



Chippewa Luce Mackinac Conservation District

Conservation Needs Assessment

2022-2026

Conservation District History

In 1935 the Dust Bowl, one of the nation's greatest ecological disasters of all time, prompted Congress to unanimously pass legislation declaring soil and water conservation a national policy and priority thus the Soil Conservation Act was created. The Soil Conservation Act created the Soil Conservation Service (originally the Soil Erosion Service) which is now called the Natural Resources Conservation Service. The Act charged the Soil Conservation Service to deliver assistance to farmers, ranchers, and other private landowners to prevent their land from eroding away. Because such a large percentage of the continental United States was privately owned, the Soil Conservation Service realized that only voluntary landowner participation would guarantee success of the federal government's conservation priority. It was then recognized that local involvement and support was missing from the entire process, so in 1937, President Roosevelt wrote the governors of all the states recommending legislation that would allow local landowners to form Conservation Districts. He urged states to pass laws based on a national model, stating that "to supplement the Federal programs, and safeguard their results, state legislation is needed" to form local conservation Districts that decide the local conservation priorities based on the landowners needs that live there. In 1937 Michigan passed the Michigan Soil Conservation District law (Act 297) of 1937. From there, referendums were passed by popular vote to create each Conservation District and the Chippewa Conservation District was established in May of 1949, then in 1952 the eastern Mackinac County townships were added to form the Chippewa/East Mackinac Conservation District. The Luce/West Mackinac Conservation District was established in June of 1954. On July 10th, 2012, the Chippewa/East Mackinac Conservation District and the Luce/West Mackinac Conservation District were merged to form the current Chippewa Luce Mackinac Conservation District after it was decided that the Luce/West Mackinac District could no longer support their District independently. Today, the Chippewa Luce Mackinac Conservation District is a unique local unit of State government that utilizes local, state, Federal, and private sector resources to solve today's conservation problems. The Chippewa Luce Mackinac Conservation District provides technical assistance for all natural resource related concerns and opportunities when able.

The Chippewa Luce Mackinac Conservation District covers most of the Eastern Upper Peninsula of Michigan which now includes all of Chippewa, Luce, and Mackinac counties, with a total land area of about 3,478 square miles or 2,225,920 acres making the Chippewa Luce Mackinac Conservation District the largest Conservation District by land area in Michigan. CLMCD covers



34 townships throughout all three counties and is home to nearly 53,000 residents. The Conservation District is uniquely surrounded by three of the five Great Lakes (Superior, Huron, Michigan and the St, Mary’s River) which represents roughly 300 miles of Great Lakes Shoreline within the Conservation District’s boundaries.

Purpose

The purpose the Conservation Needs Assessment is to determine what the current natural resources issues are throughout Chippewa, Luce, and Mackinac County and how the Conservation District is going to address those concerns. This is driven through stakeholder and partner involvement using a District wide survey. The Conservation Needs Assessment is completed every 5 years. The information CLMCD receives back from the survey drives CLMCD’s direction for the next 5 years and is prioritized by the CLMCD Board of Directors.

CLMCD Organization

The Chippewa Luce Mackinac Conservation District was created as an entity of state government and is lead by a locally elected five-member Board of Directors that makes all decisions regarding the district’s programs and activities. The Board of Directors hire qualified staff to conduct and carry out the programs and activities approved by them. District programs and activities provide technical assistance, education, outreach, and awareness to assist landowners in the District and provide the needed tools to properly manage their lands natural resources.



Chippewa Luce Mackinac Conservation District Organizational Chart

Michigan Department of Agriculture and Rural Development
Environmental Stewardship Division
Michigan Soil Conservation District law (Act 297) of 1937 and amended in Part 93 of Act 451 of 1944



Board of Directors
5 Voting Members
2 Associate Members (non-voting)



Executive Director



All District Activities, Technical Staff, and Programs

CLMCD Mission

The mission of the Chippewa Luce Mackinac Conservation District is to assist with land use and management through education, community projects, and services.

CLMCD Vision

The Chippewa Luce Mackinac Conservation District strives to be recognized as a conservation leader and partner for all landowners/natural resources organizations in Chippewa, Luce, and Mackinac County. It is the Conservation Districts vision to be actively involved in all conservation matters and meet the demands of all natural resource management needs.

Methods and Results 2022-2026 Assessment

The 2022-2026 Conservation Needs Assessment Survey was distributed via online survey to over 2400 landowners/partners as well as printed copies provided to those that requested between November 2021 & June 2022. The survey generated 56 responses representing all three counties covered by CLMCD. Survey results were compiled using Google Forms and downloaded into Microsoft Excel to generate averages and to organize Responses and data to readable formats.

