

INDIAN CREEK NATURE CENTER MASTER PLAN

October 2008

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I. Introduction

A. Overview. Indian Creek Nature Center is a not-for-profit organization formed in 1972 to promote and facilitate environmental education and the year-round appreciation of nature and conservation. It is operated by North Country Conservation-Education Associates, Inc, a section 509(a)(1) organization that relies on memberships, grantors, and donors. As part of its mission the Board of Directors of the Nature Center periodically provide a written Master Plan which identifies both short and long range goals, thereby providing a document to direct the operation and continued development of the Nature Center. The Master Plan, rather than being a strict directive, is flexible enough to accommodate other needs and ideas.

The goals of North Country Conservation-Education Associates, Inc. are to provide an educational setting and to foster environmental awareness while using adaptive ecosystem management strategies to protect, conserve, and appreciate native fauna and flora. The Nature Center serves St. Lawrence and surrounding counties, providing opportunities for nature study of all kinds.

B. Description of the Nature Center. Indian Creek Nature Center is located in the town of Canton within St. Lawrence County, New York (Figure 1). In the 1960's substantial acreage was flooded by raising the level of a nineteenth century canal that connected points on the Grasse and Oswegatchie Rivers, thus creating an impoundment designed to enhance waterfowl habitat. Wetlands now constitute approximately half of the 8,782 acres (14 square miles) of Upper and Lower Lakes Wildlife Management Area (WMA). Indian Creek Nature Center is approximately 350 acres situated on the northwestern side of this WMA and is under lease from New York State Department of Environmental Conservation (DEC). It is bounded on the north by County Route 14 and a section of private land and on all other sides by state-owned WMA (Figure 2) and is approximately 1.35 miles long and 3200 feet wide and contains approximately 7.9 miles of trails. Elevation ranges from 308 feet in the northern portion to 350 feet near the road in the southern portion. The DEC maintains water levels at approximately 306.5 feet within the Wildlife Management Area.

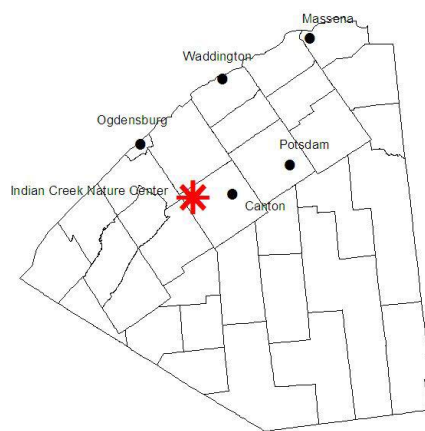


Figure 1. General location of Indian Creek Nature Center in St. Lawrence County, New York. The Nature Center is in red.

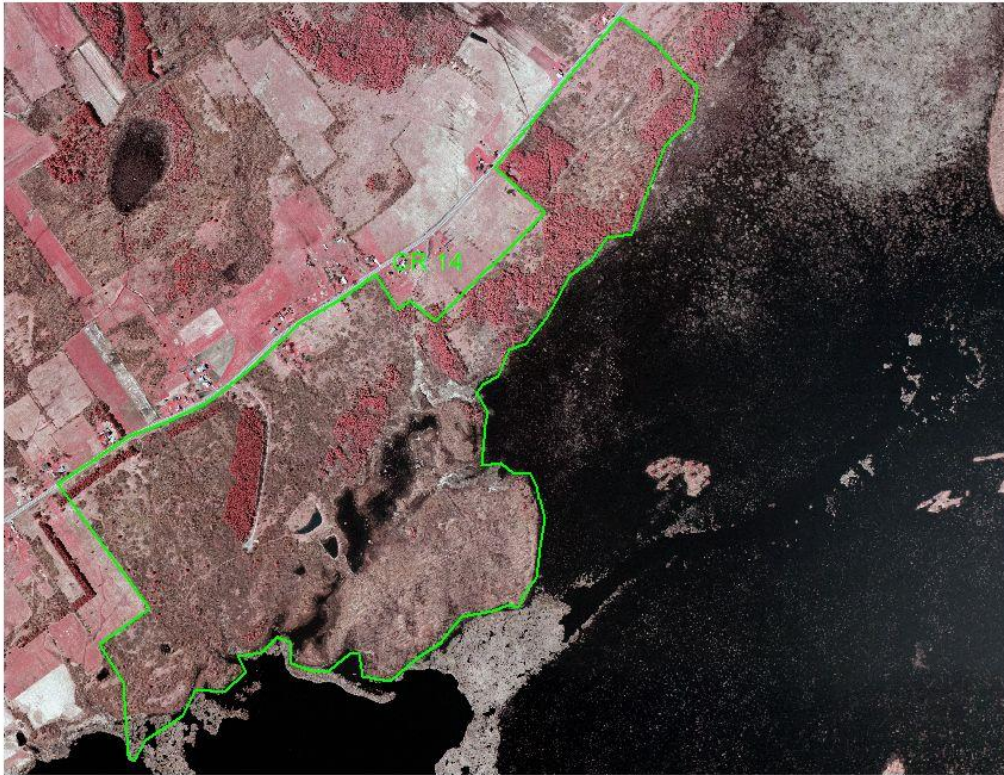


Figure 2. Location of Indian Creek Nature Center.

The Nature Center is situated in a low area between the Oswegatchie and Grasse Rivers within the St. Lawrence Plains ecozone (Reschke 1990). The climate of the ecozone is characterized by cold winters with cool, sunny summers and an average frost-free season of 105 days as measured in Canton (Table 1).

Table 1. Climatic data, St. Lawrence County, N.Y. From Cornell Field Crops and Soils Handbook, 2nd ed. 1987. NYS College of Agriculture and Life Science, Ithaca NY.

	Canton
Elevation, Feet	440
Avg. Max. July ° F	79.2
Avg. Min. Jan. ° F	3.6
Avg. Yearly Max. ° F	53.6
Avg. Yearly Min. ° F	32.8
Avg. Precip, Inches	37.5
Avg. Snowfall, Inches	75.2
Approx. Frost Free Days	130

Indian Creek Nature Center is a mix of upland and lowland areas. Upland areas are primarily old agricultural fields in various stages of natural succession. These, with the two ponds, the marsh itself, and the varied wetland areas, create a mosaic of habitat types, and thus a very high diversity of birds, mammals, reptiles, amphibians, insects, and plants.

C. History. Formed as an independent not-for-profit corporation in 1972, the North Country Conservation-Education Associates, Inc. works to promote and provide an accessible setting for nature education and appreciation. This organization grew out of an informal group of persons interested in conservation education which had organized and promoted Conservation Field Days for sixth grade students starting in 1965. The Conservation Field Days rapidly grew to the extent that all students in St. Lawrence County were served at one of four different locations on the same day, utilizing many volunteer instructors in a wide variety of conservation and environmental topics. During 1971-1972 various sites throughout the county were reviewed for possible selection as a location for a conservation education center. The Indian Creek site was selected as the first choice and negotiations were initiated with the DEC. On June 6, 1974, an agreement was signed between the two organizations allowing the lease of the property and the establishment of an educational center (Appendix 1). Approximately 300 acres of state land, a portion of Upper and Lower Lakes Wildlife Management Area, was used to establish and administer an environmental education center (now known as Indian Creek Nature Center). In addition a Memorandum of Understanding in 1975 between DEC and North Country Conservation-Education Associates Inc. provides an agreement to provide approximately 16 acres adjacent to the southwest corner of the Nature Center for a trail and a wildlife observation blind, including the right to mow and control vegetation where mutually agreeable (Appendix 2). No hunting is permitted within the Nature Center boundaries.

