PACD

Pennsylvania Association of Conservation Districts, Inc.

2025-26 ANNUAL REPORT

From July 1, 2025 to June 30, 2026

www.pacd.org
pacd@pacd.org

PACD
PENNSYLVANIA ASSOCIATION OF CONSERVATION DISTRICTS, INC.

ORGANIZATIONAL OVERVIEW

Vision

To be a trusted, collaborative, and respected partner and resource hub supporting Pennsylvania's conservation districts.

Mission

To support, educate, and advocate for Pennsylvania's conservation districts.

Leadership & Governance

2025-26 Officers
President: Emil E. Bove (Westmoreland)
1st Vice President: Barbara Peace (Indiana)
2nd Vice President: Thomas F. Herbert (Luzerne)
Secretary: Sonia Wasco (Lancaster)
Treasurer: Vince Pennoni (Delaware)
National Association of Conservation Districts (NACD) Director: Ron Rohall (Westmoreland)

Regional Directors
North Central Region Director: Vacant
North West Region Director & NACD North East Region Representative: Clifford Lane (McKean)
North East Region Director: Vacant
South Central Region Director: Randy Leisure (Lebanon)
South East Region Director: Piper Sherburne (Berks)
South West Region Director: Dennis Beck (Cambria)

PACD Committee Chairs:
Conservation: Josh Longmore (Luzerne)
District Employees: Holly Kaplan (Lehigh)
Education & Outreach: Laura Anderson (Wyoming)
Legislative: Kelly Stagen (Pike)
Operations: Barbara Peace (Indiana)
Ways & Means: Vincent Pennoni (Delaware)

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WINS FOR CONSERVATION DISTRICTS

PennDOT Fees

PACD finalized an agreement with PennDOT for conservation districts to receive permit fees for PennDOT projects.

Technical Assistance

PACD entered in to an agreement with Penn State Extension to hire two technicians and one engineer to provide technical assistance for Agriculture Conservation Assistance Program (ACAP) projects.

Strategic Plan & Bylaws

In January 2026, the PACD Executive Board adopted a 2025-2030 strategic plan. The three main goals are:

1. Amplify PACD's role as the unified voice of Pennsylvania's Conservation Districts
2. Continue to enhance programs and services aligned with member needs
3. Grow organizational capacity to meet the mission *(Which includes updating the PACD Bylaws)*

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PROGRAM HIGHLIGHTS

Agriculture Conservation Assistance Program

PACD partnered with Penn State Extension's Center for Ag Conservation Assistance Training to employ one engineer this year. The partnership will include more staff in the coming years. 2025-26 accomplishments include:

- I&E Assists = 5
- Survey = 1
- Practice Design = 2
- QA = 2

Ag Conservation Training

The Agricultural Conservation Technical "Boot Camp" Basic Training had 24 attendees.

The Level II Training had 45 learners. 23 people completed the Agronomy Track and 22 took the Engineering Track.

CD Umbrella

This program employs 10 conservation district staff through an agreement with NRCS. 2025-26 accomplishments include:

- Plans = 4
- I&E = 13
- Survey = 12
- Project Design = 20
- QA = 50
- Practice check out = 85

Chapter 102 Training

PACD helped coordinate in-person Chapter 102 training for conservation district and DEP staff through an agreement with DEP. Over 40 learners attended Chapter 102 Basic Technical Training in June, and three small regional sessions in February, March, and June trained about 40 conservation district and DEP staff.

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PROGRAM HIGHLIGHTS CONTINUED . . .

Clean Water Academy

Clean Water Academy continued to expand its training offerings by adding 120 new courses, hosting three lunch and learn sessions, recording 281,696 course completions (72,842 of which were completed by district staff), and registering 63 new district staff for CWA accounts. These accomplishments reflect the continued growth and engagement of Clean Water Academy as a valuable resource to our conservation districts.

Conservation Planning

Through a partnership with the SCC and NRCS, this program employs 3 Certified Planner staff. 2025-26 accomplishments include:

- Plans = 17
- Hours = 3,013

Engineering Assistance

Through a Growing Greener Grant from the PA DEP and a cooperative agreement with NRCS, PACD employed 7 staff to provide engineering assistance. 2025-26 accomplishments include:

- I&E =27
- Survey = 3
- Project Design = 79
- QA= 40
- Practice Layout = 6

Leadership Development

Leadership Development 2025-26 programming included the annual Management Summit, six webinars, five staff training workshops, five director orientation training workshops, two peer-support forums, the Conservation District Video Awards, twelve monthly board videos, and a newly-revised Director Handbook website and publication.

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ADVOCACY AND COMMUNICATION

Legislative Advocacy

PACD strengthens the voice of Pennsylvania's conservation districts through a comprehensive government relations program that includes legislative advocacy, an online legislative toolkit, Conservation District Week, and the annual Conservation District Highlights publication. PACD enhanced these efforts by partnering with Versant Strategies to represent conservation districts at the Capitol.

Statewide & Regional Meetings

Each year, PACD brings conservation district leaders together through its virtual Winter Meeting, the PACD/SCC Joint Annual Conference, and spring and fall regional meetings held across the organization's six regions.

Promoting Conservation Districts

PACD promoted conservation districts by hosting exhibit booths at Ag Progress Days in Rock Springs, the Pennsylvania Farm Show in Harrisburg, the Pennsylvania State Association of Township Supervisors Conference in Hershey, and the Penn State Earth, Environment, and Sustainability Career Fair in State College.

PACD is also working with the County Commissioners Association of Pennsylvania to promote conservation district work in their publications and conferences.

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INCOME AND EXPENSES

INCOME	2024-25	2025-26
Grant Revenue	$ 2,966,016	$ 2,477,828
District Dues	$ 168,490	$ 179,695
Other Support	$ 4,250	$ 68,352
Grand Total	**$ 3,138,756**	**$ 2,725,875**

EXPENSES	2024-25	2025-26
Salaries & Wages (including TAG & Cert. Planner)	$ 1,083,893	$ 887,654
Grant Expenditures	$ 1,078,544	$ 1,237,376
Conventions & Meetings	$ 44,461	$ 34,087
Benefits	$ 405,927	$ 350,939
Retirement	$ 103,535	$ 68,195
Payroll Taxes	$ 109,181	$ 87,341
Other Expenses	$ 312,588	$ 110,295
Grand Total	**$ 3,138,129**	**$ 2,775,887**

**All 2025-26 numbers are tentative prior to audit.*

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CONTACT US

Phone Number:
717.238.7223

Email Address:
pacd@pacd.org

Website:
www.pacd.org

Location:
5925 Stevenson Ave., Suite A
Harrisburg, PA 17112

THANK YOU

As we look ahead, we remain committed to strengthening Pennsylvania's conservation districts and advancing locally led conservation across the Commonwealth. We are deeply grateful to our conservation districts and partners for their continued commitment to our shared mission.