Results

Highlighted Demographic Information

- Average Years of Residence in District: 25.4



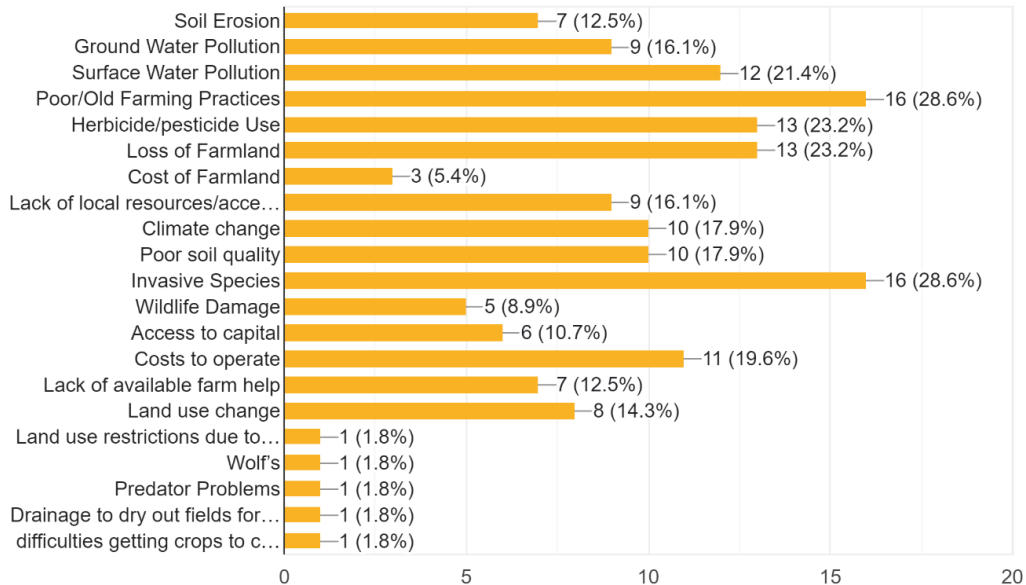
- Top Five land uses identified
 - Main residence 58.9%
 - Wildlife Habitat 55.4%
 - Hunting 51.8%
 - Farming 41.1%
 - Forestry 37.5%
- Responses Per County
 - Chippewa – 37
 - Luce – 3
 - Mackinac – 9
 - Out of District – 2 (*Own land but do not live in District*)
 - No Response – 5

Resource Issues

Agriculture

Agriculture: In terms of our Agriculture, what do you consider the greatest resource concerns with our local Agriculture? Remember this is for Chippewa, Luce, and Mackinac Counties

56 responses



Top 3 Agriculture Concerns:

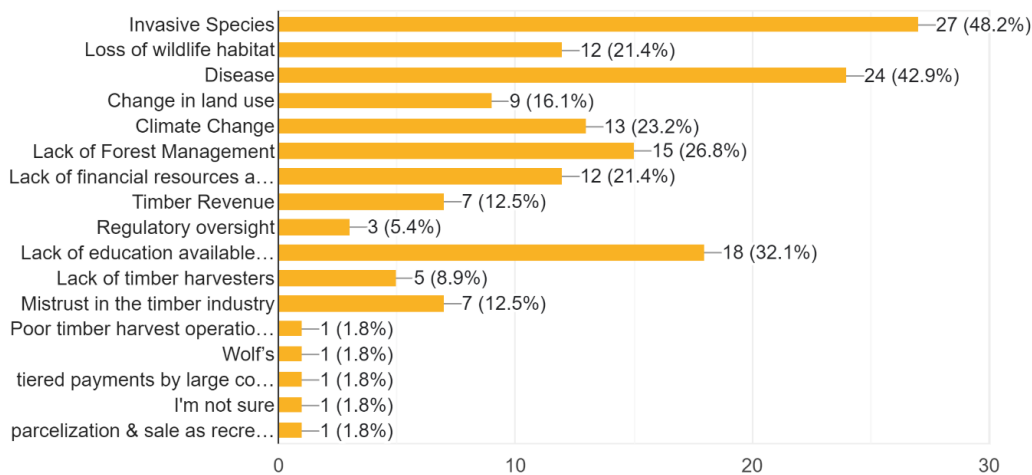
1. Poor/Old Farming Practices
2. Invasive Species
3. Herbicide/Pesticide Use and Loss of Farmland

Selected Comments: “Education and Outreach,” “Soil Health Programing,” “Organic invasive species control methods,” “More education programs” “Find grants that help with farmland purchasing,” “Information on how to improve clay soils and soil health,” “Climate change programing for farmers,” “EDUCATE”

Resource Issues

Forestry

Forestry: In terms of our Forestry, what do you consider the greatest resource concerns with our local Forest Resources? Remember this is for Chippewa, Luce, and Mackinac Counties
56 responses



Top 3 Forestry Concerns:

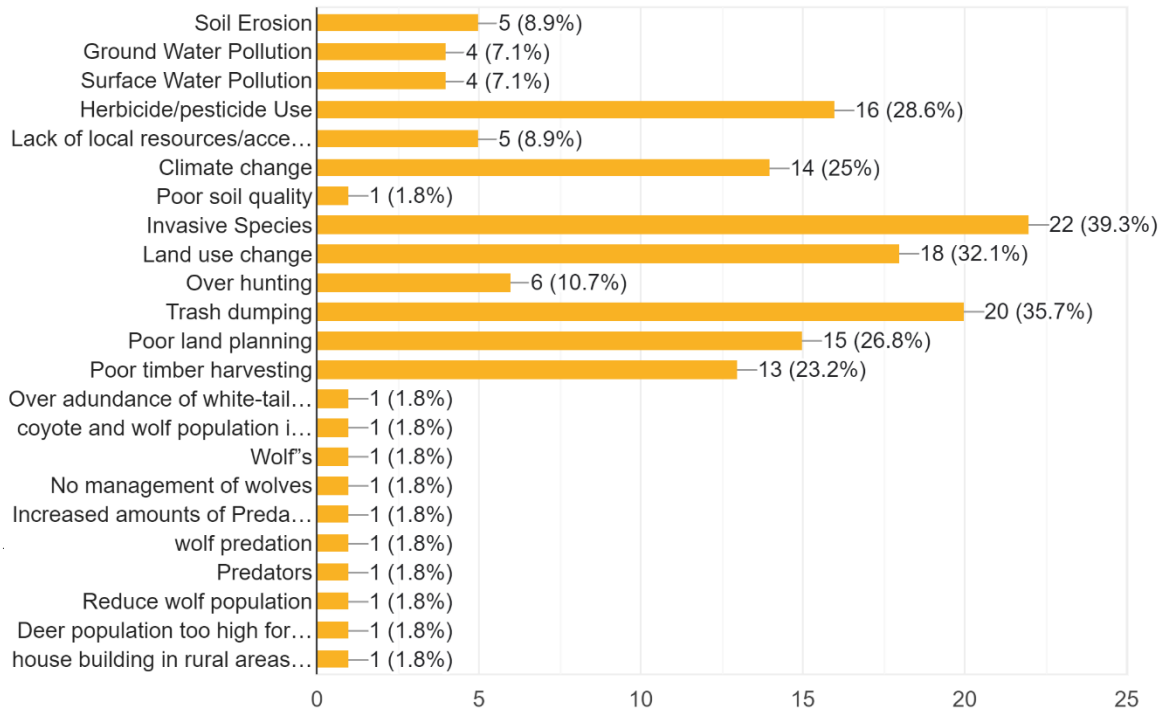
1. Invasive Species
2. Forest/Tree Disease
3. Lack of Education on Forest Management