The management goals of Indian Creek Nature Center have been governed by available funds. Memberships and small donations, DEC assistance, volunteers, and the St. Lawrence County Youth Conservation Corps have been the mainstays. In addition, the following have provided generous grant support over the years: Cornell Cooperative Extension (\$3,000 in 1976), St. Lawrence County (\$1,800 most years from 1978-1994), BOCES (\$862 in 1980), American Wildlife Research Foundation (\$500 in 1986), NYS legislative grants (\$10,000, 1989-1990), St. Lawrence Adirondack Audubon (various grants in the 1990's and in 2008), the estate of Elizabeth Buck (\$2,500 in 1992), Iroquois Gas (\$14,000 in 1994 and \$9,000 in 1995), Wendy Vogt Memorial (\$1,183 in 1999), St. Lawrence County Chamber of Commerce (\$500 in 2006), and the Sweetgrass Foundation (\$5,000 in 2008).

D. Organizational Structure. The Nature Center has been guided by a master plan developed in 1975 and by the visions and hard work of many long time members. The Board of Directors, now consisting of 16 elected people, continues to work to provide and encourage research and education and to foster appreciation of our natural resources and all ecological matters. Using the Constitution and By-Laws (Appendices 3 and 4) of North Country Conservation-Education Associates, Inc. as guidelines and protocol, the Board of Directors works to heighten environmental awareness of all kinds and to provide a valuable outdoor resource for people and classes, including people with disabilities,

2. The two ponds on the property, made in 1964 to attract waterfowl, are quite useful for aquatic life workshops and observation opportunities.

3. Indian Creek Nature Center has diverse bird, mammal, plant, insect, reptile, and amphibian populations. Currently, 211 bird species have been recorded from Indian Creek Nature Center and Upper and Lower Lakes Wildlife Management Area. Of this number, 184 bird species have been observed on or near the Nature Center (this figure likely includes some on Middle and Lower Lakes), and 106 species probably breed on the Nature Center (Bolsinger, 2008; unpublished data based on five years of observations). Of these, three are considered endangered by the New York Natural Heritage Program (NYNHP), five are threatened, and 10 are of special concern (Table 2). Six reptile species and ten amphibian species have been recorded at Indian Creek Nature Center (Johnson 2008, unpublished data). One of these is considered threatened by NYNHP and two are of special concern (Table 3). 376 vascular plants have been recorded to date (Eldblom and Johnson 2008, unpublished data). Of these species, three are categorized as special concern (Table 4). Appendix 3 contains a list of reptile and amphibian species that occur on the Center and on Upper and Lower Lakes Wildlife Management Area. A vascular plant list is found in Appendix 4.

Table 2. State-listed rare bird species at Indian Creek Nature Center.

Common Name	State Rank	Status*
Golden Eagle	Endangered	M
Peregrine Falcon	Endangered	M
Black Tern	Endangered	B
Pied Billed Grebe	Threatened	B
Bald Eagle	Threatened	B
Northern Harrier	Threatened	B
Common Tern	Threatened	B
Sedge Wren	Threatened	BU
Common Loon	Special Concern	B
American Bitten	Special Concern	B
Osprey	Special Concern	BU
Sharp Shinned Hawk	Special Concern	B
Common Nighthawk	Special Concern	M
Red Shouldered Hawk	Special Concern	M?
Northern Goshawk	Special Concern	M
Cooper's Hawk	Special Concern	B
Golden-winged Warbler	Special Concern	B
Yellow-breasted Chat	Special Concern	M

*M = migrant, B = breeds on or near Indian Creek Nature Center, BU = breeds at Upper and Lower Lakes Wildlife Management Area but probably not Indian Creek Nature Center.

Table 3. State-listed rare reptile and amphibian species at Indian Creek Nature Center.

Common Name	Citation	TNC-Rank
Blanding's Turtle	<i>Emydoidea blandingii</i>	G4 S2S3 Threatened
Jefferson Salamander	<i>Ambystoma jeffersonianum</i>	G4 S4 Special Concern
Blue-spotted Salamander	<i>Ambystoma laterale</i>	G5 S4 Special Concern

Table 4. State-listed rare plant species at Indian Creek Nature Center.

Common Name	Citation	TNC-Rank
Aster, Ontario	<i>Aster ontarionis</i> Wieg.	G5 S3
Cyperus; Flat sedge	<i>Cyperus odoratus</i> L.	G5 S3
Bittersweet	<i>Celastrus scandens</i> L.	G5 S3

B. Man-made. Man-made resources include a pavilion, outhouses, an observation platform, an observation tower, two buildings for storage, a well (but no pump), the road, and the parking area (see Figure 3). The access road was constructed in 1980 and enhanced in 1990. The pavilion and picnic tables were constructed in the 1970's and the pavilion roof replaced in 2007. Outhouses were erected and installed in 1990. The storage building was built in 1991 and the kiosk in 1995. In 2000, a 125 foot deep well was drilled and in 2007 its pump was stolen. The current observation tower was erected in 1990's, replacing a much older tower. The boardwalk was built in the summers of 1989-90. It is currently being repaired (2007 and 2008). A new entrance sign was built and erected in 2007 by an Eagle Scout from the Ogdensburg troop, replacing an older sign erected by another Eagle Scout in the early 1990's. The parking lot can accommodate school buses loading and unloading and turning around and provides spaces for a number of cars. The pavilion provides a sheltered location for outdoor meetings and for groups to study or eat. The observation platform provides a place to rest and a place for waterfowl and marsh observation.

C. Public Use. The Indian Creek Nature Center serves a number of organizations and individuals. Data collected in 2006 and 2007 are summarized as follows. In 2006, 13 scheduled programs (advertised in local media and in the Indian Creek Newsletter) took place, with approximately 75 individuals attending. In addition, activities were scheduled for grade 5 to 8 students from Heuvelton Central School, the Ogdensburg Youth Garden group, a SOAR (SUNY Potsdam Elderhostel) class, and students from Little River Community School. The Conservation Field Days conducted in May and early June saw approximately 375 6th grade students rotating between nature walks and topics such as Soil and Water Conservation, Beekeeping, Turtle Tracking, and Survival Skills and Wildlife Resources. The Youth Conservation Corps spent five days at the Nature Center clearing brush, filling wet areas with crushed stone, and installing drainage pipes. The Ogdensburg and Norwood-Norfolk Key Clubs spent a day doing trail work.

In 2007, 16 scheduled programs (advertised in local media and in the Indian Creek Newsletter) took place. In addition, activities were scheduled for 1st and 2nd grade students from Norwood-Norfolk Central School, cub scouts, girl scouts, and a Project Wild (teacher training) class. The Conservation Field Days conducted in May saw approximately 380 6th grade students rotating between nature walks and topics such as Bluebird Conservation, Furbearer Trapping, Pacing and Measurements, and Wetlands and Wildlife. The Youth Conservation Corps spent three days at the Nature Center working on trail improvement, and the Ogdensburg Key Club spent a day doing trail work. Members and friends of the Nature Center hosted two work days.

