

# NEWSLETTER FALL 2022

New England Chapter of the International Society of Arboriculture

### Is Fall for Planting?

By Candace Powning and Rick Harper

Here in the Northeast, we've grown accustomed to the adage "Fall is for Planting." After all, whether it's a lone specimen tree for our yard, or performing a large community urban planting effort, we know that there are many factors that work together to make the onset of Autumn a potentially more ideal time to establish the woody plants that we so desire.

Even the most humble agronomist will argue, that it's about the soil. And since research has historically told us that important factors like soil temperature, water and nitrogen availability can fluctuate and influence root respiration and

Spring photo of Hemlock spp. installed in the fall, denoting the effects of winter desiccation. Photo: R. Harper.

growth, it is important to give careful consideration as to what is taking place "below ground" in the fall. While preferential conditions may vary, several weeks of 60-70° F at 6-12" depth has been one of the standard ranges considered desirable for the

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root growth and development necessary for successful plant establishment. Additionally, increased soil moisture levels – often as a result of decreased daytime temperatures – aid in the increased mineralization of nitrogen, making the subsurface environment even more hospitable for woody plant roots.

In addition to soil-related factors, we know that many of the physiological changes that take place in a desirable woody ornamental near the end of the growing season, make the plant itself more conducive to planting. By the end of summer, trees are generally producing little – if any – shoot growth and are well into the seasonal "hardening off" (forming lignified tissue, setting bud) phase. Since they typically require less water at this time of year, they are less prone to the stresses related to moisture levels and may not require any supplemental

water to facilitate establishment, other than natural rainfall. They are also better able to delegate the resources they are still deriving from ongoing photosynthesis to root growth and development which will continue as long as soil temperatures remain above 40-45° F. Selection of the planting site itself may be a simpler task leading up to fall planting, as the mounds of ice and snow have yet to accumulate and aspiring tree planters are better able to consider the "right place" component of the adage, "right tree, right place".

#### PRESIDENT'S LETTER

By Doak Marasco, 2022 Chapter President

Welcome to the Fall newsletter edition. With cooler nights and shorter days upon us, it's clear, another New England summer is in the books. I hope you all had a wonderful season with plenty of time in sandals and shorts. Perhaps selfishly, I'm looking forward to a break from the heat, and hopefully a reprieve from the abnormally dry conditions, too. Along with mild weather, autumn conjures up thoughts of colorful leaves, hot beverages, and of course, the return of football season. It seems so long ago, but as a young kid in elementary school, I claimed in the annual yearbook that I wanted to be a professional football player when I grew up. Wishful thinking to be sure, but I don't think I believed it then either; I just didn't know what else to say. I mean, who really knows what they want to do with the rest of their lives at 12 years old?

Albeit far too young, I recently decided to ask my 4-year-old daughter about her feelings on a future career. Anna's response didn't surprise me, though I can't say I know of a specific role that fits her image of a "cat doctor that bakes and dances at the office". As impracticable as it may be to incorporate all these interests into a single job description, it's obvious that at her age Anna is driven entirely by her "why". In a similar mind's-eye as my daughter, I wonder if I might have responded with something other than football player? At four, everything is possible.

This brings me to the theme of our 2022 Annual Conference: From Seedling to Stewardship. At its core, the message here is that we, as an industry, need to be more proactive educating



young people about arboriculture as a career, including how we got here and why it matters as a profession. It has been a long and curvy road for most of us. And as much as I enjoyed football growing up, if I was being true to my 12-year-old self, I might have said something like "protector of trees" instead. At least I never lost sight of that north star.

As you prepare for the last quarter of the year and a great fall conference ahead, please remember to share your experience and knowledge with those "seedlings" that will someday be the "stewards" of our vast natural resources. In the words of J.R.R. Tolkien, "not all those who wander are lost". Might it be incumbent upon us to help show the next generation of arborists the way?

Best,

Doak

#### **Editor's Note:**

We are running the Fall Newsletter in the middle of the month so we could include information on our 2022 Conference in this issue. Our winter issue will reflect the 2023 Board of Directors that were voted in at our conference.

The New England Chapter Newsletter is produced quarterly in February, April, July, and October. Current issues are available to New England Chapter ISA Members. Past issues are available on the New England Chapter ISA Website, www.newenglandisa.org.





