

5. Project Narrative and Work Plan:

5.1. Project Rationale:

In 2011, Keweenaw Invasive Species Management Area (KISMA) developed a Memorandum of Understanding (MOU) with 22 partners to further the efforts to control invasive species in Baraga, Houghton, and Keweenaw Counties (Figure 1). High turnover of the coordinator position (three times in the five years since KISMA's formation) has weakened KISMA's engagement with its partners, leading to missed opportunities for funding and poorly supported collaborative efforts to control invasive species in the Keweenaw. For instance, KISMA is the only CISMA in Michigan that did not receive MISGP funding during the last two grant cycles, having no coordinator to write the grant proposal. With this proposal, we seek support to reconnect the KISMA partners and build capacity through a comprehensive strategic planning process, by coordinating strategic control efforts of priority invasive species, and by organizing new efforts for early detection of watch list species and control of new and spreading invasive species across land ownership boundaries and ecosystems.

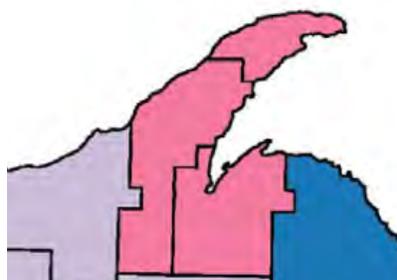


Figure 1. Map of Baraga, Houghton, and Keweenaw counties in the Upper Peninsula of MI (in pink), covering a total area of 2,447 square miles.

KISMA covers some of the lowest population density areas in the state of Michigan, averaging about 17 people per square mile across the three counties (Michigan 2010 census), creating an abundance of open land to monitor for invasive species. Furthermore, because land use history has involved high levels of human disturbance from mining, mining waste deposition and forest clearing, and current land use involves land disturbance from recreation, forest harvesting, and development, there are many vectors of and pathways for the spread of invasive species. To effectively prevent further invasions, to provide for early detection and rapid response new invasions, and to control existing populations, KISMA needs to involve private land owners, initiate invasive species control with their assistance, and provide them with the knowledge and tools to monitor for and treat invasive species on their own. The non-incorporated private

landowners are the “eyes” for the land between our current partners’ holdings. Without being able to provide a program to educate and assist these landowners with invasive species issues, the battle against the spread of invasive species from within KISMA, let alone crossing the borders into KISMA, will be untenable.

5.2. Project Objectives:

The five objectives of this proposal support our **overarching goals of increasing KISMA responsiveness to the various challenges of invasive species, efficacy of invasive species management, and community collaboration in the longer term**. The proposed objectives align with the MISGP overall and Focus Area 1 goals to facilitate cooperative prevention, early detection, rapid response, and control of terrestrial and aquatic invasive species across jurisdictional lines. Specifically, our objectives are to:

- Objective 1. Build KISMA Capacity: Engage KISMA partners through the process of developing a strategic plan that will guide and prioritize collaborative control of aquatic and terrestrial invasive species over the long-term;
- Objective 2. Control of priority and locally significant invasive species: Coordinate and support on-going efforts by partners to control priority invasive terrestrial and aquatic species (Table 1);
- Objective 3. Prevention and Early Detection: Coordinate with and support regional programs and partner efforts for the prevention and detection of priority and watch list species;
- Objective 4. Community Outreach and Rapid Response: Invite public participation to provide input and feedback on draft Strategic Management Plan. Create a KISMA weed team that is available through the growing season to support partners but also to travel to private property to educate owners with hands-on training on how to manage their invasive species issues and restore with native vegetation; and

Objective 5. Education: Increase public participation of invasive species mapping and control through highly visible education events across Baraga, Houghton, and Keweenaw counties.

