



**Frenchman Bay
Conservancy**

**2025 ANNUAL REPORT
& NEWSLETTER**

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Headwater Bluffs facing
Northeast with East Great Works
Pond (top left), Trout Pond
(bottom left), and Grassy Pond
(bottom right). Photographed by
Mike Perlman.

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President's Letter

December 2025

Dear FBC Members and Friends,

Recently, my mother came for a short visit, and though we didn't have much time, the beautiful fall afternoon demanded a walk in the woods. I was excited to show her a new property FBC was working to protect. After a drive to Amherst and a short hike through a sloping oak forest, we emerged at the side of Half-Mile Pond. The sun-painted granite bluff across the pond was perfectly lit, and it was immediately clear that we'd made a great choice. We were at the southern end of Headwater Bluffs, FBC's largest land acquisition to date. From our vantage point many of the reasons for this huge undertaking were all in view – tall granite domes with threatened peregrine nesting sites; areas of very old forest, connecting 20,000 acres of uninterrupted habitat to the north and east; and pristine ponds that feed the Union and Penobscot watersheds.

In December, FBC purchased the nearly 6,000-acre Headwater Bluffs property. The yearlong process demonstrated both the challenges that face conservation work and the remarkable strengths that FBC can draw on to complete such ambitious and impactful projects. In the face of unexpected hurdles, FBC has found solutions through strong partnerships, a skilled and nimble staff, and dedicated supporters like you.

Though the Headwater Bluffs project alone would make for a successful year, FBC logged a much longer list of significant achievements in 2025. Our Stewardship team oversaw an enormous rehabilitation project, transforming a golf course into the ecologically rich coastal wetland it once was. Our Outdoor Education partnership with Maine Outdoor School expanded into every public school in our service area, working with hundreds of students and connecting the next generation to the land we all love. Our Advancement staff provided creative engagement opportunities for our community, from Monday Music at Tidal Falls in Hancock to the Pumpkin Hike along the Union River in Ellsworth.

Our organization and its capacity to conserve and protect special places have both grown significantly, and we are committed to maintaining a strong organizational foundation on which to build future successes. The board and staff have worked together throughout the last year on a comprehensive strategic plan to update the strategies for pursuing FBC's bold vision through 2031.

We owe a great deal of thanks to the entire staff, and especially to Executive Director Aaron Dority, who has led FBC through a remarkably productive 11 years. While Aaron is clearly still leading in full stride in 2026, we're also excited to begin our search for the next person to head this organization. Frenchman Bay Conservancy is stronger than ever, thanks to all of you – supporters, volunteers, partners, and staff. I am very excited to move into FBC's future side by side with you.

Gratefully,



Nate, President of the Board

Headwater Bluffs: Where the Future Takes Root

By Austin Schuver, Director of Land Protection

Across the 5,793 acres of FBC's newest acquisition, Headwater Bluffs in Amherst, you'll find two remarkable granite cliffs, three glimmering ponds, and a diverse forest criss-crossed by over eleven miles of headwater streams. This is a landscape that has no shortage of stories!

When FBC purchased Headwater Bluffs at the end of 2025, the property changed hands out of family timberland ownership for the first time in hundreds of years. As FBC allows the property's logging roads to grow in and patches of recent timber harvests to recover, the trees will grow taller and species will transition as the forest matures – a change that will take years to notice. This same change is happening across much of the neighboring landscape because Headwater Bluffs is surrounded by tens of thousands of acres of climate resilient forests protected by partners like The Nature Conservancy.

Yet across Maine, ownership transitions have and may continue to play out on a vast scale – and not always to the benefit of conservation. There is a large landscape of intact forestland, stretching from the northern forests to the coast thanks to the family timberland owners that have managed these forests for generations, and continue to do so in many parts of Maine.

There's another story of this landscape that we owe to Maine's unique family timberlands: huge swaths of the landscape open to recreation, sustaining Maine's outdoor traditions. Despite private ownership, family



FBC's Newest Property: Headwater Bluffs in Amherst

Mac Hunter, a member of FBC's Land Protection Committee, and Caitlin Mather of the Northeast Wilderness Trust look up at one of the granite cliffs at Headwater Bluffs, a defining feature of the newly protected landscape.



timberlands often allowed public access and incubated a sense of community stewardship in hunting, fishing, snowmobiling, and other outdoor activities.

