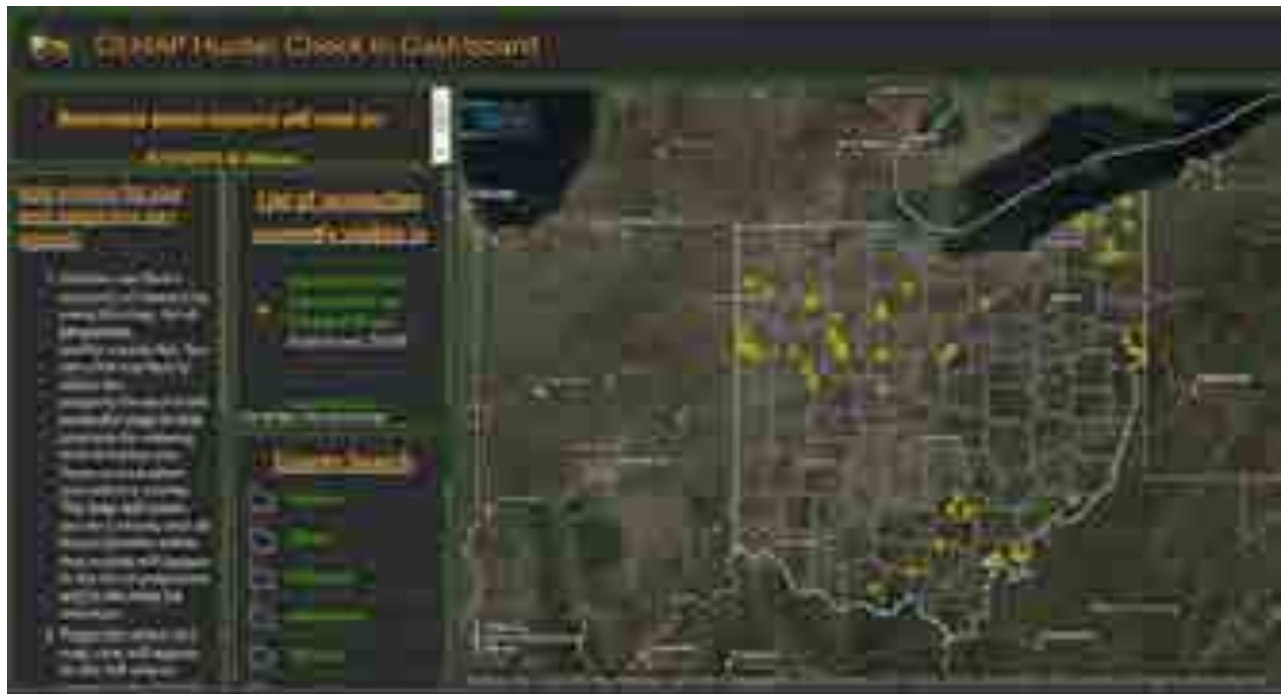


VPA-HIP: Our new access program is called the Ohio Landowner/Hunter Access Partnership (OLHAP). We are currently about to open our 3rd sign-up. The program got off to a slow start primarily because we had to build the reservation system, and we had to do a lot of educating to familiarize staff and landowners with the program. We have approximately 15,000 acres enrolled.



We created a dashboard (below) for users to locate properties to hunt and to reserve times and locations. This was built using ArgGIS tools (Survey 123 and dashboard). We also created an internal dashboard for our staff to use for enrollment and contract processing. See the second dashboard below.



CREP: Renewing both of our CREP agreements has been one of our highest priorities. We renewed these agreements with USDA at the end of last fiscal year. We are currently enrolling new CREP acres and re-enrolling expired acres. We are also working on a new CREP in the SW corner of the state. This new CREP will encompass the Great and Little Miami River watersheds.



EQIP: We will be able to award contracts for all the EQIP 10% funds WLFW funds. This comes to approximately \$2.8 million.

RCPP: We are currently exploring 2 RCPP options for Farm Bill and IRA funding.

Contractor Database: A little over a year ago, ODNR, Divisions of Wildlife and Forestry worked with the Ohio Chapter of the Society of American Foresters and The Nature Conservancy to create an online database that allows natural resources contractors/vendors to register their company and services provided. We've been advertising this online database to contractors/vendors, private landowners, conservation districts, and public land managers to help broaden the pool of natural resources contractors/vendors. Availability of natural resources contractors/vendors has been identified as a problem in Ohio.



