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Executive Director
Ausbon Sargent Land Preservation Trust

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Position Executive Director

Reports to Board of Trustees

Location New London, NH



MISSION

The mission of ASLPT is to preserve and protect the rural character of the Mt. Kearsarge/Ragged/Lake Sunapee region for public benefit through:

- Land Conservation: To increase the amount of conserved acreage in the region and to identify land with a high priority for protection.
- Stewardship: To fulfill our growing obligation to protect our lands now and forever.
- Community Engagement: To ensure that a broad demographic will understand and value the benefits of conserved land and become involved in our mission.
- Organizational integrity: To continue as a trusted organization of excellence as evidenced by our financial stability, strong leadership and management.

ASLPT ENDEAVORS TO COMPLETE THE MISSION BY

- Identifying land with the highest priority for conservation in each of the towns it serves and by developing strategies for acquiring such land.
- Engaging staff and volunteers to effectively monitor and manage the lands.
- Increasing public awareness of the benefits of conserved land through education and expanding membership across demographic groups and communities.
- Providing educational opportunities for trustees and staff, annually updating development and succession plans and by maintaining appropriate accreditation and financial oversight of the land trust.

Ausbon Sargent's Statement on Diversity, Equity, and Inclusion:

“Preserving Land for All: Ausbon Sargent Land Preservation Trust (ASLPT) welcomes all individuals to participate in our mission of land conversation and preservation. We work to create a safe and inclusive environment for leadership, staff, volunteers, members, and the public. Our goal is for everyone to benefit from the rural landscape we treasure and join in our mission.”



Profile of the Organization:

ASLPT, a private, non-profit, 501(C)(3) organization, was founded in 1987. It was named after Ausbon W. Sargent, a retired maintenance worker with no inherited wealth, who, at age 94, bought the three-acre Main Street "town green" parcel from Colby-Sawyer College with his life savings. Sargent immediately gave the land to the Town of New London on condition the parcel remain forever undeveloped.

Debbie Stanley served as the first executive director of the ASLPT and remained in the position from 1987 to 2023. Under her inspired leadership, the Land Trust assembled a collection of over 160 properties in 12 towns in the Lake Sunapee-Ragged Mountain-Mount Kearsarge region of New Hampshire through easements and fee properties. Debbie brought a love of land preservation and a unique ability to connect with donors, members, volunteers and professionals in the land preservation community to build an organization that is now widely considered a national leader in the land protection field.

The ASLPT mission is to preserve land in the Mt. Kearsarge/Ragged/Lake Sunapee region including Andover, Bradford, Danbury, Grantham, Goshen, Newbury, New London, Springfield, Sunapee, Sutton, Wilmot and Warner. While the Land Trust's beginnings were in New London, the organization has grown to serve 12 towns in the Mt. Kearsarge/Ragged/Lake Sunapee region.

ASLPT currently protects 13,691 acres, 167 properties and nearly nine miles of lakeshore frontage on lakes within the region. The organization has over one thousand members and more than two hundred volunteers who are engaged with stewardship, easement monitoring, committee work and event staffing. The Board of Trustees has fourteen members and nine active committees that meet regularly to support the work of the organization. All board members serve on at least one committee and many committees have members who are not on the board. ASLPT partners with like-minded organizations to sponsor several community events centered around land protection every year.



ABOUT ASLPT, *continued*

The Ausbon Sargent Land Preservation Trust is accredited through the Land Trust Accreditation Commission, and is funded through membership, donations, special events and grants.

Thanks to its history of strong leadership, committed stewardship and community support, ASLPT has achieved an extraordinary reputation in the land conservation field. Its newsletter, "Chatter", sets a high standard for communications and is eagerly anticipated by members and donors.



THE OPPORTUNITY

This is an exciting opportunity for a leader who is passionate about land conservation and appreciates the beauty of this area of New Hampshire. The next Executive Director (ED) will be able to build upon the considerable assets and accomplishments of ASLPT's stakeholders to lead the organization through challenges, such as the increased need for stewardship, resources development, and engagement of the next generation in its mission.

