

# directions



The journal of the Association of Nature Center Administrators

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**PRINTED ON RECYCLED PAPER**  
**RECYCLE THIS NEWSLETTER -**  
**GIVE IT TO A FRIEND**

## farewell to a friend

**Ken Voorhis**  
**Executive Director**  
**Great Smoky Mountains Institute**  
**Townsend, TN**

This May Richard Haley joined a group of friends and they spent several days together on the North Rim of the Grand Canyon.

While there he also collected slime molds for a world-wide inventory of this group. On the last day they parted ways. Richard headed north to spend some time exploring Canyonlands and Arches National Parks before his flight home.



photo by Paul Super  
*Richard Haley with a tiger salamander on the North Rim of the Grand Canyon.*

He lost control of his vehicle and rolled it several times. Richard sustained critical head injuries. The truck driver who responded found him unresponsive. He was airlifted to the hospital in Flagstaff, AZ. He remained in a coma until after a week of no progress and an assessment of no brain activity from doctors, he was removed from life support.

It seems trivial to merely say that this is a great loss. Richard has many friends and has

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*"If the situation is hopeless, there's nothing to worry about."*

—Ed Abbey

ANCA is a private, non-profit organization, dedicated to promoting and supporting best leadership and management practices for nature and environmental learning centers.

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# President's Message

**Tim Sandsmark  
Executive Director  
Lookout Mountain Nature  
Center, Golden, CO**



July 1995 to July 2003 and during this time was a very active Board member and involved with many worthwhile projects and

Tragically we all recently lost a great friend, nature lover, and advocate for our profession.

Richard Haley died on June 3<sup>rd</sup> in Flagstaff, Arizona following a very serious automobile accident after a visit to the Grand Canyon. No doubt, Richard had just enjoyed one of his passions in life - being immersed in a rich and spectacular natural environment.

My association with Richard goes back to the first ANCA Summit in Wisconsin in 1995 when I joined him and about 30 other nature center directors at this Summit. My first impression of Richard was that he was friendly and welcoming and was the consummate nature nerd. I quickly learned that he had a great sense of humor and was one of the most knowledgeable naturalists I had ever met. He was very likable and unique and my fondness and respect for Richard grew with the years. I will really miss him.

Richard leaves many legacies within the environmental and nature education field and will be missed on many levels. For ANCA and the nature center field he will be greatly missed because he was very involved and passionate about this field. For the past several years he was the Director of Centers and Education for Audubon New York and previous to that was Director of the Goodwin Conservation Center in Hampton, Connecticut. Richard's ANCA involvement was extensive. He served on the Board from

services that advanced ANCA and the profession. One of these services was the ANCA consults. In his capacity as the Vice President for Professional Services for many years he coordinated ANCA's consult efforts and was instrumental in helping to refine and improve this service. Richard was also one of the key people involved with coordinating and compiling the results of ANCA's first salary surveys - a very big job.

But many of you will remember Richard for his involvement with the ANCA Summits. As a Board Member and beyond he led and facilitated many sessions and helped with Summit planning and coordination. He also entertained us by telling stories, serenading us, and playing his guitar at many informal sessions around an evening campfire.

But, without question none of us will ever forget his hilarious role as our auctioneer for the annual ANCA auction. Wearing that outrageously loud jacket and with his quick wit and delivery he kept us laughing throughout the evening while helping to raise much needed funds for ANCA.

The ANCA Board and interested friends and colleagues are working on an appropriate way to honor and memorialize Richard for his many contributions to our profession. Some of this will occur at the Summit in August and a scholarship fund in his name will be established.

(continued on next page)

For more information on this memorial/scholarship fund, please contact Larry Brown at the ANCA office at 800-490-2622 or 937-890-7360. We will all miss Richard personally and professionally and there will definitely be a big void in our field with his loss.

While Richard's death has dominated many of our thoughts recently, there is other important ANCA news to mention. June 30 marks the end of our fiscal year and the end of some terms of Board Members.

Although, at the time of this writing, our records are not completely reconciled for the fiscal year, ANCA is in solid shape financially. This is due to several factors including a good year for ANCA technical consults, a successful Summit last summer in Michigan, and the generosity of all of you in helping to finance the first of the new monographs and the development of the new web based salary survey.