Welcome! We're glad you're here.

With support from the National Fish and Wildlife Foundation, we're proud to offer you this resource for good.



OGAP Directory



Wildlife Directory



EM / Service Provider Directory

Find a Forestry/Wildlife Habitat Vendor

Services provided to landowners include:

- Site assessment
- Cost-share work
- Weedab care
- Seeding of grasses, food plots, pollinator fields, etc.
- Invasive plant control
- Herbicide spraying
- Tree thinning
- Tree planting

and more.

To find a vendor, go to www.ohioconservation.com



Become a Forestry/Wildlife Habitat Vendor

Benefits for being listed:

- Check advertising for your company
- Be a part of a statewide network of habitat vendors
- Increase your client list
- Network with professionals
- Learn about training opportunities
- Grow your services provided

To become listed, go to www.ohioconservation.com/ohio





**South Dakota State Report
Midwest Private Lands Working Group
Wisconsin
2023**

Mission

South Dakota Department of Game, Fish and Parks' (GF&P), mission is to "provide sustainable outdoor recreational opportunities through responsible management of our state's parks, fisheries and wildlife by fostering partnerships, cultivating stewardship and safely connecting people with the outdoors." Since approximately 80% of the land in South Dakota is privately owned, management efforts targeting private lands are essential in fulfilling our mission.

Our guiding principle is to develop partnerships with private landowners to develop wildlife habitat on private lands and to increase public outdoor recreation opportunity on private lands.

Infrastructure

The administration of GF&P habitat programs in South Dakota is within the Terrestrial Resources section of the Wildlife Division, staffed by Ryan Wendinger (Habitat Program Administrator) and 2 senior wildlife biologists (Habitat—Mark Norton and Eric Magedanz). The delivery of GF&P habitat programs is primarily completed by 12 private lands wildlife habitat biologists. The local Wildlife Conservation Officers, as part of their duties (law enforcement, public land management, private lands management, fisheries, boating enforcement, etc), also deliver hunting access and upland habitat programs.

Programs Offered in 2022

Private Land Habitat Cost-sharing Programs

- Food and Cover Plots - lands under contract provide food and cover for wildlife. Payment rates are \$50/acre if the food plot is in public hunting access program or \$20/acre if the food plot is not.
- Woody Cover- goal of this program is to increase wildlife populations by enhancing winter survival. GFP will reimburse producers for 75% of their cost incurred for planting woody habitat for wildlife (90% if woody cover is in a public hunting access program). Maximum payment per year is \$10,000.
- Wetland & Grassland Habitat Development - purpose of this program is the restoration of natural wetlands that have been drained by being ditched, tile, or by any other mechanical means and to improve management of grasslands for the benefits of wildlife. Projects typically include:
 - Wildlife/livestock water development (wetland restoration, stock tanks, pipeline rural water hook-ups, multi-purpose dams/ponds).
 - Upland restoration (primarily seeding).
 - Riparian habitat enhancement (primarily grazing systems).
 - Upland enhancement (primarily grazing systems).
 - GF&P partnerships with Ducks Unlimited, US Fish and Wildlife Service, SD Association of Conservation Districts and NRCS.

For more details on any of these programs visit Habitat.sd.gov

Private Land Public Hunting Access in 2022

South Dakota currently has five primary programs that provide free public hunting access to private land. The largest of the programs is the Walk-In Area program. Current funding sources for the program come from a license fees, PR Wildlife Restoration funds, Title VI funds, habitat stamp revenue, and one-half of a \$5 surcharge on most adult hunting licenses.

The Controlled Hunting Access Program provides limited access and payments are determined by the number of hunters that use the area vs. by the acre as all our other access programs.

The Lower Oahe Waterfowl Access program is also partially funded by the sale of special 3-day nonresident private land hunting license. This is a targeted program that is only available to landowners in the immediate Pierre area that provides small game and field waterfowl hunting opportunity.

The Elk Hunting Access Area program leases public hunting access specifically for elk on lands that have depredation. Permission is need by directly contacting the landowner. Leases have base payments with bonuses based on the number of elk harvested.