Figures taken from the sign-in sheets at the start of the trails (at the parking area) show a total of 424 registered in 2006 and a total of 468 in 2007. Not all visitors register, and these figures do not include the participants of the scheduled programs. Monthly highs occurred in August (85 in 2006 and 79 in 2007) and lows in the winter months (0 in January and February of 2006 and 0 in Dec of 2007). Cross-country skiers occasionally utilize the trails in the winter if accessible from the road.

III. Maintenance Requirements and Recommendations

A. Ongoing maintenance requirements and annual activities.

1. Trail maintenance is a constant necessity. Trail realignment is necessary on the Lowland Trail and should be accomplished in a way that minimizes impact on areas of sensitive habitat while still allowing access to observation points. Currently the trails are annually cleared of brush and smaller woody debris by members of the area school Key Clubs and by YCC crews in the summer. Repair of signs and occasional repair of wet spots are also ongoing needs.

2. Areas that receive more intensive use (for instance, the ponds, boardwalk, and pavilion) require frequent mowing and trail repair. The DEC is instrumental in maintaining nicely mowed areas around the pond and larger trails.

3. Building and pavilion maintenance are an ongoing concerns. Overhanging trees were removed from the pavilion area and its roof was repaired in late 2007. The storage building needs reinforcement and protection from mice and raccoons. Storage facilities inside need to be rodent-proof and theft-proof.

4. Road and parking area maintenance are an annual chore. In addition, the gate is opened and closed as needed, usually in the morning and evening, and kept closed during the winter when the road is not plowed and in the spring when too wet. A gatekeeper is paid during the year to perform these openings and closings. Road repair is needed upon occasion.

5. Annual tree removal in shrubland areas succeeding to woodland is highly recommended to retain shrubland bird habitat which is being lost due to natural succession. Without maintenance, the entire non-wetland portion of the nature center will eventually become forest. Cutting several patches of shrubland/successional woodland every 5-10 years to regenerate shrublands, especially along the trail to the tower and at the west end of the upland trail is recommended. Grants may be available from bird organizations or entities interested in maintaining and/or expanding shrubland bird habitat. This activity should be coordinated with the DEC. In addition, the area around the tower should be maintained as a field to retain visibility from the tower as well as to maintain habitat for old field species (plants as well as birds), as well as other small fields such as the one just north of the tower and one near the pond at the beginning of the boardwalk.

6. Interpretive signs along the trails would be an asset. The large trail map adjacent to the parking area needs to be updated. General signs marking the trails and brochure maps are needed. A grant from the Sweetgrass Foundation is earmarked for these purposes in 2008. In addition, St. Lawrence University students in the Geographic Information Systems class are preparing maps of the Nature Center. These will be used for the large map at the start of the trails and for a brochure currently being designed.

7. Publication of the newsletter and publicity of programs through all area newspapers and radio stations will continue. The newsletter also reaches many people as it is distributed in libraries and some local businesses as well as mailed to members. A new web site, indiancreeknaturecenter.us, is being developed. The annual sale of bird seed provides local people with convenient bulk seed and is a fund raiser for the center.

8. The annual dinner at the annual meeting with a guest speaker will continue. Varying the location of the dinner, as suggested by solicited suggestions in 2008, should be considered.

9. Project Wild, the Conservation Field Days, and activities with Key Club, YCC, and other organizations will continue.

10. Maintain bird and plant lists, and compile and maintain insect, reptile, and amphibian lists.

B. Other goals and recommendations. The following are long-range goals, some of which are currently being discussed by the Board of Directors:

An improved building.

Potable water. This would require testing (annual) and a pump that can be adequately protected from being stolen.

Brochure to be placed in various locations, including the St. Lawrence County Chamber of Commerce office. This is currently being worked on.

Bird checklist in pamphlet form.

Visitor guide – see guide from the late 70's as an example. This would be an interpretive booklet to accompany a walk through the trails.

Bird sightings notebook at start of trails.

Well marked and digitally surveyed boundary (the DEC may be able to provide this).

Web site with trail maps activities, plant list, bird list, and more.

Observation platform at end of lowland trail, or lean-to, or at least a bench.

Keep an eye on invasive plant populations to make sure they do not expand. Interpretive signs at patches of invasive plants may be worthwhile as a teaching tool, but eradicate large stands.

Establish an herbarium and provide taxidermy mounts (only if there were a good building and appropriate cabinets to house them in).

Electricity (preferably solar powered) and a building for evening programs would enable enhanced school and scout programs as well as other interpretative programs.

Construct a new trail linking the Lowland Trail to the Upland trail, this will require some sort of bridge.

III. Management guidelines

A. Administration of Master Plan. Indian Creek Nature Center has realized many of its originally (1974) stated goals and continues to maintain a baseline of service to area schools and organizations on an annual basis. Implementation of the Master Plan is subject to the availability of funding and the availability of man power. The Board of Directors will attempt to obtain funding from various sources for all the needs of the Nature Center as enumerated in the plan.

B. Review procedures. Indian Creek Nature Center will continue to abide by the Memorandum of Understanding between the DEC and North Country Conservation-

Education Associates, Inc. In addition, the Board of Directors will review the Master Plan every year and make sure its goals are being met, and will rewrite the plan every five years or as needed and will submit it to the DEC for approval.

IV. Literature Cited

Bolsinger, J. 2008. Unpublished bird list.

Eldblom, N. and Johnson, A. 2008. Unpublished vascular plant list.

Johnson, G. 2008. Unpublished reptile and amphibian list.

Reschke, C. 1990. Ecological Communities of New York State. New York Natural Heritage Program, Latham, N.Y. 96 pp.

Appendix 1. Copy of Memorandum of Understanding between the New York State Department of Environmental Conservation and the North Country Conservation-Education Associates, Inc. (1974).

Appendix 2. Copy of the addendum to the Memorandum of Understanding addendum (1975).

Appendix 3. Amphibians and Reptiles of Indian Creek Nature Center and Upper and Lower lakes Wildlife Management Area

Prepared by Glenn Johnson, SUNY Potsdam

+ Collected or observed, 1998 - 2008 by Dr. Glenn Johnson's Vertebrate Biology classes.

++ Collected or observed, 1998 - 2008 by Dr. Glenn Johnson's Vertebrate Biology classes at locations near Upper and Lower lakes.

*Generally not found on U&L Lakes WMA, but occasionally observed along Oswegathchie River. Dr. Tom Langen documented a road-killed individual on Rt. 68 in 2003.

Amphibians

Order Caudata

Family Proteidae (Necturidae)

Necturus maculosus - mudpuppy (possibly in Oswegatchie and Grasse Rivers)

Family Ambystomatidae

Ambystoma laterale and *A. jeffersonianum* - blue-spotted and Jefferson's salamander and hybrids +

Ambystoma maculatum - spotted salamander+

Family Salamandridae

Notophthalmus viridescens - eastern (red-spotted) newt

Family Plethodontidae

Desmognathus fuscus - northern dusky salamander

Desmognathus ochrophaeus - mountain dusky salamander

Eurycea bislineata - two-lined salamander

Gyrinophilus porphyriticus - spring salamander

The above 4 species not known to occur on the property or at U&L Lakes due to low habitat availability (flowing small streams under forest canopy), but may occur nearby.