After dry summer months, using water bags may help ensure that trees planted in the fall stay properly hydrated. Photo: R. Harper.

By now one may ask, are there any drawbacks associated with planting in the fall? As with nearly all situations, there are almost always positive and negative factors worthy of consideration. By the time we reach the latter stages of the growing season, plant availability in the nursery or garden center may be limited, begging certain questions about the specimens that remain: When exactly was this tree dug?? What sort of shape is this plant in?? If this shrub was awaiting being planted, where was it being held and what sort of attention did it receive throughout those hot summer months?? The list goes on.

And what of those "fall rains" that everyone speaks of? Do the data really show that we experience an increase in precipitation after the hot, hazy, humid days of July and August? When we look at the most recent 30-year average of weather data throughout the Northeast we see that in most years, summer months (June-August) were in fact wetter than the fall months (September–November) and offered on average 9.2% more rainfall! This may be especially troublesome in a growing season like the one we've been experiencing where parts of the Northeast have been well below normal summer rainfall levels. In addition to less rain in the fall months, evapotranspiration rates (the rate at

which plants "lose" water) can be surprisingly significant in the fall as humidity levels drop, resulting in plant water loss.

In addition to seasonal moisture levels, it has also been documented that difficult-to-transplant trees like some of the Oaks (*Quercus* spp.), Black-gum (*Nyssa sylvatica*), and Hop-hornbeam (*Ostrya virginiana*) may not establish well following a fall planting. Other common urban trees that may receive a cautionary warning about being planted in the fall include some of the Maples (*Acer rubrum*), Birches (*Betula* spp.), Dogwoods (Family: Cornaceae), Bald-cypress (*Taxodium distichum*), Lindens (*Tilia tomentosa*), Golden Rain-Tree (*Koelreuteria paniculata*), Zelkova (*Zelkova serrata*), Pear (*Pyrus* spp.) and Blue-Beech/Hornbeam (*Carpinus caroliniana*).

Of course, one of the primary concerns associated with fall planting relates to the relationship between the sudden onset of cold weather and the time of installation. Though our warming climate has been extending the planting window with first freeze dates routinely occurring increasingly later, a rule of thumb includes the installation of deciduous plants from late August through early October in most parts of Massachusetts (Zones 4-6). A plant that hasn't yet successfully become established, however, may be especially prone to injury from an early freeze, or from pending freeze-thaw cycles, which have been a regular occurrence in recent years. The coup de grâce may be the prolonged, harsh conditions associated with a New England winter that may bring a poorly established tree to its demise. Ultimately, good planning related to species selection and the application of best practices may dictate the success of a fall tree plant. And follow-up stewardship efforts like regular watering, mulching, and weeding can help to mitigate against unforeseen factors. So perhaps we might tweak the adage "Fall is for Planting" to "Fall is Often for Planting".



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Next year the Tour des Trees will be in Reno / Lake Tahoe, NV, stay tuned for more information.

The TREE Fund is a 501(c)3 nonprofit organization dedicated to exploring and sharing the science of trees contributing to the lives of people, communities, economies, and the environment, and of the planning, planting, and sustainability of urban and community trees.

#### **Tree Fund Webinars**

The next Tree Fund Webinar will be held on November 1 at 1:00 p.m. (ET). Andrew Millward, PhD, and Justin Miron, PhD student, Ryerson University will present *Non-invasive tree root detection: What is the state of the art?* Registration for this free webinar will open approximately two weeks before the webinar. Find out more: www.treefund.org/webinars.

#### THE TREE FUND UPDATE

By Kristina Bezanson - NEC-ISA Tree Fund Liason

#### **Tour des Trees**

Thanks to all our riders this year, both in-person and virtual, for a wonderful Tour des Trees. Iowa was a very welcoming state, as expected, and all our stops from the smallest park to our grand finale at the Arbor Day Farm were top-notch, making this a ride we will remember forever. Our ability to reach out to locals and show why the tree care industry and support of tree science is so important was in full force and we could not have done it without you. So far the riders have raised over \$228,800 for this year's ride!

Thank you to all TREE Fund partners and supporters of the Tour des Trees. This event would not happen without their support and the TREE Fund would not be able to further its mission without their continued, generous donations.





- → Trade Show with 250+ Exhibitors on TWO Show Floors
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# New England Chapter ISA 2022 Annual Conference was a HUGE Success!