We are also losing two great Board Members, but gaining two new members at this time. Elizabeth (Buffy) Cheek and Ruth Lundin completed their final terms on the Board. Buffy served two terms on the Board from February, 2001 until June 30, 2006 and has been a very active Board Member, serving as the Vice President for Development for the majority of this time. Buffy also served on several committees, task forces, and consult teams during her tenure.

Ruth Lundin's service on the Board began in July 2000 and she also completed two terms and served an additional year as Past-President of ANCA. Ruth was a very involved Board Member and served as ANCA

Treasurer in 2001-2002 and then again this past year. She was also ANCA President for 2 years from July 2003 to July 2005. During this time she very capably presided over a very active time for ANCA and as my "president-in-training" mentor for a year prior to my term as president which I appreciated very much. Ruth also served as an active participant on many committees, task forces, and consult teams as well. Buffy and Ruth have much to feel proud about during their Board tenures and we all owe them much gratitude and thanks for their service to the profession.

The end of terms for two great Board Members means the beginning of two great new member's tenure with the Board.

We are pleased to welcome Jimmy Paz and Jenny Harmon to ANCA's Board. Jimmy is the Executive Director of Sabal Palm Audubon Center and Sanctuary in Brownsville, Texas and Jenny is the Executive Director of the Ozark Natural Science Center in Huntsville, Arkansas.

Jimmy and Jenny have both been active ANCA members over the years and have been involved in various ways at the Summit including leading sessions and in Jimmy's case photographing many of the Summit participants and activities. Jenny also generously hosted the ANCA winter Board meeting at her facility in February 2004.

ANCA Board Members are nominated and selected based on a matrix of criteria developed by the Board that includes criteria such as center governance, budget and staff size, geographic location, residential vs. day-use, National Audubon and other partner organization association, etc. Please join us in welcoming Jimmy and Jenny to the ANCA Board.

As always keep up the important work you do and hope to see you at the Lone Star Summit in Texas this August! 🌻



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## Farewell Friend

(continued from page 1)

touched so many with his passion for life, humor, music, knowledge, and awe for wild places, living things, and this planet that he worked to protect.

Richard enjoyed life and experienced it to its fullest. As our mutual friend Paul Super wrote to me, "He was one of those people who had a profound ability to bring the humor in a situation to the surface, no matter how taxing the situation might be. That gift of humor—and appreciating the silly—got all of us through some rough times and continues helping us through now."

If it were possible to download all of the information that Richard possessed, it would take a huge library and would contain everything from the most obscure song lyrics and Australian poetry to detailed facts about the life histories of creatures that few other people even know exist. That unique assemblage of knowledge and persona is gone but Richard's legacy and memory will live on for years to come.

Richard Haley accomplished many things during his lifetime. A list of those accomplishments - the jobs he had, the boards he served on, the projects and programs he developed, the degrees he earned, - such a list would be lengthy and impressive, but I fear would fall far short of expressing what he contributed during his time among us. Intellect, humor, joy, wit, wisdom, friendship, depth of knowledge about the natural world, passion, music, insight, love for wild places and things,... these are a few of the words and phrases that speak of the ways in which Richard made our lives richer. Educator, manager, friend, consultant, expert, writer, musician, scientist, chocolate chip cookie baker, husband, son, astronomer, leader, naturalist, explorer, adventurer... these describe a bit more of who he was and the roles he filled but still falls short of expressing what we've lost.

I imagine that there are few ANCA members who have not been touched by Richard Haley in some way. His contributions to ANCA as an organization have been many and the effects of his efforts are one of those many legacies that he leaves behind. The memories that we have from the time that Richard worked, walked, and played with us are many as well. Remembering Richard and those memories is

one way that we can pay tribute to our friend and his life's work.

We are working to set aside an appropriate time at this August's Summit to celebrate Richard's life by sharing our memories of the time we spent with him. I know that Richard would not want us to miss a step in our forward progress by mourning and focusing on the tragedy of his passing. I believe he would be most pleased and honored to know that his friends and colleagues were gathered, singing songs, sharing stories, laughing, crying, and drinking a toast to our friend, and the preciousness of life itself. Join us if you can at the Summit and bring along a favorite memory of Richard.

