

OUTCOMES DOCUMENT

Lower Chippewa Invasives Partnership Monthly Meeting

Community Services Building, Room 56, 3001 US HWY 12 East, Menomonie, WI 54751

Thursday, December 1st, 2016, 2 - 4:50 PM

Present: Kathy Stahl, Chris Gaetzke, Martin Van, Ted Ludwig, Lisa Ludwig, Tim Jackson, Richard Damro, Mame Gale, Jim Anderson, Melanie Yager, Keith Gilland (UW Stout Biology).

LCIP Identity Statement: LCIP is an organization that reaches goals toward invasive species awareness and control by using Civic Governance as a new approach to educate and organize the civic infrastructure needed to produce a basis to govern for the common good and sustain democracy as a just system.

Meeting Purpose: To develop an achievable work plan for next fiscal year's operation that will allow the organization to expand and improve outreach, education and control of invasive species within the five-county jurisdiction.

- I. **Approval of Outcomes Documents** – October 27th, 2016. Motion by Kathy, second by Lisa to approve Outcomes Document. Passed.
- II. **Negotiate agenda and individual check-in (5 mins each)**– identify progress in organizing key stakeholders in your jurisdictions and agreed individual action items.

Chris, Kathy, and Mame have been working on the Amur Cork Tree project and received notice that LCIP received a grant for \$11,140 which is for urban property owners. It expires June 2018. The primary targets are the large female trees. Discussion followed on how the project would carry out. Chris updated the Landowner Chemical Program. See Attachment One for details. Mame motioned, Dick seconded, to approve. **Motion passed.** Chris mentioned he is working to get a presentation at the Chippewa Rod and Gun Club to attempt to educate and expand LCIP into Chippewa County.

Jim noted that the 2017-*Dunn County Land & Water Resource Management Plan* has been approved and our organization and many of our members were involved in its development. He also reminded us of the Red Cedar Watershed Conference on March 9th, 2017.

Dick mentioned that the ag-bag recycling dumpsters are in place.

Keith has photos from the Whiteley property on Tainter Lake showing the clearing of the shoreline by Stout students. Dave contacted Chris about clearing his shoreline and the LCIP trailer was brought out to his property and worked on by Stout students.

Mame has been working on buckthorn on her property and using sprayer to treat. Discussion of proper plastics for spraying oil mixtures talked about using the proper plastic for each chemical. Mame also suggested we have a brief survey to hand out at presentations to get follow up info for contact and questions.

Kathy reported she received a call from the DNR for a US Forest Service grant that had a very short timeline and Tim assisted her in pulling the data together so it was submitted in time. She also attended the Civic Governance Case Study meeting in Woodbury and found it very

informative and suggested everyone could benefit from going next year. Kathy mentioned that by going the Civic Governance Case Study meeting she found that what Chris is trying to convey to LCIP is that we are making decisions for the group that are grounded in Civic Governance Standards which are found in the LCIP Governing Document. LCIP is a part of the Civic Governance Case Study to see how LCIP can impact the common good and bring together the proper people and resources to improve the quality of life for citizens in our jurisdiction of Chippewa, Dunn, Eau Claire, Pepin and Pierce counties and is sustainable.

Lisa was contacted about speaker for Chippewa Valley Nature Fest in June. Chris will follow up with Nina Koch, who is organizing the event.

III. Address Governing Issues.

Review of 2016 projects through pictures and reflection.

We reviewed the 2016 projects list and felt that most should continue. The Wisconsin Envirothon will have a different theme than invasive species in 2017 so we will not be there.

Discuss 2017 LCIP Strategic(Work) Plan, use worksheet sent by Chris.

The worksheet was discussed with many ideas covered on all the worksheet items. Keeping data records of our projects, information handouts of available resources, interaction with government officials at all levels, membership development and increase were all discussed. The worksheets were collected by Chris and the ideas will be considered for 2017. See summary after the Investment Options Report at the end of these Outcomes.

