



Slowing the spread and educating citizens in West Central Wisconsin

Upper Midwest Invasive Species Conference, 10/18/16 – La Crosse, WI Christopher Gaetzke – LCIP Chair



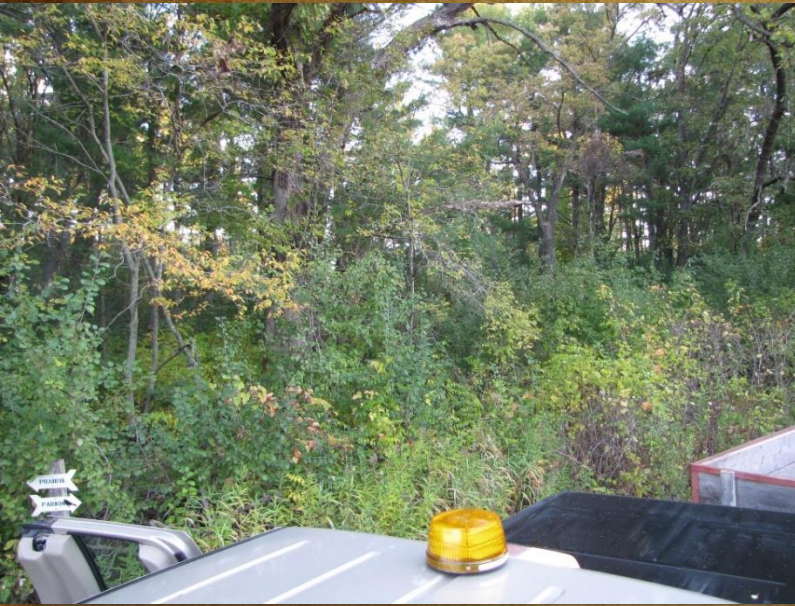
Who is LCIP?

- + We are a local non-profit organization that is controlling invasive plants through education and outreach with the use of **Civic Governance** model
- + LCIP has developed a partnership of governmental, NGO, non-profits, private sector and state CISMAs to increase invasive species awareness and action
- + LCIP covers Chippewa, Dunn, Eau Claire, Pepin and Pierce Counties in WC Wisconsin



LCIP
LOWER CHIPPEWA
INVASIVES PARTNERSHIP

Nothing worth while comes easy



Infestation of woodlands



Infestation of roadsides



Infestation of wetlands

We can take back the believed to be lost..

Diversity and erosion protection



Oak tree is released



Native vegetation returns

What has happened in the past...

- Service delivery, top-down approach
- Research, Research, Research
- Plans written by scientists and government
- Analyze and Evaluation
- Little public engagement or buy in
- UNTIL THE CREATION OF NR40 and CISMAs

Where we have come to...

- Agencies, non-profits, citizen groups and landowners pointing fingers and using the blame game on who is spreading invasives
- More invasive species populations are growing and new species entering in without action
- In a reactive mode instead of using a universal proactive approach
- Frustration is building and silos are growing

What LCIP did to change the norm...

■ 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.
- ❖ WE ARE NOT JUST PROJECT BASED

How are we grounded?



After 4 months we agreed on this →

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.

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

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

AGENDA

Lower Chippewa Invasives Partnership Monthly Meeting

Community Services Building, Room 55, 3001 US HWY 12 East, Menomonie, WI 54751

Thursday, September 22, 2016, 2 - 4:30 PM

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 projects and organization that will meet 2016 goals and direction through the use of the Civic Governance approach.

- I. Approval of Outcomes Documents – August 25th, 2016
- II. Negotiate agenda and individual check-in (**5 mins each**)– identify progress in organizing key stakeholders in your jurisdictions and agreed individual action items
- III. Address Governing Issues
 - Amur Cork tree action plan, work/survey event and grants (Kathy, Lee and Mame)
 - Wild Chervil grants update (Lee, Kathy and Chris)
 - Japanese Hops update (Kathy)
 - Upcoming LCIP projects volunteer commitments and planning; *see back of agenda* (All)
 - Report financials, allocate recent donations and grant requests (Kathy & Martin)
 - Media articles and newsletter (Kathy & Chris)
- IV. Identify Next Steps
 - Next meeting is on Thursday, October 27th 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
 - August 2016 meeting score average was **4.91**
 - Go over LCIP meeting evaluation:
 - Did we achieve the meeting purpose?
 - What worked? What were the gaps?
 - Steps to close the gaps?
 - Discuss action items for next meeting.