Selected Comments: “Host education and outreach events and celebrate successes,”
 “Provide outreach of what people can do to help their land,” “Educate, Educate, Educate,”
 “provide landowners with the costs of harvest,” “Share best management practices,”
 “Promote wildlife habitat”

Resource Issues

Habitat

Habitat: In terms of our general wildlife habitat, what do you consider the greatest resource concerns with our local wildlife? Remember this is for Chippewa, Luce, and Mackinac Counties
 56 responses



Top 3 Habitat Concerns:

4. Invasive Species
5. Trash Dumping
6. Land use Changes

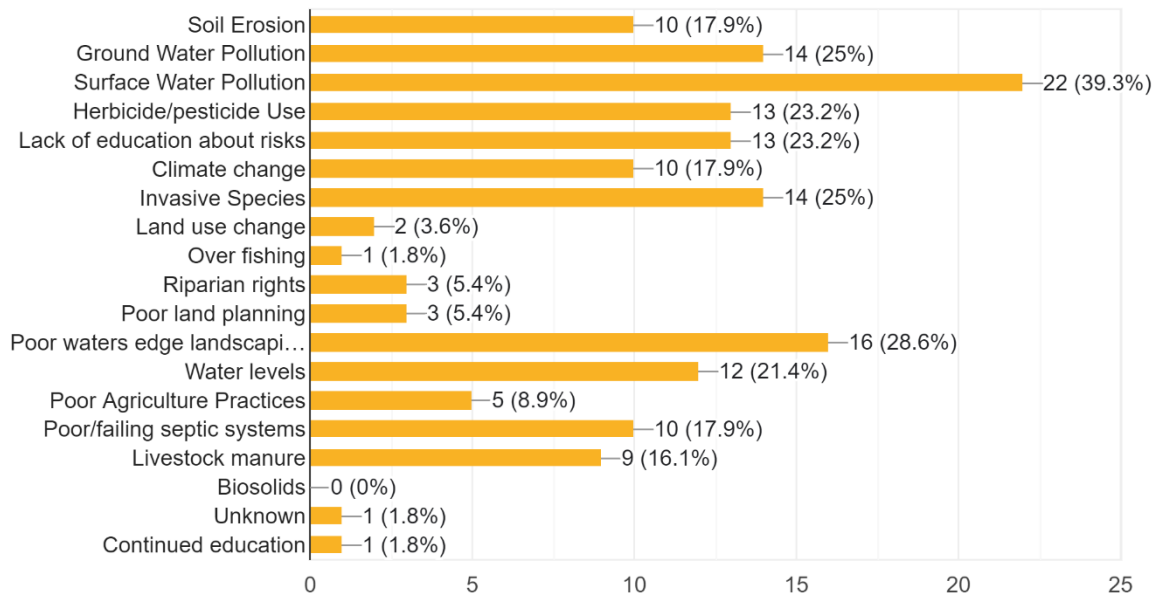
Selected Comments: “Provide education and programs,” “More outreach,” “educate on shoreline erosion protection,” “Boat wash stations and native plant education,” “partner with hunting/sportsman’s groups more,” “EDUCATE,” “Provide wildlife management programs,” “responsible ORV/Jeep use education,” “Invasive species control”

Resource Issues

Water Resources

Water Resources: In terms of our water resources, what do you consider the greatest resource concerns with our water resources? Remember this is for Chippewa, Luce, and Mackinac Counties

56 responses



Top 3 Water Resource Concerns:

1. Surface Water Pollution
2. Poor Waters Edge Landscaping Practices
3. Ground Water Pollution and Invasive Species

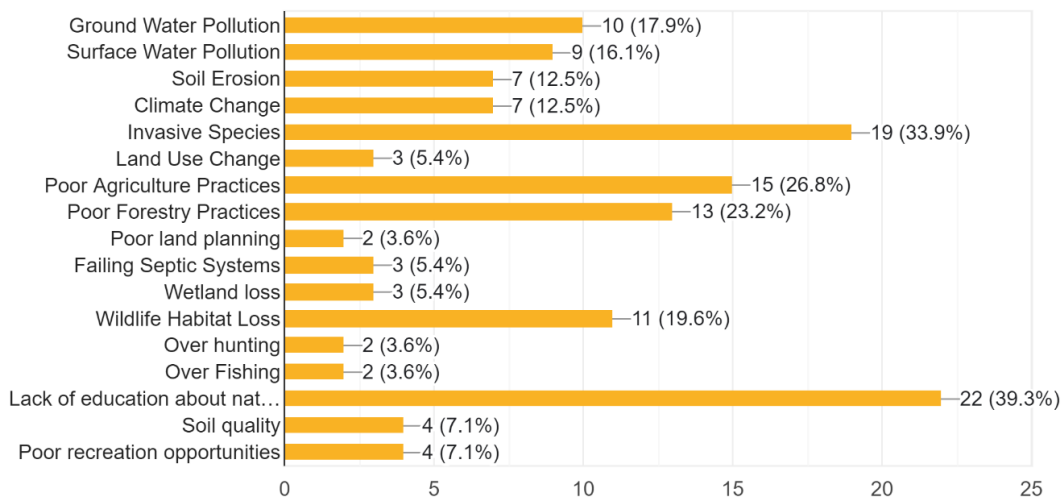
Selected Comments: “Educate,” “Provide more outreach,” “Provide shoreline habitat solutions,” “Install riparian buffers,” “provide water quality testing,” “identify septic issues for landowners,” “reduce farm runoff,” continue to educate on issues,” “plant more native species and trees”