Wild Chervil update (Lee, Kathy, and Chris)

Nothing new to report. Letters did not go out to towns as it was too late to get on agenda.

Report financials (Kathy)

See the Financial Report at the end of the Outcomes. Kathy went over some of the possible investments available. It was decided to table any decisions until the next meeting. The details of the options are listed after the LCIP Financial Report.

IV. Identify Next Steps

Next meeting is on Thursday, January 26th from 2 - 4:30 PM, Community Services Building Room 55, 3001 US HWY 12 East, Menomonie, WI 54751

Holding one on one conversations within your jurisdictions about the group with the use of the LCIP governing document to increase the civic capacity of LCIP

V. Evaluate the Meeting

December 2016 meeting score average was 4.69. Kathy and Keith had to leave prior to evaluation. The meeting did run long, but worth the discussion to frame 2017 direction and action.

LCIP Treasurer's Report
December 1, 2016

Current Checking account: \$4.91
Savings account: \$20,882.56
Expenses: since last LCIP meeting:
 Tim Jackson, grant preparation, \$60.00
Income: \$9.39 RCU October savings interest
 \$9.09 RCU November savings interest
 \$18.48 Total RCU interest for Oct and November
Save The Hills Grant: \$1,500.00
 \$148 Health Newsletter & Chervil Handout
 \$689.60 Amur Cork Tree letter expenses
 \$837.60 used of grant, leaving **\$662.40 of STHA grant funds**
DNR Rapid Response Award: \$11,140.00
ACT Herbicide 2016 grant: 12 gallons
 Distributed 4 ½ gallons

Most floating rate funds invest primarily in senior secured loans that are made by banks and other lending institutions to companies that are experiencing financial turmoil. These funds are riskier by nature than some other types of income funds, like those that invest in treasury securities or governmental agency issues, such as Ginnie Mae. However, the loans the funds invest in are typically backed by some or all of the company's assets as collateral and are among the first obligations satisfied if the company should become insolvent. Stifel recommended Eaton Floating I & Vanguard Short Term

Eaton Floating Rate Fund A with max sales charge 6.5 @ 1 year, 9.16 @ YTD

Eaton Floating Rate Fund I 6.72 @ year, (mostly B & BB loans) (YTD: ~~9.33~~)

Scott said we'd have to have a \$5000 minimum.

Mgt. Cost is 1% + Stifel's .5%

\$744 gross income based on 1 year return, \$180/year mgt cost = \$564 net gain

Vanguard Short Term Investment (mostly treasury notes 1/3 = AAA, ¼ = A, 1/5 = B) VFSTX

This fund is designed to give investors exposure to high- and medium-quality, investment-grade bonds with short-term maturities. The fund invests in corporate bonds, pooled consumer loans, and U.S. government bonds. Although short-term bond funds tended to have a higher yield than money market funds, the tradeoff has been that the share price fluctuates. Additionally, increases in interest rates can cause the prices of the bonds in the portfolio, and thus the fund's share price, to decrease. Investors with a short-term savings goal who are willing to accept some price movement may wish to consider this fund.

Minimum investment \$3000

1 year return 2.28 (YTD: 2.66%)

Mgt. Cost is .2%, No other fees

\$10.65 as 11/30/2016

\$274 gross income based on 1 year return, \$24/year mgt cost = \$250 net gain

Vanguard Life Strategy Investment—conservative growth 60% of its assets in bonds, a portion of which is allocated to international bonds, and 40% in stocks, a portion of which is allocated to international stocks.

Minimum investment \$3000

1 year return 3.79% (YTD: 4.94%)

Mgt. Cost is .18%, No other fees

\$455 gross income based on 1 year return, \$22/year mgt cost = \$433 net gain

Lower Chippewa Invasives Partnership Worksheet for 2017 Work Plan

LCIP Identity Statement: LCIP is an organization that reaches goals toward invasive species awareness and control by using Civic Governance as a new approach to educate and organize the civic infrastructure needed to produce a basis to govern for the common good and sustain democracy as a just system.

