

RUMNEY ECOLOGICAL SYSTEMS
dba Quincy Bog Natural Area and Pemi-Baker Land Trust
Mission and Vision Statement
For Adoption 2022

Mission Statement

We offer to the public nature-oriented opportunities for outdoor recreation, land protection, education, and research at Quincy Bog and other properties that are owned or held in a conservation easement via the Pemi-Baker Land Trust.

Vision Statement

We envision a future that reflects our founders' desire to protect special places in our region. The organization will work to establish and sustain:

- a Nature Center and trail system through Quincy Bog and other managed properties that are well maintained, free and open to the public;
- a dedicated volunteer organization consisting of a Board of Directors, Bog Hosts, and other knowledgeable volunteers;
- the Pemi-Baker Land Trust which protects properties with conservation value in partnership with area landowners;
- exemplary environmental best practices, including the use of management plans, on all owned properties;
- a positive and engaged relationship with the local community, educational institutions, and environmental organizations.

Quincy Bog/Pemi-Baker Land Trust 2022 Strategic Plan

1 - Nature Center and Trail System Action Plan

Finalized December 1, 2022

1 - Nature Center and Trail System

Goals:

- 1.1 Make Nature Center and parts of Quincy Bog more accessible
- 1.2 Keep facilities at Quincy Bog and Quincy Pasture Forest well maintained
- 1.3 Manage the Baker Forest
- 1.4 Mark boundaries, trail on Smith Deed Easement property

1.1 Make Nature Center and parts of Quincy Bog more accessible

Routine Activities (Operational Plan)

- Utilize Bog Host volunteers to make the Nature Center accessible to the public.

Accomplishments-2016-2021

Trails

- Replaced Quincy Bog kiosk roofs.
- Repaired Nature Center approach ramp.
- Refurbished sign at end of parking lot.
- Funded, permitted, and built new areas of trail around Quincy Bog.
- Quincy Bog map in kiosk updated with GIS layers.

Nature Center

- Updated the trail guide with new map and content.
- Purchased a portable microscope for use with school groups.
- Expanded days and hours of Bog Host coverage.

2022-2026 Action Plan

- WIFI access in the Nature Center.
- QR Code signs for virtual log book, donations, and trail guides.
- Microscope projection device and screen.
- Confirm/request state attraction signs at Tenney Mountain Hwy, Smith Bridge Road, Rt. 25, and Main Street Rumney.
- Add a sign on Quincy Road east of turn "Quincy Bog Natural Area next right."
- Add/replace benches including memorial benches at Quincy Bog.
- Install lock box at Nature Center for donations.
- Maintain expanded Bog Host coverage.

1.2 Keep facilities at Quincy Bog and Quincy Pasture Forest well maintained

Routine Activities (Operational Plan)

- Nature Center spring cleaning.
- Monthly inspection of toilet and heating elements.
- Annual or biannual servicing of propane heater in Nature Center.
- Clear around bike rack
- Clear woody plants and ferns to maintain open area around Nature Center.

- Prep Nature Center for winter.
- Trail maintenance and bridge repair as needed at Quincy Bog.
- Trail maintenance: weekly or biweekly beaver patrol at Quincy Bog.
- Trail maintenance: clear trailside undergrowth at least monthly June-Sept. at Quincy Bog.
- Clear leaves and debris out of trail drainages.
- Inspect and update kiosks at Quincy bog and maintain supplies of interpretative materials.
- Trail maintenance at Quincy Pasture Forest.
- Quincy Pasture Forest trail maps at Quincy Pasture Forest kiosk.

Accomplishments 2016-2021

- Replaced side door of Nature Center and replaced all locks.
- Replaced window sills at Nature Center.
- Installed grates on the front deck of Nature Center to reduce backsplash onto the building from rain.
- Moved bike rack up next to the main kiosk.
- Removed wood from the old bridge, hauled to transfer station.
- Removed old lumber from around Quincy Bog trail.
- Appointed chair of Nature Center Committee.
- Added ledge pack along trail at walkway approaches and low spots (266 ft).
- Replaced 24 posts on floating bridge.
- Built 330 feet of sturdy new bridge away from property line replacing narrow boardwalk occasionally flooded.
- Repaired trail in 32 locations using wood salvaged from boardwalk replacement (550 ft).
- Boardwalk relocated uphill, replaced, and widened near station 40 (200 ft).
- Quincy Pasture Forest trail reblazed and relocated in one steep location with a failing slope.
- Quincy Bog and Baker Forest boundaries marked with red paint, brushed and blazed.