These kinds of uses are not guaranteed to continue if private forestlands are not protected or access is not secured. These activities rely on a landscape that isn't fragmented by highways, houses, and other development. They require clean water, wildlife habitat, and those quiet expanses of forest that make people fall in love with rural Maine. As land use changes and economic forces continue to threaten the integrity of these forests and the outdoor activities that rely on them, Frenchman Bay Conservancy will continue to play a role in protecting this landscape.

But there are many other forgotten stories on these lands: the stories of the silent cliffs, the babbling brooks, and the moose, bear, birds, and other wildlife themselves.

Oftentimes humans intervene in these stories, for better and for worse. Peregrine falcons were once extinct in Maine due to

DDT. In the 1980s, they were reintroduced as a small group of brave birds were relocated from around the world thanks to the efforts of dedicated biologists and conservationists. One of the first places these falcons moved back to was a cliff on the Headwater Bluffs property. Off and on for the last three decades, a pair of falcons have nested on Headwater Bluffs, renewing a biological tradition perhaps thousands of years old. While we know the tragedy and triumph of the human side of that story, we can only guess at the narrative from the landscape itself. Imagine the cliff that sheltered the first falcon chicks to fledge again in Maine – it must've felt like reuniting with an old friend.

We can measure how we protect a place by the acres of forest, miles of stream, and number of ponds. But, the most important stories of the places we protect cannot be measured at all. That's why Frenchman Bay Conservancy conserves places like Headwater Bluffs.

Regional Highlights

Frenchman Bay Watershed

This year, Frenchman Bay Conservancy continued to protect the lands and waters we love in Frenchman Bay by protecting and conserving lands of high ecological and community importance. In doing so, we strengthened relationships among communities in order to help retain access throughout the region. In the Town of Sullivan, we conveyed a one-acre property on Long Cove. FBC continues to hold a conservation easement on the property to ensure habitat conservation and public access. The property serves as a marine harvester point with access to the mud flats along the cove. Along with Long Cove, we are working to identify critical harvesting spots that may be under threat.

Lower Union River Watershed

FBC conserved 450 additional acres in the Union River Watershed in 2025. Across four parcels, nearly two miles of total frontage on the West Branch Union River and two tributary streams, Haynes Brook and Garland Brook, were protected. One parcel extends FBC's three-mile-long conserved corridor along the West Branch which includes Mariaville Falls. While these areas are not suited for new trails, they do allow for fishing and other low impact uses from other access points. Our focus for these properties is on bolstering our existing protections for water quality and wildlife. Headwater Bluffs in Amherst adds nearly 6,000 more acres of conserved land.

Schoodic to Schoodic Corridor

Land conservation in the Schoodic Region continued to focus on building the Schoodic to Schoodic Corridor in 2025. The Schoodic to Schoodic habitat corridor serves as an opportunity for both plant life and wildlife to move in response to changing environmental conditions. In partnership with The Nature Conservancy and Maine Coast Heritage, FBC has built a vast acreage of conserved lands from the Schoodic Peninsula up through the Donnell Pond Conservation Unit north of Schoodic Mountain. In late 2024, FBC added 400 acres of conserved land, with frontage on Route 1 that will support a wildlife road crossing area. The Schoodic to Schoodic Corridor Conservation Initiative has grown to over 56,000 acres, including the State of Maine and National Park Service holdings. In 2026, the Schoodic to Schoodic Corridor will grow by over 650 acres with new acquisitions in Sullivan and T9 SD.