Our newest access program, which started in November of 2022, is our partnership with USDA to provide 25,000 acres of Conservation Reserve Enhancement Program (CREP) to the Big Sioux River Watershed. All land enrolled in CREP is open year-round to public hunting and fishing access. SD GFP is providing an additional 34% of the base CRP annual rental rate. This CREP is modeled after our James River Watershed CREP that has been active since November of 2009 with a goal to enroll up to 100,000 acres. It is currently enrolling new lands and has been reenrolling expiring contracts since 2020. In 2022 75% of the expiring James River Watershed CREP contracts reenrolled. The funding is provided by interest on money that was given to the state by the federal government when the dams where built on the Missouri river (Title VI) and through PR Wildlife Restoration funds, habitat stamp revenue, and license sales revenue.

For the 2022 Annual Program Achievements, see the last two pages of this report.

Partnership with NRCS, NGOs and GFP

During the summer of 2002, GFP formed a partnership with NRCS and Pheasants Forever to staff up to 6 positions in NRCS offices to sell and enroll landowners in wildlife programs. GFP provided up to \$231,000/year for salaries, Pheasant Forever provided per diem for vehicles, supervision, and accomplishment reports, and NRCS provided training, office space and computer software.

Since then, we have continued to work with more partners to generate more funding to employ additional partner biologists working on private lands habitat through federal conservation programs.

In 2022, GFP provided \$343,000 towards 16 Pheasants Forever Partnership Farm Bill Biologist positions, \$15,000 towards 1 Bird Conservancy of the Rockies Partnership Wildlife Biologist, \$15,000 towards 1 American Bird Conservancy Partnership Wildlife Biologist, \$12,500 towards 1 Ducks Unlimited partnership position working on US FWS grassland & wetland easements, and \$25,000 towards 1 National Wildlife Turkey Federation Partnership Wildlife Biologist for a grand total of \$410,500 towards 20 partner private lands habitat biologist positions in South Dakota.

Public Hunting Access Maps

In 2022 we offered public land hunting maps for free to the public through the printing of 85,000 public hunting atlases, an on-line interactive map, a Garmin GPS downloadable layer, a Google Earth downloadable layer, a map within the SDGFP Outdoors Apple and Android app, printable PDF maps by county, and a downloadable PDF map for the Avenza Maps app.



PRIVATE LANDS HABITAT PROGRAM SUMMARY

2022 HABITAT PROGRAM SUMMARY

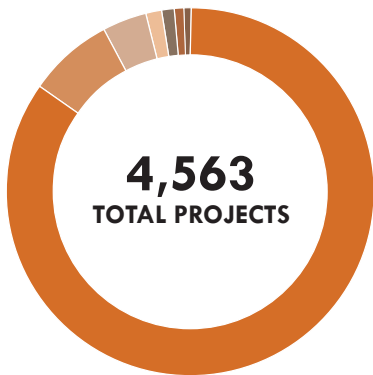


- 933 | FOOD HABITAT PLOTS
- 46 | GRASSLAND ENHANCEMENT
- 31 | WOODY COVER
- 23 | WILDLIFE FRIENDLY FENCE
- 9 | GRASSLAND RESTORATION
- 5 | HABITAT PROTECTION FENCE
- 1 | WETLAND ENHANCEMENTS

ONE YEAR HABITAT MANAGEMENT	
Food Habitat Plots	11,389 Acres
Woody Cover	109 Acres
Habitat Protection Fence	421 Acres
Grassland Enhancement	39,871 Acres
Grassland Restoration	370 Acres
Wetland Enhancements	17 Acres
Wildlife Friendly Fence	19,262 Acres

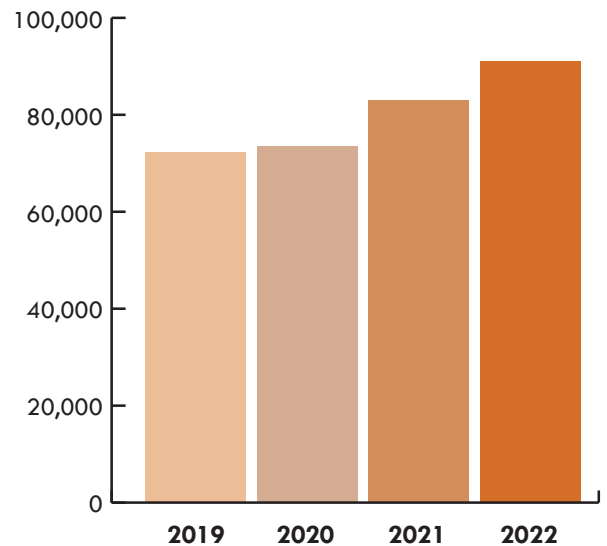
\$1.41 MILLION
TOTAL GFP AND LANDOWNER FUNDS