And as you approach each day... slow down, enjoy your friends, appreciate your family, visit the places you cherish, remember our good friend, and say a prayer for Richard's wife Eileen and other family and friends at this time. 🌿



photo by Jimmy Paz

*We'll be lifting a glass to our friend Richard Haley on Thursday evening, August 24, 2006 at the Lone Star Summit in Austin, TX. All are invited to share stories, songs, laughs, and tears around the campfire.*

# Profiles:

## *Management of Interpretive Sites*

by Tim Merriman & Lisa Brochu,  
National Association of Interpretation

### A Book Review by:

**Bob Mercer**  
Director - Naturalist  
Silver Lake Nature Center  
Bristol, PA

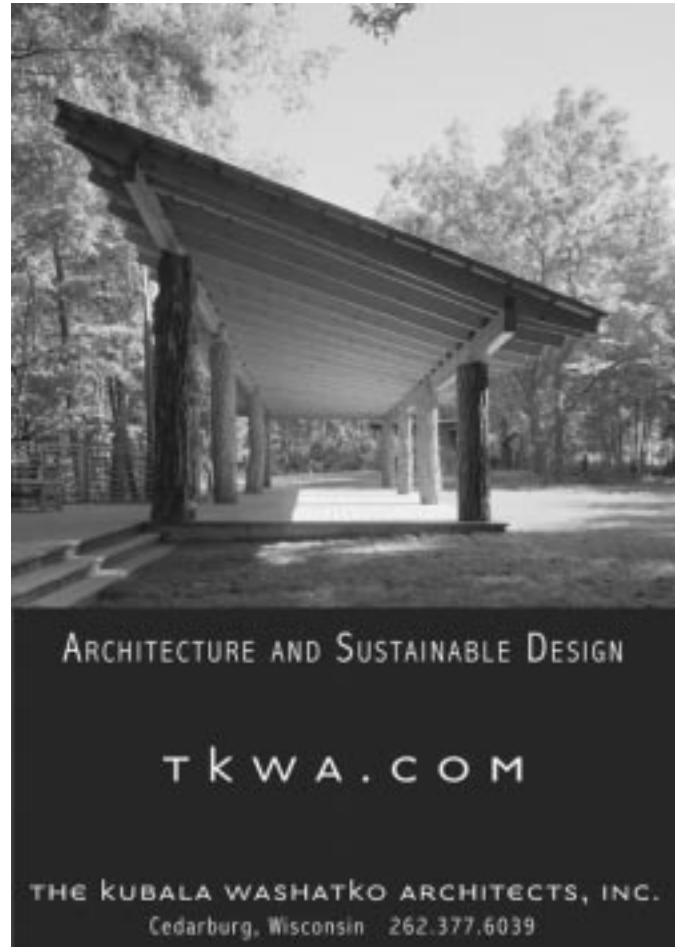
As the Director of a nature center, one should always be open to new ways to accomplish the established objectives. It is key to keep current with best management practices through books and other resources.

Both Tim Merriman and Lisa Brochu are well known and acquainted with ANCA and the plight of managers, especially those of us who rose from the ranks. This book is a quick read filled with many very useful guidelines. Where ANCA's "The Director's Guide to Best Practices" delves deeply into five key management skills, this book, *Management of Interpretive Sites*, blasts through ten topics in a crisp, succinct and upbeat, "you can do it," fashion.

It is sprinkled with offers for enhanced educational opportunities, other services provided by the National Association of Interpretation and case studies (mostly from Tim and Lisa's vast experience) demonstrating the power of good management practices. It recognizes the value of organizations like ANCA in building a person's skills.

Even though I am personally closely involved with each issue of "The Director's Guide to Best Practices" and the upcoming monographs produced by ANCA, I can say there is also a place for this book on any manager's bookshelf. It is written to inform and to inspire. Specifics are left for other sources. Because it is so "readable," if shared with non-management staff, they should better understand and support management's efforts. 🌿

*"Most of us who have moved through the ranks of various agencies or organization into administrative positions do so without ever having any formal training. ... This book provides a knowledge base to assist new and seasoned managers."* — Evelyn Kirkwood



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## Thinking Outside the Sanctuary: Engaging the Community

**Christine Turnbull**  
**Sanctuary Director**  
**Massachusetts Audubon**  
**Moose Hill Wildlife Sanctuary**  
**Sharon, MA**

Every once in awhile, Directors are lucky enough to have projects where timing, circumstances, and atmosphere are all aligned to ensure a successful outcome. Our sanctuary recently experienced such a project.