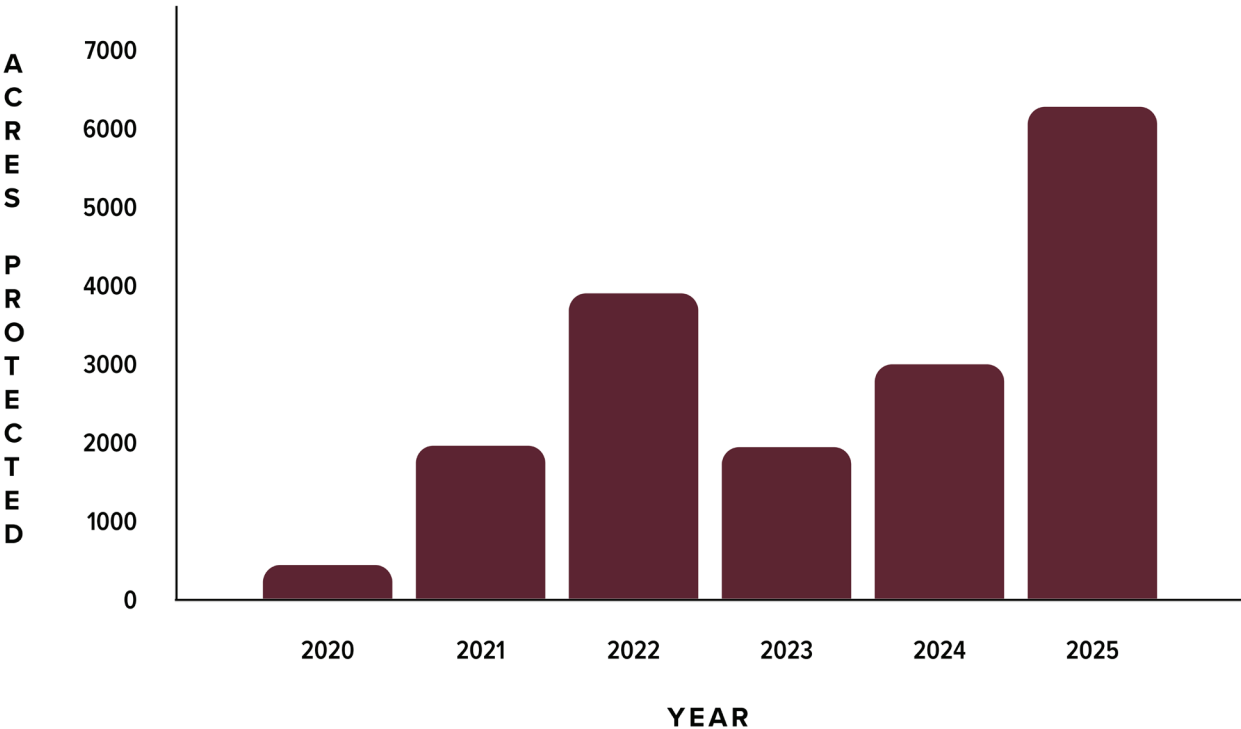


16,000+ Acres Conserved Since 2020

Because of donations like yours, we are building a stronger, more resilient future!

Acres Conserved by Year

Tracking conservation progress over the last five years





Volunteer Spotlight

The Power of Volunteers in 2025

Volunteers are at the heart of everything Frenchman Bay Conservancy does! In 2025, more than 50 Stewardship and Outreach volunteers gave their time, skills, knowledge, and passion for this place to support FBC's programs.

This season, **35 Stewardship volunteers** gave their time across **33 volunteer workdays** to care for FBC trails and keep our public preserves welcoming, healthy, and safe. Stewardship volunteers completed major trail renovations at Baker Hill and Long Ledges Preserves this year — these renovations were only possible thanks to our dedicated volunteers. From long-planned renovations to quick, hands-on action to keep all of our trails hazard-free, our Stewardship volunteers showed up rain or shine to tend to the land we all love!

FBC's popular events and programs would not have been possible without the **more than 20 Outreach and Event volunteers** who helped friends and neighbors connect with land, water, and community at **16 FBC events** in 2025. From March to November, volunteer naturalists, scientists,

and gardeners shared their knowledge with our community at **10 guided hikes and 2 members-only events**. Volunteers make annual events like Monday Music and Pumpkin Hike possible year after year. This year, **10 or more volunteers** supported each of our Monday Music concerts!

All of us at FBC extend our warmest thanks to our volunteers, including our Board of Directors, who commit their time and talent to the governance, fundraising, and future of our organization. Volunteers have shaped FBC from the start and continue to make us who we are today. We couldn't do it without you!

FBC is often fortunate to have a volunteer or volunteers who go above and beyond, as is the case with our **2024–2025 Volunteers of the Year, Kevin and Debbie Carr**. Kevin and Debbie are always just a phone call or email away — whether it's a matter of showing up at Tidal Falls with a cache of power tools or installing bog bridging at Frenchman Bay Community Forest long after the end of the regular stewardship season. Kevin and Debbie: your dedication to FBC makes all of us better!