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- Design, purchase and install boundary signs for Quincy Bog and Baker Forest.
- Purchase and install trail counter.
- Add elongated steps (terrace) on the steep section below the kiosk at Quincy Bog.
- Replace two lights along the trail section between the Nature Center and parking lot.
- Fix entrance and parking area at Quincy Pasture Forest (gravel).
- Improve trail at Quincy Pasture Forest where trail was relocated (trail collapse).
- Post maps at trail junctions at Quincy Pasture Forest.
- Reframe around back door of Nature Center.
- Determine carrying load for Nature Center porch.
- **Urgent!** Inform abutters of encroachments at Quincy Bog and Baker Forest.

1.3 Manage Baker Forest

Routine Activities (Operational Plan)

- Implement Baker Forest Management Plan.

Accomplishments 2016-2021

- Conducted timber harvest at Baker Forest.
- Built trail at Baker Forest as part of timber harvest.

2022-2026 Action Plan

- Formalize and maintain trail in Baker Forest.
- Conduct bird survey (internship).

1.4 Mark boundaries, trail on Smith Deed Easement property

Routine Activities (Operational Plan)

- Once established, maintain trail and Ledges observation area.

Accomplishments 2016-2021

- Designed preliminary Ledges Trail layout.

2022-2026 Action Plan

- Mark boundaries of Smith Deed Easement.
- Build trail above ledges through Smith Deed Easement property.
- Build observation area on Smith Deed Easement property.

Quincy Bog/Pemi-Baker Land Trust 2022 Strategic Plan

2 - Organization Action Plan

Finalized December 1, 2022

2 - Organization

Goals:

- 2.1 Assure that properties, assets, and programs are adequately funded and operate within a balanced budget
- 2.2 Recruit and train directors who can help accomplish the organization's goals
- 2.3 Recruit and train Bog Hosts and other volunteers who can help accomplish the organization's goals
- 2.4 Maintain and update records (historical and current documents, including working documents)
- 2.5 Update Strategic Plan Action Plans

2.1 Assure that properties, assets, and programs are adequately funded and operate within a balanced budget

Routine Activities (Operational Plan)

- Executive Committee functions as Budget/Audit Committee to prepare annual budget and audit financial records.
- Present annual budget for Board of Directors approval.
- Treasurer reports on budget status and finances to Board of Directors at bi-monthly meetings.
- Continue fundraising including the Winter *Bog Notes* appeal, Fall Appeal mailing, solicitation of business sponsors, and grant writing as necessary to generate sufficient revenue to pay the expenses of the organization.

Accomplishments 2016 - 2021

- Hired grant writer to obtain funds for trail improvements at Quincy Bog.
- Added PayPal donate button to the website.
- Established Bill Taffe Conservation Fund for acquiring conservation easements and properties.

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- Recruit Investment Committee member to facilitate consolidating investments by selling Putnam and Verizon stock, with proceeds to be invested in Vanguard Portfolio.
- Seek more cost-effective way of providing telephone and internet service.
- Investigate options for using QR codes for donations.
- Explore use of Fisher Funds and Quincy Pasture Forest funds for program and Quincy Pasture Forest expenses.
- Install lockbox for donations at Nature Center.

2.2 Recruit and train directors who can help accomplish the organization's goals

Routine Activities (Operational Plan)

- Directors identify skills, interests, and experience needed on the Board.
- Nominating Committee recruits, nominates, and trains new Directors to help accomplish the organization's goals.
- Update Orientation Manual of important documents and distribute to new Board members.
- Upload updated Orientation manual to Google Drive.

Accomplishments 2016 - 2021

- Recruited and trained six new board members and one returning board member.
- Recruited four potential board members for nomination and election in 2022.
- Created a comprehensive Orientation Manual for distribution to new Directors.

2022-2026 Action Plan

- Investigate use of matchmaking volunteer recruitment websites such as Idealist.org, Volunteermatch.org, Nature Groupie.

2.3 Recruit and train Bog Hosts and other volunteers who can help accomplish the organization's goals

Routine Activities (Operational Plan)

- Bog Host Coordinator and Volunteer Coordinator recruit and train volunteers to help accomplish the organization's goals.