LCIP Mission Statement: *To control invasive plants by fostering partner cooperation and community action.*

1. Review LCIP's overall outcomes and accomplishments of 2016 (page 3) and then write your thoughts in 2-3 sentences: *LCIP had an amazing year with 32 events and more activity than ever. Goals marked as "ACC or Accomplished" will have to continue to 2017 Work Plan. LCIP is broadening its horizon of reach and using a concise approach by using Civic Governance (CG) to guide our decisions and actions. The public invasive monitoring and control has really stepped up and media is continuing to reach new people. Thanks to all the people that made 2016, LCIP's best year yet.*

2. Review the hurdles and areas where we were not successful at meeting our goals and objectives in 2016: *Educational and outreach materials. 2017 will have to expand the resources available and people helping to expand LCIP's capability. Working to create a functioning volunteer network or quid-pro-quo program for landowner projects to get accomplished outside of LCIP sponsored events. LCIP was not able to host a Landowner Chemical Training event. 2017 should work toward making that happen. Expanding members to get the work done. Working on short term goal follow up to keep on track.*

3. List what we could have done to accomplish all of our goals and objectives that would have made an ideal year: *Engaged all steering committee members beyond previous levels to define their individual role and relate that to LCIP's role of existence. No invasives in the 5-county jurisdiction (LOFTY GOAL!!)*

4. Did we use Civic Governance at every meeting, decision or discussion that employs stating the problem, list possible solutions and then act on following through to solve the problem or accomplish the goals? Yes, to our knowledge in how to use it to expand LCIP and develop a civic imagination and civic infrastructure that will accomplish our mission and create sustainability. By looking at yourself and defining your individual role within LCIP, members can see where they can be engaged in meeting LCIP's mission and identity. More learning and teaching will need to be done in 2017. Chris will be sharing at each 2017 LCIP meeting.

5. What role did you personally play for LCIP in 2016? Active member, worker, interested party, Chair, Board of Director, member.

6. What active role could you see yourself playing for LCIP in 2017 that would leverage resources of: leadership, knowledge, constituencies and funding? *Working with other members to strengthen the organization by improving knowledge, outreach, educational opportunities and control events. Continuing to develop outreach materials, spend more time with interested landowners (1-1's), learn/teach CG to all members to get more like-mindedness and get all active members to define their individual role, developing a case study or two from learned experiences, spreading the word to unreached parties. As an active citizen, not as a government agent or other title.*

7. What individuals, groups, organizations, corporations, government agencies did you interact with to build a stronger relationship with? *NRCS, WDNR, BCR, TMLIA, RCBMG, IPAW, Pepin Co LCD, Dunn Co LWCD, DCF&G,*

WCWTU, UW Stout, 4 Control, 3M, townships, Master Gardeners, Anderson Windows, TPE, Leinenkugels, Menomonie HS and Durand HS.

8. Do you believe in and are actively learning about the LCIP Identity Statement and the Civic Governance standards that are in the LCIP Governing Document on page two? If not, why? *I think the model/approach is good and LCIP needs to learn more about it to really get the fully benefits of becoming a Civic Governance minded, non-profit. I would like to attend a CG Workshop when it is developed in 2017 to find out more about the big picture so LCIP can bring CG to its members and citizens and a more concise way. It is a major change, since I am not naturally a civic minded person, so in time I will learn how to be civic minded.*

9. Would you agree that our past approach of projects, presentations and some educational activities is sustainable? *Yes, only if we recruit more connected members to distribute the work load. This will allow members to specialize more to really grow the knowledge LCIP's ability to expand faster. By taking this approach LCIP will not have to rely on a few members doing the brunt of the work, but by using a focused team that shares the responsibilities and flattens the organization to a level playing ground, instead of the traditional top-down model.*