4 YEAR HABITAT PROGRAM SUMMARY



- 3,816 | FOOD HABITAT PLOTS
- 398 | GRASSLAND ENHANCEMENT
- 177 | WOODY COVER
- 72 | WILDLIFE FRIENDLY FENCE
- 52 | GRASSLAND RESTORATION
- 39 | HABITAT PROTECTION FENCE
- 20 | WETLAND ENHANCEMENT

2019 - 2022 TOTAL ACRES



\$8.6 MILLION
TOTAL GFP AND LANDOWNER FUNDS

COOPERATIVELY FUNDED POSITIONS

- DUCKS UNLIMITED
- AMERICAN BIRD CONSERVANCY
- BIRD CONSERVANCY OF THE ROCKIES
- PHEASANTS FOREVER | FARM BILL SPECIALIST
- SOUTH DAKOTA GRASSLAND COALITION
- NAT. WILD TURKEY FED. | BLACK HILLS FORESTER

GFP partners with several conservation organization to support 21 private lands habitat specialists across South Dakota who deliver programs - including farm bill conservation programs and GFP private lands programs - and technical assistance to thousands of private landowners each year, impacting hundreds of thousands of acres. GFP's financial contributions to these positions are matched several times over with federal, state, and local funds that both support the positions and the important conservation work they provide to South Dakota landowners.



PRIVATE LAND PUBLIC HUNTING ACCESS PROGRAM SUMMARY

2022 ACCESS PROGRAM SUMMARY

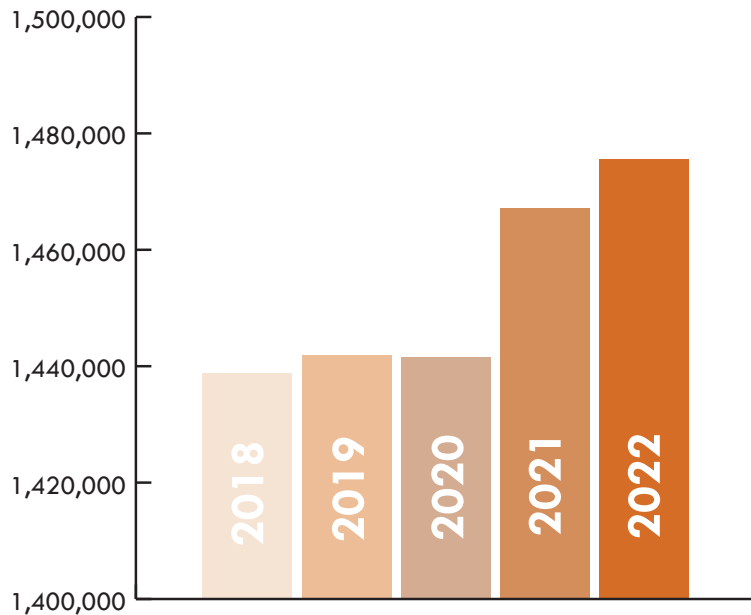


- 1,490 | WALK-IN AREA (WIA)
- 753 | JAMES RIVER WATERSHED CONSERVATION RESERVE ENHANCEMENT PROGRAM
- 17 | CONTROLLED HUNTING ACCESS PROGRAM (CHAP)
- 16 | ELK HUNTING ACCESS AREA
- 6 | LOWER OAHE WATERFOWL ACCESS AREA

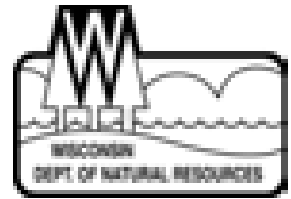
\$7,720,484
TOTAL PAYMENTS TO LANDOWNERS