5.3. Project Methods:

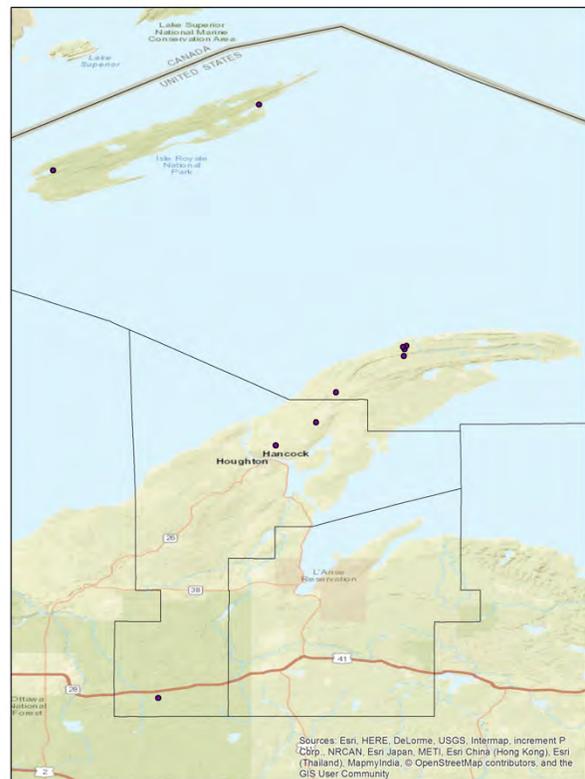
Objective (OB) 1: Build KISMA Capacity

KISMA will convene steering committee meetings every two months to develop a Strategic Management Plan. The planning process will engage KISMA’s partners and allow for guidance of long-term invasive species management, partnership development, and public outreach and education. The Strategic Management Plan will define roles within KISMA; identify and address partners’ needs and emerging issues/threats to ecosystems and resources; create action plans with timelines to address identified priorities; identify sources of funding and other support; and allow us to plan for funding for coordination, research, and restoration in conjunction with invasive species control. The public will be invited to provide input during the planning process and comment on the draft Strategic Management Plan at two – three community forums convened for this purpose.

OB 2 and 3: Support partners’ control, prevention, and early detection efforts

KISMA’s partnership includes public and private land managers, tribal land managers, and non-profit land stewards, covering a range of ecosystems (i.e., aquatic, wetland, and upland). KISMA’s partners also have a diversity of goals and objectives for invasive species management including ecological, cultural, aesthetic, and feasibility assessment and prioritization. As a result, KISMA’s invasive species concerns include several that are on the MISGP priority species list as well as the Michigan watch list, but they also include species that are of local concern to individual partner’s management goals and objectives (Table 1). For example, wild parsnip (*Pastinaca sativa*) may be expanding in the Keweenaw, but is not on the priority list for the DNR (Figure 2). KISMA will work with these partners to create and disseminate educational materials about target species, coordinate workdays and resources, and work to standardize methodologies for treatment and treatment tracking of invasive species. KISMA will provide one training session per year on mapping, reporting to MISIN, and treatment tracking to create a unified map of invasive species for the greater Keweenaw region in line with the other four Upper Peninsula CISMAs. Treatment tracking will allow assessment of treatment efficacy and modification of treatments, if need be.

KISMA will also support partner involvement with educational programs such as “Eyes on the Forest” (Michigan State University) and the state of Michigan’s “Clean Boats, Clean Waters (CBCW)” by providing citizen volunteers and educational materials at educational events as well as press releases related to targeted events. KISMA has provided a letter of support to the CBCW program for this same grant cycle of the MISGP, pledging to attend and encourage partners to attend an aquatic invasive species (AIS) training as well as promote CBCW in education/outreach materials.



Date: 8/22/2016

MISIN Midwest Invasive Species Information Network

Figure 2. MISIN observations of wild parsnip in the Keweenaw and on Isle Royale as of 8/22/16.