Accomplishments 2016 - 2021

- Recruited and trained two successive Bog Host Coordinators to replace retiring long-time coordinator.
- Expanded Bog Host recruitment and level of service under leadership of new coordinators.
- Recruited new School Coordinator to assume leadership of school programs.
- Made Board Affiliates voting members of the committees with which they volunteer.

2022-2026 Action Plan

- Investigate use of matchmaking volunteer recruitment websites.
- Investigate and develop volunteer policies and code of conduct.

2.4 Maintain and update records (historical and current documents, including working documents)

Routine Activities (Operational Plan)

- Update records as changes occur but at least annually.
- Upload new and updated records to Google Drive to conserve them and facilitate access.

Accomplishments 2016 - 2021

- Formed a working group to organize and conserve Pemi-Baker Land Trust documents in response to requirements for participating in Land Trust Alliance/Terraforma easement defense program.
- Expanded working group focus to include broader organization documents.
- Began identifying which records should be managed on Google Drive.
- Began creating document folder structure, document naming conventions, and determining access rights to folders.
- Began uploading documents to Google Drive.

2022-2026 Action Plan

- Continue identifying which records should be managed on Google Drive and prepare master list.
- As needed, continue developing document folder structure, document naming conventions, and access rights to folders.
- Complete uploading existing records to Google Drive.
- Develop Cloud backup plan and purchase media.

2.5 Update Strategic Plan Action Plans

Routine Activities (Operational Plan)

- Update Strategic Plan Action Plan Accomplishments annually.

2022-2026 Action Plan

- Review and update Strategic Action Plans.

Quincy Bog/Pemi-Baker Land Trust 2022 Strategic Plan

3- Pemi-Baker Land Trust Action Plan

Finalized December 1, 2022

3 - Pemi-Baker Land Trust

Goals:

- 3.1 Encourage board and public awareness of PBLT's purpose and activities
- 3.2 Maintain PBLT infrastructure on the RES Board of Directors
- 3.3 Steward easements and RES-owned properties
- 3.4 Support easement acquisition
- 3.5 Develop and implement storage process for PBLT documents

3.1 Encourage board and public awareness of PBLT's purpose and activities

Routine Activities (Operational Plan)

- Inform local Conservation Commissions and Planning Boards about PBLT's role in land conservation.
- Cooperate with local and state conservation organizations.
- Land Transaction Committee presents regular reports to the Board of Directors.
- Stewardship Committee presents regular reports to the Board of Directors.
- Issue press releases as appropriate.
- Participate in Conservation Matters series in Record Enterprise.

Accomplishments 2016-2021

- Collaborated with Thornton, Campton, Plymouth, and Rumney Conservation Commissions.
- Explored partnership with the Trust for Public Lands.
- Listed Conservation Easement properties on website.
- Contact made with Plymouth Planning Board (Fauver reserve lots).

2022-2026 Action Plan

- Update PBLT portion of web site, respecting owners wishes.
- Update State of New Hampshire Granit GIS data layer for conserved lands.
- Plan and implement outreach to local planning boards.

3.2 Maintain PBLT infrastructure on the RES Board of Directors

Routine Activities (Operational Plan)

- Land Transaction and Stewardship Committees work with the Nominating Committee to recruit committee members as needed.
- Train new Land Transaction Committee members regarding easement and easement process.
- Train Stewardship Committee members in monitoring process and requirements.
- Joint PBLT committees meet regularly to conduct PBLT business.

Accomplishments 2016-2021

- Added Board Affiliate to Land Transaction Committee (LTC).

2022-2026 Action Plan

- Train additional LTC members to chair easement subcommittees.
- Recruit new members for LTC and Stewardship committees.
- Train stewards to monitor easements.
- Create paper binders for all easements.
- Update PBLT documents used during the process of developing a Conservation Easement and place updated documents on the shared drive.

3.3 Steward easements and RES-owned properties

Routine Activities (Operational Plan)

- Monitor and document PBLT easement properties annually.
- Communicate with easement landowners.
- Update easement records with Terrafirma annually.
- Monitor Quincy Bog and Baker Forest.
- Monitor Quincy pasture Forest in conjunction with The Nature Conservancy.