*A very special
thanks to FBC's
volunteers —
past, present
and future.*



The Restoration of the Jordan River Preserve

By Thomasina DiBiase, Deputy Director of Operations & Advancement



“The Jordan River Preserve is special because it’s such a large tract of land that is right along the coast on the Jordan River, and it provides vital habitat for a wide variety of tidal wading birds and waterfowl. Because of the fringe salt marsh along the shoreline it also offers refuge for a whole variety of early life stages for commercially important shellfish and finfish species.”

– Aaron Dority, FBC Executive Director

When Frenchman Bay Conservancy purchased the former Bar Harbor Golf Course in Trenton in late September 2023, the team at FBC knew that the property needed extensive restoration. Decades ago, when the Jordan River property was transformed into an 18-hole golf course, trees were cut down, native plants were removed, and invasive plants took their place. The wetlands were drained or filled in, and the tidal salt marsh was dammed and

flooded to create a pond. This man-made pond was an interesting feature for the golf course, but it negatively impacted the health of the tidal salt marsh. FBC saw the opportunity to remove that dam and open up the tidal channel to restore the function of the salt marsh by bringing tidal flow back to several acres of the Jordan River property.

A healthy tidal salt marsh on the Jordan River Preserve is important to the entire

Frenchman Bay watershed! Salt marshes provide vital habitat for many of the early life stages for shellfish and finfish. Many of those species are commercially important for the local economy and communities in this region. Tidal salt marshes reduce flooding risks and guard communities against sea level rise. Marshes give rising waters a place to go – they can hold storm surges and prevent coastal flooding. And healthy marsh soils can capture carbon for thousands of years, while grasses and plants act as natural filters to reduce water contamination.

“The Jordan River Preserve’s marsh restoration will protect the local economy by protecting the harvesters’ access to the tidal flats. Their livelihoods depend on them getting down to the shoreline. With increased development and real estate pressures, harvesters’ access has been threatened throughout our coastal towns in Eastern Hancock County. Every access point that we can protect is protection for the local economy.”
– Kat Deely, FBC Land Protection Special Projects Manager

Frenchman Bay Conservancy is working with a number of state and Federal agencies and nonprofit partners to make the restoration at the Jordan River Preserve a success. Partners include Maine Coast Heritage Trust, the Maine Department of Inland Fisheries and Wildlife, the Maine Natural Resource Conservation Program, the US Fish and Wildlife Service, and The Nature Conservancy. Financial support from FBC members and our project partners, combined with a \$1,000,000 grant from the US Fish and Wildlife Service is making this vital restoration project possible. Thanks to our partners and members like you, FBC started the marsh restoration project in August! McMullen Landscape Construction and Maintenance has almost finished removing the man-made dam to restore the tidal flow to the marsh. Soil has been removed from several streams throughout the property, so the natural tidal flow can move through the stream beds on the Jordan River Preserve.

FBC Stewardship staff is engaging with community partners to determine the



Filmmaker Chek Wingo prepares to capture construction crews at work as part of FBC’s upcoming short film on the Jordan River restoration project

appropriate plantings and sourcing plants and seeds. Restored seagrass meadows will provide important habitat for juvenile fish and form the base of food production in the Jordan River. The upper grasslands and fields on the Jordan River Preserve will be rewilded with plants, shrubs, and trees native to Downeast Maine. Healthy forests and grasslands provide corridors for wildlife to travel safely between disjointed habitats and, along with salt marshes, absorb harmful floodwaters and reduce water contamination. Planting and seeding in the marsh will begin in the spring! Stay tuned for volunteer opportunities.

The Jordan River Preserve will provide a place for community members and visitors to our region to get outside safely. The property will soon be home to a one-mile community walking trail built to the Americans with Disabilities Act standards. In the future, recreation, native plant species identification, migratory bird observation, and even winter wildlife tracking will all be possible at the Jordan River Preserve!. “FBC’s vision is to restore the natural hydrology and the local biodiversity at the Jordan River Preserve. And, to create an area that provides equitable access to nature for everyone in our community, including marine harvesters to support their livelihoods.”
– Michael Whittemore, FBC Director of Stewardship.