Table 1: Current partners' invasive species control, early detection activities. Species in bold are on the 2016 MISGP priority species list or the Michigan watch list.			
KISMA Partner	Chemical Control Species (area if known)	Manual Control Species (area if known)	Early detection/monitoring
Gratiot Lake Conservancy (B. Hay)		European swamp thistle, spotted knapweed (<i>Centaurea biebersteinii</i>) (1 ac)	
Houghton Keweenaw Conservation District (G. Nicholas)		spotted knapweed, cat's ear (<i>Hypochaeris radicata</i>)	
Isle Royale National Park (M. Romanski)	curly dock (<i>Rumex crispus</i>), bladder campion (<i>Silene vulgaris</i>), bull thistle (<i>Cirsium vulgare</i>), burdock (<i>Arctium minus</i>), cattail (<i>Typha</i> sp.), Canada thistle (<i>Cirsium arvense</i>), common Mullein (<i>Verbascum thapsis</i>), common Tansy (<i>Tanacetum vulgare</i>), creeping bellflower (<i>Campanula rapunculoides</i>), garlic mustard (<i>Alliaria petiolata</i>), mountain bluet (<i>Centaurea montana</i>), spotted knapweed, yellow rocket (<i>Barbarea vulgaris</i>)		
Keweenaw Bay Indian Community (E. Ravindran, D. Hadden, K. Anderson)	Japanese barberry (133 ac site), European swamp thistle, and winged pigweed (~ 30 ac),	spotted knapweed (35 ac of coastal areas), purple loosestrife (with some biological across 1599 ac of wetland)	Eurasian watermilfoil (<i>Myriophyllum spicatum</i>) , giant knotweed (<i>Fallopia sachalinensis</i>) , non-native phragmites (<i>Phragmites australis</i>) , buckthorn, leafy spurge, exotic honeysuckle,
Keweenaw Land Trust (E. McDonald)	glossy buckthorn – estimated (1 ac), Japanese knotweed (<i>Fallopia japonica</i>) , reed canary grass- estimated (1 ac)	spotted knapweed – estimated 1 ac	Glossy buckthorn, reed canary grass
Keweenaw National Historical Park (S. DeLong)	lilac, black locust, Norway maple, poison hemlock, rose, and tansy (10 ac)	garlic mustard (<i>Alliaria petiolata</i>)	
Michigan DNR: Craigs Lake State Park (D. Barry)		St. Johnswort, spotted knapweed, white sweet clover, burdock, red clover, mullein, and European swamp thistle.	
MSU extension (M. Shira)			Asian longhorned beetle (<i>Anoplophora glabripennis</i>) , balsam woolly adelgid (<i>Adelges piceae</i>) , hemlock woolly adelgid (<i>Adelges tsugae</i>) , thousand cankers disease (<i>Geosmithia morbida</i>) with Eyes on the Forest program
Michigan Tech (Q. Higgins Arney, C. Huckins, A. Marcarelli, R. Chimner)	Eurasian watermilfoil , reed canary grass, thistle	giant knotweed (~0.5 ac) and reed canary grass	
Upper Peninsula Resource Conservation and Development Council (D. Rutkowski)		garlic mustard 5 (ac) , wild parsnip 2.3 (ac), giant knotweed 0.25 ac , non-native phragmites 0.1 ac , spotted knapweed 1 ac, and European swamp thistle (1 ac)	Non-native phragmites
USDA, Forest Service: Ottawa National Forest (I. Shackelford)	purple moor grass (<i>Molinia</i>), garlic mustard , wild chervil, crown, Japanese barberry, leafy spurge, giant knotweed , and glossy buckthorn		
Weyerhaeuser (formerly Plum Creek)	European swamp thistle		

OB 2-4: IS Control and Community Outreach

The KISMA Coordinator will hire and train an invasive species removal and revegetation team of 3-4 people during the growing season for all three years. Training will include invasive species reporting using standardized reporting sheets shared by CUPCWMA and mapping, using MISIN and MISIN treatment databases. MISIN training events will be advertised and open to partners and private citizens. Increased participation by all stakeholders will allow better surveying coverage for invasive species in the Keweenaw and will allow better prioritization of surveying, if areas of known invasive species are mapped. Currently there is a lot of territory around known invasive patches of priority species that needs to be surveyed (Figure 3).