1,487,097
TOTAL ACRES ENROLLED

PRIVATE LAND PUBLIC HUNTING ACCESS PROGRAM ACRES



\$30.9 MILLION 5 YEAR TOTAL PAYMENTS TO LANDOWNERS



Wisconsin Report

Provided by Haley Frater, DMAP/Private Lands Team Lead

MAFWA Private Lands Working Group

Hosted By: Wisconsin DNR

May 9-11, 2023

Organization

The Wisconsin DNR's Bureau of Wildlife Management made substantial changes to the organization and delivery of their private land programs in 2022. These changes included program and partner centralization as well as hiring a private lands coordinator and creating a team of private lands biologists. As part of the centralization a new section, Land and Habitat, was developed which houses our DMAP (Deer Management Assistance Program) and VPA-HIP specialists as well as oversees our partnership contracts including those with RGS, PF, and WYFP. Through this re-organization we were able to increase communication amongst our programs while providing landowners with clear communication channels.

The Forestry Bureau of the Wisconsin DNR has a more robust private lands presence. Staff within this Bureau commonly focus on other priority resource concerns, such as sourcing sustainable forest products, though wildlife habitat can be considered in the development of forest management plans. Most of Wisconsin's landowners are interested in managing for wildlife on their property, however, and lack of private lands staffing within Wildlife Management makes servicing this need challenging.

Partners

Over the past year, the wildlife program has worked to expand its partnerships to increase private landowner engagement and management implementation. We now have contract partnerships with American Woodcock/Ruffed Grouse Society as well as continued partnerships with Pheasants Forever and Lumberjack RC&D. Additionally, we've enhanced our relationship with the Wisconsin DNR's Division of Forestry including their Managed Forest Law program.

American Woodcock/Ruffed Grouse Society – Our partnership with the [Ruffed Grouse Society/American Woodcock Society \(RGS\)](#) adds two new forest wildlife habitat biologist positions (5 field positions in total). These biologists will work closely with the Wisconsin DNR wildlife program to promote forest management which encourages the age-class diversity need to sustain the timber industry and support wildlife habitat. This work will occur on private and public lands in the northern part of the state. Their private lands work will focus on assisting the Deer Management Assistance Program (DMAP) including providing its members with technical advice and financial resources for supporting young forest management. Their public lands work will include enhancing or maintaining hunter access to public lands, developing elk habitat with the US Forest Service and promoting the mission of the Young Forest Partnership more generally. These positions are scheduled to last into 2025 and may continue beyond depending on community support.

Pheasant Forever - A five-year agreement was reached with Pheasants Forever, USDA NRCS and Wisconsin DNR. This partnership will provide 8 Farm Bill Biologists to assist in promotion of USDA Farm Service Agency and USDA NRCS conservation programs such as CRP, WRP, WEP, EQIP, CSP and Precision Agriculture. Recent notification was received that Pheasants Forever is now fully staffed and ready to hit the ground running to help provide private lands conservations services across the state.

Lumberjack RC&D – In August 2014, the WDNR entered into an agreement with several conservation organizations and government agencies for the purpose of enhancing public understanding of the Wisconsin Young Forest Partnership (WYFP). The WYFP was created to identify, promote and deliver conservation programs that assisted landowners with land management through the use of combined resources of the agreed partners in order to enhance wildlife populations dependent on early successional (e.g. “young”) forest habitats. Specifically, WYFP staff assist private landowners by providing them with forest management plans and connecting them with funding including the DNR’s Wisconsin Forest Landowner Grant Program (WFLGP) and NRCS’s Environmental Quality Incentives Program (EQIP). This agreement is scheduled to last until June 2024.

Division of Forestry – The Division of Forestry is continuing to work closely with the Wildlife Program to better serve Wisconsin’s private landowners. Currently, the programs work collaboratively to conduct property walk-throughs and provide management recommendations to DMAP members. However, further opportunities exist to enhance this relationship especially for DMAP members also enrolled in MFL. MFL is a landowner incentive program that encourages sustainable forestry on private woodland which is administered by Wisconsin DNR Forestry staff. In exchange for following sound forest management, the landowner pays reduced property taxes. It was enacted in 1985 and replaced the Woodland Tax Law and the Forest Crop Law (FCL). There are presently approximately 3,497,437 acres enrolled in MFL with approximately 959,618 acres are open to public access for hunting, fishing, hiking, sightseeing and cross-county skiing.