Fiscal Year 2025 Financials

Giving by the Numbers

(a look at FBC's growth in fiscal year 2025 compared to fiscal year 2024)

936 people gave from July 1, 2024 to June 30, 2025 - increasing individual giving by **2%**

88 people gave to FBC for the first time - **WELCOME TO FBC!**

The **FBC SUSTAINERS CIRCLE**, online monthly donors, grew by **19%**

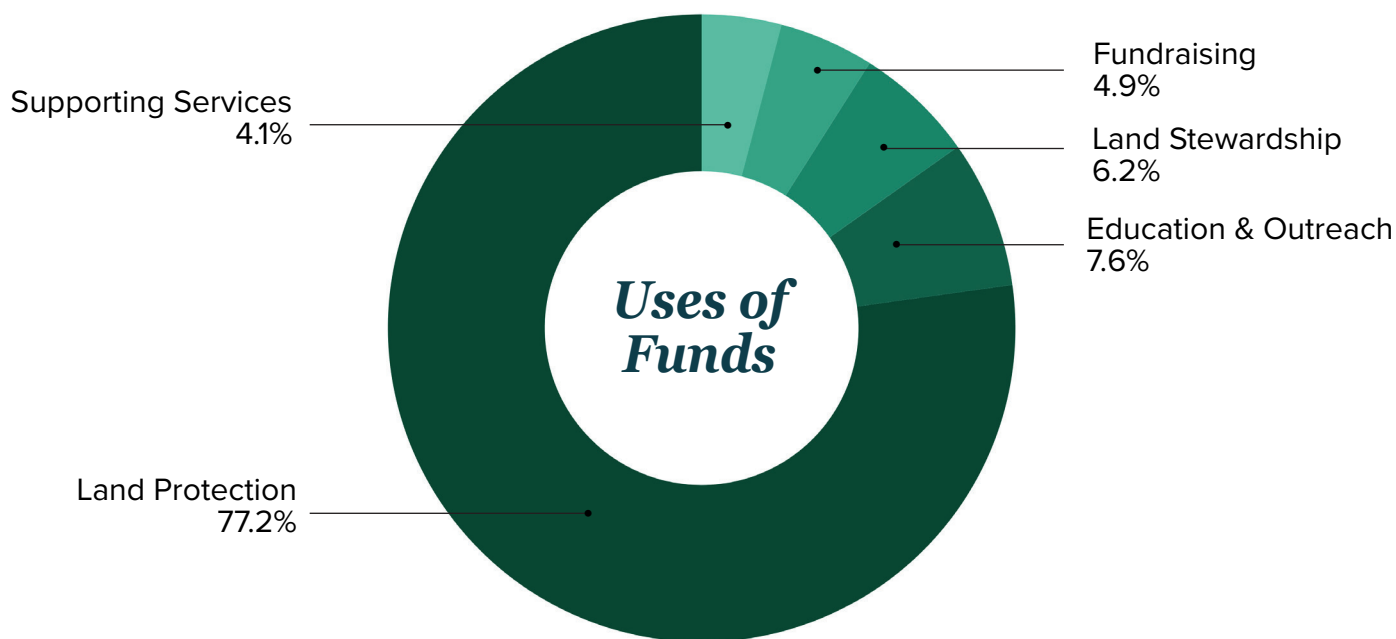
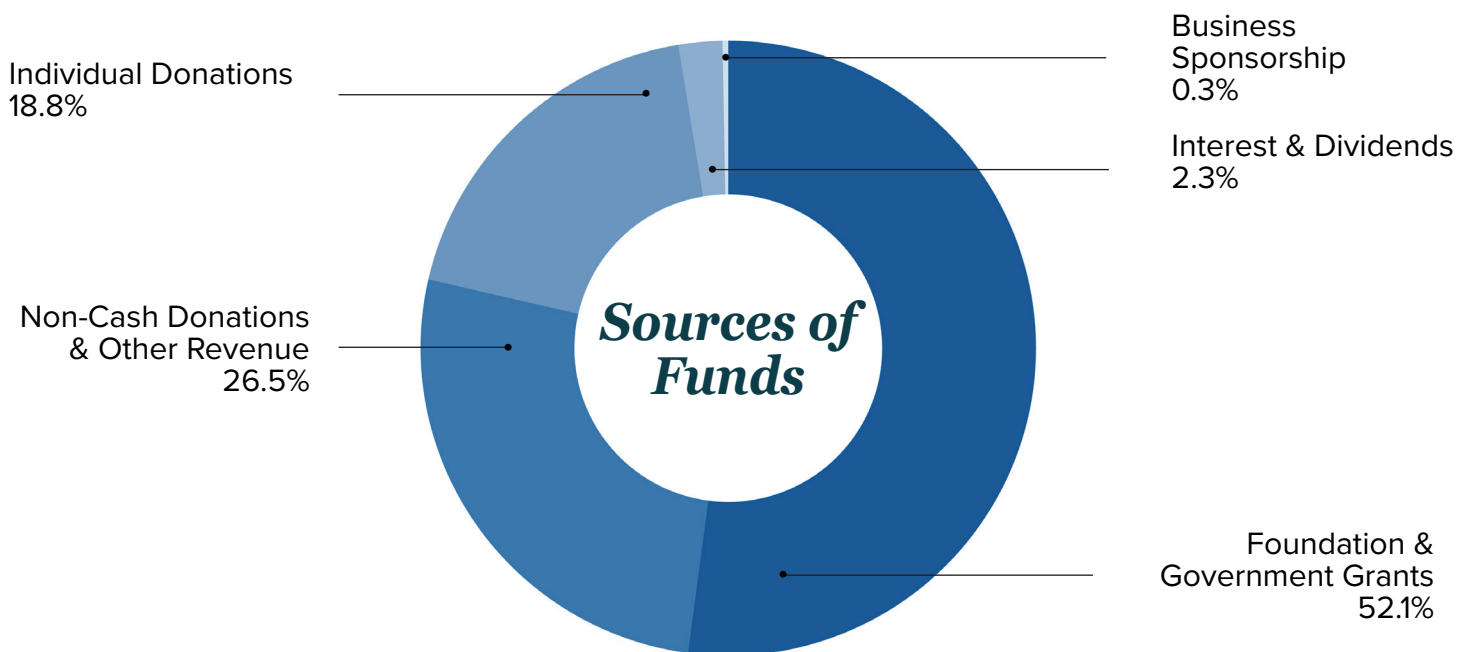
Grant awards totaled **\$2,070,580**