Resource Issue Summary

Greatest Resource Concern Priority Ranking

Within the program areas above what is the greatest resource concern in your opinion CLMCD should prioritize its efforts on over the next 5 years?

56 responses



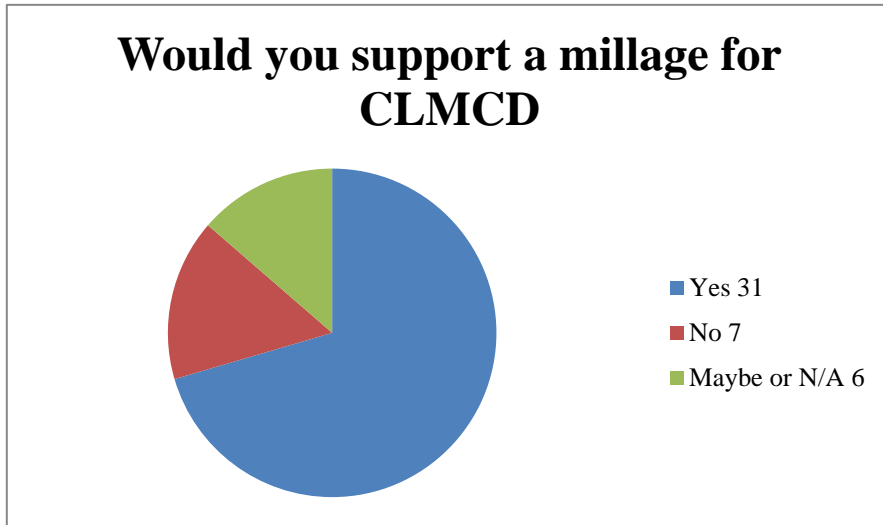
Top 3 Greatest Resource Concerns:

1. Lack of Education about Natural resources
2. Invasive Species
3. Poor Agricultural Practices



Additional Results

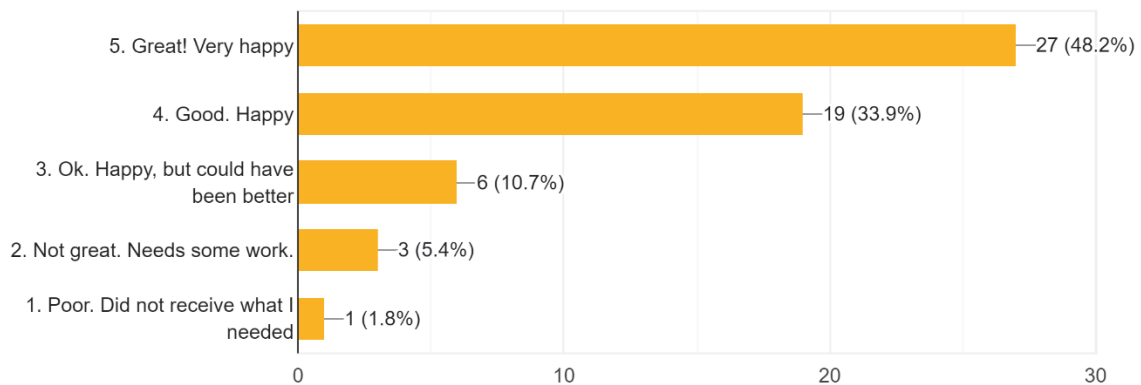
Millage Support: “To meet our goals and better serve our community with high quality conservation and natural resources education, programs, and projects CLMCD is looking to gather your feedback about a potential millage request and whether or not you would be supportive of a millage (levy of local taxes) for funding (Approximately \$7.00 for every \$100,000 of assessed value). Again, this is only a request for feedback. No plans for a request are in the works at this time.”



Customer Service Rating

When working with CLMCD how would you rate our customer service?

56 responses



Resource Concern Priority #1: Lack of Education about Natural Resources

- **Conservation Program Area #1: Agriculture Programing**
 - **Goal 1A:** Increase the number of educational events provided to farmers about agriculture practices and best management practices (BMP) based on the newest information and technology
 - **Objective 1a:** Continue to host the Michigan Agriculture Environmental Assurance Program (MAEAP) grant and hire a trained and knowledgeable technician to provide BMP expertise and programing to farmers.
 - **Objective 1b:** Work to secure funding for a fulltime education and outreach technician that can host and partner with area experts to provide new agriculture education programing
 - **Objective 1c:** Continue to work with the Natural Resources Conservation Service (NRCS) to educate and promote area landowners about conservation and farm bill programs offered through NRCS.
 - **Objective 1d:** Work and assist to educate farmers on invasive species management in agriculture fields such as wild parsnip and leafy spurge.
 - **Objective 1e:** Work with the MAEAP program as well as partners to educate on the safe use of fertilizers and pesticides in accordance with BMP's and Michigan Generally Accepted Agriculture Management Practices (GAAMPs)
- **Conservation Program Area #2: Education and Outreach**
 - **Goal 2A:** Increase the number of educational programs and outreach opportunities offered by the district
 - **Objective 2a:** Explore and find funding opportunities to hire and retain a full-time education and outreach technician.
 - **Objective 2b:** Work with current staff to schedule and host education and outreach opportunities that meet program and District goals/objectives.
 - **Objective 3b:** Work with partner agencies to co-host and promote additional education and outreach opportunities within the District.
 - **Objective 4b:** Seek out and utilize new organizations and partnerships to host, co-host, or partner with on educational programming.
- **Conservation Program Area #3: Water Resources Programs**
 - **Goal 3A:** Continue to host watersheds related work/grants and continue to educate the public about surface/ground water pollution.
 - **Objective 3a:** Have watersheds technician utilize grant dollars to educate the public about risks to surface water through non-point source pollution. New grant applications should always include an education and outreach component.
 - **Objective 3b:** Seek out partnerships and grant opportunities that assist with educating shoreline landowners about natural shoreline protection and negative effects of shoreline hardening.
 - **Objective 3c:** Continue to work with the Three Shores CISMA to educate landowners about the use of native plants for shoreline restoration and planting work.