OUTCOMES DOCUMENT

Lower Chippewa Invasives Partnership Monthly Meeting

Community Services Building, Room 55, 3001 US HWY 12 East, Menomonie, WI 54751

Thursday, August 25, 2016, 2 - 4:30 PM

Present: Kathy Stahl, Jim Anderson, Chris Gaetzke, Martin Van, Melanie Yager, Chase Cummings, Ted Ludwig, Tim Jackson, Richard Damro, Lisa Ludwig, Mame Gale, Lee Shambeau.

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 projects and organization that will meet 2016 goals and direction through the use of the Civic Governance approach.

- I. **Approval of Outcomes Documents** – July 28th, 2016. Motion by Lisa, second by Kathy 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 & Tim visited the Irvine Park in Chippewa Falls to prepare for the September 24th Leinie's work day. Everyone is invited to attend that event from 9AM-1PM, please RSVP to Chris. He gave a talk to Lake Wissota Garden Club on August 17th. On the 23rd they went out to a purple loosestrife site on Hwy. 79 north of Boyceville to pull the visible plants. They also found plants at the Slovak creek north of that site on Hwy. 79. A ¾ pickup bed of plants were pulled. Chris showed the Google Drive spreadsheet for invasives that he posted. Since the article on Japanese Hops came out he has received calls of sites which will be followed up. **Kathy will follow up on the site in Eau Claire.** Chris has added many items to the Google Drive site. He will be at Farm City Days on September 10th. **Need volunteers for the booth at this event.**

Jim brought up the Healthy Soil Day that will be held September 28th that will demonstrate good soil methods at the Red Cedar Demonstration Farm near the Dunn Cty Hwy Shop.

Lee said that where Chippewa County sprayed there was little sign of wild chervil. This has to be watched. A fall spraying may be useful to control wild parsnip as it wouldn't affect crops. Mowing one time does not control parsnip. It is possible to control thistle and parsnip with a combination spraying. Best time for thistle is after first frost but it is unknown for wild parsnip.

Melanie talked to Colin Thatcher from Anderson Windows and he received an award from the firm for the work in Wakanda and he is enthused about doing more projects.

Mame talked with neighbors about amur cork tree and feels that direct contact is the most effective method of spreading the word about cork.

Kathy visited the Japanese Hops site in Chippewa Falls. The plants have been removed.

Chase has received calls about tansy from landowners, he is working on ISM tracking and has added an LCIP site which will help track our efforts.

Ted talked to Frank Florian about the reported poison hemlock site and he reported most of it is in a logged area, probably brought in by the loggers. Frank does not want chemical control on

Why use this approach?

- We believed we needed to get back to the basics of governance by the people through the use of these proven basic standards to sustain our organization through all situations and not be dependent on individual leadership or top down structure

CIVIC GOVERNANCE STANDARDS

- ❖ Everyone is part of the problem, which also means everyone is also a part of the solution
- ❖ Employs that everyone is *citizen and policy maker* that makes decisions in the places they have authority to act or lead
- ❖ All citizens are accountable for contributing resources (leadership/time, knowledge, constituencies and dollars)
- ❖ All citizens are stakeholders that are engaged in decision and policy making that contributes to the common good