Having arrived at our Sanctuary almost three years ago, I was challenged with the usual tasks of off-setting deficits, restructuring staff, reviewing all of our contracts and business practices, and forging a direction for the nature center that is both founded in our past, and yet expands to include newer opportunities around us.

Our property is 2,000 acres – of which 190 acres are leased to a local, commercial family farm and market. They are environmentally oriented, but not (yet) fully organic. As we began to talk, the conversations turned toward moving their practices to the next level. Could part of the farm (gulp) start to be managed utilizing fully organic practices? There were many questions that both needed to be asked and answered by farmer and sanctuary director in these dialogues. As an environmental organization, we were eager to embrace organic practices on our fields. The farmer was looking toward learning and experimenting

with full-fledged organic practices, but reluctant to take too large a risk with his business. As the dialogue continued, the idea of a CSA or Community Supported Agriculture model seemed to make sense to us. It would help take the risk off of the

the money up-front for the harvest, so no risks are incurred by the farmer. Shareholders reap both the share of the abundant harvests and the risk of crop failures. They support local agriculture and organic practices, while simultaneously protecting the environment, eating healthy and preserving open space. This would be a unique partnership between a commercial farm and an environmental organization.

And so the partnership began to unfold. For our sanctuary, it was a way to reach an audience in a way we have never before reached them. It was also a new opportunity to engage our members in a very tangible lifestyle choices and community involvement. For the farmer, he would be taking no risks, yet experimenting with crops and the local market to be able to later apply those practices to their remaining acres over time. (Neither one of us was blind to the fact that we already had more than full-time jobs in what we were doing, and that adding on this 9.5-acre CSA project would complicate our already busy lives even more.)

We “sealed the deal” on one of those quiet and dark December days, when spring seemed so far away, and all ideas are possible. Business plans were outlined, budgets were drawn, contracts signed, then ever-so-optimistic, we leapt off of the cliff together.

Our CSA plot could support several hundred shareholders, but we agreed that we hoped for a minimum of 50



photo by Fred Martin

*Christine with the first crop of sunflowers.*

farmer. Since we were both familiar with these types of programs, the dialogue progressed fairly easy.

In its simplest terms, CSA consists of a partnership between farmers and consumers. Consumers, or shareholders, pre-buy shares in the farm in the winter, then during the growing season they pick up their “share” of the farm each week during the harvest. This pre-buying provides

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shares. We knew there was a desire for local, organic produce in the communities, but the lack of a full market study to prove this, always tugged at the back of our minds. The farmer was contracted to plant, tend and grow the crops, we were in charge of marketing, administration, harvesting and distribution. (There are many, many models around the country). We decided our shareholders would be required to contribute six hours of "volunteer" time harvesting or distributing during the growing season as part of their share.

On a cold February day, our informational meeting was about to begin. We had not received a single call about the meeting, so I put out a small circle of 10 chairs, in anticipation of at least a few people attending. As the hour of the meeting drew near, cars began to arrive in caravan formation. People streamed into our small meeting room, chairs were brought in from other rooms and as one room filled, we began seating in another room. When the chairs ran out, people stood in hallways and stairways. Jim and I looked nervously at each other, and we both questioned the sanity of this project. Over 130 people squeezed into our nature center on that cold February day. People asked amazing, in-depth questions about organic practices, buying locally, the finances of the project. Our photocopier buzzed as we raced to copy off more registration forms. People signed up on the spot, while others waited. The buzz in the air was palpable.

Registrations came in fast and furiously – it was hard to keep up. Our 50-share goal, came and went in the blink of an eye. Luckily, a wave of sanity washed over me, and I made the decision to declare the program – "full" for the first season. We had not reached the maximum – but I felt obligated to close the program at 204 families representing nine area towns. The sheer magnitude of 204 families would be more than enough to manage for the first season! While we were both familiar with CSAs, we needed to remember that neither of us had ever actually run and operated a CSA. The waiting list grew . . . . . winter turned into spring . . . . .



## PART TWO

Let the farming begin . . .