The Mt. Kearsarge/Ragged/Lake Sunapee region has a rich history, landscape and community, including many lakes, mountains and watersheds. The next ED will have the opportunity to get outside, engage with the community and communicate the importance of ASLPT's mission. They will work with the Board to develop a new strategic plan, setting the priorities for the next five years.



The Board of Trustees seeks a leader who resonates with the mission and goals of the ASLPT. The future Executive Director (ED) will nourish established, mutually beneficial relationships across a variety of groups, including landowners, members, donors, volunteers, businesses and allied organizations.

Ideal candidates will have demonstrated success managing people and finances and have a track record of collaboration and engagement with community stakeholders. They will be familiar with all aspects of fundraising and donor cultivation, have experience developing and maintaining relationships with landowners and leading negotiations for successful completion of land related transactions.

The ED position reports directly to the Board of Trustees and collaborates closely with the Chairperson. In conjunction with the Board, they will define and articulate ASLPT's mission and lead the staff and volunteers in conducting all programs to achieve the Trust's goals. The principal responsibilities are as follows:

Build and lead a strong organization

- Establish high standards of quality for all ASLPT programs and operations
- Hire, supervise and retain a competent and effective staff
- Create a healthy workplace culture
- Maintain and grow interest, commitment, and participation of volunteers, members and donors
- Promote public awareness of the organization and its mission, land projects, and stewardship of protected properties
- Work effectively with the Board and Finance, Investment, and Development Committees on fundraising and financial development strategies
- Promote ASLPT's planned giving and major donor efforts by cultivating and strengthening relationships with individual donors

Support the organizational mission and lead strategic planning efforts

- Work with the Board to develop a strategic plan and develop policies that accomplish a shared vision for the future of ASLPT
- Participate in recruitment and orientation of Board members
- Ensure that the Board, staff, and committees recognize and fulfill legal responsibilities of a land trust
- Articulate ASLPT's criteria for quality in land conservation projects
- Lead the organization through the accreditation process

Provide a strong public presence for ASLPT

- Maintain a reputation of integrity and expertise in 12-town region and beyond
- Communicate the ASLPT vision and speak knowledgeably about land conservation issues and stewardship of protected properties
- Cultivate and manage partnerships with complementary organizations and communicate with local leaders about conservation priorities in our service area
- Represent ASLPT in appropriate local, regional, and national forums



The following specific areas of experience and skills are sought:

- Education and training in relevant field(s) such as environmental studies/education, natural sciences, nonprofit/business administration
- 8 - 10 years of professional experience, including five or more years of management experience
- Ability to oversee, mentor, and work collaboratively with staff in a respectful team environment
- Experience with nonprofit governing boards, volunteer management and/or membership organizations
- Demonstrated success in fundraising and excellent donor development skills
- High integrity leadership with a strong and energetic work ethic
- Financial management experience including budget preparation, analysis, and reporting
- Strategic and organizational abilities
- Strong written, oral, and public speaking skills
- Willingness to take new challenges head on
- Availability and willingness to work on a flexible schedule, including some evenings and weekends

Compensation

The salary range for this position is \$120,000-140,000. In addition, ASLPT has an employee health care plan with Blue Cross/Blue Shield Anthem.

How to Apply

Please submit a current resume and letter of introduction, by August 16th, to Kittleman & Associates, LLC.

[SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE](#)

[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)

For more information about Ausbon Sargent Land Preservation Trust, visit <https://www.ausbonsargent.org/>.

ASLPT operates in accordance with the national standards and practices developed by the Land Trust Alliance (LTA) and has received national Land Trust Accreditation. ASLPT is an equal opportunity employer.

All qualified candidates are strongly encouraged to apply.

Equal Employment Opportunity Statement

It is the policy of the ASLPT to provide equal employment opportunities to all employees and applicants without regard to an individual's race, religion, color, veteran status, national origin, ancestry, disability, marital status, age, sex or sexual orientation.