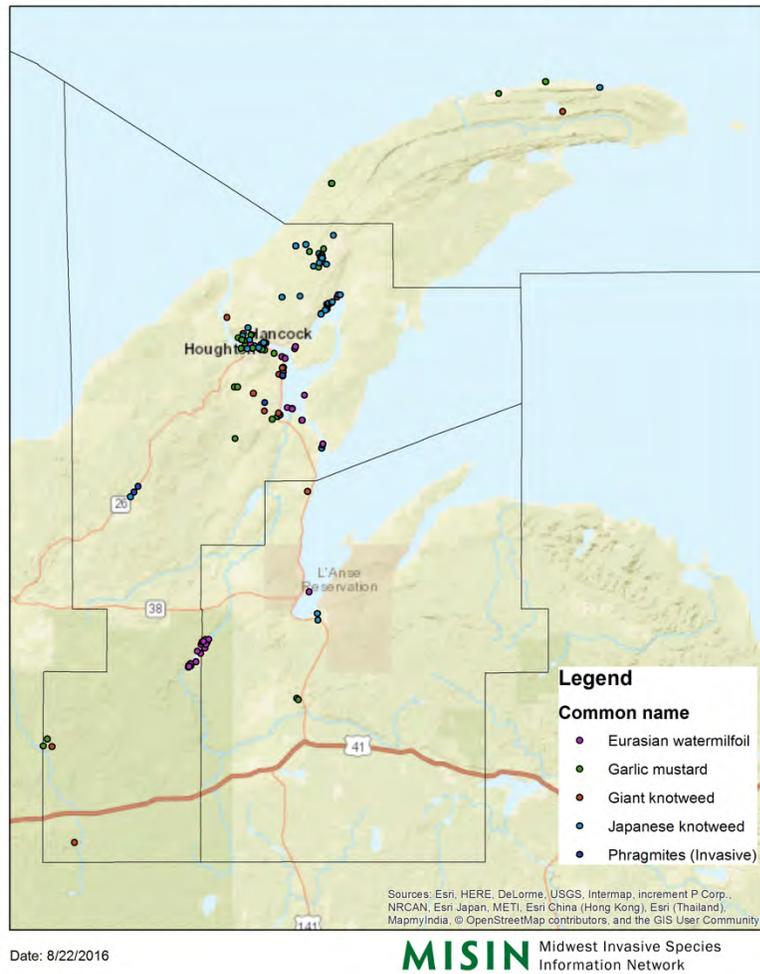


Figure 3. MISIN observations of DNR priority listed TIS that have been found to occur in KISMA as of August 22, 2016.

which is the entire KISMA, the lands between the partners can be pathways for invasive species spread. This group should not be ignored.

OB 1-5: Half-time funding for Sigrid Resh as the KISMA coordinator and a part-time administrative assistant

The KISMA Coordinator (20 hr/wk) will pursue KISMA funding, communicate with steering committee and partners, and coordinate management actions across partner boundaries. Additionally, the KISMA coordinator will lead the Strategic Management Plan creation, organize and lead outreach and education events throughout KISMA, and attend education training events (such as Clean Boats, Clean

Students in the applied ecology program at Michigan Technological University would provide a pool of educated and motivated students for this hands-on work. This KISMA weed team would be available for partner control efforts and, most importantly, for private landowner control efforts. The team would provide education of treatment options for the invasive species of concern, provide hands-on training removal, and, where appropriate and cost effective, native seed or plant stock to restore the area.

Private landowners tend to be a disparate group of people regarding invasive species. They do not know about invasive species (see Objective 5 for resolution of this problem), know about invasive species but are overwhelmed, do not have the control knowledge or capability to treat, or do not care. The KISMA weed team would be used to help in the cases where landowners know they have an invasive species problem but need motivation and assistance to control it. Objective 5 below will help move the private citizens from the “do not know” to the “know but need help” group. In an area of low population density,

Waters (CBCW) program events and conferences (MISC and UMISC) related to aquatic and terrestrial invasive species.