Plethodon cinereus - redback salamander+

Order Anura

Family Bufonidae

Anaxyrus (Bufo) americanus - American toad+

Family Hylidae

Pseudacris triseriata - western chorus frog

Pseudacris crucifer - spring peeper+

Hyla versicolor - gray tree frog+

Family Ranidae

Lithobates (Rana) catesbeiana - bullfrog+

Lithobates (Rana) clamitans - green frog+

Lithobates (Rana) septentrionalis - mink frog+

Lithobates (Rana) sylvatica - wood frog+

Lithobates (Rana) palustris - pickerel frog

Lithobates (Rana) pipiens - leopard frog+

Reptiles

Order Testudinata (Chelonia)

Family Chelydridae

Chelydra serpentina - common snapping turtle+

Family Emydidae

Emydoidea blandingii - Blanding's turtle+

Clemmys insculpta - wood turtle (possibly in Grasse and Oswegatchie Rivers)

Graptemys geographica - common map turtle (possibly in Oswegatchie and Grasse Rivers)

Chrysemys picta - painted turtle**+

Order Squamata

Family Colubridae

Nerodia sipedon - northern water snake+*

Storeria dekayii - brown snake++

Storeria occipitomaculata – red-bellied snake+

Thamnophis sirtalis - common garter snake+

Thamnophis sauritis - ribbon snake++

Diadophis punctatus - ringneck snake++

Opheodryas vernalis - smooth green snake++

Lampropeltis triangulum - milk snake++

Pantherophis (Elaphe) obsoleta – rat snake++ (west of Oswegatchie River)

Of these, only garter, red-bellied and milk snake observed by Dr. Johnson.

Sources: 1) New York State Amphibian and Reptile Atlas, 1990-1998 interim report, NYS Department of Environmental Conservation, and 2) Gibbs, J.E, A.R Breisch, P.K. Ducey, G. Johnson, J.L. Behler and R.C.Bothner. 2007. The amphibians and reptiles of New York State: Identification, natural history and conservation. Oxford University Press, New York.

Appendix 4. Plant List

Vascular plants noted by Nancy Eldblom and Anne Johnson at Indian Creek, 1984-2004.

List produced 6 November 2004 and updated occasionally. Most of these observations were recorded ten or more years ago, so all listed species may not be present now. Also, there may very well be other plant species on the property than those listed below! An asterisk (*) indicates a plant not native to NYS.

TREES

<i>Acer negundo</i> *	Box-elder	<i>Aronia melanocarpa</i>	Chokeberry, Black
<i>Acer nigrum</i>	Maple, Black	<i>Cephalanthus occidentalis</i>	Buttonbush
<i>Acer rubrum</i>	Maple, Red	<i>Cornus amomum</i>	Dogwood, Silky
<i>Acer saccharum</i>	Maple, Sugar	<i>Cornus foemina</i>	Dogwood, Stiff or Gray (Synonym: <i>C. racemosa</i>)
<i>Amelanchier</i> sp.	Shadbush, Juneberry	<i>Cornus sericea</i>	Dogwood, Red osier
<i>Betula alleghaniensis</i>	Birch, Yellow	<i>Corylus cornuta</i>	Hazelnut, Beaked; Hazel
<i>Betula papyrifera</i>	Birch, Paper or White	<i>Dirca palustris</i>	Leatherwood
<i>Betula populifolia</i>	Birch, Gray	<i>Ilex verticillata</i>	Winterberry
<i>Carpinus caroliniana</i>	Musclewood; Blue-beech	<i>Juniperus communis</i>	Juniper, Pasture
<i>Carya cordiformis</i>	Hickory, Bitternut	<i>Lonicera canadensis</i>	Honeysuckle, Canada
<i>Carya ovata</i>	Hickory, Shagbark	<i>Lonicera dioica</i>	Honeysuckle, Wild
<i>Cornus alternifolia</i>	Dogwood, Pagoda	<i>Lonicera x bella</i>	Honeysuckle, European
<i>Crataegus</i> sp.	Hawthorn	<i>Myrica gale</i>	Sweet-gale
<i>Elaeagnus umbellata</i> *	Oleaster; Autumn olive	<i>Nemopanthus mucronatus</i>	Holly, Mountain
<i>Euonymus europaea</i> *	European spindle-tree	<i>Prunus nigra</i>	Plum, Canada or Wild
<i>Fagus grandifolia</i>	Beech, American	<i>Prunus virginiana</i>	Cherry, Choke
<i>Fraxinus americana</i>	Ash, White	<i>Rhamnus cathartica</i> *	Buckthorn, Common
<i>Fraxinus nigra</i>	Ash, Black	<i>Rhus hirta</i>	Sumac, Staghorn
<i>Fraxinus pennsylvanica</i>	Ash, Green	<i>Ribes americanum</i>	Currant, Wild black
<i>Juniperus virginiana</i>	Cedar, Red	<i>Salix bebbiana</i>	Willow, Bebb's
<i>Larix decidua</i> *	Larch, European	<i>Salix discolor</i>	Pussy-willow
<i>Larix laricina</i>	Tamarack; Larch	<i>Salix lucida</i>	Willow, Shining
<i>Malus pumila</i>	Apple	<i>Salix petiolaris</i>	Willow, Slender
<i>Ostrya virginiana</i>	Hop hornbeam, Ironwood	<i>Sambucus canadensis</i>	Elderberry, Black
<i>Picea glauca</i> *	Spruce, White	<i>Spiraea alba</i>	Meadow-sweet
<i>Pinus strobus</i>	Pine, White	<i>Spiraea tomentosa</i>	Hardhack, Steeple-bush
<i>Pinus sylvestris</i> *	Pine, Scotch	<i>Syringa vulgaris</i> *	Lilac
<i>Populus balsamifera</i>	Poplar, Balsam	<i>Taxus canadensis</i>	Yew, American
<i>Populus grandidentata</i>	Aspen, Big-toothed	<i>Vaccinium corymbosum</i>	Blueberry, Highbush
<i>Populus tremuloides</i>	Aspen, Quaking	<i>Vaccinium myrtilloides</i>	Blueberry, Velvetleaf
<i>Prunus pensylvanica</i>	Cherry, Fire or Pin	<i>Viburnum acerifolium</i>	Viburnum, Maple-leaf
<i>Prunus serotina</i>	Cherry, Black	<i>Viburnum dentatum</i>	Arrowwood (Synonym: <i>V. recognitum</i>)
<i>Quercus alba</i>	Oak, White	<i>Viburnum lentago</i>	Nannyberry
<i>Quercus bicolor</i>	Oak, Swamp white	<i>Viburnum nudum</i>	Wild raisin (Synonym: <i>V. cassinoides</i>)
<i>Quercus macrocarpa</i>	Oak, Mossy-cup; Bur oak	<i>Zanthoxylum americanum</i>	Prickly ash
<i>Quercus rubra</i>	Oak, Northern red		
<i>Sorbus decora</i>	Mountain ash		
<i>Thuja occidentalis</i>	Cedar, White; Arbor vitae		
<i>Tilia americana</i>	Basswood		
<i>Tsuga canadensis</i>	Hemlock		
<i>Ulmus americana</i>	Elm, American		
<i>Ulmus rubra</i>	Elm, Slippery or Red		