I'm glad this project started during the age of internet, email and high speed dial-up. Communications between our sanctuary and shareholders were almost exclusively electronic prior to and even throughout the growing season. (225 emails were sent out weekly throughout the season.) These included updates about the farm – the first groundbreaking and planting – to what to expect in their share the following week and what crops were – "pick your own." Shareholders even signed up for their volunteer slots through a link to a calendar program on our website. And of course, Survey Monkey helped evaluate the season.



photo by Christine Turnbull

*"Farm Camp" kids help out with the harvest. Peas!*

The energy and buzz around this project continually amazed me. Shareholders were eager to volunteer and really participate in the project. They wanted to bring their kids, to teach their children about growing food. They joined our Recipe Committee, Organic Certification Committee, Miscellaneous Weeding Group, and later our Cookbook Committee. They planned our end of season potluck and helped with computer data.

And of course, they helped in the fields! They harvested greens and onions, beets and carrots. They were present when each summer crop exploded in prolific magnitudes –

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first beans, then squash, then cucumbers, then more beans, more squash, more cucumbers. The crops continued and shareholders helped harvest during 90 degree heat and rain showers.

### Times in the field were a great community building event.

People learned about the process of growing food, and discussed a multitude of world problems as well as networking and sharing in hobbies and similar interests. No topic went untouched as shareholders munched on fresh peas while discussing world food, labor, health, education, and economy.

At the distribution table, shareholders met and discussed food, recipes, storage techniques, and exchanged ideas. A bench donated by a neighbor and extra chairs became the hang out and focal point of Saturday distribution days and lazy conversations. Each week recipes were handed out and a newsletter was available to explain and educate about the farming practices taking place on the farm.

We were on a very busy and visible corner in town. (I didn't realize how many people could see my blue t-shirted self in the fields each day.) The general public stopped in to "find out what was going on" and were often able to purchase produce and sign up for more information. Town officials stopped in after hearing so

much chatter in the community. Our presence in the community was elevated to a new level.

For 17 weeks, shareholders received fresh, locally grown food. For 17 weeks, we communicated, worked together, and in the end celebrated together. The connection and re-engagement of people, for me, has far surpassed any experience I have had

the current shareholders) on the mailing list for the 2006 season. 90% of current shareholders say they will sign up again for 2006. 60% of shareholders volunteered more than their 6 hours of required time in the fields, and 100% said that volunteering was the best experience they have had.



photo by Christine Turnbull

*Shareholders harvesting green beans.*

at other nature centers. And I know this is just the beginning.

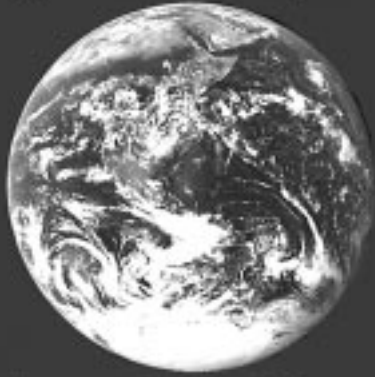
A buying club has formed, and we are now able to purchase organic produce throughout the winter in town at our farmer's market. This will branch out better to provide as much local and regional food as possible. Several shareholders are now on fundraising committees for the sanctuary. There are over 150 families (above and beyond

And us, we are planning the crops for next year, drawing up the budgets and ever-so-optimistically jumping off the cliff again . . . 🌱

Any questions? Contact: [cturnbull@massaudubon.org](mailto:cturnbull@massaudubon.org)



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# Lone Star Summit

August 24-26, 2006  
McKinney Roughs  
Nature Park  
Austin, TX

This year the ANCA Summit is being held deep in the heart of Texas. McKinney Roughs Nature Park, host of the 2006 Lone Star Summit, is nestled just outside of the "Live Music Capital of the World."

**Austin is the "heart" of all that is great about Texas.**

From the largest urban colony of bats to the Texas Longhorns, four-star restaurants to down-home barbecue joints, corporate CEOs to budding musicians, Texas' capital city stands apart from the rest. It's hip and trendy, yet in a vintage sort of way. It's eclectic by nature and creative by design. Most of all, it's a place where people like to have a good time and enjoy the outdoors.

**The Lone Star Summit promises to be a great time.**

Informative sessions, live music, great food, cool field trips, and a beautiful host facility will make this year's Summit a shining star. The Lone Star Summit is designed to give you the tools to take your nature center to the next level. Session and workshop topics will cover:

- Staffing issues
- Land and facilities management
- Financial planning
- Creative programming

**It's all about the outdoors.** Field trips include:

observing the largest urban colony of Mexican free-tailed bats in the U.S.; kayaking down the waters of the Colorado River; birding at McKinney Roughs with an LCRA biologist; and visiting the Austin Nature Science Center, Wild Basin Preserve, and the Cibolo Nature Center in Boerne, TX. Lodging is available in Bastrop and at McKinney Roughs Nature Park.