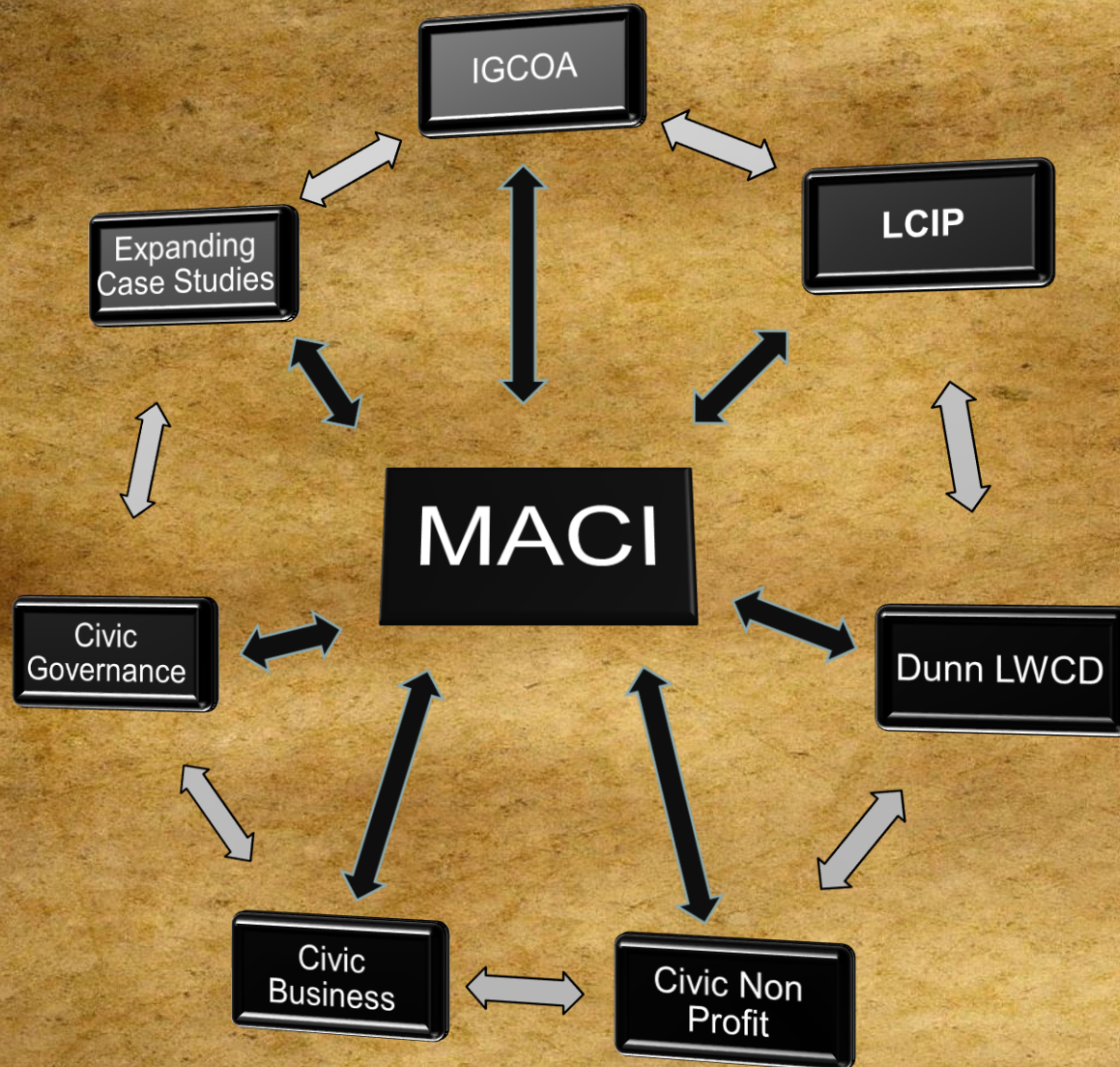
How we reach our goals...

- Everyone agrees to the same standards and principles so all actions are pointed in the same direction and larger need for the organization
- Everyone comes to the table with an open and transparent mindset
- Regular meetings follow a structure that engages all citizens involved to have a role and contribute resources
- All meetings are publically evaluated by all attendees
- Annual goals and individual work plans address larger goals tied to purpose, identity and mission of the partnership

Framework on how to get there...

- Civic Governance lays out proven Civic Principles, Organizing Disciplines, Standards and Political Skills that are universal to any need
- Short and long term goals lead to an evaluation using a tool called a *Power Analysis* that defines the problem and supplies solutions that all parties can agree on (Strategic Plan)
- This approach requires citizens to act in a mature manner that leads to productivity
- All members define their own individual role to act, support and grow organization, not just holding a title or position
- Work is done between meetings and reported back to the board at the monthly meetings using the Principle Driven Calendar and key 1 on 1 conversations

Connection and support from others



EDUCATION

Stakeholder meeting in Tilden on Wild Chervil



Getting the News Out to the People

LEADER-TELEGRAM

Volunteers rooting out invasive species

Tree threatening ecosystem in areas of Dunn County

posted: August 19, 2016 12:00a CST

by / Pamela Powers. [bio](#) | [email](#)

MEMONONIE — The battle against an invasive species in Dunn County started Thursday as volunteers eradicated some Amur cork tree on property near Menomonie.