Accomplishments 2016-2021

- Obtained Terrafirma easement defense insurance.
- Clarified LeBlanc easement regarding driveway on eased property.

2022-2026 Action Plan

- Add Conservation Easement boundary signs on following easement properties: Paly, Simpson, Fauver, LeBlanc, Texas Hill Hold 'em, WBBF, Hovey-Bradley.
- Add boundary signs for Smith deed easement, Quincy Bog, and Baker Forest.
- Investigate appropriate organization(s) to receive and hold conservation easements on properties owned by Rumney Ecological Systems such as Quincy Bog Natural Area and Baker Forest.
- If an easement holder cannot be forthcoming, protect Quincy Bog Natural Area with a deed restriction (except for the lot facing Quincy Road - 13-3-22).
- Propose a plan for the conservation easements held by PBLT to revert to an appropriate organization(s) upon the dissolution of PBLT.
- Create historical flowchart of easement names over time.

3.4 Support easement acquisition

Routine Activities (Operational Plan)

- Consider applications from landowners interested in conserving their properties.
- Appoint subcommittees to visit potential easement properties and work with landowners who want to place their properties under easement.
- Evaluate potential easement properties relative to conservation values, monitoring and future enforcement.
- Subcommittees report to and seek guidance from PBLT Land Transaction and Stewardship committees regarding potential easements.
- Subcommittees work with landowners to develop easement documents.
- PBLT Land Transaction and Stewardship committees jointly review proposed easement documents and recommend action to the Board.
- Committee chairs obtain Board approval of easements recommended by the PBLT committees.
- Complete baseline documentation reports for new easement properties.

Accomplishments 2016-2021

- Accepted the following conservation easement properties: Simpson, LeBlanc, Texas Hill Hold 'em, Hovey-Bradley, and West Branch Brook Forest.
- Responded to landowner inquiries that did not lead to conservation easements: Noyes (Plymouth), Spofford (Groton), Fauver (Rumney), Cone Pond (Thornton), Langdon Park (Plymouth), Wood (Plymouth), Newbert (Wentworth).
- Developed a list of potential conservation properties to present to the Trust for Public Lands.
- Developed brief descriptions of the properties and obtained maps showing the locations.

2022-2026 Action Plan

- Respond to landowner inquiries as requested.

3.5 Develop and implement storage process for PBLT documents

Routine Activities (Operational Plan)

- Store paper copies of PBLT documents (conservation easements, plans, baseline documentation, monitoring reports, etc.) in fireproof safe in Nature Center.
- Periodically copy and file working documents maintained by PBLT committee members
- Back up paper files via digital storage on Google Drive, PBLT & FORECO computers (scan & store files).

Accomplishments 2016-2021

- Recruited board member to implement and oversee cloud storage of easement documents.
- Initiated cloud backup for files: scan and store.
- Created folders of official documents for conservation easements.

2022-2026 Action Plan

- Continue to digitize monitoring reports and other non-electronic easement documents.
- Continue to move paper copies of easement and monitoring documents to fireproof safe in Nature Center.
- Update documents checklist for each conservation property.
- Continue to file copies of pertinent Board, committee and subcommittee minutes with documents for each conservation property.
- Develop and document a system for tracking and inventory of paper documents.

Quincy Bog/Pemi-Baker Land Trust 2022 Strategic Plan

4- Resource Protection Action Plan

Finalized December 1, 2022

4 - Resource Protection

Goals:

4.1 Conserve wildlife and plant communities

4.2 Enhance visitors' understanding and appreciation of the natural world and QB/QPF/BF properties through education and interpretation

4.3 Provide sustainable recreational opportunities appropriate to each property

4.4 Encourage unobtrusive study and research to further understanding and appreciation of the natural world and document property resources

4.1 Conserve wildlife and plant communities

Routine Activities (Operational Plan)

- Monitor properties for invasive species and other threats.
- Monitor for rare, endangered, or threatened wildlife and plants.

Accomplishments 2016-2021

- Continued to remove yellow iris plants at Quincy Bog.
- Labeled Grafton County "Big Trees" at Quincy Bog (Tamarack and Pitch Pine).
- Removed Autumn Olive from north edge of Quincy Bog property.
- Managed Baker Forest for early succession growth and planted American Chestnut.
- Created a leashed-dog policy for Quincy Bog.
- Marked property boundaries of Quincy Bog.