446 students in our public schools participated in FBC's **OUTDOOR EDUCATION PROGRAM** - thanks to FBC members!

Sponsorships from local businesses totaled **\$16,704** - Thank you!

Gifts from individuals totaled **\$1,411,027** - Thank you for your support!





*Anahata Foundation • Elmina B. Sewall Foundation • Fisher Charitable Trust •
Margaret E. Burnham Charitable Trust • Mary Dexter Chafee Fund •
Quimby Family Foundation • Land for Maine's Future*

Frenchman Bay Conservancy follows a July 1 to June 30 fiscal year. The above information has been prepared based on audited financial statements for Fiscal Year ending June 30, 2025. The financial statements and related notes are available from Frenchman Bay Conservancy upon request.

All in a Season's Work

By Zoe Stonetree, Membership Coordinator

Every year, as FBC's Land Protection team breaks ground on new projects, FBC's Stewardship team continues the vital work of monitoring, maintaining, and improving the growing network of trails and lands under our care. 2025 marked an especially exciting period of growth for our Stewardship program! Shortly after welcoming Director of Stewardship Mike Whittemore, FBC welcomed seasonal Stewardship Coordinators Ella Skolfield and Elliot Deans. Ella and Elliot led 33 volunteer workdays, visited 78 properties, and worked with volunteers to complete long-term renovations to FBC's trails at Long Ledges and Baker Hill Preserves — all between May and November!

Both Ella and Elliot brought experience, energy, and passion to our Stewardship program this season. Prior to joining FBC, Ella's family ties to Maine led her to pursue roles at organizations like Harpswell Heritage Land Trust and Friends of Acadia. Ella graduated with a degree in Environmental Science and a Minor in Geology from Florida State University, where her studies prepared her for the hands-on trail stewardship work she loves. "It's meaningful work," Ella shared. "You get to be outside, do what you love, and get a workout in."

Elliot entered the field season with a degree in Human Ecology from College of the Atlantic and experience working in the White



Mountains of New Hampshire as a backcountry caretaker with the Appalachian Mountain Club. For Elliot, the choice to pursue opportunities in the Downeast region after completing his studies at COA in Bar Harbor just made sense. “It’s just a beautiful area,” he reflected, giving a nod to the ocean and the region’s moss-carpeted forests.