The invasive tree, listed as such in 2015, so far is located largely in two areas in Dunn County.

Volunteers with the nonprofit Lower Chippewa Invasives Partnership based in Menomonie were cataloging and removing Amur cork trees found on Mary Gale's property on 510th Street south of Menomonie. The other property is south of Menomonie near Highway Y.



The fast-growing Amur cork tree takes over the wooded canopy, crowding out other tree species, said Chris Gaetzke, chairman of the Lower Chippewa Invasives Partnership.

Amur cork trees were introduced to the area about 32 years ago as a fast-growing ornamental tree from Asia.

The tree is fairly easy to spot because of its thick, corklike, spongy bark when mature. It also has a bright yellow inner bark, Gaetzke said.

"We are trying to stop the plant before we have our next buckthorn," Gaetzke said. "The Amur cork tree tends to grow up to 6 feet in height a year."

Amur cork trees grow in both shaded and sunny lots.

Birds eat the berries from female trees and then help spread the seed.

Volunteer Jim Anderson of Menomonie came out to help Thursday.

"We want to get the battle early," he said. "It's important for us to identify and control this species."

Letters have been sent to 1,200 landowners, encouraging them to be on the lookout and eradicate the invasive species, Anderson said.

WQOW TV News interviews

Dunn County News, EC Leader Telegram articles

Facebook and Website postings

Amur Cork Tree

Phellodendron amurense

Legal Classification in Wisconsin: Prohibited Invasive Species
Male cultivars are exempt and are allowed

Ecological Threat

- Suppresses and displaces native plant populations.
- Adaptable to different soil types, but preferring moist, well-drained soils.
- Grows in both full sun and under dense shade.
- Reproduces by both seed and by resprouting from stumps.
- Alters soil microorganisms and surrounding vegetation.
- Planted throughout the United States; tolerant of urban areas.

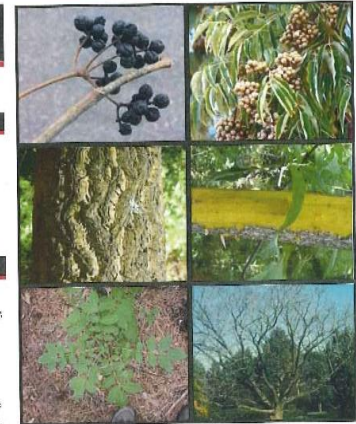
Identification

Height and form: 30-45' tall, short trunk and broad branches.

Leaves & stems: Older trunks have distinct thick corky or spongy outer bark, cutting into the bark reveals bright yellow inner bark. Large, opposite pinnately compound leaves with 5-11 leaflets, small somewhat of citrus or dandelion when crushed. Leaflets are ovate and dark green, turning yellow in fall. Can resprout from cut stumps.

Flowers: Both male and female flowers are greenish-yellow, inconspicuous in size, and found in clusters. June blooming.

Fruits & seeds: Trees are dioecious, producing fruit only on female plants. Fruits are drooping (fleshy fruit with a single stone), green in color from mid to late summer, turning black in fall. Fruits remain on trees into winter and may be dispersed by birds.



Control

- Control should prioritize removal of female (fruiting) trees first by girdling combined with herbicide application.
- Cork tree resprouts vigorously if not treated after cutting.
- Follow up with replanting of desirable species appropriate for the site.

Some control options include:

- All trees larger than 2" can be treated with cut stump, basal bark, girdle, or hack and squirt methods using systemic herbicides such as triclopyr, glyphosate, or 2,4-D + triclopyr and horticultural oil.
- Seedlings can be controlled with a targeted foliar spray of clopyralid (1 oz/gal) or 2,4-D + triclopyr (3-4%) in mid-summer.

To report an invasive species, please visit <http://dnr.wi.gov/topic/invasives/report.html> and follow the reporting instructions.