2022-2026 Action Plan

- Remove any remaining invasive Yellow Iris near inlet stream.
- Review property boundaries of Baker Forest.
- Post conservation signs along Quincy Bog boundaries
- Research and implement long-term protection of Quincy Bog and Baker Forest through conservation easements, deed restrictions, or other tools.
- Correct and reflag the 100 foot wide Smith Deed Easement.
- Mark boundary of Smith Deed Easement with paint.
- Assess need for written policy for appropriate use of Quincy Bog as a natural area.

4.2 Enhance visitors' understanding and appreciation of the natural world and QB/BF/QPF properties through education and interpretation

Routine Activities (Operational Plan)

- Update existing Quincy Bog species checklists as needed.
- Update Quincy Bog trail guide and Jr. Naturalist Program booklet as needed.
- Provide copies of guides and checklists for visitors at the kiosks and in the Nature Center.
- Inspect and update informational displays on kiosks and in the Nature Center.

- Continue to offer the Ruth V. Fisher evening programs and weekend walks and workshops.
- Provide Bog volunteers to assist school groups and those participating in the Jr. Naturalist program.
- Continue Bog Host program.
- Place wildflower labels along trail.
- Place fern labels along trail in spring; collect in fall and store until spring.

Accomplishments 2016-2021

- Created new GIS-based maps for Quincy Bog and Quincy Pasture Forest.
- Purchased portable microscope.
- Updated Quincy Bog trail guide, bird checklist, Jr. Naturalist Activity Book and badges.
- Provided all existing interpretative materials for publication on website.
- Updated Quincy Bog kiosks to reflect current needs.
- Maintained Facebook and Instagram presence.

2022-2026 Action Plan

- Prepare tree and shrub checklist for Quincy Bog.
- Place identification labels on selected trees and shrubs along the trail.
- Consider adding Baker Forest plant and bird species to checklists.
- Prepare updated Quincy Bog dragonfly and damselfly list for distribution to the public.
- Create a trail guide for Quincy Pasture Forest.
- Create species checklists for Quincy Pasture Forest.

4.3 Provide sustainable recreational opportunities appropriate to each property

Routine Activities (Operational Plan)

- Update and maintain notices on kiosks and along the trail regarding appropriate use
- Monitor use of properties.
- Encourage walking, hiking, photography, nature study, and other sustainable recreational activities.
- Take action to eliminate any inappropriate activities.

Accomplishments 2016-2021

- Posted new “no biking” signs at Quincy Bog and Baker Forest.
- Posted “no overnight parking” sign at Quincy Pasture Forest.
- Added Bulkeley Bridge sign.
- Created Covid-19 guidance for trail and Nature Center use.

2022-2026 Action Plan

- Consider addressing inappropriate use (eg. biking, vandalism, etc.) through use of game cameras or by signs advising of the use of cameras.
- Regravel Quincy pasture Forest parking area and drive.

4.4 Encourage unobtrusive study and research to further understanding and appreciation of the natural world and document property resources

Routine Activities (Operational Plan)

- Network with local teachers and university faculty to encourage use of Quincy Bog, Baker Forest and Quincy Pasture Forest as locations for study and research.

- Provide opportunities for student internships at owned properties.
- Encourage visitors to take and share photos of owned properties on Facebook, and iNaturalist.

Accomplishments 2016-2021

- Reinstated the student intern program.
- Continued to monitor and protect endangered small-whorled pogonias at Quincy Pasture Forest.
- Continued to monitor spotted turtles at Quincy Bog.
- Additional findings from Quincy Bog coring project reported by Dr. Lisa Doner and PSU students.
- Quincy Bog used as a field location by the AP Biology Class at PRHS and by PSU Environmental Science and Policy classes.
- Explored pros and cons of constructing an osprey platform at Quincy Bog.

2022-2026 Action Plan

- Follow up with NH Fish & Game regarding spotted turtles at Quincy Bog.
- Establish opportunities for regular bird surveys at Quincy Pasture Forest.
- Consider creating a bioinventory database for owned properties.
- Draft description of internship and research opportunities at owned properties.