The 2022 Conference and Trade Show was held October 2-4, 2022 at the Sheraton Hotel and Conference Center in Framingham, Massachusetts. We were thrilled to see everyone! Check out this year's conference by the numbers:



Attendees: 347 Exhibitors: 32 Sponsors: 13

45 Silent Auction Items Raised \$2,015 Heads or Tails Raffle Raised \$905

#### THANK YOU TO OUR CONFERENCE SPONSORS



























Continued on page 8

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#### 2022 Trek des Trees Winners

#### **Billy and Chantal Guess**



The 2022 Trek Des Trees took place during our Annual Conference. The self-guided quiz earned participants 3 CEUs and an opportunity to win a FREE 2023 Conference Registration. Congratulation to Billy and Chantal Guess for winning the grand prize!

\$5 of each registration is donated to the TREE Fund \$90 was donated in 2022.

#### 2022 Dr. H. Dennis P. Ryan III Award

#### **Greg Lukos**

The Dr. H. Dennis P. Ryan III award is given in recognition of outstanding service in advancing the principles, ideals, and practices of arboriculture. The award is granted to a dedicated and active member of the Chapter who has made important contributions to arboriculture, either through work in the organization, research, education, field practice, or in promoting the chapter. This year's award was presented to Greg Lukos, New England Chapter ISA Treasurer.



Doak Marasco presents Greg Lukos with the 2022 Ryan Award.



#### 2022 Gold Leaf Award

#### Speak for the Trees, Boston

The ISA Harry J. Banker Gold Leaf Award was presented to David Meshoulam, Executive Director for Speak for the Trees Boston. The mission of Speak for the Trees is to improve the size and health of the urban tree canopy in Boston, with a focus on under-resourced and under-canopied neighborhoods. They achieve this through co-creating projects at the community level to ensure community ownership, planting trees to connect residents to their neighborhood, partnering with existing local and national organizations, and advocating for updated municipal policies regarding tree planting.



Doak Marasco presents the Gold Leaf Award to Speak for the Trees Boston's ED, David Meshoulam.

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#### **President's Award Winners**



Winners of the 2022 President's Award: Rip Tompkins, Bruce Duffy, A.J. Dupere, and Julie Coop

#### The Passing of the Gavel



Doak Marasco passes the gavel to incoming president, David Lefcourt.

Introducing the 2023 New England Chapter ISA President, David Lefcourt. Dave Lefcourt is currently the city arborist for Cambridge, MA. He is an ISA Board Certified Master Arborist, an ISA Certified Municipal Arborist Specialist, and an ISA Certified Arborist. In addition, Dave is a Massachusetts Certified Arborist, Dave has lots of association

experience, having held several positions across many organizations, notably as past president of the Society of Municipal Arborists, and past president of the Massachusetts Tree Wardens' and Foresters' Association. Check out the end of the newsletter for the dates and location of the 2023 Conference.

#### **2022 Scholarship Recipients**

Sean Redding, New England Chapter Secretary presented the 2022 New England Chapter ISA Scholarships. Each scholarship is \$2,500 and is presented as a check to the recipient.

#### High School Recipient

Keely Zuber was the recipient of our high school level scholarship awarded to a high-school senior after they complete one college-level semester in an arboriculture program or related field. Keely is a freshman at Paul Smith's College.



Keely Zuber accepts the High School Scholarship from Sean Redding.

#### **Undergrad Recipient**

Morgan Parent (below-left) received the undergraduate student scholarship. Morgan is an undergrad a UMass Amherst.

#### **Post Graduate Recipient**

Stella Dee (not present; below-right) received the graduate student scholarship. Stella is a PhD student at UMass Amherst.



Morgan Parent accepting the undergraduate scholarship from Sean Redding.



Stella Dee, recipient of the graduate-level scholarship

#### **Heads or Tails Raffle**



Winner of the Heads or Tails raffle, Graham Knirk, P.C. Hoag,



Greg Lukos and Anne-Marie Moran, NEC-ISA Board Members



Bruce Duffy, TCC Chairperson for the NEC-ISA.

# Thank you to all our attendees, exhibitors, sponsors, donors, and volunteers who helped make the 2022 conference a success!

#### Views from Malmö, Sweden

2022 NEC-ISA President Doak Marasco attended the ISA Conference in Malmö in September. Here are a few of his images from Malmö.



