency of equipment maintenance while also enhancing quality data. The goal is to set up all Conservation District in-stream monitoring units with telemetry technology and have these data accessible. With this new technology, the Conservation District looks forward to enhancing water quality monitoring in the county.

- Noelle Cudney, Data & Analysis Department

Clean Water is More Valuable than Diamonds: Beginnings of the Watershed Program

Over the last 75 years, the Lancaster County Conservation District (LCCD) has evolved in many ways and continues to shine with time. The Watershed Program is no exception to this evolution, established roughly 30 years ago.

Mark Metzler, a former LCCD employee, began in the Erosion and Sedimentation program in 1990 and later started working with the Donegal Fish and Conservation Association (DFCA) and Donegal Trout Unlimited (DTU) on stream restoration projects. After receiving a 319 nonpoint source pollution grant, Ken Depoe, a District Director and founder of DTU/DFCA, and Metzler installed streambank bank fencing, riparian buffers, and bank stabilization across the Donegal Creek watershed. With this momentum, Metzler and District Manager Don Robinson campaigned to the state in the late 90s to make a Watershed Specialist Position for Conservation Districts. Through new state funding called Growing Greener, Metzler continued much of his work on Donegal Creek and expanded into Litz Run as LCCD's, and the state's, first Watershed Specialist. LCCD quickly became a leader for many conservation districts, who followed suit over the next few years and created Watershed Specialist roles.

In 2001, Matt Kofroth assumed the role of Watershed Specialist at the District, where he maintained the position for 22 years. Stream projects expanded outside of Donegal Creek and reached watersheds across the county, focusing on areas like Mill Creek and Litz Run. Kofroth began partnering with the Natural Resources Conservation Service (NRCS) to complete stream restoration projects. He continued to expand the Watershed Program working with several other organizations such as the U.S. Fish and Wildlife Service (USFWS) and Chesapeake Bay Foundation (CBF). Beyond stream work, the Watershed Program branched out into education and outreach, mentoring watershed associations, and building a Water Quality Volunteer Coalition (WQVC). This coalition is composed of dedicated community members who volunteer their time to sample local streams and creeks across the county. In 2023, Kofroth stepped into the Assistant District Manager position and Amanda Goldsmith became the District's Watershed Specialist.

Today, the Watershed Program has three full-time members working hard to clean up our local streams and educate community members on the importance of stream health. We look forward to 75 more years of growth and making our streams shine bright like a diamond!
- Grace Chamberlain, Watershed Program

DG/LVR Program

Spring promises to be a busy season for the Dirt and Gravel / Low Volume Road (DG/LVR) program. As temperatures rise, and water levels with them, municipalities will have their sights on problem roads. Be on the lookout for potholes, cracks, alligator concrete cracks, loss of road material, and any other signs of water damage that may have developed over winter. Roads that regularly need significant maintenance likely have an underlying problem that can be fixed, and if that road fits the DG/LVR requirements, the District wants to help! The DG/LVR program that the District administers will again have two funding opportunities in 2025, and projects will be awarded in March and September at the District's Quality Assurance Board meetings. Application due dates will be sent out to all municipalities through e-mail, along with the District Quality Assurance Board meeting dates.

If you've identified a problem road that may fit DG/LVR requirements, reach out to the Conservation District, at 717-299-5361 x.5 to schedule a pre-application meeting on-site! We'll go over potential solutions, and discuss the program as a whole. We look forward to working with all municipalities, for better roads and cleaner streams!

- Tyler Keefer, DG/LVR Program

Reeser's Run Watershed Initiative

Earlier this year, the District launched a new initiative in Upper Leacock township that will focus its efforts in the Reeser's Run Watershed. The initiative strives to educate community members on the importance of conserving and protecting water resources through water quality improvements. Lauren Brodbar, Agriculture Conservation Technician, and Grace Chamberlain, Assistant Watershed Specialist are co-leading this initiative, in partnership with township and other local organizations. Many farmers and landowners have the required Ag Erosion and Sediment Conservation Plans and Manure Management Plans demonstrating how the community is conservation-minded. We want to celebrate these successes while continuing to support new efforts. The goal is to show how water quality has improved through best management practices (BMPs) and plan implementation.

This project is being funded by a grant specifically for the Reeser's Run Watershed, in Upper Leacock Township for agriculture-related projects. Efforts thus far have been focused on ensuring that farmers along Reeser's Run, as well as in the greater Upper Leacock area, have the required conservation plans for their operations. Different plan types may include Manure Management Plans or Nutrient Management Plans, as well as Conservation Plans, and Agriculture Erosion and Sediment Plans. The Ag Plan Reimbursement Program for Upper Leacock Township assists all farmers in getting the required plans. Priority will be given to farmers in Reeser's Run Watershed, however, anyone within the watershed and township can apply. Anyone who may be interested in applying can reach out to the Lancaster County Conservation District, 717-299-5361 x.5.