- **Objective 3d:** Continue to expand opportunities to work with sportsman’s clubs, and watershed organizations to provide education on groundwater pollution and non-point source pollution.
 - **Conservation Program Area #4: Forestry Programming**
 - **Goal 4A:** Utilize the CLMCD Forestry Assistance Program Forester and local forest industry partners to continue to educate the public about forestry and forest management.
 - **Objective 3a:** Continue to work with the Michigan Department of Natural Resources and Three Shores CISMA to provide annual or semi-annual update of forest invasives to the general public.
 - **Objective 3b:** Utilize local partners to and local knowledgeable people to provide an increased number of educational events about forest management.
 - **Objective 3c:** Work with industry professionals and loggers to provide education and outreach on the Qualified Forest Program, Forest Stewardship Program, and American Tree Farm.
 - **Objective 3d:** Provide increased educational events to local landowners about the importance of forest management on water quality and natural resources protection and health.
 - **Conservation Program Area #5: Invasive Species Programming**
 - **Goal 5A:** Provide outreach and educational materials about common invasives and how to control invasives in all ways including organically.
 - **Objective 5a:** Continue to work with partners and the Three Shores CISMA to educate and provide outreach to the general public on general invasive species management
 - **Objective 5b:** Work with the Three Shores CISMA to plan for and find funding to host a permanent full time invasive species education and outreach technician
 - **Objective 5c:** Work with partners to advertise and promote invasive species education and outreach opportunities hosted in the area.
 - **Objective 5d:** Complete a mailing to the major agriculture areas with a focus on Pickford and Rudyard about controlling Wild Parsnip in right of ways and hay fields. Mailing should include all control methods.
 - **Objective 5e:** Work with the Three Shores CISMA to educate right of way mowers to avoid mowing after wild parsnip goes to seed.
 - **Objective 5f:** Work with MSUE and Three Shores CISMA to Educate farmers about leafy spurge management in hay fields.
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 - **Conservation Program Area #6: Habitat Programming**
 - **Goal 6A:** Collaborate among CLMCD staff members and partners to educate the public about important, sensitive, threatened/endangered habitats within the District.



- **Objective 6a:** Seek funding opportunities that assist shoreline landowners with erosion control using natural shoreline practices using native plants. An educational component to promote future projects should be included in grant applications.
 - **Objective 6b:** Continue to offer a spring and fall tree sale along with a spring native plant sale to promote habitat creation and maintenance.
 - **Objective 6c:** Work with partners to offer native plant and pollinator habitat education to the public.
 - **Objective 6d:** Work with sportsman’s clubs and public to educate and promote habitats important to the local area including deer habitat, upland bird habitat, and fisheries habitat.
 - **Objective 6e:** Work with solar energy groups and organizations to establish pollinator habitat projects at solar fields and provide outreach on utilizing open spaces for pollinator habitat.
- **Conservation Program Area #7: Recreation Programming**
 - **Goal 7A:** Collaborate and work to provide education on responsible recreation within the District using industry best management practices and natural resources management practices
 - **Objective 7a:** Continue to work and establish a recreational outdoor education space at the CLMCD Piche Grasslands.
 - **Objective 7b:** Utilize local groups to co-host education events on outdoor recreation with notable natural resource educational components.
 - **Objective 7c:** Work with the public to educate how recreation can lead to negative affects to local habitats and landscapes if proper recreational BMPs are not used while recreating and planning.
 - **Objective 7d:** Work with local ORV/off-road organizations to provide education on recreational BMPs with emphasis on Drummond Island, Trout Lakes, St. Ignace, U.S. – 2 Dunes, and M-134 Dune’s area.

Resource Concern Priority #2: Invasive Species Management

- **Conservation Program Area #1: Agriculture Programing**
 - **Goal 1A:** Work with the Three Shores CISMA and other local partners to provide technical assistance and education on the prevention and treatment of agriculture invasive species
 - **Objective 1a:** Work with the Three Shores CISMA to publish and mail an educational postcard on the prevention and treatment of leafy spurge.
 - **Objective 1b:** Work with the Three Shores CISMA to publish and mail an educational postcard on the prevention and treatment of wild parsnip.
 - **Objective 1c:** Work with the Three Shores CISMA to provide technical assistance to farmers on the threat and treatment of common teasel.



- **Conservation Program Area #2: Education and Outreach**
 - **Goal 2A:** Increase the number of educational materials, events, and outreach opportunities involving invasive species management.
 - **Objective 2a:** Work with the Three Shores CISMA to plan, host, co-host and provide additional educational workshops and outreach opportunities for invasive species management.
 - **Objective 2b:** Work to find funding to hire and retain a full-time invasive species education and outreach technician.