2021-2022 ISA President Dana Karcher and the ISA Board of Directors



Green Infrastructure Tour



Sean Redding, NEC- ISA Secretary.

#### **CoR Corner**

CoR Representative: Anne-Marie Moran amfmoran@gmail.com

Greetings fellow New Englanders!

As I write this article, 600+ fellow arborists are coming together in Malmö for ISA's Annual Conference, the first in-person one held in over three years, and it is proving to be a huge success! ISA is also planning to have an international virtual conference in December, more info will be shared in the coming months about this conference and how you can register for it. Speaking of in-person conferences, I hope you had a chance to attend our New England Chapter in-person Conference in Framingham.

ISA offers a variety of educational materials and products to help arborists expand their professional knowledge and experience, both online and in



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person throughout the year. Every month they will feature a product or group of products. **This month ISA** is featuring the new Gear Check video and the ITCC Rule Book.

A complimentary resource, the Gear Check Video covers how to properly conduct a gear check for a Tree Climbing Competition (TCC). Presented by Husqvarna, the new version features ISA Board Certified Master Arborist® Alex Julius and ISA Certified Arborist® Warren Williams who discuss topics relating to proper equipment, maintenance and safety. Both Warren and Julius also hold the ISA Certified Tree Worker Specialist® credential. An accompanying quiz worth 1 CEU (A, T, Bp, L) is now available.

Additionally, a new ITCC Rule Book will go into effect at the 2022 ITCC. Copies of printed rule books are available for purchase via the ISA online store, and the digital version of the Rule Book can be viewed on the ITCC website.

That's it for now!

Glad to have gotten to see many of you in Framingham!

Anne-Marie

#### **REPORTS & NEWS**

**CONNECTICUT:** Charlie Iselin charlieiselin@comcast.net

Hi New England,

I hope you all had a good summer. Much like the other five New England states, Connecticut had a somewhat hot and dry summer. Two official heat waves and -10" of rain. A lot of our trees are showing obvious drought stress with some just giving up, dropping their leaves early and hoping for a better season next year. I think most will be ok with a return to more typical weather in the future, but I am concerned about our beech trees. So many are severely affected with beech leaf disease. Many have already died, and I fear many more will not leaf out at all in the spring.



The Town of Westport, in the southwest corner of our state, is considering a leaf blower ban and other towns may follow their lead. The proposed ordinance would permit the use of gas-powered leaf blowers only during the periods from March 15 through April 30 and October 15 through December 31. Also, no leaf blower (whether gas or electric) may be used before 8:00 a.m. or after 5:00 p.m. year round. Of course, all municipalities and golf courses would be exempt. It appears that all fines will be imposed on the property owners. It will be interesting where this will go. I will keep you posted.

I wish you all a good fall season.



#### NEW ENGLAND ISA NEWSLETTER

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MAINE: Mike Duddy duddybeach1@gmail.com

In Maine the agricultural fair season is back in-person, and it is a joy to return to the normalcy of this annual fall ritual. Although the agricultural fairs emphasize crop harvests, livestock, and great cooking, arborists are (or should be) a part of the larger agricultural community. This

year as I walk the fairgrounds, I'll be curious to see how many arborist booths are present.

The drought is still the big news with regard to trees in Maine. We have finally gotten several days of rain, but the effects of the drought will continue to be felt this year and beyond. In fact, our urban trees are still stressed from the drought of 2021 and earlier periods of drought.

As we all know, drought stresses trees and typically causes them to be more susceptible to disease and insect attack. State entomologists report that the drought has led to an uptick in Dutch elm disease (DED) in our remaining elms. Although not necessarily cause and effect, emerald ash borer (EAB), hemlock wooly adelgid (HWA), browntail moth (BTM), and spongy moth continue to spread in the state, and other disease and insect pests such as beech leaf disease and the southern pine beetle are gaining a toe hold. Although we have had some success countering winter moth, the overall situation is that our urban trees appear stressed like never before.

I am observing significant amounts of tree mortality along roadsides, street sides, green belt trails, and in parks and other open spaces. Two people have been reported killed in Maine this year from falling trees or branches. I anticipate in the years to come we'll see increased reporting of damage and disruption to people and the built environment from the levels of mortality accumulating in our urban canopies. The work of arborists in the state is more important than ever.