We hope to engage with the Upper Leacock community more this year through township meetings and community events. In addition to offering a plan reimbursement program, there are plans to offer technical assistance with planning, designing, and implementing Best Management Practices.

- Lauren Brodbar, Agriculture Department & Grace Chamberlain, Watershed Department

Tree Sale Items



Eastern Hemlock



White Cedar



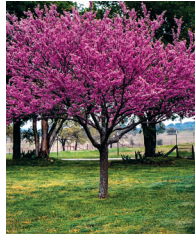
White Pine



Arrowwood



Northern Bayberry



Redbud



White Flowering Dogwood



Black Cherry



Red Maple



Shagbark Hickory



Sweet Birch



White Oak



Shadblow Serviceberry



Native Flowering Raspberry



Red Mulberry



Elderberry

Plant Type Legend:

Conifers
Wildlife
Hardwoods
Tree Packs
Fruit Trees
Containerized Seedlings
Perennials
Ground Cover



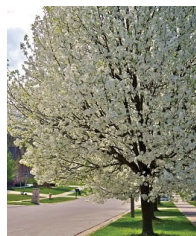
Swamp White Oak



American Hazelnut



Ninebark



American Plum



Red Osier Dogwood

Species	Age/Size	Growing Conditions
Eastern Hemlock <i>Tsuga canadensis</i>	2 yrs (6-10")	Well-Drained Soils, Full Sun to Partial Shade
White Cedar <i>Thuja occidentalis</i>	2 yrs (7-12")	Tolerant of Many Soils, Full Sun to Partial Shade
White Pine <i>Pinus strobus</i>	2 yrs (7-10")	Well-Drained Soils, Full Sun to Partial Shade
Arrowwood <i>Viburnum dentatum</i>	1 yr (12-18")	Moist, Well-Drained Soils Full Sun to Partial Sun
Northern Bayberry <i>Myrica pensylvanica</i>	1 yr (12-18")	Tolerant of Many Soils, Full Sun to Partial Shade
Redbud <i>Cercis canadensis</i>	1 yr (12-18")	Well-Drained Soil, Full to Partial Sun
White Flowering Dogwood <i>Cornus florida</i>	1,2 yrs (12-18")	Moist, Well-Drained Soils Full Sun to Partial Shade
Black Cherry <i>Prunus serotina</i>	1 yr (12-18")	Moist, Well-Drained Soils, Full Sun
Red Maple <i>Acer rubrum</i>	2 yrs (12-18")	Tolerant to Many Soils, prefers Well-Drained Full Sun to Partial Shade
Shagbark Hickory <i>Carya ovata</i>	2,3 yrs (6-12")	Well-Drained Soils, Full Sun to Partial Shade
Sweet Birch <i>Betula lenta</i>	1 yr (12-18")	Moist, Well-Drained Soils, Full Sun to Partial Shade
White Oak <i>Quercus alba</i>	1 yr (12-18")	Moist, Well-Drained Soils, Prefers Full Sunlight

Species	Age/Size
Wild Berry Pack Includes 2-Shadblow Serviceberry, 2- Native Flowering Raspberry, 3- Red Mulberry, 3- Elderberry; all of which produce an edible fruit	1 yrs (6-12")
Wildlife Pack Includes 2 each of Swamp White Oak, American Hazelnut, Ninebark, American Plum, and Red Osier Dogwood. Excellent wildlife value!	1 yrs (6-12")

Tree Sale Items



DA Rosa Apples



RubyRush Apple



Chicago Hardy Fig



Allegheny Serviceberry



Witch-hazel



Tulip Poplar



Chestnut Oak



Creeping Phlox



Gloriosa Daisy



Centaurea



Armeria



Penstemon



Monarda



Carex



Jersey Knight Asparagus



Pennsylvania Sedge



Variegated Liriope

Plant Type Legend:

Conifers
Wildlife
Hardwoods
Tree Packs
Fruit Trees
Containerized Seedlings
Perennials
Ground Cover