The KISMA Administrative Assistant will work in a part-time capacity (15hr/wk) to garner match documentation from partners, ensure that reporting documentation is successfully completed, and assist with educational event advertisements and scheduling.

OB 4 and 5: Community Outreach and Education

The goals of KISMA will be better achieved by citizen involvement through well-advertised education events involving specific species at popular venues and with interest groups such as public libraries, the Carnegie Museum in Houghton, Rotary Clubs, gardening clubs, the Houghton Beautification Committee, and schools. KISMA has been involved and will continue to be involved with K-12 education pertaining to invasive species. Specifically, KISMA will continue to partner with Sarah Geborkoff, Houghton Middle School science teacher, and will lead two field trips (fall and spring) involving invasive species pulling and native species planting.

KISMA will also continue to partner with Joan Chadde, School Team Mentor & Teacher Professional Learning Coordinator, Lake Superior Stewardship Initiative (LSSI) to conduct a teacher workshop on invasive species. For this proposal, LSSI will provide outreach and education regarding risks and implications of invasive species in the Great Lakes. LSSI will provide teacher professional development and stewardship expertise for K-12 teachers, and will facilitate local stewardship projects and education of students working closely with KISMA. LSSI will conduct one 1-day workshop that western UP teachers from Houghton and Baraga counties will attend to learn the science and ecological implications of native and invasive aquatic species, gain direct experience through stewardship field trips, and prepare them to develop educational materials for use in their classrooms. Michigan Tech Center for Science and Environmental Outreach, working collaboratively with the Western U.P. Center for Science, Math & Environmental Education, which administratively sponsors the Lake Superior Stewardship Initiative (the 'Center'), has extensive experience and infrastructure to develop and conduct this outreach. In our experience, teachers use the workshops as starting points from which they develop long-lasting curricular activities and modules that they utilize for many years to come. Teachers reach an average of 50-100 students per year, over a 20-30 year career. Engaging students has been shown to be an effective way to reach parents and the broader community beyond the classroom. Students are an excellent resource in the community and they will be empowered by contributing to stewardship in their local environment.

All documentation and reporting will be performed in accordance with the MISGP grant handbook during April 2017 – April 2020. Permits, should they be required, will be the responsibility of individual KISMA partners.

5.4. Project Relevance:

At the federal level, the National Invasive Species Council (NISC) emphasizes 1) Prevention, 2) Early Detection and Rapid Response, 3) Control and Management, 4) Restoration, and 5) Organizational Collaboration (OC) in its 2008 – 2012 National Invasive Species Management Plan (NISC 2008). These same themes are reiterated at the state level in both the draft terrestrial and the aquatic invasive species (TIS and AIS) management plans for the state of Michigan (Terrestrial Invasive Species Core Team 2016; DEQ 2013). The objectives of our proposal align with these state (see Table 2 for specific examples from the Draft TIS State Management Plan) and federal goals. In brief and consistent with the goals of Focus Area 1, the proposed reinvigoration of KISMA will create the collaborative potential to address the existing and emerging threats of invasive species. Through increased outreach and education, the project will foster community understanding, awareness, and actions of more stakeholders that will collectively help to mitigate invasive species impacts.