#### MASSACHUSETTS: Rick Harper Rick Harper rharper@umass.edu

Over the past 3 years, trees in New England have generally been experiencing stressful growing conditions. This is largely in relation to widespread heat and drought during the growing season of 2020, heat and excessive rain in the '21 growing season, and the current drought and hot conditions that we have seen this summer. As a result, we continue to see opportunistic pathogens take advantage of these difficult conditions with verticillium wilt, Dutch elm disease, and a variety of cankering fungi in abundance. Arborists and urban foresters should continue to be concerned with the continued occurrence of beech leaf disease and its impact on American beech and European beech trees.

With the recent detection of spotted lanternfly (SLF) in Springfield, MA, populations of this insect are now present in two Massachusetts counties (Worcester & Hampden). Western regions of Massachusetts (e.g., Berkshire County) featured noticeable defoliation due to populations of spongy moth. Other insects of note over the season have included bagworm caterpillar, dogwood borer, spider mite activity in association with the warm temperatures, and black turpentine beetle activity on pitch and eastern white pine from Cape Cod.

The acute and prolonged drought conditions here in Massachusetts have caused some professionals and some municipalities to re-think fall planting activities. The old adage "if we fail to plan, we plan to fail" comes to mind, as new installations of trees should certainly be given a sober second thought with concerted effort to making sure there's a strategy in place for regular hydration (see our article on fall tree planting, for more information). To

#### NEW ENGLAND ISA NEWSLETTER

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help us better understand moisture levels in the environment around us, a great resource to keep up to date with is the Drought Monitor: https://www.droughtmonitor.unl.edu/.

#### **NEW HAMPSHIRE:** Lucas Beane beane ucastree.com



Just recently, one of New Hampshire's largest and oldest standing elm trees was removed at Dartmouth College as it succumbed to rot and

Dutch elm disease. The tree was estimated at over 100 years old and a cross section of it will be polished and preserved on campus. It is sad to see such a large and old tree go, but when it becomes a matter of public safety, sometimes there is no other choice.

Dutch elm disease is an interesting case study to look back on and to think about how much it has changed our landscape. The fungus was introduced to the US in the 1930's



and spread via beetles and the root system. By 1970 most of the elms on the east coast had been infected and were beginning to be cut down (www.nhpr.org). The "noble" elm was planted in many New England cities to line streets and parks and its peak of popularity exceeded 25 million in the US (www.newenglandhistoricalsociety.org).



Much of our landscape and vistas have changed considerably since the 1970's when these were a popular shade tree. It is not dissimilar to other major infestations such as the chestnut blight, Asian longhorn beetle and what we are seeing in New England currently with the impact of EAB on our ash tree populations. It is scary to think what the next big one may be, but that is why it is important for all arborists to report what they are seeing and to remain current on what pests may be impacting their area.

The good news here is I have not heard of any new forest pests that are threatening New Hampshire's forests at this point, other than the ones we have all been tracking already. Stay safe!

#### **ISA Board Certified Master Arborist Prep Course**

#### November 2-30 | Wednesdays, 6:00-9:00 p.m. | Online

The New England Chapter ISA is pleased to offer the ISA Board Certified Master Arborist Preparation Course. This course is designed for those planning to take the ISA Board Certified Master Arborist Exam. This is a VIRTUAL course with a LIVE instructor. The course is 9-three hour classes on Mondays and Wednesdays and starts November 2nd and ends on November 30th. \$500 member, \$625 non-member. (Registration does not include the BCMA Guide.) Registration Deadline: October 28th. 27 CEUs. For more information, go to the New England Chapter ISA Workshop page.









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## Scholarhips - for High School, Undergraduate, and Graduate Students - \$2,500 each!

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#### **NEC-ISA Diversity and Inclusion Fund**

The Diversity and Inclusion Fund exists to support those who identify as being underrepresented within the arboricultural community and seek financial assistance to pursue professional development activities to deepen their knowledge of arboriculture.

The New England Chapter ISA's Diversity and Inclusion Fund is meant to provide grants to those underrepresented in our chapter's population endeavoring to deepen their knowledge of arboriculture through participation in conferences, workshops, and other events. Having varied perspectives helps generate progress in an ever-complex and increasingly diverse world. **Up to \$1,000 per request.** Apply online.

Find out more about these opportunities at the Grants and Scholarships page on our website.