Ella and Elliot’s roles focused on improving recordkeeping, strengthening FBC’s land monitoring program, and carrying out much-needed trail maintenance. Their biggest accomplishment of the season? Both pointed to the vital role volunteers played in completing trail improvements at Long Ledges Preserve and Baker Hill Preserve in Sullivan.

“They did fantastic work,” Elliot shared. Together, he, Ella, and more than 30 volunteers repaired and rerouted large sections of degraded trail at both preserves, completing a Stewardship project that was more than three years in the making. Ella and Elliot’s work made some of FBC’s most popular trails significantly safer and more sustainable — not to mention the many friendships forged during volunteer workdays!

Ella and Elliot visited 78 properties this season — all of FBC’s public preserves, plus more than 50 places either owned and managed by FBC or protected by conservation easements on privately-owned land. Their land monitoring and trail maintenance projects brought them to the furthest reaches of FBC’s service region, and introduced them to some of their new favorite places. For Elliot, the serene feel of Taft Point Preserve stood out. For Ella, it was a tossup



between Jordan Homestead Preserve — her neighborhood retreat — and Baker Hill, with its slabby overlook view of Frenchman Bay. When asked about her most memorable day on the land, Ella responded quickly: “Being hip-deep in a bog.”

Elliot recalled the same event, just as quickly. “We were monitoring a large property,” he said, “and we came across quite a large bog that would have been a couple miles to go around.” With the end of their day drawing near, they chose to save time by going through, rather than around.

“We found out pretty quickly that that might not have been the best idea,” Elliot said. “The very last section was about waist deep — and this was at the end of what was already a pretty big day. It was just a fun, kind of ridiculous situation.”

Ella emphasized that it was worth it, especially after the day’s eight-mile trek. “You can add that I had an extra shirt in my bag, but no extra pants or socks — the two things that were necessary.”

All of us at Frenchman Bay Conservancy are deeply grateful to Ella and Elliot for their contributions this year — and to our many members, volunteers, landowners, and partners, who help make FBC’s Stewardship program possible! We can’t wait to continue the vital work of caring for the land we all love in 2026 and beyond.



A Tribute to Steve Weber

Friend & Former Board Member

By Aaron Dority and Staff

Steve Weber was a dedicated advocate for the health of Frenchman Bay and for the people in the communities of Downeast Maine. He brought his passion for conservation to Frenchman Bay Conservancy, where he served as a member of our board of directors from 2013 through 2020. His wisdom and his commitment to the mission earned him the respect of staff members and board alike.

Steve always encouraged FBC to pursue bold goals and consequential ambitions, and he was genuinely celebratory when we achieved them—always quick to offer praise, yet never seeking credit for the essential role he played.

He believed fiercely in the power of education and brought that belief into his work with FBC. He made time for everyone—whether you were the Executive Director or a brand new staff member, Steve had a way of making you feel like the most important person in the room. His warmth and generosity helped build a culture of welcome, respect, and shared purpose within our organization.

Steve was active on our Stewardship

and Development committees. He stayed closely attuned to the issues affecting our region, including rockweed harvesting, the proposed Bar Harbor cruise ship terminal, and the American Aquafarms project. On each topic, Steve was a clear and reasoned voice—he believed deeply that FBC needed to stand for the long-term health of Frenchman Bay, and he brought both conviction and compassion to those discussions.

Steve was one of the voices that helped get us to the moment where, as an organization, FBC could speak with unity and strength to protect this place we all love.

For his leadership, his kindness, and his years of service to Frenchman Bay Conservancy, we are deeply grateful. His voice, his vision, and his legacy live on in the work we do every day.

FBC would like to acknowledge former board members who have recently passed away. Steve Weber died on March 17, 2024. FBC Executive Director Aaron Dority shared the above remarks at Steve's memorial on Hancock Point in August 2024.





Announcing FBC's Nature Writing Contest:

Stories From Here

Submissions are open through
Sunday, March 15

Visit frenchmanbay.org/event
for more details and to submit!

The theme of the contest is “stories from here.” We want to highlight the voices of writers like you, with personal connections to our region’s lands, waters, and communities! How does the natural world color your experiences? What does this place mean to you?