Species	Age/Size	Growing Conditions
DA Rosa Apples	2 yrs 4-5'	Well-Drained Soils, Full Sun
RubyRush Apple	2 yrs 4-5'	Well-Drained Soils, Full Sun
Chicago Hardy Fig	2 yrs 4'	Well-Drained Soils, Full Sun
Allegheny Serviceberry <i>Amelanchier laevis</i>	1 yr (6-10")	Moist, Well-Drained Soils, Partial Sun to Shade
Witch-hazel <i>Hamamelis virginiana</i>	2 yrs (10-18")	Moist, Well-Drained Soils, Full Sun to Partial Shade
Tulip Poplar <i>Liriodendron tulipifera</i>	2 yrs (10-18")	Moist, Well-Drained Soils, Full Sun to Partial Shade
Chestnut Oak <i>Quercus montana</i>	2 yrs (10-18")	Moist, Well-Drained Soils, Full sun to partial shade.
Creeping Phlox "Emerald Blue" / "Purple Beauty"	3-6"	Moist, Well-Drained Soils, Full Sun
Gloriosa Daisy "Goldstrum"	3-6"	Medium Soil Moisture Full Sun to Partial Shade
Centaurea "Amethyst in Snow"	3-6"	Well-Drained, Medium Soil Moisture Full Sun to Partial Shade
Armeria "Dream Cloud"	3-6"	Full Sun
Penstemon "Red Riding Hood"	3-6"	Well-Drained Soils, Full Sun
Monarda "Panorama Mix"	3-6"	Well-Drained Soils, Full Sun to Partial Shade
Carex "Red Rooster"	3-6"	Well-Drained Soils, Full Sun to Partial Shade
Jersey Knight Asparagus	Rooted Crown	Moist, Well-Drained Soils, Full Sun to Partial Shade
Pennsylvania Sedge <i>Carex pennsylvanica</i>	2-3"	Partial Sun to Shade
Variegated Liriope <i>Liriope muscari</i>	2-3"	Full to Partial Sun

What Do the Next 75 Years Have in Store?

The newest department at the Lancaster County Conservation District (LCCD) is the Data & Analysis Department. One program in the department is to collect data on which agricultural Best Management Practices are still functioning properly. A Best Management Practice (BMP) is a designed structure or planting meant to prevent or reduce soil erosion, prevent or reduce non-point source pollution to waterways, or comply with standards for soil and water conservation. A BMP has a life span. Verifying that a BMP is functioning beyond is a valuable tool in the Resource Toolbox that farmers can work with. This evaluation will help farmers manage their resources like water, soil, and animal waste. By tracking this data, LCCD can help showcase the invaluable efforts made to protect our streams. In the future, this program has the potential to serve as a template for other counties as a movement towards improving recognition for even more farms. The program is expanding, as there is a job posting for another BMP Verification Coordinator position. As we grow, our work can tell the story of how farmers and conservation-minded residents are striving to benefit both the county and the planet, ensuring that priceless natural resources are available for future generations.

- Caitlyn Tynes, Data & Analysis Department



LANCASTER COUNTY Conservation District

1383 Arcadia Rd Rm 200
Lancaster PA 17601-3149

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IN THIS ISSUE:

2025 TREE SEEDLING ORDER FORM

Order Forms Due: Friday, March 7, 2025

Order Pickup: Friday, April 11, 2025

Ag Conservation Plan Reimbursement Program

State law requires that all agricultural operations develop an Agricultural Erosion and Sedimentation Plan to manage the natural resources they work with. To help farmers obtain new or updated plans the Pennsylvania Association of Conservation Districts (PACD) has received funding from the State Conservation Commission (SCC) to reimburse farmers for the plan developed by a consultant. The Ag Plan Reimbursement Program has received additional funding. Applications for this grant will be accepted on an ongoing, first-come, first-served basis. The application deadline is June 30, 2026, or until all funds are spent, whichever comes first. Many types of agricultural plans are being accepted including; new or updated Manure Management Plans (MMPs), new or updated Agricultural Erosion and Sediment Control Plans (Ag E&S Plans), new or updated Act 38 Nutrient Management Plans, or Natural Resources Conservation Service (NRCS) 590 plans, a new or updated Nutrient Balance Sheet (NBS), and new or updated Conservation Plans. The District Agriculture Department continues to work hard reviewing plans received and visiting farmers in the county. To apply or for more information please visit our website or visit the PACD website at https://pacd.org/?page_id=23966. If you have any questions about the application submission process, please contact your preferred professional planner or call Jason Reuter at the Conservation District at 717-874-2561 or by email at jasonreuter@lancasterconservation.org.

- Emma Reibling, Agriculture Department

Welcome to New Conservation District Staff



Pam Wise joined the Conservation District team in October 2024 as the Grants Coordinator in the Data and Analysis Department. Born and raised in Lancaster, she has a strong appreciation and respect for our natural resources and the impact we have on them. She and her husband reside in the Lititz area. Pam holds a BA from Messiah College and has a background in administration and team building in non-profit organizations and human services. Before coming to the LCCD, her career was enriched with varied roles and experiences. Pam enjoyed teaching outdoor education in camp settings, teaching equine-assisted activities and riding as a certified PATH Registered Therapeutic Riding Instructor, served as a camp horse program director, was a Certified Employment Specialist in career development and employment services for individuals with disabilities, and most recently was responsible for staff development, compliance, and innovations. In her free time, she enjoys camping, traveling, nature photography, horseback riding when she can, and playing with "Tippy" -- her "fur baby" -- Border Collie Mix.