



# PACD

PENNSYLVANIA ASSOCIATION OF  
CONSERVATION DISTRICTS, INC.



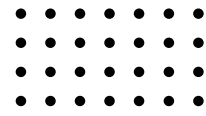
# 2024-2025 Annual

# Report

*From July 1, 2024-June 30, 2025*

PACD.ORG

# Message from the President



It is my pleasure to present the 2024–2025 Annual Report for the Pennsylvania Association of Conservation Districts (PACD). This year has been marked by change, collaboration, and action.

PACD provided training, advocated on districts' behalf, and offered statewide programs that enhance clean water and healthy soil. Our partnership with the State Conservation Commission and other agencies remained strong, enabling us to advance shared goals with greater impact.

Thank you to all the conservation district staff, directors, and partners who make this work possible. Your commitment to conservation drives real change across Pennsylvania.

Sincerely,

President, Pennsylvania Association of Conservation Districts

## Leadership & Governance

### 2024-25 Officers

**President:** Dennis Beck (Cambria)  
**1st Vice President:** Emil E. Bove (Westmoreland)  
**2nd Vice President:** Kelly Stagen (Pike)  
**Secretary/Interim Treasurer & South Central Region Director:** Sonia Wasco (Lancaster)  
**National Association of Conservation Districts (NACD) Director:** Ron Rohall (Westmoreland)

### Regional Directors

**North Central Region Director:** Dr. Robert Shannon (Centre)  
**North West Region Director & NACD North East Region Representative:** Clifford Lane (McKean)  
**North East Region Director:** Thomas Herbert (Luzerne)  
**South East Region Director:** Piper Sherburne (Berks)  
**South West Region Director:** Barb Peace (Indiana)

### PACD Committee Chairs:

**Conservation:** Josh Longmore (Luzerne)  
**District Employees:** Holly Kaplan (Lehigh)  
**Education & Outreach:** Laura Anderson (Wyoming)  
**Legislative:** Donna Fisher (Blair)  
**Operations:** Emil Bove (Westmoreland)  
**Ways & Means:** Sonia Wasco (Lancaster)



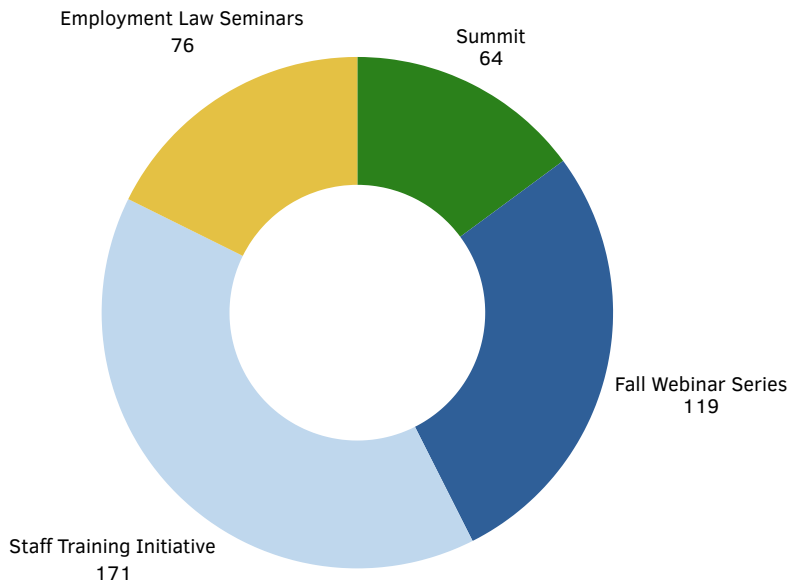
L-R: Wasco, Stagen, Beck, Bove



# Program Highlights

## 2024-25

### Total Attendance for Leadership Development Training Programs/Events:



#### ENGINEERING ASSISTANCE

PACD employs two engineers and six technicians throughout the state. They completed 54 inventory & evaluations, 35 surveys, 80 practice designs, and provided quality assurance for 85 projects.

#### CD UMBRELLA

This program employs 10 district staff who approved 39 plans, completed 62 inspections, and undertook 47 surveys.



#### LEADERSHIP DEVELOPMENT

The Leadership Development Program trained over 400 district directors, staff, and partners.

#### CHAPTER 102 TRAINING

PACD partnered with DEP to train 46 district staff at Chapter 102 Basic Technical Training.

#### AG CONSERVATION TRAINING

PACD worked with NRCS and Penn State Extension to train 61 district staff.

#### CLEAN WATER ACADEMY

CWA created 165 new courses, recorded 20,472 course completions, and registered 109 new district staff.

#### CREP PARTNER TRAINING

In April, 88 people attended the two-day CREP Partner Training.

#### CONSERVATION PLANNING

Program staff completed 42 conservation plans and over 9,200 hours of work.