10. What LCIP partners do you believe will be crucial to expand our efforts and reach a broader audience? *Townships are the most crucial partner that LCIP will need to reach through various approaches from phone calls, 1-1 sit down meetings, town board meetings, special invasive meetings. The more LCIP gets to know the active townships the more citizens LCIP will be able to reach and engage in our efforts. This will put LCIP out there as a go-to contact for hundreds of more people. UW Stout students and staff to get on the ground projects and mapping work done. Beaver Creek Reserve, schools, IPAW, County Land & Water Depts., 4 Control, Hwy departments and Eau Claire citizen groups.*

11. What partners are we missing that would help LCIP achieve our work plan in 2017? *Townships, Right-of-way property owners, land maintenance companies, especially for pipe and power lines. Corporations that would help fiscally, Legislators, Menomonie School District Env. Educator (Ashley Close), CVTC and other similar non-profits in LCIP's jurisdiction.*

12. What programs, equipment and outreach material should we develop, purchase for 2017? *Township presentations/presence, Skid steer with tracks and a Fecon rotary grinder for control projects, travel boot brushes, LCIP Landowner Chemical Program, ACT Grants, improvement on native alternatives to invasives after control, quick simple success stories/case studies to give to interested or curious citizens, LCIP business cards, and projector for educational events. Have a Special LCIP Recognition Award to an individual group at annual meeting (Good Neighbor/Neighborhood) in a form of a plaque.*

13. Do you see a benefit of a Volunteer Coordinator for LCIP? If so who would you think would be good fit for it? *Yes! Someone local with great connections to the jurisdiction that may be retired. This person would take some of the load off the Chair and may need a stipend. A UW Stout student could work, but there would be turn over and sustainability concerns. Suggestions were: Jim Anderson, Lisa Ludwig, Mame Gale, TBD??*

14. How could we get a consistent message out on what to do after invasive plants are removed and eventually plant native species? *Partner with other non-profits for a "What's Next" document or forum. Martin Van is at this stage and would volunteer his property to do some HS or College research projects. Since, it might take years to completely remove the plants, it is difficult to ensure natives will be used to replace. I think diligent follow-up with our*

project partners is needed to remind them and provide advice on the correct plants to use. Another reason to stay current on our tracking systems. Once or twice a year phone calls or site visits with past projects could go a long way to ensure the project is successful and that natives will be used. Develop resources to hand out.

Governing Document for the Lower Chippewa Invasives Partnership

LCIP Identity Statement: *LCIP is an organization that reaches goals toward invasive species awareness and control by using Civic Governance as a new approach to educate and organize the civic infrastructure needed to produce a basis to govern for the common good and sustain democracy as a just system.*

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Concept: Civic governance offers an opportunity to address complex, challenging problems through an authentic citizen engagement process that promotes productive results. This approach depends on a non-partisan, citizen-centered, transparent environment that builds trusting relationships. LCIP recognizes the importance of citizen engagement in addressing invasive species issues in their jurisdiction of Chippewa, Dunn, Eau Claire, Pepin and Pierce counties. Essential to the success of this approach is the recognition that each person is a citizen and a policy maker, regardless of what organization they represent or position they hold. Civic governance encourages all stakeholders to suspend judgment, exercise civic imagination, and cultivate their leadership while leveraging resources to find solutions to invasive species issues in their jurisdiction. This approach ensures long-term sustainable action toward the common good of invasive species management.

Process: As members of LCIP work together as a civic organizing entity, they also work within their personal jurisdictions and with their personal constituencies to foster civic governing principles outside LCIP, among others in the organizations jurisdiction. Working one-on-one with key stakeholders, members begin to learn about other points of view in order to shape the next steps in addressing a particular problem and in finding shared solutions to the shared problems of invasive species management.