Visit [natctr.org](http://natctr.org) for complete  
Lone Star Summit details &  
registration information.

## Help Wanted

### Kalamazoo Nature Center Exhibit Coordinator

**Mission Statement:** To inspire people to care for the environment by providing experiences that lead them to understanding their connection to the natural world.

**Summary of Position:**

The Exhibit Coordinator is responsible for: the daily care and maintenance of all educational exhibits including: plants, aquaria and wild animal feeding stations, barn, gardens, butterfly house, maintain interpretation on KNC trails, develop new temporary exhibits and plan and schedule traveling exhibits and art shows. This person will also train, supervise, and schedule paid and unpaid (volunteer) staff working in this area.

**How to Apply:**

Send resume, cover letter along with names and telephone numbers of three references to:

Kara Haas  
Public Programs/Exhibits Director  
Kalamazoo Nature Center  
7000 N. Westnedge Ave.  
Kalamazoo, MI 49009

### Museum of the Hudson Highlands Director of Education

**Job Description:**

The responsibilities of the Director of Education are to plan and manage all facets of education programs consistent with the Museum's mission and budgetary concerns; Oversee all aspects of programming (development, promotion, staffing, registration, fees, scheduling, implementation, evaluation); Recruit, hire, train, supervise, motivate, and evaluate staff and volunteers involved in the education program function.

**To Apply:** Mail resume and letter describing qualifications to the following address: Education Director Search, Museum of the Hudson Highlands, PO Box 337, Cornwall-on-Hudson, NY 12520. Resumes may also be faxed to: 845-534-4581 or emailed to [jgrant@museumhudsonhighlands.org](mailto:jgrant@museumhudsonhighlands.org). Please do not call. Position currently available. Search continues until position is filled.

## ANCA Business Membership

Attention all businesses and organizations that support the nature center profession. What better way to reach the decision-makers in our field than to join ANCA as a Business Member? We appreciate your interest and believe that ANCA members would be a good market for your products and services. Join us as a business member, which includes advertising opportunities, Summit exhibitor space, and many other benefits.

**Business Membership - \$250 Annually**

- All benefits of ANCA Membership plus:
- Special recognition in Directions and on web-site
- Exclusive right to one time rental of ANCA member mailing list

**Bronze Summit Sponsor - \$500**

- All benefits of Business Membership plus:
- Free 1/4 page advertisement in 4 issues of Directions
- Free display table at ANCA's annual Summit (includes registration and meals for Friday and Saturday)

**Silver Summit Sponsor - \$1,000**

- All benefits of Bronze Sponsor plus:
- Display Sponsor Banner at ANCA Annual Summit
- Special recognition in Summit Registration Packet

**Gold Summit Sponsor - \$5,000**

- All benefits of Silver Sponsor plus:
- Recognition as sponsor of opening reception, lunch, dinner or auction at the Summit
- Web-site link until end of calendar year
- Insert business brochure in Summit Registration Packet

**Platinum Summit Sponsor - \$10,000**

- All benefits of Platinum Sponsor plus:
- Recognition on all printed materials as "Official Summit Sponsor"

## Thank you to our new Business Members!

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- MPR Museum Consulting
- Split Rock Studios
- the Kubala Washatko Architects, Inc.
- World Discovery Safaris

**Business:**

- Design Craftsman
- Nature Watch

If you would like to become a business member or have any questions, please call Larry Brown at the ANCA Office at 1-800-490-2622 or 937-890-7360 or email at [lbrown@audubon.org](mailto:lbrown@audubon.org)

# ANCA Membership Form

## Please Join Us!

Membership Benefits: Quarterly Issues of Directions • Invitation to ANCA Summits and Workshops  
• Special Publications • Reciprocal Admission Program • Membership Guide

Please check the desired membership level: \_\_\_ \$70 Individual or \_\_\_ \$110 Institutional (two staff members receive benefits)  
\_\_\_ \$25 Student (copy of full-time student ID required)

\_\_\_ ANCA also offers several Business Membership options. Check here if you would like more information.