Techniques

Basal Bark: Apply triclopyr (dilute to 12.5% with horticultural oil, or more dilute for trees with base less than 2" diameter) in a 6-12" wide band around the entire trunk of the tree and at the root collar at the base of the stem. Only suitable for smaller trees that don't yet have corky bark. Avoid this treatment when temperatures are above 80°F.

Cut Stump: Using loppers, chainsaw, or other suitable tool, cut down the tree. Apply 2,4-D + triclopyr diluted to 12.5% in horticultural oil to the entire cambium (area just inside the bark) using a sponge or handfield sprayer. Avoid this treatment when temperatures are above 80°F.

Girdling: Carefully cut a band of bark around the entire tree (3-5" wide for smaller trees, 6-8" wide for larger trees). This disrupts the flow of sap between the roots and the crown of the tree. Follow with herbicide application as outlined in the cut stump treatment to prevent resprouting.

Hack & Squirt: Similar to girdling. Using a hatchet, chainsaw, or other suitable tool, cut a continuous ring of overlapping notches through the bark around the tree trunk within 12" of the base. Follow with herbicide application as outlined in the cut stump treatment.



End of the day...

- We are all here with the common goals:
 - Healthy soil to grow food and support ecosystems
 - Maintain our natural resources
 - Outreach and educate the next generations
- So keep up the fight and consider using Civic Governance which can help you sustain your efforts like it has for ours