SHRUBS

<i>Alnus incana</i>	Alder, Speckled or Tag
<i>Amelanchier stolonifera</i>	Juneberry; Shadbush

VINES

<i>Celastrus orbiculata</i> *	Bittersweet, Oriental
<i>Celastrus scandens</i>	Bittersweet
<i>Clematis virginiana</i>	Virgin's bower
<i>Smilax herbacea</i>	Carrión-flower
<i>Vitis riparia</i>	Grape, Frost or
Riverbank	

GRASSES, SEDGES, AND RUSHES

<i>Agrostis gigantea</i> *	Redtop; Black bent
<i>Agrostis scabra</i>	Bentgrass; Hairgrass
<i>Alopecurus pratensis</i> *	Foxtail, Meadow
<i>Anthoxanthum odoratum</i> *	Vernalgrass, Sweet
<i>Brachyelytrum septentrionale</i>	Shorthusk, Northern
<i>Bromus inermis</i> *	Brome, Smooth
<i>Carex arctata</i>	Sedge, Compressed
<i>Carex bebbii</i>	Sedge, Bebb's
<i>Carex comosa</i>	Sedge, Bearded
<i>Carex crinita</i>	Sedge, Fringed
<i>Carex debilis</i>	Sedge, Weak
<i>Carex folliculata</i>	Sedge
<i>Carex granularis</i>	Sedge, Granular
<i>Carex interior</i>	Sedge, Inland
<i>Carex intumescens</i>	Sedge, Bladder
<i>Carex lacustris</i>	Sedge
<i>Carex lupulina</i>	Sedge, Hop
<i>Carex pallescens</i>	Sedge, Pale
<i>Carex pedunculata</i>	Sedge, Peduncled
<i>Carex pellita</i>	Sedge, Woolly
<i>Carex pennsylvanica</i>	Sedge
<i>Carex platyphylla</i>	Sedge, Broad-leaved
<i>Carex radiata</i>	Sedge, Radiate
<i>Carex rostrata</i>	Sedge, Beaked
<i>Carex vesicaria</i>	Sedge, Bladdery
<i>Carex vulpinoidea</i>	Sedge, Fox
<i>Cyperus odoratus</i>	Cyperus; Flat sedge
<i>Dactylis glomerata</i> *	Grass, Orchard
<i>Elymus hystrix</i>	Bottlebrush
<i>Elymus virginicus</i>	Wild-rye, Virginia
<i>Elytrigia repens</i> *	Quackgrass, Witch-grass (Synonym: <i>Agropyron repens</i>)
<i>Glyceria borealis</i>	Mannagrass, Northern
<i>Glyceria canadensis</i>	Grass, Rattlesnake
<i>Glyceria grandis</i>	Meadowgrass, Reed
<i>Glyceria striata</i>	Mannagrass, Fowl
<i>Juncus brevicaudatus</i>	Rush
<i>Juncus dudleyi</i>	Rush, Dudley's
<i>Juncus effusus</i>	Rush, Soft; Candle-rush
<i>Juncus tenuis</i>	Rush, Path; Yard-rush
<i>Leersia oryzoides</i>	Cutgrass, Rice
<i>Lolium pratense</i> *	Fescue, Meadow (Synonym: <i>Festuca pratense</i>)
<i>Panicum acuminatum</i>	Grass, Hairy panic
<i>Panicum clandestinum</i>	Grass, Deer-tongue
<i>Poa compressa</i> *	Bluegrass, Canada
<i>Schizachne purpurascens</i>	Grass, Purple Melic
<i>Scirpus cyperinus</i>	Wool grass
<i>Scirpus pendulus</i>	Bulrush
<i>Scirpus tabernaemontani</i>	Bulrush, Soft-stem; Tule

FERNS AND FERN ALLIES

<i>Adiantum pedatum</i>	Fern, Maidenhair
<i>Botrychium multifidum</i>	Grape fern, Leathery
<i>Cystopteris bulbifera</i>	Fern, Bulblet

<i>Dennstaedtia punctilobula</i>	Fern, Hay-scented
<i>Deparia acrostichoides</i>	Spleenwort, Silvery
<i>Dryopteris carthusiana</i>	Wood fern, Spinulose
<i>Dryopteris cristata</i>	Wood fern, Crested
<i>Dryopteris intermedia</i>	Fern, Fancy
<i>Equisetum arvense</i>	Horsetail
<i>Equisetum fluviatile</i>	Horsetail, Water
<i>Equisetum hyemale</i>	Scouring rush
<i>Equisetum sylvaticum</i>	Horsetail, Wood
<i>Equisetum variegatum</i>	Horsetail, Variegated
<i>Gymnocarpium dryopteris</i>	Fern, Oak
<i>Lycopodium clavatum</i>	Clubmoss, Staghorn
<i>Lycopodium digitatum</i>	Running-pine
<i>Lycopodium obscurum</i>	Clubmoss, Tree
<i>Matteuccia struthiopteris</i>	Fern, Ostrich
<i>Onoclea sensibilis</i>	Fern, Sensitive
<i>Osmunda cinnamomea</i>	Fern, Cinnamon
<i>Osmunda regalis</i>	Fern, Royal
<i>Phegopteris connectilis</i>	Fern, Long beech
<i>Polystichum acrostichoides</i>	Fern, Christmas
<i>Pteridium aquilinum</i>	Fern, Bracken
<i>Thelypteris palustris</i>	Fern, Marsh

OTHER HERBACEOUS PLANTS

<i>Acalypha virginica</i>	Mercury, Three-seeded
<i>Achillea millefolium</i> *	Yarrow
<i>Actaea spicata</i>	Baneberry, Red
<i>Alisma triviale</i>	Water-plantain (Synonym: <i>A. plantago-aquatica</i>)
<i>Allium tricoccum</i>	Leek, Wild; Ramp
<i>Ambrosia artemisiifolia</i>	Ragweed
<i>Amphicarpaea bracteata</i>	Hog peanut
<i>Anemone canadensis</i>	Anemone, Canada
<i>Anemone virginiana</i>	Thimbleweed
<i>Antennaria neglecta</i>	Pussytoes; Everlasting
<i>Apocynum androsaemifolium</i>	Dogbane, Rosy
<i>Aralia nudicaulis</i>	Sarsaparilla, Wild
<i>Aralia racemosa</i>	Spikenard
<i>Arisaema triphyllum</i>	Jack-in-the-pulpit
<i>Asarum canadense</i>	Wild ginger
<i>Asclepias incarnata</i>	Milkweed, Swamp
<i>Asclepias syriaca</i>	Milkweed, Common
<i>Asparagus officinalis</i> *	Asparagus
<i>Aster acuminatus</i>	Aster, Wholed wood
<i>Aster cordifolius</i>	Aster, Heart leaved
<i>Aster firmus</i>	Aster, Purple-stemmed
<i>Aster macrophyllus</i>	Aster, Big-leaved
<i>Aster novae-angliae</i>	Aster, New England
<i>Aster ontarionis</i>	Aster, Ontario
<i>Aster puniceus</i>	Aster, Purple-stemmed
<i>Aster umbellatus</i>	Aster, Flat-topped
<i>Barbarea vulgaris</i> *	Rocket, Yellow
<i>Bidens cernua</i>	Bur-marigold
<i>Bidens connata</i>	Beggar-ticks; stick-tights
<i>Bidens discoidea</i>	Beggar-ticks, Small
<i>Boehmeria cylindrica</i>	False-nettle