Innovative Private Lands Initiatives in Wisconsin

DMAP – Wisconsin’s Deer Management Assistance Program (DMAP) provides landowners assistance to improve habitat for deer and other wildlife. Wisconsin’s DMAP program is different from most states which implement the program to focus on antlerless deer harvest to address agricultural concerns and herd management in specific areas. Wisconsin’s DMAP focuses on improving wildlife habitat, which may include reducing deer densities where needed, but may also include enhancing habitat to support more deer where appropriate. Landowners that enroll 160 acres or more and pay the DMAP enrollment fee benefit from a site visit with a wildlife biologist and forester, property-specific management plan, and eligibility to reduced-price antlerless permits. DMAP cooperators with less than 160 acres are encouraged to create a DMAP cooperative with their neighbors to accomplish wildlife goals collaboratively. DMAP cooperators receive a monthly newsletter and invitations to participate in workshops, research projects, and other citizen science programs.

Initiated in 2014, Wisconsin now has nearly 500,000 acres enrolled in DMAP, including more than 3,000 landowners. The program continues to grow annually. In 2023, we saw a 2% increase from 2022 despite limited to no marketing of the program. This increase in interest and participation is creating capacity challenges for the Wildlife Management Program and we are currently evaluating opportunities to reduce staff time writing management plans, increase staff capacity, and strategically focus program use in specific areas of the state.

Benefits of Wisconsin’s DMAP program continue to be enhanced working relationships between landowners and DNR staff, opportunities for site-specific deer management, and habitat improvement for the wildlife species that we all enjoy.

Conservation Farming and Grazing: Implementation of the Revised Farming Agreement Policy and Neonicotinoid Policy has been taking place with significant effort being undertaken by field staff to educate cooperating farmers on what the new requirements are and why there is now a neonicotinoid prohibition on public lands. Key inclusions and requirements in the Farming Agreement Policy are: soil sampling, nutrient management, soil conservation plans, and cover cropping. Demand for conservation farming, haying and grazing agreements continues to grow as pressure from urban expansion continues to tighten land resources available to rent.

The Wisconsin DNR Conservation Grazing Strategy document is being finalized and will be seeking leadership approval in the next few months. Additional grazing plans and agreements are under development with cooperating farmers investing equity in public land sites. Managed conservation grazing continues to grow on our wildlife areas. We are rapidly approaching completion on the state-wide grazing strategy plan.

GLCI: The Grazing Lands Conservation Initiative (GLCI) was reinstated in the Federal Budget at 15 million nationwide for 1 year to determine demand. The grant program was rolled out nationwide in August 2022. An additional effort is currently taking place for inclusion in FY2024 Annual Federal Budget requesting 50 million nationwide for the program.

Farm Bill Programs

VPA-HIP & THAP – The Voluntary Public Access & Habitat Incentive Program (VPA-HIP) and Turkey Hunting Access Program (THAP) both provide public access on privately owned land. The Wisconsin DNR received \$1.9 million in 2020 to implement VPA-HIP and THAP. There are currently over 39,000 acres enrolled across these 2 programs. In 2023 NRCS granted a no-cost extension through June 2024 to further increase enrollment.

VPA-HIP allows hunting, fishing, trapping, and wildlife observation all year long. This additional allowance for wildlife observation is an important aspect of Wisconsin's program when compared to similar state initiatives. THAP offers a narrower focus, allowing public access only during the spring turkey season for turkey hunting and scouting. Both programs concentrate enrollment in the southern portions of the state where public access is generally less available and is where most Wisconsinites live and work.

CRP – Conservation Reserve Program (CRP) Enrollment during 2022 continued the trend of decreasing enrollment in Wisconsin. The transition of State Acres for Wildlife Enhancement (SAFE) and Highly Erodible Land Initiative (HELI) from General Signup into Continuous Signup saw a decrease in General Signup enrollment and increase in Continuous Signup enrollment. Approximately 18,112.60 acres of CRP expired during FY22 and 15,367.12 acres were enrolled during FY22. Of these acres enrolled in FY22, approximately 9,984.90 acres were re-enrollments.