#### White Oak Acorn Collectors Needed!

The White Oak Genetics and Tree Improvement Program (WOGTIP), led by Dr. Laura DeWald, University of Kentucky, is working to ensure the health, viability, and sustainability of white oak (*Quercus alba*) trees in our eastern forests. As many of us know, the presence of white oak impacts the function and value of our forests through the value of their wood products, as well as by providing important ecological services, like wildlife habitat.



A critical first step in the WOGTIP is collecting acorns from as many individual White Oak trees as possible throughout the eastern U.S., including from the different environmental regions within each state. This Fall, join tree enthusiasts from across the eastern U.S. in lending your help in collecting mature acorns from White Oak trees.

For more information, visit www.tinyurl.com/acorncollect

Questions? Contact Dr. Laura E. DeWald (Laura.DeWald@uky.edu) University of Kentucky

#### NEW ENGLAND ISA NEWSLETTER

#### **2022 DIRECTORS & OFFICERS**

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## **NEW ENGLAND JOB OPPORTUNITIES**

Position	Employer	Location
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Horticulturist I	Arnold Arboretum	Boston, MA
Arborist Sales Position	Collins Tree Service	Southern NH
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Sales Arborist	Emerald Tree & Shrub Care	Stamford, CT
Plant Healthcare Specialist	Emerald Tree & Shrub Care	New Rochelle, NY
Tree Climber Landscape Specialist	Emerald Tree & Shrub Care	New Rochelle, NY & Stamford, CT
Plant Health Care Applicator	Barrett Tree Care	Medford, Newton, MA
Turf Applicator	Barrett Tree Care	Medford, Newton, MA
Arborist	Professional Arborist	Windham, ME
Arborist Climber	ArborScape	South Pomfret, VT
Tree Department Openings: Bucket Truck Operators, Climbers, Pruners	Acorn Tree and Landscaping, Inc.	Boxborough, MA
Assistant Forester	City of Albany, NY	Albany, NY
Arborist Climber	Bartlett Tree Experts	Mount Desert Island, ME
Arborist Climber	Bartlett Tree Experts	Scarborough, ME
Arborist	Bartlett Tree Experts	Various Locations in MA
Arborist Crew Leader	Bartlett Tree Experts	Ashland, MA
Director of Urban Forestry	City of Boston	Boston, MA
Arborist	Town of Lexington	Lexington, MA
Tree Preservation Arborist	Harrison McPhee, Inc.	Millis, MA
Experienced Climber/Bucket Truck Operator	ArborTech Tree Services	Springfield, MA
Multiple Positions: Foreman, Climber/ Bucket Operator, Ground Worker	Right Coast Landscape and Tree	Wyoming, RI
Arborists, Arborist Trainees, Climbers, Ground Operations Techs	Lucas Tree	Various

**New England Chapter members can post jobs for free** on our job listing webpage. For more information, contact Heather Leff at 978-844-0441.



#### Share your experiences...

Do you have a story to share? We encourage you to submit an article (500 words) for the newsletter. If your article is selcted, you will receive a \$100 thank you!

#### **WE WANT TO HEAR FROM YOU!**

Contact *heather@newenglandisa.org* for more information.

#### WHEN AND WHERE

Upcoming Calendar Events
FALL HAPPENINGS
(EARN CEUS)

For complete listing & for more detailed information, visit our CALENDAR at www.newenglandisa.org/events

Oct 13 Western Mass Tree Wardens Meeting

Oct 25 Safe and Productive Felling

Oct 26 Proper Tree Planting Techniques

Nov 1 Non-invasive tree root detection

Nov 10 TCIA Expo

Nov 16-17 Partners in Community Forestry Conf.

#### AREA ISA CERTIFICATION EXAMS

Date	Location	City, State
Nov 3	UVM Extension	Berlin, VT
Nov 4	Geo. Wash Area HQ	Chepachet, RI
Dec 12	UMaine Orono	Orono, ME

For information and scheduling of ISA exams in New England, contact Julie Coop at julie.coop@mass.gov.

#### **NEW ENGLAND CHAPTER WORKSHOP**

**Nov. 2-30** BCMA Workshop - Prepare for the Board Certified Master Arborist Exam!

## SAVE THE DATE FOR OUR 2023 CONFERENCE

Oct. 1-3, 2023 Holiday Inn by the Bay, Portland, ME