2016 LCIP EVENTS AND PROJECTS

#	Date	Project	Proposed Volunteers	Volunteers	Outcome	Notes
1	Jan-May	Dunn County Conservation Intern	LCIP-supervision	Chris G. & John S.	Start in May/June	Tim Jackson, UW Stout Student hired
2	Feb 6 th	Ready, Set, Grow EC Master Gardeners Conference exhibit	Kathy	Kathy	Educate & Outreach	Kathy will setup booth
3	March 5 th	Hay River Transition Initiative Conference – Speaker	LCIP	Ted L.	Educate & Outreach	60 min present on invasives at Prairie F. Contact Sara Grace
4	March 5 th	Spring Begins Seminar DC Master Gardeners	Dick D.	Dick D.	Educate & Outreach	Set up a booth on LCIP information on invasive plants focus on Amur C Tree
5	March 9 th	Wild Chervil Information and Action meeting	Lee and Chris	Lee and Chris	Educate and Control	Lee will setup room in Tilden and invite local, state and fed hwy depts
6	March 10 th	Red Cedar Conference Exhibit	LCIP	Ted, Jim A., Mary	Educate & Outreach	Kathy S. call to setup and check cost
7	March 19 th	Chippewa Valley WWOA Conference - Menomonie	LCIP	Mary G.	Educate & Outreach	Mary will setup booth to talk about Amur Cork Tree and Wild Chervil
8	March 22 nd	St. Croix Summit Presentation	Chris	Chris	Educate & Outreach	Chris will work with Angelique
9	March 24 th	LCIP Annual Meeting	Steering Committee	Steering Committee	Report and Increase capacity	Part of By-Laws, Partner reports, elect officers
10	April 6 th	3M Earth Day Exhibit	LCIP	Ka & Chris	Educate & Outreach	Setup 10:30, tear down 1:30 PM, no cost
11	April 15 th	Wisconsin Envirothon	Kathy, Dick D., Jim	Kathy, Dick, Jim	Educate	Work as judges or help for state event
12	April 18 th	Colfax HS Earth Day- School Forest on Cty W (Morning 8 - 1145 AM and Afternoon session 1-2:45PM)	Colfax HS students	Kathy, Ted, Lisa, Mary	Educate & Control	Tools
13	April 19 th	Dunn Master Gardeners Ready Set Grow Conference Speaker	Rachel H	Rachel H	Educate & Outreach	Presentation to Dunn County MG
14	April 22 nd	Red Cedar Trail-Garlic mustard control work day <i>Menomonie MS Mr. Verdon, etc</i> (12 PM – 3:00 PM)	Menomonie com/ Middle school	Dale, Kathy, Martha, Ted, John	Clean up, Educate & Outreach	LCIP tools & reps for education
15	May 3 rd	Garlic Mustard/Jap Barberry / Amur Cork Tree Control Event at Birch Creek SNA	Durand HS & public	Chris, Kathy, Chase, Pat, Ludwig's, Martin, Mary	Educate & Control	LCIP tools & LCIP reps
16	May 6 th	Environmental Field Day Presenter	Kathy, Chris	Kathy, Ted, Lisa, Mary	Educate & Control	LCIP tools and handouts
17	May 13 th	Mary Gale Japanese Barberry Control Event	Schools and volunteers	Steering Committee	Educate & Control	Chris G. will setup with Mary
18	June 4 th	Menomonie Nature Fest	Kathy	Kathy	Educate	LCIP display and handouts
19	June 7 th	Senior American's Day – Conference Speaker	Chris & Kathy	Chris & Kathy	Educate & Outreach	Chris will find out more
20	June 16 th	Target Invasive Tour	LCIP & public	Chris and Intern	Educate and Outreach	LCIP reps
21	July 16 th	Stockholm Art Fair Exhibit	Kathy, Martin	TBD	Educate and Outreach	Exhibit and handouts
22	July 27 th – 31 st	Dunn County Fair Exhibit	LCIP Steering Comm.	LCIP Steering Comm.	Educate and Outreach	Exhibit and public awareness
23	Aug 17 th	Lake Wissota Garden Club Presentation at Irvine Park Garden	Chris & Tim J.	Chris & Tim J.	Educate and Outreach	Tour garden and offer knowledge
24	Aug 18 th	Mary Gale Amur Cork Tree Event	LCIP Steering Com.	LCIP Steering Com.	Research	Survey, Control request WDNR funds
25	Sept 9 th	Celebrate the Chippewa River Conference Presenter & Exhibitor	Kathy & Chris	Chris	Educate	Talk about successful projects
26	Sept 10 th	Farm City Days Exhibitor	Chris	Chris	Educate	Display booth and talk about local invasives
27	Sept 24 th	Leinenkugel's Great Water Month Work Day	Chris & Tim J.	Chris & Tim J.	Educate & Control	Talk about invasive plants and then cut, treat and remove off site
28	October TBD	Menomonie HS Grounds Edu and Control Event (830 -11 AM)	Ted	Jean D., Nate M., Dale D. and Ted	Educate & Control	Ted will lead coordination of volunteers and students
29	October TBD	Menomonie Dunn F&G Buckthorn Event	Chris, Ted, Mary, Kathy, Dick	Students	Educate & Control	Chris and Kathy will coordinate with Men HS, Dunn F&G and Helen Wright
30	Oct 17- 19 th	Upper Midwest Invasive Species Conference – La Crosse, WI	Kathy, Lee and Chris	Kathy, Lee and Chris	Educate & Outreach	Give two presentations as breakout sessions
31	October TBD	UW River Falls Presentation and Trailer Demonstration	LCIP / UWRF Students and Fac.	Chris, Kathy, John	Outreach & Education	Chris G. will organize and get volunteers
32	Oct 28 th	Maiden Rock SNA Volunteer Event	LCIP	LCIP	Control	Bring trailer with supplies to control buckthorn and other invasives

For more information or how to volunteer for one of these projects contact us at: lcinvasives@gmail.com or 715-231-6540

How to get these results....

- Research current projects or LCIP example
- Step up to be an active citizen rather than a consumer of the status quo
- Talk to a member of Civic Governance Organizing Agency in your area

Examples on how it is getting done

- Minnesota Active Citizen Initiative Website

- <http://activecitizen.org/>

- 2015 Civic Non-Profit Case Study

- <http://activecitizen.org/wp-content/uploads/2015/12/2015CaseStudyCivicNonprofit.pdf>

- 2015 Civic Governance Water Quality Case Study

- <http://activecitizen.org/wp-content/uploads/2011/08/CivicGov-FINALCaseStudy2015.pdf>

- 2015 Civic Governance Demonstration Update

- <http://activecitizen.org/wp-content/uploads/2011/08/CIVICGOV2015UPDATEFINAL.pdf>

2016 updates will be posted on website in early 2017

ANY
QUESTIONS
?

- To find out more visit activecitizen.org or lcinvasives.org
- You will see evidence, infrastructure and results from the Civic Governance model

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