<i>Campanula aparinoides</i>	Bellflower, Marsh	<i>Hypericum boreale</i>	St. John's-wort, dwarf
<i>Cardamine diphylla</i>	Crinkleroot, Toothwort	<i>Hypericum majus</i>	St. John's-wort, Canadian
(Synonym: <i>Dentaria diphylla</i>)		<i>Hypericum mutilum</i>	St. John's-wort, Dwarf
<i>Cardamine pennsylvanica</i>	Bittercress, Pennsylvani	<i>Hypericum perforatum*</i>	St. John's-wort
<i>Caulophyllum thalictroides</i>	Blue Cohosh	<i>Hypericum punctatum</i>	St. John's-wort
<i>Cerastium fontanum*</i>	Chickweed, Mouse-eared	<i>Impatiens capensis</i>	Jewelweed, Spotted
<i>Chelone glabra</i>	Turtlehead	<i>Inula helenium*</i>	Elecampane
<i>Cicuta bulbifera</i>	Water-hemlock, Bulblet-bearing	<i>Iris versicolor</i>	Blue Flag
<i>Cicuta maculata</i>	Water-hemlock	<i>Lactuca biennis</i>	Lettuce, Blue
<i>Circaea alpina</i>	Enchanter's nightshade, Small	<i>Lactuca canadensis</i>	Lettuce, Wild
<i>Circaea lutetiana</i>	Enchanter's nightshade, Large	<i>Laportea canadensis</i>	Wood-nettle
<i>Circaea x intermedia</i>	Enchanter's nightshade	<i>Lathyrus palustris</i>	Vetchling
<i>Cirsium arvense*</i>	Thistle, Canada	<i>Leonurus cardiaca*</i>	Motherwort
<i>Claytonia caroliniana</i>	Spring-beauty	<i>Leucanthemum vulgare*</i>	Daisy, Ox-eye
<i>Clintonia borealis</i>	Lily, Bluebead. Cornlily	(Syn: <i>Chrysanthemum leucanthemum</i>)	
<i>Coptis trifolia</i>	Goldthread	<i>Linaria vulgaris*</i>	Butter-and-eggs
<i>Cornus canadensis</i>	Bunchberry	<i>Lindernia dubia</i>	Pimpernel, False
<i>Cuscuta sp.</i>	Dodder	<i>Lobelia cardinalis</i>	Cardinal flower
<i>Daucus carota*</i>	Queen Anne's lace	<i>Lobelia inflata</i>	Indian-tobacco
<i>Decodon verticillatus</i>	Water-willow	<i>Lotus corniculata*</i>	Bird's foot trefoil
<i>Desmodium canadense</i>	Tick-trefoil, Giant	<i>Lycopus americanus</i>	Water horehound
<i>Desmodium glutinosum</i>	Tick-trefoil, Sticky	<i>Lycopus uniflorus</i>	Bugle-weed
<i>Dianthus armeria*</i>	Pink, Deptford	<i>Lysimachia ciliata</i>	Loosestrife, Fringed
<i>Dicentra canadensis</i>	Squirrel-corn	<i>Lysimachia nummularia*</i>	Moneywort
<i>Epifagus virginiana</i>	Beech-drops	<i>Lysimachia terrestris</i>	Swamp candles
<i>Epilobium ciliatum</i>	Willow-herb	<i>Lythrum salicaria*</i>	Loosestrife, Purple
<i>Epilobium leptophyllum</i>	Willow-herb, Narrow-ived	<i>Maianthemum canadense</i>	Lily-of-the-Valley, F
<i>Epipactis helleborine*</i>	Helleborine	<i>Maianthemum racemosum</i>	Solomon's seal, False
<i>Erechtites hieracifolia</i>	Pilewort, Fireweed	(Synonym: <i>Smilacina racemosa</i>)	
<i>Erythronium americanum</i>	Trout Lily; Dog-tooth v.	<i>Melilotus alba*</i>	Sweet-clover, White
<i>Eupatorium maculatum</i>	Joe Pye weed	<i>Mentha arvensis</i>	Mint, Field
<i>Eupatorium perfoliatum</i>	Boneset	<i>Mitchella repens</i>	Partridge berry
<i>Euphrasia stricta*</i>	Eyebright	<i>Mitella diphylla</i>	Miterwort
<i>Euthamia graminifolia</i>	Goldenrod, Grass-leaved	<i>Mitella nuda</i>	Miterwort
(Synonym: <i>Solidago graminifolia</i>)		<i>Moehringia lateriflora</i>	Sandwort, Grove
<i>Fragaria virginiana</i>	Strawberry, Wild	(Synonym: <i>Arenaria lateriflora</i>)	
<i>Galium mollugo*</i>	Bedstraw, White	<i>Monotropa uniflora</i>	Indian-pipe
<i>Galium tinctorium</i>	Bedstraw, Cleavers	<i>Najas gracillima</i>	Naiad
<i>Galium trifidum*</i>	Bedstraw, Small	<i>Nymphaea odorata</i>	Water-lily, White
<i>Geranium robertianum*</i>	Herb-robert	<i>Odontites vernus*</i>	Bartsia, Red
<i>Geum canadense</i>	Avens, White	<i>Osmorhiza claytonii</i>	Sweet Cicely
<i>Geum laciniatum</i>	Avens, Rough	<i>Pastinaca sativa*</i>	Parsnip, Wild
<i>Geum rivale</i>	Avens, Purple	<i>Penstemon digitalis*</i>	False-foxglove
<i>Glechoma hederacea*</i>	Gill-over-the-ground	<i>Penthorum sedoides</i>	Ditch-stonecrop
<i>Griatiola neglecta</i>	Hedge hyssop	<i>Physalis heterophylla</i>	Ground cherry, Clammy
<i>Hackelia virginiana</i>	Stickseed; Beggar-lice	<i>Pilea fontana</i>	Clearweed
<i>Helianthus tuberosus</i>	Jerusalem artichoke	<i>Plantago lanceolata*</i>	Plantain, English
<i>Hepatica nobilis</i>	Liverleaf	<i>Plantago rugelii</i>	Plantain, Rugel's
(Synonym: <i>Hepatica acutiloba</i>)		<i>Platanthera lacera</i>	Orchid, Ragged fringed
<i>Hieracium aurantiacum*</i>	Hawkweed, Orange	(Synonym: <i>Habenaria lacera</i>)	
<i>Hieracium lachenalii*</i>	Hawkweed	<i>Polygala sanguinea</i>	Milkwort, Rose
(Synonym: <i>Hieracium vulgare</i>)		<i>Polygonatum pubescens</i>	Solomon's seal
<i>Hieracium piloselloides*</i>	King-devil	<i>Polygonum hydropiper</i>	Water-pepper, Smartwee
<i>Houstonia caerulea</i>	Bluets, Quaker ladies	<i>Polygonum lapathifolium</i>	Smartweed, Pale
<i>Hydrocharis morsus-ranae*</i>	Frog's-bit	<i>Polygonum pensylvanicum</i>	Pinkweed
<i>Hydrophyllum virginianum</i>	Waterleaf, Virginia	<i>Polygonum punctatum</i>	Smartweed, Water