- **Conservation Program Area #3: Water Resources Programs**
 - **Goal 3A:** Continue to host watersheds related work/grants that also provide technical assistance on invasive species management for water quality.
 - **Objective 3a:** Continue to work with the Three Shores CISMA to educate landowners about the use of native plants for shoreline restoration and planting work.
 - **Objective 3b:** While working on watersheds related work an invasive species management component should always be included. Pre and post monitoring should be written into new grants.

- **Conservation Program Area #4: Forestry Programming**
 - **Goal 4A:** All forestry programs and events that is hosted or co-hosted by CLMCD will included an invasive species component or outreach of some kind with emphasis on prevention and treatment.
 - **Objective 4a:** Continue to work with the Michigan Department of Natural Resources and Three Shores CISMA to provide annual or semi-annual update of forest invasives to the general public.
 - **Objective 4b:** When working with industry professionals make sure invasive species management is considered in their plan writing, outreach to private landowners, and work in the field.
 - **Objective 4c:** Work the Three Shores CISMA to provide educational materials and outreach to forestland owners on the prevention and treatment of invasive species.
 - **Objective 4d:** Provide tree and shrub establishment/planting expertise that includes native/non-invasive species.

- **Conservation Program Area #5: Invasive Species Programming**
 - **Goal 5A:** Continue to provide space, opportunities, and capacity to hire and retain a Three Shores CISMA Coordinator and staff the CISMA to facilitate cooperative invasive species management across the district.
 - **Objective 5a:** Support and assist the Three Shores CISMA Coordinator with funding opportunities and grant writing to sustain the CISMA.
 - **Objective 5b:** Work with the CLMCD Board to Establish a CISMA bank account and begin earning interest on account.



- **Objective 5c:** Provide steering committee support and CLMCD representation.
- **Conservation Program Area #6: Habitat Programming**
 - **Goal 6A:** Collaborate among CLMCD staff members and partners to provide grants and projects that help protect sensitive, threatened/endangered habitats within the District from invasive species.
 - **Objective 6a:** Continue to offer a spring and fall tree sale along with a spring native plant sale to promote habitat creation and maintenance.
 - **Objective 6b:** Work with partners to offer native plant and pollinator habitat education to the public.
 - **Objective 6c:** Work with grantors and partners to find projects that protect and restore sensitive or special habitats from invasive species.
- **Conservation Program Area #7: Recreation Programming**
 - **Goal 7A:** Collaborate and work with the Three Shores CISMA and other partners to provide education and technical assistance for recreation clubs, groups, and organizations on the importance of invasive species prevention and management.
 - **Objective 7a:** Work with the MDNR and USFS to find recreational sites with invasive species and treat for concerns.
 - **Objective 7b:** Work with local ORV/off-road organizations to provide education on decontamination and invasive species prevention with emphasis on Drummond Island, Trout Lakes, St. Ignace, U.S. – 2 Dunes, and M-134 Dune’s area.
 - **Objective 7c:** Work with the three Shores CISMA to educate hikers and dog walkers about invasive species prevention.

Resource Concern Priority #3: Poor Agriculture Practices

- **Conservation Program Area #1: Agriculture Programing**
 - **Goal 1A:** Continue to work with the NRCS, MAEAP, Watersheds program, and other partners to identify and assist farmers/Ag. Producers with reducing their environmental impact and risks by promoting Michigan GAAMPs.
 - **Objective 1a:** Continue to host the Michigan Agriculture Environmental Assurance Program grant and hire a trained and knowledgeable technician to provide BMP expertise and programing to Ag. Producers.
 - **Objective 1b:** Continue to work with NRCS to provide federal funding opportunities to Ag. producers that need financial assistance and technical assistance reducing their environmental impact and improving their land.
 - **Objective 1c:** Work with the Michigan Agriculture Environmental Assurance Program as well as partners to educate on the safe use of fertilizers and pesticides in accordance with BMP’s and GAAMP’s
 - **Objective 1d:** Continue to host a watersheds program that seeks grant funding to assist Ag. Producers in reducing their environmental impact and improving their practices.



- **Conservation Program Area #2: Education and Outreach**
 - **Goal 2A:** Work to increase the number for education and outreach opportunities to Ag. Producers across the District.
 - **Objective 2a:** Work to secure funding for a fulltime education and outreach technician that can host and partner with area experts to provide new agriculture education programming
 - **Objective 2b:** Work with partner organizations to provide BMP education and opportunities to Ag. Producers.

- **Conservation Program Area #3: Water Resources Programs**
 - **Goal 3A:** Continue to host watersheds related work/grants and provide financial/technical assistance to Ag. producers with the goal of reducing their environmental impact.
 - **Objective 3a:** Look for and write for new grant opportunities that assist Ag. Producers with BMP implementation with emphasis on fencing out stream access, rotational grazing, forested filter strips, and manure management.
 - **Objective 3b:** Continue to focus on watersheds projects within the Munuscong River, Charlotte River, Waishkey River and the Millecoquins River which all face E. coli issues due to Ag. Production.

- **Conservation Program Area #4: Forestry Programming**
 - **Goal 4A:** Utilize the CLMCD Forestry Assistance Program Forester and local forest industry partners to provide BMP expertise to Ag. Producers with forested land.
 - **Objective 3a:** Work with the CLMCD MAEAP technician and NRCS to identify Ag. Producers with forested land and provide technical assistance.
 - **Objective 3b:** Work with Ag. Producers to identify opportunities for forest management activities and agroforestry opportunities.
 - **Objective 3c:** Utilize newest BMPs to provide technical assistance for implementation of forest riparian buffers for Ag. Producers.