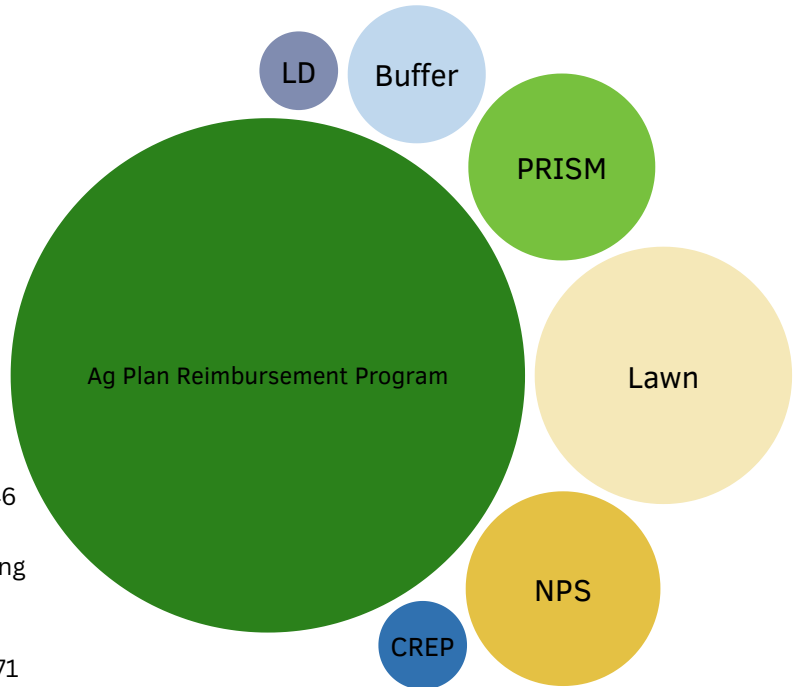
# Sub-Grant Programs for Conservation Districts



## Sub-Grant Funds Awarded to Conservation Districts through PACD

Total amount awarded to  
conservation districts in  
2024-25:

**\$423,353**



Ag Plan Reimbursement Program: \$256,446



Leadership Development Strategic Planning  
Grants: \$6,000



Riparian Buffer Sub-Grant Program: \$18,471



Partnerships for Regional Invasive Species Management (PRISM) Program: \$33,871



Lawn Conversion Mini-Grant Program: \$64,207



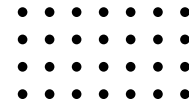
Nonpoint Source Pollution Prevention Mini-Grant Program: \$36,747



Conservation Reserve Enhancement Program (CREP) Mini-Grant Program: \$7,611



# Advocacy & Communication



## Legislative Advocacy

PACD provides a comprehensive government relations program, PACD maintains a statewide legislative presence, hosts an online legislative toolkit, provides tools and support for effective legislative outreach, promotes Conservation District Week, and coordinates a Conservation District Highlights document to promote your activities to members of the PA General Assembly, the Governor's Office, and related agencies. In June, PACD hired Versant Strategies to represent conservation districts in the Capitol.

## Statewide & Regional Meetings

Annually, PACD hosts a virtual Winter Meeting, the PACD/SCC Joint Annual Conference, and spring and fall region meetings in PACD's six regions.

## Promoting Conservation Districts

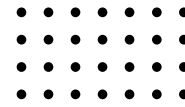
PACD hosted conservation district booths at Ag Progress Days in Rock Springs, PA Farm Show in Harrisburg, PA State Association of Township Supervisors Conference in Hershey, and Penn State Earth, Environment, and Sustainability Career Fair in State College.

## Partnerships

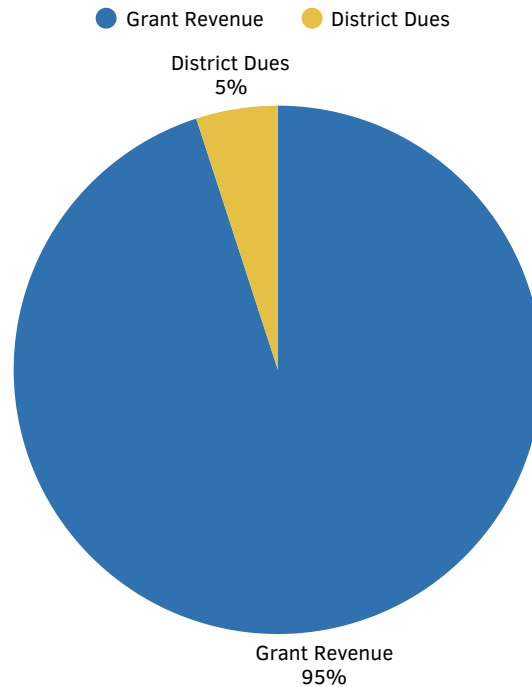
PACD continues to foster and grow partnerships. Partners include the USDA Natural Resources Conservation Service, State Conservation Commission, PA Department of Agriculture, PA Department of Environmental Protection, the PA Department of Conservation and Natural Resources, PA Department of Transportation, Penn State Extension, Alliance for the Chesapeake Bay, Chesapeake Bay Foundation, PA Governor's Invasive Species Council, and others.



