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 CISMA to increase invasive species awareness and action
+ LCIP covers Chippewa, Dunn, Eau Claire, Pepin and Pierce Counties in WC Wisconsin
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 CISMAAs
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?

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 organization’s 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.

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

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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 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 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.
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

MACI

IGCOA

LCIP

Expanding Case Studies

Civic Governance

Civic Business

Civic Non Profit

Dunn LWCD
EDUCATION

Stakeholder meeting in Tilden on Wild Chervil
Volunteers rooting out invasive species

Tree threatening ecosystem in areas of Dunn County
posted: August 19, 2016 12:00a CST
by / Pamela Powers. big | email

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

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

- 2015 Civic Governance Water Quality Case Study

- 2015 Civic Governance Demonstration Update

2016 updates will be posted on website in early 2017
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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Search: Lower Chippewa Invasives Partnership on FACEBOOK