<i>Polygonum sagittatum</i>	Tearthumb, Arrow-leaved	<i>Spiranthes lucida</i>	Lady's-tresses
<i>Pontederia cordata</i>	Pickereel-weed	<i>Stellaria graminea</i>	Stitchwort, Lesser
<i>Potamogeton natans</i>	Pondweed, Floating	<i>Taraxacum officinale*</i>	Dandelion
<i>Potentilla palustris</i>	Cinquefoil, Marsh	<i>Thalictrum pubescens</i>	Meadow-rue, Tall
<i>Potentilla recta*</i>	Cinquefoil, Rough-fruited	<i>Tiarella cordifolia</i>	Foamflower
<i>Potentilla simplex</i>	Cinquefoil, Old-field	<i>Tragopogon dubius*</i>	Goat's beard
<i>Prenanthes alba</i>	Rattlesnake root	<i>Tragopogon pratensis*</i>	Goat's beard, Yellow
<i>Prenanthes altissima</i>	Rattlesnake root	<i>Trientalis borealis</i>	Starflower, Maystar
<i>Prunella vulgaris*</i>	Heal-all	<i>Trifolium aureum*</i>	Clover, Yellow hop
<i>Pycnanthemum tenuifolium</i>	Mountain-mint	<i>Trifolium hybridum*</i>	Clover, Alsike
<i>Pyrola elliptica</i>	Shinleaf	<i>Trifolium pratense*</i>	Clover, Red
<i>Ranunculus abortivus</i>	Buttercup, Kidney-leaf	<i>Trifolium repens*</i>	Clover, White (or Lawn)
<i>Ranunculus acris*</i>	Buttercup, Common	<i>Trillium erectum</i>	Trillium, Purple or Red
<i>Ranunculus sceleratus</i>	Cursed crowfoot	<i>Trillium grandiflorum</i>	Trillium, White
<i>Rorippa palustris</i>	Watercress, Marsh	<i>Typha latifolia</i>	Cat-tail, Common
<i>Rubus idaeus*</i>	Raspberry, Red	<i>Urtica dioica</i>	Nettle, Stinging
<i>Rubus occidentalis</i>	Raspberry, Black	<i>Utricularia macrorhiza</i>	Bladderwort, Common
<i>Rubus pubescens</i>	Raspberry, Dwarf	(Synonym: <i>Utricularia vulgaris</i>)	
<i>Rudbeckia hirta</i>	Black-eyed-Susan	<i>Uvularia sessilifolia</i>	Wild-oats; Merrybells
(Synonym: <i>R. serotina</i>)		<i>Valeriana officinalis*</i>	Heliotrope, Garden
<i>Rumex acetosella*</i>	Sheep sorrel	<i>Veratrum viride</i>	Hellebore, False or White
<i>Sanguinaria canadensis</i>	Bloodroot	<i>Verbascum thapsus</i>	Mullein
<i>Scrophularia lanceolata</i>	Figwort, Hare	<i>Veronica peregrina</i>	Speedwell, Purslane
<i>Scutellaria galericulata</i>	Skullcap, Marsh	<i>Veronica serpyllifolia*</i>	Speedwell, Thyme-lvd
<i>Scutellaria lateriflora</i>	Skullcap, Mad-dog	<i>Vicia cracca</i>	Vetch, Cow
<i>Sium suave</i>	Parsnip, Water	<i>Vicia tetrasperma*</i>	Vetch, Lentil
<i>Solanum dulcamara*</i>	Nightshade, Deadly	<i>Viola canadensis</i>	Violet, Canada
<i>Solidago flexicaulis</i>	Goldenrod, Zig-zag	<i>Viola conspersa</i>	Violet, American dog
<i>Solidago juncea</i>	Goldenrod, Early	<i>Viola pubescens</i>	Violet, Yellow
<i>Solidago nemoralis</i>	Goldenrod, Gray	<i>Viola rostrata</i>	Violet, Long-spurred
<i>Spiranthes cernua</i>	Lady's-tresses, Autumn		

Appendix 5. By-Laws

North Country Conservation-Education Associates By-Laws (Indian Creek Nature Center)

Article I: Membership and Dues

Section I: Any individual who subscribes to the objectives and basic policies of this corporation may become a member of the corporation, subject only to compliance with the provisions of the constitution and bylaws.

Section II: Persons may be admitted to membership at any time.

Section III: Only members of the corporation in good standing shall be eligible to participate in its business meetings, or to serve in any of its elective or appointive positions.

Section IV: The membership fee (dues) shall be determined by the Board of Directors.

Section V: For the transaction of business at meetings of the entire membership, a quorum shall consist of a majority of those present.

Article II: Board of Directors and Officers, and Their Election.

Section I: Board of Directors

A. The Board of Directors will consist of a maximum of sixteen (16) members. Director nominees shall be familiar with Indian Creek Nature Center and be supportive of its aims, shall be members in good standing, and shall be responsible for maintaining such membership during their term of office. They will be selected by a nominating committee to a term of three (3) years, and will be limited to two (2) consecutive terms, but will be eligible for re-election to the Board after a one year leave.

Section II: Officers

A. The officers of the association shall be president, vice-president, secretary and treasurer. A slate of officers will be presented by a nominating committee which has been appointed by the Board of Directors, and election of officers by the Board will take place within thirty (30) days of the Annual Meeting. The manner in which votes are cast will be decided upon by the majority of the voting parties.

B. Officers of the board may serve a maximum of two (2) terms of two (2) years each, except that in the event that a replacement has not been identified from an election, the Board of Directors, by a majority vote of those directors present at a meeting, may opt to extend the term of office of the president, vice-president, treasurer, or secretary until the next election.

C. The president and vice president shall be elected from among those directors who have served at least one year on the Board. The secretary and treasurer may be elected from the general membership.

D. In order to allow the Board of Directors some flexibility in filling an officer's position in an unusual circumstance, such as when an eligible person cannot be found to fill such a position at a particular time, an officer may be elected even if he/she is temporarily in between terms as a director or if his/her

term as a director may expire prior to the completion of his/her two (2) year term as an officer. If such a waiver is granted, it is expected that the time "borrowed" by the officer will be subtracted from his/her next term as a Director.

Section III: Vacancies

A. The president shall, after polling the Board of Directors, make an appointment to fill a vacancy on the Board of Directors. This person serves as an appointee only until a replacement is chosen during the next regular election to fill the remaining portion of the unexpired term.

B. In the event a vacancy occurs in the position of the president, the vice-president will complete the unexpired term (provided he/she is qualified under Article II. Section II. C.).

C. In the event of a vacancy in the position of any officer other than the president, the Board of Directors shall select a director to fill the unexpired term. Selection will be made by the majority vote of all members of the board present at the meeting.

D. Declaring a vacancy:

A position on the Board of Directors may be declared vacant by the president of the association when:

i. the elected member has resigned.
ii. for some reason the elected member is unable to complete his/her term.

iii the elected member has an unexcused absence at three (3) consecutive meetings. Section IV: A majority of the Board of Directors currently on the board shall constitute a quorum at any meeting of the Board.