- **Conservation Program Area #5: Invasive Species Programming**
 - **Goal 5A:** Work with Ag. Producers to educate and provide technical assistance on the prevention and treatment of common agriculture invasive species.
 - **Objective 5a:** Complete a mailing to the major agriculture areas with a focus on Pickford and Rudyard about controlling Wild Parsnip in right of ways and hay fields. Mailing should include all control methods.
 - **Objective 5b:** Work with MSUE and Three Shores CISMA to Educate farmers about leafy spurge management in hay fields.
 - **Objective 5c:** Work with partners and organizations to build capacity for Ag. Producers to address invasive species concerns on their fields by use of their own equipment and labor or and private weed control business.



- **Conservation Program Area #6: Habitat Programming**
 - **Goal 6A:** Collaborate among CLMCD staff members and programs to identify sensitive, threatened/endangered habitats on Agriculture land and work with landowners to protect and maintain those habitats.
 - **Objective 6a:** Seek funding opportunities through the watersheds program that assist Ag. producers with protecting sensitive habitats such as stream banks and erodible soils.
 - **Objective 6b:** Work with Ag. Producers that have habitat suitable for threatened or endangered species to maintain and enhance the land for those species. Emphasis should be placed on species such as Golden Wing Warbler, Monarch Butterfly, Northern long eared bat, Canada warbler, cold water fish, sport fish and native mussels.
 - **Objective 6c:** Work with Ag producers with Farm Service Agency CRP contracts to plant forested riparian areas or establish pollinator habitat and eliminate riparian buffer grazing.

- **Conservation Program Area #7: Recreation Programming**
 - **Goal 7A:** Collaborate and work to with partners to provide educational programing on the importance of recreational gardening for food, flowers, and habitat.
 - **Objective 7a:** Continue to work with the Bay Mills Indian Community to help provide programs on gardening, food preservation, and healthy living.
 - **Objective 7b:** Collaborate with Michigan Sea Grant to provide educational programing on lake to table with a recreational component such as ice fishing.
 - **Objective 7c:** Collaborate with area partners on recreational that can relate to agriculture such as kids fishing days.

Conclusion

The Chippewa Luce Mackinac Conservation District is dedicated to the sound conservation of our natural resources and hope to provide District residents with services to implement conservation practices on their properties. The 2022-2026 Conservation Needs Assessment set goals and objectives to move the Conservation District into a position to provide additional services and expand upon the services already offered.

The goals and objectives in this assessment are to be used for planning purposes to measure District success over the next five years. Due to the unknown nature of District funding and grant requirements, goals and objectives may need to be changed or altered at any given time. Goals and objectives may need to be added at any given time as well. Changes and alterations as well as successes and failures of these objectives will be noted in the next Conservation Needs Assessment, dated 2027 – 2031.

Approved by CLMCD Board of Directors at a regular board meeting on April 19th, 2023



Appendix A

2016 – 2021 Conservation Needs Assessment Results

- **Goal 1:** Increase promotion and participation in District Activities/Programs
 - **Objective 1:** Increase District participation in community fair/events in all of Chippewa, Luce, and Mackinac Counties. Priority should be focused on larger annual events
 - **Result:** Increased participation in community events was achieved between 2016 & 2019, but COVID19 in 2020 – 2022 caused a significant disruption in event attendance. Increased attendance started increasing again in 2022, but the sustainability of this objective may not be long term without additional staff.
 - **Objective 2:** Attend township meetings to speak about the benefits the Conservation District can provide private landowners. Priority townships should include all of Luce and Mackinac County. All District townships should be visited once per year as time allows
 - **Result:** Township meeting attendance did not ever happen. This objective requires significant commitment and buy-in from the CLMCD Board and Staff which did not happen, but will continue to be a priority for the future.
 - **Objective 3:** Attend County commission meetings at least once per year and provide and annual update on District activities
 - **Result:** Attendance at County Commission Meetings has increased with the Executive Director taking on the additional workload. Board Member attendance will continue to be a priority as it is a Board Director role.
 - **Objective 4:** Maintain a District partner list and supply an annual update on District activities at least once per year. A personal letter should be provided to each partner encouraging the use of District programs and to collaborate with the District on their organization's programs
 - **Result:** The District partner list was created with limited updating. 1 annual update was completed, but the additional work load on the Executive Director wasn't sustainable without additional office staff.
 - **Objective 5:** Increase the use of news updates via email from the District. Email updates should be provided at least three times per year
 - **Result:** Additional news updates was achieved through the use of MailChimp. Additional focus will be made on this in the future as it was an easy productive way to reach people on a regular basis.
 - **Objective 6:** Implement summer programming for youth and adults. Content can vary greatly, but focus should be on Natural Resources. Focus locations should include Sault Ste Marie, St. Ignace, Newberry, Cedarville, and Curtis



- **Result:** Summer Programming did not happen until the summer of 2022 when CLMCD hired a summer Education and Outreach Technician to provide programs. Many things were learned and a lesson plan bank was created for future education staff. Without a dedicated education technician and stable funds this objective will not be able to be achieved.
 - **Objective 7:** Utilize promotion objectives to increase participation in all District activities and programs
 - **Result:** A huge increase in newspaper and Social Media promotion and advertisement was achieved which increased District Tree/Native Plant Fundraisers as well as grew our social media following significantly.
 - **Objective 8:** Implement an annual staff training and development day to educate all staff on all activities/programs so all staff can be educated to help increase participation in all District activities and programs
 - **Result:** Constant staff turnover prevented this from happening. However, a more aggressive new staff orientation was created that includes the goal of educating new staff on District programs.
 - **Objective 9:** Utilize MAEAP and FAP Advisory Committees and Three Shores Cooperative Invasive Species Management Area Steering Committee to increase participation in those programs. Increasing participation should be priority in all programs at annual planning meetings
 - **Result:** The Three Shores CISMA Steering Committee has a lot of buy-in and participation and increased work and funding was achieved because of this. The FAP and MAEAP advisory committees only meet once per year and increased participation is heavily reliant on the tenure of the technician. Due to turn over of both the FAP and MAEAP technicians little progress has been made at increasing participation in those programs.
- **Goal 2:** Explore and pursue funding options for District operations
 - **Objective 1:** Explore millage opportunity in Chippewa, Luce, and Mackinac County. Timeframe should be explored
 - **Result:** The Executive Director explored this topic extensively along with a timeline through the help of MACD. However, Buy-in from the CLMCD board would need to be 100% on this topic with the CLMCD Board completing the majority of the work. At this time a millage opportunity is not being explored further.
 - **Objective 3:** Create a summer fundraising event. Explore opportunities and work with community organizations to help plan and organize the event
 - **Result:** A summer fundraising event was explored by the Executive Director with a number of ideas, but without additional office staff and dedicating funding a summer fundraiser is not feasible at this time.