Quincy Bog/Pemi-Baker Land Trust 2022 Strategic Plan

5 - Communications and Public Relations Action Plan

Finalized December 1, 2022

5 - Communications and Public Relations

Goals:

5.1 Maintain current communication activities and enhance with additional activities

5.2 Maintain branding efforts

5.1 Maintain current communication activities and enhance with additional activities

Routine Activities (Operational Plan)

- Maintain current communications for programs: *Bog Notes* insert, press releases to local media, notices on website, Facebook, Instagram and kiosks.
- Maintain current communications for Junior Naturalist Program; email communications with local teachers: notices on website, Facebook and kiosks targeting visitors with children.
- Maintain current communications for school field trip programs with email communications to local teachers and group use policy posted on website and kiosks.
- Update and maintain website.
- Maintain *Bog Notes*.
- Continue news releases/email communications.
- Review and maintain kiosks at upper and lower parking lots, at Nature Center and at Quincy Pasture Forest.
- Increase participation in evening talks by coordinating with other community events and use of electronic media.
- Publicize the Jr. Naturalist program via pre-summer news release, information placed at libraries and Bog Host promotion of program with visiting families.
- Conduct outreach on behalf of PBLT to local conservation commissions.
- Collaborate on local outreach projects and consider special events/presentations to conduct outreach on behalf of PBLT.
- Use remittance envelopes with winter *Bog Notes* for Annual Friends Appeal.
- Continue to collect email addresses and update contacts database.
- Recruit Board member or other volunteer to enter email addresses in database.

Accomplishments 2016-2021

- Evening programs, walks, and workshops were maintained and continued to be popular each year except during the Covid-19 hiatus of 2020 and with a reduced offering with online and in-person events in 2021.
- *Bog Notes* (mailed to 710 households with copies available at the Nature Center and on the Bog website) remains a major source of program information, with newspapers, word-of-mouth and online communications playing an important role.
- Participants come primarily from Rumney, Plymouth and Campton, from other NH towns, from out-of-state and occasionally from other countries.
- School participation in the Jr. Naturalist Program decreased during the Covid-19 pandemic, but resumed in 2021-2022.

- Local schools, including Plymouth K-5 classes, PRHS's AP Bio class, the Rumney after school and summer programs, and various Plymouth State University's programs brought students to Quincy Bog for study and for recreation.
- Created, printed, and posted an updated trail guide and map for Quincy Bog and printed new maps for Quincy Pasture Forest.
- Electronic (pdf) versions of *Bog Notes*, program list, check lists, trail guides, and Jr Naturalist booklet are all available for download on the website.
- Developed and implemented a method that enables supporters to make online donations via www.quincybog.org.
- Increased participation in Wednesday evening talks by use of electronic media (Facebook and website).
- Conducted outreach on behalf of PBLT to local conservation commissions through participation in the Conservation Matters column of the Record Enterprise and through Board members who serve on the Rumney, Plymouth, Campton, and Thornton Conservation Commissions.
- Reviewed main Quincy Bog kiosk info and implemented changes; added a GIS-based map.
- Updated promotional brochure.
- Simplified mailing of *Bog Notes* by having printer label, stamp, and insert program into *Bog Notes*.

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- Expand information available at the kiosks to include new tree and shrub guides and revise the wildflower checklist.
- Review and update lower kiosk to provide a more interesting, more complete display or refer visitors to main kiosk for more information.
- Add QR codes to the guides and kiosks.
- Build a box to hold more varieties of brochures at the main Nature Center kiosk.
- Develop and implement a plan for communicating with people who'd like to receive program notices and *Bog Notes* via email.
- Review the website-pertinent analytics, making changes and additions as appropriate.
- Consider updating the look of *Bog Notes*.
- Create a new website to replace the existing one with PBLT and Quincy Bog.
- Disseminate intern research findings to visitors.
- Respond to statistical information about social media platform use.
- Use formal and informal means to bring the bog to the attention of new people each year, including a targeted or general open house event.
- Place summary of the Strategic Plan on our website (for public viewing).
- Update PBLT promotional brochure, summarizing land protection efforts rather than just listing easement properties.
- Consider creating Wikipedia pages for Quincy Bog Natural Area, Quincy Pasture Forest and PBLT.

5.2 Maintain branding efforts

Routine Activities (Operational Plan)

- Ensure brand consistency for all communications with logo and color schemes.

Accomplishments 2016-2021

- Added logo and tagline to all outreach material
- Provided Bog Hosts with T-shirts with logo.

2022-2026 Action Plan

- Consider a plan for online sales of branded merchandise.