LCIP meets monthly to ensure progress is being made toward reaching our goals. Meeting locations move around the jurisdiction to fit the needs of the members. Agendas are sent out before the meeting giving members time to reflect and prepare for each meeting. "Individual Check Ins" is a part of every meeting, where each member discusses developments and actions within their jurisdiction related to invasive species and LCIP. At the end of every meeting, an evaluation is done by each member, rating the meeting on a scale of 1-5, with 5 being the best. The ratings are based on how well the meeting stayed on agenda, if the goals were met and a level of satisfaction with the progress being made. A summary of the meeting is written afterward in an outcomes document that is distributed to all members before the next meeting.

Decision-making by LCIP is based on these civic standards*:

- All those impacted by the problem are stakeholders and help define the problem in light of civic principles and the realities of their situation.
- All stakeholders are accountable for contributing resources (leadership/time, knowledge, constituencies & dollars) to solve the problem.
- All stakeholders are engaged in decision-making and policy-making that contributes to the common good.
- All stakeholders implement policies grounded in civic principles in the places where they have the authority to act.

Participants: Any interested citizen that has a desire to expand their capacity to govern, influence public policy and resolve complex problems for the common good of invasive plant management and education are welcome and desired.

*These standards and other portions of this document come from a Civic Governance Policy Document, produced by Civic Organizing, Inc., 2013

Lower Chippewa Invasives Partnership 2016 Goals

Short term (2016)

1. Continue to develop Civic Governance approach found in LCIP Governing Document. (Chris G.) **ACC**.
 - A. Report monthly via feedback loop among steering committee members.
 - B. Work towards common goals of growing membership with active participants.
 - C. Bring in key stakeholders that contribute to monthly meetings.
 - D. Develop objectives for the steering committee through this process.
2. Maintain working version, events/projects document. (Chris G.) **Accomplished (ACC)**
3. Expand outreach materials, write media articles and news alerts, develop newsletters for LCIP partners and local agencies, update website and Facebook page. (Kathy) **Accomplished**
 - A. Share our and other CISMA, IPAW and DNR staff developed and written resources with partnership.
 - B. Engage local volunteer with writing and graphic arts skills. **Work in progress**
 - C. Mentor a UW Stout student for LCIP communications and outreach. **Tim Jackson**
4. Raise funds to support purchase of herbicides, handouts, and professional labor. (Steering Com.) **Work in progress**.
 - A. Research grant opportunities and maintain a working list of grant opportunities.
 - B. Approach donors where stakeholders may have resources to help fund projects.
5. Continue and expand education and control outreach opportunities with landowners, MS, HS, college students and conservation/environmental organizations. (Steering Committee) **Accomplished**
 - A. Develop materials that can be given to citizens about invasives, our group and other resources.
 - B. Engage Quid Pro Quo landowners to promote collaboration. **Work in progress**
6. Maintain working relationship and information sharing with Chippewa, Dunn and Pepin County Highway Departments. (Chase C. & Chris G.) **Accomplished**
 - A. Develop working relationship with Eau Claire and Pierce County Highway Departments. **Work in progress**
7. Develop and utilize a tool that can efficiently track LCIP control project results. (Kathy & Chase) **ACC**.
8. Engage one organization or company to develop an Adopt a Spot project. (All) **Work in progress**

Long term (2016-2020)

1. Develop an Early Detection Volunteer network. () **Work in progress**
 - A. Work with WDNR, US Fish and Wildlife Service, IPAW.
2. Hold an annual meeting/partnership update/fundraiser event. (Steering Committee) **Accomplished**
3. Host a landowner, chemical seminar that includes how-to spray, sources of chemicals, timing and professional resources. (Lee S., Martin V.) **Work in progress**

4. Host an intern every year. (John S. & Chris G.) **Accomplished**
5. Expand members in Chippewa, Eau Claire, Pepin and Pierce Counties. (All) **Work in progress**
 - A. Engage the community including churches, non-profit orgs and landowners through Civic Governance approach. **Work in progress**
6. Develop committee structure for projects with a goal to streamline steering committee meetings. **ACC.**