Table 2. Specific examples of alignment of the objectives between this proposal, the Draft: Michigan’s Terrestrial Invasive Species State Management Plan, and the products/deliverables of this proposal.		
Proposal Objective (OB)	Specific Objectives and Strategic Actions (SA) from the State Management Plan	Proposal Products/Deliverables (P/D)
OB1: Build KISMA Capacity	OB IA: Identify and prioritize ecosystems vulnerable to TIS. ;	<ul style="list-style-type: none"> • P/D 1.1: Support a half-time KISMA Coordinator (Sigrid Resh) position • P/D 1.2: Create comprehensive strategic plan that will include prioritization of invasive species (IS) management by ecosystem vulnerability and IS risk
	OB IB: Identify and prioritize current and potential high-threat TIS; SA: B.2	
	OB IIA: Minimize impacts of TIS through control activities; SA: A.1	<ul style="list-style-type: none"> • P/D 1.3: Based on strategic planning process, control activities will by prioritized within a 5-year time frame • P/D 1.4: Build partnerships and recruit partners in response efforts by adding 3-5 new KISMA partners
	OB IIB: Decrease likelihood of TIS establishing and spreading; SA:B.1., B.2., and B.3	
OB2: Control of priority and locally significant invasive species	OB IIA: Minimize impacts of TIS through control activities; SA: A.1, A.2, A.3	<ul style="list-style-type: none"> • See P/D 1.2 and 1.3 above about strategic planning • P/D 2.1: Hire KISMA weed team for 4 months/year of growing season to assist partners and private citizens with IS control activities • P/D 2.2: Annual training of KISMA weed team on use of Reporting Form for identifying, mapping, and tracking of IS to create traceable records of IS locations and treatments to allow tracking through time and ensure control activities are successful • P/D 2.3: Annual Reporting Form training open to partners to encourage use of IS Reporting Form in order to standardize collected data and track control success of partner treatments with which KISMA is not assisting • P/D 2.4: Support MISIN and the beta version of MISIN tracking
	OB IIIA: Improve surveillance, reporting and data management with a focus on pathways, risk analysis and early detection; SA: A.1, A.2, A.4	
	OB IIIC: Track implementation and assess effectiveness of TIS plan; SA: C.1	
	OB IVC: Improve the effectiveness of TIS control through education and training on control measures; SA: C.1, C.2, C.3	
OB3: Prevention and Early Detection	OB IIIA: Improve surveillance, reporting and data management with a focus on pathways, risk analysis and early detection; SA: A.1, A.2, A.4	<ul style="list-style-type: none"> • P/D 3.1: Attend AIS training provided by CBCW program when near KISMA • P/D 3.2: Promote “Eyes on the Forest” and “Clean Boats, Clean Waters” programs and other state and national efforts as appropriate to help with prevention and early detection of AIS and TIS

		<ul style="list-style-type: none"> • See P/D 1.2 above about strategic planning and prioritization including risk assessment which would include strategic entry points such as boat ramps, trail heads, campgrounds, and, for Isle Royale in particular, boat access points on and off the island
	OB IVB: Prevent the introduction and limit the spread of TIS through public outreach, staff training and information sharing; SA: B.1, B.2, B.5	<ul style="list-style-type: none"> • See P/D 2.1 above about KISMA weed team • See P/D 2.2 and 2.3 above about Report Form training for KISMA weed team and partners • See P/D 2.5 above on educational and outreach events for partners and community • P/D 3.3: KISMA weed team will provide hands-on training to partners and homeowners with on-site treatments and educational brochures • P/D 3.4: KISMA will assist DNR with annual decontamination training of DNR FRD in KISMA to help with new certification requirements of Sustainable Forestry Initiative (SFI) and Forest Stewardship Council (FSC) pertaining to TIS
OB4: Community outreach and Rapid Response	OB IIIA: Improve surveillance, reporting and data management with a focus on pathways, risk analysis and early detection; SA: A.1, A.2, A.4	<ul style="list-style-type: none"> • See P/D 1.2 above about strategic planning and prioritization including risk assessment which would include strategic entry points such as boat ramps, trail heads, campgrounds, and, for Isle Royale in particular, boat access points on and off the island • See P/D 2.5 above on educational and outreach events for partners and community
	OB IVA: Increase public awareness of TIS impacts and threats using public and private partnerships; SA: A.1	<ul style="list-style-type: none"> • See P/D 2.1 above about KISMA weed team • See P/D 2.2 and 2.3 above about Report Form training for KISMA weed team and partners • See P/D 2.5 above on educational and outreach events for partners and community • See P/D 3.4 above about KISMA providing assistance with DNR FRD staff training on IS decontamination
	OB IVB: Prevent the introduction and limit the spread of TIS through public outreach, staff training and information sharing; SA: B.1, B.2, B.3, B.4, B.5	
	OB IVC: Improve the effectiveness of TIS control through education and training on control measures; SA: C.1, C.2	
OB5: Public Involvement	OB IIIA: Improve surveillance, reporting and data management with a focus on pathways, risk analysis and early detection; SA: A.1, A.2, A.4	<ul style="list-style-type: none"> • See P/D 1.2 above about strategic planning and prioritization including risk assessment which would include strategic entry points such as boat ramps, trail heads, campgrounds, and, for Isle Royale in particular, boat access points on and off the island • See P/D 2.5 above on educational and outreach events for partners and community
	OB IVA: Increase public awareness of TIS impacts and threats using public and private partnerships; SA: A.1, A.2, A.3	<ul style="list-style-type: none"> • See P/D 2.1 above about KISMA weed team • See P/D 2.2 and 2.3 above about Report Form training for KISMA weed team and partners • See P/D 2.5 above on educational and outreach events for partners and community • See P/D 3.2 above about partnering with CBCW to promote AIS education and public awareness of boat decontamination • See P/D 3.4 above about KISMA providing assistance with DNR FRD staff training on IS decontamination
	OB IVB: Prevent the introduction and limit the spread of TIS (and AIS) through public outreach, staff training and information sharing; SA: B1, B2, B.3, B.4, B.5	
	OB IVC: Improve the effectiveness of TIS control through education and training on control measures; SA: C.1, C.2	