NAME 1: \_\_\_\_\_ TITLE: \_\_\_\_\_

EMAIL 1: \_\_\_\_\_

NAME 2: \_\_\_\_\_ (with Institutional Membership)

TITLE: \_\_\_\_\_ EMAIL 2: \_\_\_\_\_

ORGANIZATION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

PHONE: \_\_\_\_\_ Ext: \_\_\_\_\_ FAX: \_\_\_\_\_

- ANCA offers a reciprocal admissions program for our members. Please check the reciprocal benefits your institution will provide: \_\_\_\_\_ Free Admission \_\_\_\_\_ Store Discount of \_\_\_\_\_% \_\_\_\_\_ Not Interested \_\_\_\_\_ N/A
- If you would like to participate in ANCA's reciprocal website link program please note your web address below. ANCA's website is [www.natctr.org](http://www.natctr.org). (Inclusion is subject to review.) \_\_\_\_\_
- ANCA provides our members with an annual membership guide. Please list my institution in the brochure as follows:

Name: \_\_\_\_\_

City & State: \_\_\_\_\_ Phone: \_\_\_\_\_

- ANCA is funded entirely by the generosity of members like you through membership dues, Summit registrations, grants, and donations. If you would like to make a donation at this time to support the operation of the organization, please note the amount here and add to your membership fees. \$ \_\_\_\_\_

Total Membership Dues & Donation: \$ \_\_\_\_\_

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Dayton, OH 45414



# ANCA Technical Consults: YOUR FRIEND IN THE BUSINESS!

ANCA offers consulting assistance to nature centers and other environmental education organizations at very reasonable rates. The fee includes the cost of transportation, lodging, and meals for the team, plus a \$2,750 fee that goes toward supporting ANCA's professional services and planning. Our Board of Directors, and members, provide these services with no personal financial gain, while you gain the advantage of advice and guidance from some of the profession's most respected and experienced leaders.

What can be covered? Well, just about anything involved with planning, funding, and operations. Some topics include:

- Assistance with long range and strategic planning
- Review education programs, exhibits, or trails
- Mission focus
- Fundraising and fiscal management
- Facility planning
- Starting a center
- Management strategies and use planning

We know the business, we're in it too!

## JOIN THE TEAM!

ANCA's Consult Services are a success because of it's members' participation on Consult Teams. Please consider sharing your experiences and lessons learned.

Consult Team members donate their time but all expenses are paid. Participating in a Consult is a great way to see other parts of the country, learn about other nature and environmental learning centers, and take home valuable knowledge for your own center.

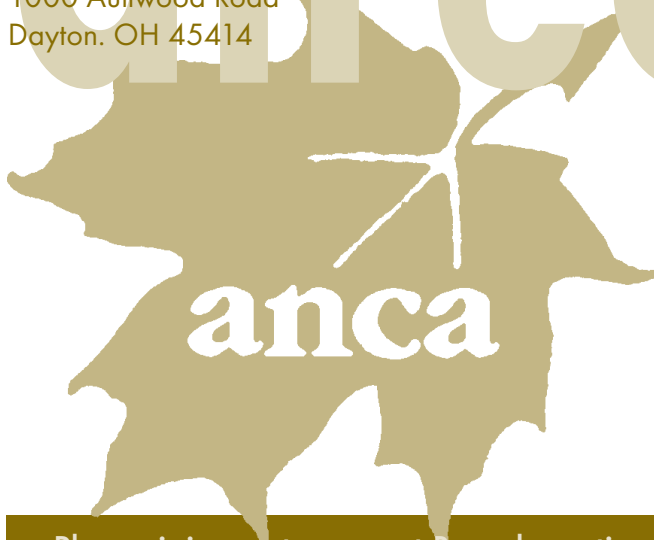
So don't delay!!! PLEASE fill out the skills survey on ANCA's web site at [natctr.org](http://natctr.org). Do it ASAP so we can tap into your experiences and skills!

## To find out more about

ANCA's Peer Consults, contact any ANCA board member or Bo Glover at 949-645-8489  
[boglo@aol.com](mailto:boglo@aol.com)

directions

c/o Aullwood Audubon Center  
1000 Aullwood Road  
Dayton, OH 45414



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Please join us at our next Board meeting:  
Aug. 23, 2006 in Austin, TX