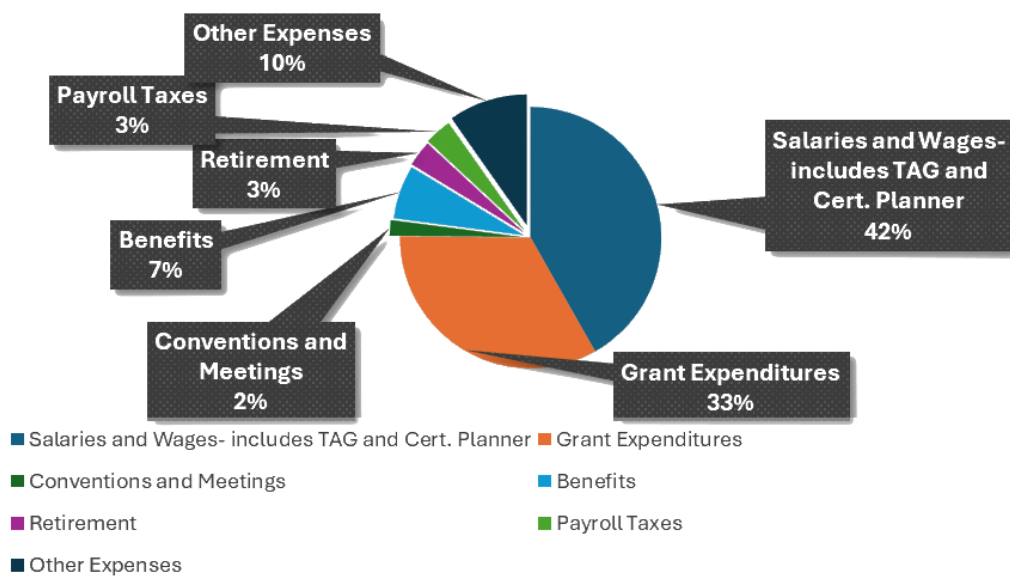
# Financial Overview



## Revenue Allocation

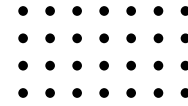


## Expense Allocation





# Income and Expenses



INCOME	2023-24	2024-25
Grant Revenue	\$ 2,576,790	\$2,966,016
District Dues	\$ 163,540	\$ 168,490
Other Support	\$ 45,523	\$ 4,250
.....		
Grand Total	\$ 2,785,853	\$ 3,138,756

EXPENSES	2023-24	2024-25
Salaries & Wages (including TAG & Cert. Planner)	\$ 962,358	\$ 1,083,893
Grant Expenditures	\$ 968,108	\$ 1,078,544
Conventions & Meetings	\$ 55,361	\$ 44,461
Benefits	\$ 442,035	\$ 405,927
Retirement	\$ 92,952	\$ 103,535
Payroll Taxes	\$ 97,322	\$ 109,181
Other Expenses	\$ 283,303	\$ 312,588
.....		
Grand Total	\$ 2,901,439	\$ 3,138,129

*\*All 2024-25 numbers are tentative prior to audit.*



# Looking Ahead



## HARRISBURG STAFF:

Amy Brown, Acting Executive Director  
Shannon Wehinger, Director of Communication & Education  
Molly Burns, Project & Event Specialist  
Holly Miller, Program Manager  
Matt Miller, Leadership Development Manager  
Kelly Davidson, Water Resource Trainer  
Roxanne Dohner, Administrative Assistant

## ENGINEERING ASSISTANCE STAFF:

Andy Wodehouse, Conservation Technician (Bloomsburg)  
Coleton Kilgore, Conservation Technician (Bloomsburg)  
Danielle Kalp, PE, Conservation Engineer (Clarion)  
Cassie Daniels, Conservation Technician (Clarion)  
Jeff Sholly, PE, Conservation Engineer (Lancaster/Lebanon)  
Brianna Woods, Conservation Technician (Lancaster/Lebanon)  
Phillip Wilson, Conservation Technician (Somerset)

## CONSERVATION PLANNER PROGRAM:

Vacant, Conservation Planner (Bucks)  
Vacant, Conservation Planner (Dauphin)  
Joshua Ferraro, Conservation Planner (Erie)  
Daniel Hausman, Conservation Planner (Franklin)  
Nathan Edwards, Conservation Planner (Indiana)  
Kelsey Quinones, Conservation Planner (Susquehanna)

As we conclude this fiscal year, PACD remains dedicated to supporting Pennsylvania's conservation districts. Our focus will continue to be on providing training, resources, and advocacy to empower districts in their mission to protect and enhance the state's natural resources.

For more information and updates, please visit [PACD.org](http://PACD.org).

**Mission:** *To be responsive to conservation districts so they can conserve natural resources for our future.*



Not pictured: Holly Miller

## FOR MORE INFORMATION

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