5.5. Products/Deliverables:

The following will be completed and tracked over the duration of the project:

1. Updated commitment of all current and potential new partners to KISMA (current MOU expires in January, 2017);
2. Comprehensive Strategic Plan created, enabling a more functional and collaborative KISMA with a longer-term (5 year) planning and prioritization horizon;
3. Addition of 3 to 5 new partners or collaborators whose involvement with KISMA and whose contributions to invasive species management will help fulfill KISMA's overarching goals during the project and into the future;
4. Half-time funded KISMA Coordinator (Dr. Sigrid Resh, 20 hours/week);
5. Part-time funded KISMA Administrative Assistant (15 hours/week) to track project match and partner treatment areas, species, and control measures as well as assist the Coordinator with outreach and education materials and advertising;
6. Terrestrial and aquatic invasive species reporting sheet created or modified (1 document);
7. Create or modify brochures for priority and other important invasive species in KISMA area (at least 1 document per year);
8. At least 20 acres/year of priority invasive species found and controlled by KISMA weed team;
9. At least 10 acres/year will be monitored for early detection of priority invasive species or emerging invasive species threats by KISMA weed team;
10. At least 10 outreach visits/year (defined as hands-on invasive species control assistance with partners or private landowners) by KISMA weed team. Data collected will include: number of individuals contacted at location, location and target species, treatment type, and area treated (1 landowner x 10 outreach visits = 10 hard contacts/ year);
11. At least 4 partner/citizen education events/year on invasive species led by KISMA Coordinator. Descriptions of the KISMA's education events will include: number of meetings held, purpose and location, numbers in attendance, target species or topic (10 participants/event x 4 = 40 hard contacts/year). Events will be preceded by an educational press release in the local newspaper (100 readers x 4 press releases = 400 soft contacts/year);
12. Houghton Middle School 7th grade invasive species spring and fall pulls and fall native species planting/seeding (2 events/year x 100 students x 3 years = 600 hard contacts);
13. Assist DNR with FRD decontamination training as needed (1 event/year, 8 participants/year);
14. Attend Clean Boats, Clean Waters program AIS education workshop in KISMA area for AIS identification and prevention techniques (at least 1 event/year);
15. Attend annual MISC and biannual UMISC conferences (At least 1 conference/year);
16. Participate in DNR/CISMA quarterly phone meetings (4 per year);
17. One Lake Superior Stewardship Initiative (LSSI) led teacher workshop (1 whole-day event) on aquatic and terrestrial invasive species (10 participants); and
18. KISMA website and brochure created and display poster updated (annually).