We are accepting submissions of **fiction, personal essays, and poetry**. We welcome all **writing that is about, or inspired by, nature**. We especially encourage submissions from writers who are based in eastern Hancock County, Maine, or who are connected to the area. Likewise, we are especially excited to read work that is inspired by the lands, waters, and communities of eastern Hancock County or the greater Downeast region.

Writers may submit up to **3 poems**, or up to **1,500 words** in the fiction or personal essay category. Please submit to one category only.

For this contest, we are accepting work from both **adults and youth writers!** The youth category includes two age groups: kids (12 and under), and teens (13–17).

Winners will be selected by accomplished local writers and educators, and will be published in print in FBC’s Spring Newsletter. Winners and additional honorable mentions will also be published on FBC’s website. Participating writers may be invited to share their works on additional platforms or at FBC events — stay tuned for details!

Honorary Giving

*FBC would like to recognize honorary gifts given in memoriam
or in honor of others, with our sincerest thanks.*

IN MEMORIAM

Jane Humphrey Adams
Adina Back
Richard Barton
Henry Bourgon
David Sr. and Barbara Bristol
Clio Chafee
John A. Collins
Bruce Cormier
Lyll and Anne Dean
Margaret Dolan
Michael P. "Gilly" Gilmartin
Ed Hatch
Ruth Cook Hyde
Steve Killough
Ryan King
M. L. Riley
Vicki Rougeot
Billy Smith
Jay A. Stancil
Robert Waldner, Sr.
Claudia Deohe Welch

IN HONOR OF

Ann Barton
Aram Calhoun and Malcolm Hunter
Sally Cook
Beth Ellis
Earle Goodwin
Nancy, Jay, and Eric Horschak
Rosemary and Garry Levin
Chrissy MacKinnon and Avery Law
Nancy Patterson
Sam Pensiero
Hetty Smith Nerod and the Smith Family
Paulette Struckman
Eli Taylo
Steuart and Linda Thomsen
Tabatha White
The Zabriskie Family



Thank You for Supporting Our Work

Together we protect vulnerable ecosystems across eastern Hancock County — landscapes that help store planet-warming carbon, safeguard our fisheries, and defend us against the impacts of floods and storms.

Our organization relies on donations from supporters like you. Please consider making a donation to support our mission to protect the land you love today.

ONLINE GIVING

Visit secure.donationpay.org/frenchmanbay/ to give online. You can become a part of the **FBC Sustainers Circle** by making a monthly recurring donation that ensures FBC receives your support throughout the year. Choose “Repeat this gift every month” when you make your donation.

GIFT MEMBERSHIP

Give the gift of an FBC membership to your favorite conservation enthusiast. Recipients will receive a welcome letter, FBC trail guide, and a full year of FBC printed & digital publications.

GIVE BY MAIL

Gifts can be sent by mail to Frenchman Bay Conservancy, PO Box 150, Hancock, ME 04640.

SECURITIES

Speak with your tax advisor about donating appreciated securities to Frenchman Bay Conservancy. If you wish to donate stock, please contact Thomasina DiBiase at thomasina@frenchmanbay.org; (207) 422-2328 for transfer instructions.

PLANNED GIVING

Communicating with FBC about your plans to remember the organization in your estate can help us plan for the future. If you're interested, contact Thomasina DiBiase at thomasina@frenchmanbay.org; (207) 422-2328.

Board of Directors

Nathaniel Hanson, *President*

Paul Parshley, *Vice President*

Bob Noddin, *Treasurer*

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Lisa Heyward

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Charlie Pearce

Rebecca Sargent

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Aaron Dority, *Executive Director*

Thomasina DiBiase, *Deputy Director of
Operations & Advancement*

Austin Schuver, *Director of Land Protection*

Laura Pinover, *Land Protection Manager*

Kat Deely, *Special Projects Manager*

Michael Whittemore, *Director of Stewardship*

Elliot Deans, *Stewardship Manager*

Abigail Hanson, *Business & Development
Manager*

Jane Parlee, *Community Engagement &
Partnerships Manager*

Zoe Stonetree, *Membership Coordinator*

Joy Cartwright, *Communications &
Marketing Manager*



**Frenchman Bay
Conservancy**

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