- **Goal 3:** Update and refresh CLMCD website.
 - **Objective 1:** Work with Les Cheneaux Watershed Council and Munuscong Watershed Group to explore new website options. Requirements must include user friendliness, page appearance, adaptability, and cost
 - **Result:** The CLMCD website was rebuilt by the Executive Director in 2019 with grant assistance from Les Cheneaux Community Foundation. The Les Cheneaux Watershed Council decided to move their website to a new platform in 2017 and is now independent from CLMCD. CLMCD still owns the domain name for the Munuscong River Watershed Association, but currently a website is not live.
 - **Objective 2:** Set aside funding to update website
 - **Result:** Funding for the new CLMCD website was achieved through a grant secured from the Les Cheneaux Community Foundation. The grant also provided some new office signage, a TV commercial, and a mailing.

- **Goal 4:** Explore benefit options for District staff
 - **Objective 1:** Explore health coverage benefit for all full time District staff
 - **Result:** Health coverage has been explored many times with serious exploration in 2022. With State appropriations funding health care coverage of some kind is now possible with possible coverage starting in 2023
 - **Objective 2:** Explore retirement/investment opportunities for all full time District staff
 - **Result:** As of 2021 all CLMCD Fulltime permanent staff (except one who declined) have a retirement savings funded by CLMCD with all future staff also having funding dedicated towards retirement savings.

- **Goal 5:** Explore new office space for District Staff
 - **Objective 1:** investigate open buildings/yearly costs to maintain/total costs to District operations. Report to board and utilize information for operations funding Goal 2
 - **Result:** This topic was explored heavily in 2019 as CLMCD needed additional space for new employees. Unfortunately, costs are prohibitive for the size of space CLMCD requires. Additional staff are currently being housed in a satellite office rented by CLMCD in downtown Sault Ste Marie. Future work is still needed for this topic as space is still a concern.

- **Goal 6:** Pursue funding opportunities when able for watershed management plan creation/updates/implementation projects
 - **Objective 1:** Pursue Goals 2 and 5. space requirements for additional staff, as well as operational funding will need to be met before hosting of additional watershed work can take place



- **Result:** The Executive Director wrote and was awarded a watersheds grant for the Munuscong River Watershed in 2019. Funding for \$500,000 was awarded which kick started CLMCD’s watersheds program again. Since then, CLMCD has been awarded 3 more grants for the Munuscong River Watershed with Grant funds now reaching over \$1.1 million in 3 years. These additional funds have allowed CLMCD to also hire a part time staffer to assist the Executive Director with office work.
- **Goal 7:** Continue to build and grow the Three Shores Cooperative Invasive Species Management Area to help slow and eradicate spreading invasive species, preserve natural areas, and keep our waters drinkable, swimmable, and boat-able
 - **Objective 1:** Pursue goals, 2,4, and 5 so the program has the means to continue to grow and protect the District from invasive species threats
 - **Result:** The Three Shores Cisma has thrived in the last five years with additional work and partners as well as a new coordinator. In 2022 CLMCD had the largest summer field staff we have ever had for the Cisma with 12 employees. Additional work is needed for the Three Shores Cisma as a full-time outreach coordinator is really needed.
- **Goal 8:** Continue to host and promote the Michigan Agriculture Environmental Assurance Program (MAEAP) Grant and Forestry Assistance Program (FAP) Grant for the Michigan Department of Agriculture and Rural Development to help protect our waters from farm fertilizers/pesticides, nutrients, and to encourage the use of wise forest management practices
 - **Objective 1:** Pursue Goal 2,4, and 5 so the District can recruit and maintain the best possible staff for these programs and continue to grow the capacity of the Conservation District
 - **Result:** The Forester position has struggled to be filled on a full-time basis due to high demand in the State, Federal, and private sectors that CLMCD can not compete with. Longevity of the CLMCD forester is key for growth and success of the program. The MAEAP position is also hard to keep filled as it requires more specialized knowledge and filled with a person that is hard working, produces work quickly at high quality and doesn’t require a lot of training. Due to these reasons the FAP program has seen some growth and success especially in 2021 – 2022. However, the MAEAP program has seen little success or growth since 2020. With increased benefits and increases in grant dollars allotted for salary CLMCD hopes to recruit and retain better talent so growth and success can be achieved in these programs.



- **Goal 9:** Implement native plant sales as part of the spring tree sale to promote the establishment of native plants to help protect pollinators, habitat loss and reduce the spread of invasive species
 - **Objective 1:** Implementation in spring 2018
 - **Result:** The first native plant sale was held in 2018 and has increased in total plants sold every year since. CLMCD has now worked with 4 native plant suppliers and has now found a supplier with retail quality plants. Additional education and outreach is really needed to promote the use and need for more native plants within the District.