5.6. Participating Partners and Collaborators:

Partners:

- Evan McDonald, Director, Keweenaw Land Trust, evanmcdonald@keweenawlandtrust.org.
Evan with KLT will be the fiduciary manager of KISMA. In addition, Evan will assist and with Sigrid Resh, for the organization and completion of the Strategic Management Plan.
- Joan Chadde, Director, Center for Science & Environmental Outreach, Education Program Coordinator, Western U.P. Center for Science, Math & Environmental Education, School Team Mentor & Teacher Professional Learning Coordinator, Lake Superior Stewardship Initiative, jchadde@mtu.edu
Joan will organize the 1-day LSSI invasive species workshop for teachers in 2017.

5.7. Project Work Plan: see Table 3 below

Table 3. Work planned by quarter.				
Work	January- March	April- June	July- September	October- December
2017				
MISGP quarterly reporting and reimbursement				
Strategic Plan				
Knotweed educational event				
Garlic mustard wild parsnip, Japanese barberry, buckthorn, or similar educational event or CBCW program event				
Houghton Middle School 7 th grade invasive species pull				
Assist DNR with FRD decontamination training as needed				
Hire and train weed crew on control, mapping, and reporting of invasive species				
At least 20 acres/year of priority invasive species found and controlled by KISMA weed team				
At least 10 acres/year will be monitored for early detection of priority invasive species or emerging invasive species threats by KISMA weed team				
Purple loosestrife, wild parsnip, Japanese barberry, buckthorn, or similar educational event				
LSSI teacher training workshop on aquatic and terrestrial invasive species				
Attend annual MISC conference				
KISMA website and brochure created and display poster updated				
Create or modify brochures for priority and other important invasive species in KISMA area				
Participate in DNR/CISMA quarterly phone meetings				
2018				
MISGP quarterly reporting and reimbursement				
Strategic Plan draft completed by end of year				
Knotweed educational event				
Garlic mustard wild parsnip, Japanese barberry, buckthorn, or similar educational event or CBCW program event				
Houghton Middle School 7 th grade invasive species pull				
Assist DNR with FRD decontamination training as needed				
Hire and train weed crew on control, mapping, and reporting of invasive species				
At least 20 acres/year of priority invasive species found and controlled by KISMA weed team				
At least 10 acres/year will be monitored for early detection of priority invasive species or emerging invasive species threats by KISMA weed team				
Purple loosestrife, wild parsnip, Japanese barberry, buckthorn, or similar educational event				
Attend annual MISC and biannual UMISC conferences				
KISMA website, brochure, and display poster updated				
Create or modify brochures for priority and other important invasive species in KISMA area				
Participate in DNR/CISMA quarterly phone meetings				
2019				
MISGP quarterly reporting and reimbursement				
Strategic Plan draft editing				
Knotweed educational event				
Garlic mustard wild parsnip, Japanese barberry, buckthorn, or similar educational event or CBCW program event				
Houghton Middle School 7 th grade invasive species pull				

Table 3. Work planned by quarter.				
Work	January- March	April- June	July- September	October- December
Assist DNR with FRD decontamination training as needed				
Hire and train weed crew on control, mapping, and reporting of invasive species				
At least 20 acres/year of priority invasive species found and controlled by KISMA weed team				
At least 10 acres/year will be monitored for early detection of priority invasive species or emerging invasive species threats by KISMA weed team				
Purple loosestrife, wild parsnip, Japanese barberry, buckthorn, or similar educational event				
Attend annual MISC conference				
KISMA website, brochure, and display poster updated				
Create or modify brochures for priority and other important invasive species in KISMA area				
Participate in DNR/CISMA quarterly phone meetings				
2020				
MISGP final reporting and reimbursement				
Strategic Plan finalized				