Section V: Any Director or Officer of the association may be removed from office by a two-thirds vote of the members. Such Director or Officer shall be informed in writing of the reasons for removal from office, and shall receive a ten-day notice in writing of the time and place of the meeting at which action on the removal from office is scheduled.

Section VI: A person is not eligible to serve on the Board of directors, hold any elected office, serve on committees, or vote on Board matters if they are currently employed by the Association in any paid position.

Section VII: No director or officer of the Association shall receive directly or indirectly any salary or compensation for his/her services as a director or officer or in any other capacity except that directors or officers may be reimbursed for reasonable and necessary expenses incurred in performance of their official duties.

Article III: Duties of Directors.

Section I: The Board of Directors shall manage the business and other affairs of the association. Section II: In order to fulfill the objectives outlined in Article III of the Constitution, the Board of Directors may hire one or more employees. Paid personnel such as an environmental educator, consultant or other person(s) receiving remuneration for work performed at or for Indian Creek Nature Center serve at the pleasure of the Board of Directors and will be under their direction. This includes matters of hiring, dismissal and compensation. The

environmental educator shall report to the President of the Association or other person designated by the president or the Board of Directors.

Section III: The Board of Directors can require the treasurer, and all other officers, agents and employees to be bonded.

Section IV: The Board of Directors shall meet at least two times a year at a place designated by the Board. Special meetings of the Board shall be held upon the call of the president, or upon written request of a majority of the Board of Directors.

Section V: The association shall have at least one annual meeting, the time and place to be designated by the Board of Directors.

Section VI: The Board of Directors shall appoint a nominating committee to draw up a slate of candidates for election of officers, and for the election of board members as vacancies occur.

Article IV: Duties of the Officers.

Section I: The President shall:

- A. Preside over all meetings of the association and of the Board of Directors.
- B. Sign as president, with the treasurer, all notes deeds and other instruments on behalf of the association.
- C. Call special meetings of the association and the Board of Directors.
- D. Perform all acts and duties usually required of an executive officer.

Section II: The Vice-President shall in the absence, disability or refusal to serve of the president, perform all duties of the office.

Section III: The Secretary shall:

- A. Keep a complete record of all the meetings of the association and of the Board of Directors in books belonging to the Association, and deliver such books to his/her successor, or to the president if a successor has not yet been appointed, within 10 days of leaving office.
- B. Serve all notices required by law and by these by-laws.
- C. Perform such other duties as may be required of him or her by the association or by the Board of Directors.

Section IV: The Treasurer shall:

- A. Sign, as treasurer, all checks and with the president sign all notes and other obligations of the association.
- B. Receive and disburse all funds and be the custodian of all the securities of the association.
- C. Keep a full and accurate account of all the financial transactions of the association in books belonging to the association and deliver such books to his/her successor, or to the President if a successor has not yet been appointed, within 10 days of leaving office. He/she shall make a full report of all matters and business pertaining to this office to the members at the annual meeting, and to the directors whenever required, and make all reports required by law.

D. Deposit all moneys of the association in the name and to the credit of the association in such depositories as may be designated from time to time by the Board of Directors.

E. Perform such other duties as may be required of him or her by the association or by the Board of Directors.

Section V: All officers shall:

A. Perform the duties outlined in these by-laws and assigned to them from time to time.

B. Deliver to their successors all official materials not later than 10 days following the election of their successors.

Section VI: One person may hold more than one office in the Association, except that one person may not hold both the offices of president and treasurer. One person may sign no instrument required to be signed by more than one officer in more than one capacity.

Article V: Standing and Special Committees.

Section I: The president may create such standing committees as are deemed necessary to promote the objectives and carry on the work of the organization.

Section II: The chairman of each standing committee shall present a plan of work to the Board of Directors for approval. No committee work shall be undertaken without the consent of the Board of Directors.

Section III: The power to form special committees and appoint their members is delegated to the president.

Section IV: The president shall be a member *ex officio* of all committees except the nominating committee.

Article VI: Fiscal Year. The fiscal year of the corporation shall begin on January 1 and end on the following December 31.

Article VII: Parliamentary Authority

Officers and members are directed to conduct all meetings as informally as possible in order to eliminate all unnecessary, time consuming practices normally associated with meetings. However, "Roberts' Rules of Order, Revised" shall be used whenever they are deemed applicable by the chairman or a majority of the membership in attendance.

Article VIII: Amendments

Section I: Any article or section of these by-laws may be amended, repealed or revised by a two-thirds vote of the members present and voting at any regular or special meeting of the Association provided that the notice of the proposed changes shall have been given ahead of time.

Section II: A committee shall be appointed to periodically review these by-laws. This procedure may be done as needed, but a review shall be done at least every three (3) years. Proposed changes shall be presented to the Board for consideration prior to being submitted to the membership.

Revised May, 2008

Appendix 6.

CONSTITUTION AND BYLAWS NORTH COUNTRY CONSERVATION- EDUCATION ASSOCIATES (INDIAN CREEK NATURE CENTER)

Article I: Name and Scope

The name of this organization and corporation is: The North Country Conservation-Education Association, Inc. It will concern itself with environmental conservation education as it pertains to aquatic and terrestrial habitats of Indian Creek Nature Center.

Article II: Articles of Organization

The corporation exists as an incorporated association of its members. Its Articles of organization are comprised of the constitution, bylaws, as from time to time amended, and its articles of incorporation.

Article III: Objectives

Section I: The objectives of this corporation, in common with those of naturalists, ecologists and other concerned with conservation are:

A. To provide an outdoor environmental conservation center which will serve as a focal point for environmental and conservation education for all possible groups and individuals in the northern region of the state, primarily for youth. These include:

1. Public and private elementary and secondary schools
2. Colleges and universities
3. Scout organizations
4. 4-H organizations
- 5 Other youth and adult groups
6. Tourists

B. To provide access to a large nearby natural wildlife waterfowl management area and eventually indoor laboratory facilities which could readily serve the teaching and research needs of students and faculty of Institutions of higher education.

C. To illustrate the natural heritage of man in his environment including the Indian culture native to the area prior to its later inhabitants and its progression to the present state.

Article IV: Basic Policies

A. The corporation shall be non-profit, nonsectarian and nonpartisan.

B. The name of the corporation or the names of any members in their official capacities shall not be used in any connection with a commercial concern or with any partisan interest or for any purpose not appropriately related to promotion of the objectives of the corporation.

C. The corporation shall not directly or indirectly participate or intervene in any way, including the publishing or distributing of statements, in any political campaign on behalf of, or in opposition to, any candidate for public office; nor

devote more than an insubstantial part of its activities to attempting to influence legislation by propaganda or other means.

D. The corporation shall cooperate with educational institutions to support education in ways that will not interfere with administration of the schools and shall not seek to control their policies. E. The corporation may cooperate with other organizations, both governmental and private, but persons representing the corporation in such matters shall make no commitments that bind the corporation.

F. In the event of the dissolution of the corporation, its assets shall be distributed for one or more of the exempt purposes specified in Section 501(c) (3) of the Internal Revenue Code of 1954 as from time to time amended.

Appendix 7. Copies of IRS tax exemption status.