General Signup 58: 4,483.18 acres
 Continuous Signup 57: 10,848.50 acres
 Grassland Signup 204: 35.44 acres

EQIP – In 2022 the Environmental Quality Incentives Program (EQIP) enrolled 121,038 acres and allocated over \$22,000,000 for conservation practices across the state. Wisconsin NRCS meet, and exceed, all of the established goals of reaching beginning participants, socially disadvantaged participants, protecting source water protection areas, and improving wildlife habitat.

WRE – Thus far in FY 2023 only 1 Wetland Reserve Easement (WRE) easement has been funded. There are currently 6 to 7 easements that are in the development process as part of the Great Lakes Restoration Initiative. Additionally, there is a potential through IRA funds for an additional 13 applications to be processed with another 10 applications in development for FY2024. In fiscal year 2022, 4 WRE were enrolled. They cover a total of 391 acres in Chippewa, Outagamie, Green & Waukesha counties. NRCS deferred 65 applications. Due to a bottleneck in the USDA's Office of General Counsel in Milwaukee, NRCS has not yet acquired easements on applications enrolled in 2019, 2021, nor 2022.



**MAFWA PUBLIC & PRIVATE LANDS WORKING GROUPS,
WILDLIFE DIVERSITY COMMITTEE &
MIDWEST LANDSCAPE INITIATIVE
2023 MEETING
May 9-11, 2023
Wilderness Resort
Wisconsin Dells, WI**

Theme: LANDSCAPE SCALE CONSERVATION AND PARTNERSHIPS

Context: Normally an annual event, the MAFWA Committees have not had in-person meetings since 2019, and all four of our teams have never met jointly. This meeting will be a chance not only to connect with your team, but also with people from other closely related teams: Public Lands, Private Lands, Wildlife Diversity, and Midwest Landscape Initiative. The goal of this meeting is to think big and think creatively to identify multi-state or landscape-scale projects that can be accomplished through diverse partnerships across the 13-state region that will tangibly move the needle on our shared conservation priorities.

Outcomes: An increased sense of collaboration among states and MAFWA working groups/ committees and identified opportunities to better deliver landscape conservation across the region. To include a list of multi-state project ideas that our four teams can present to the MAFWA directors in June as a collaborative statement of where we want to focus our landscape conservation efforts, where those efforts can benefit from collaboration across teams and states and where our teams could benefit from administrative support from the directors to help us plan and apply for large federal funding opportunities related to the Inflation Reduction Act and Bipartisan Infrastructure Bill (e.g., the 2024 America the Beautiful Challenge).

TUESDAY 5/9/2023

Registration & Check-in: Sandstone Corridor

7:30 - 9:00 Breakfast | Sandstone 2

9:00-9:30 General Session | Sandstone 2

Land Acknowledgement – Anne Reis, Wisconsin DNR

Welcome from the Ho-Chunk Nation – Bill Quackenbush, Cultural Resources Division Manager

Welcome from Wisconsin DNR – Diane Brusoe, Administrator, Division of Fish, Wildlife and Parks

Introduction by Chairs – Anne Reis, Haley Frater and Owen Boyle, Wisconsin DNR

- 9:30 - 9:55** **Scaling up - Partnership-supported Landscape Conservation in SW Wisconsin** – Cindy Becker, Project Manager, Southern Driftless Grasslands
- 9:55 - 10:20** **Collaborative Partnerships - Reconnecting Wisconsin's Northwest Sands Landscape** – Robert (Bob) Hanson, Wisconsin DNR Northwest Sands Wildlife Biologist
- 10:20 - 10:30** **Overview of Landscape Conservation Project Topics and Funding Opportunities** for Breakout Activity on Wednesday, Kate Parsons, Midwest Landscape Initiative
- 10:30** **Break**
- 10:45 - 12:00** **Partnering with Tribes – A Balancing Act** - Richard Monette, Law Professor at UW-Madison and Director of the Great Lakes Indian Law Center
- 12:00 - 12:45** **Lunch | Sandstone 7**
- 12:45 - 5:00** **Committee Business**

Public Lands Working Group in **Sandstone 89**
Private Lands Working Group in **Sandstone 3**
Wildlife Diversity Committee in **Tundra EF**
- 5:30** **Cook-out @ Mirror Lake State Park at the Bluewater Bay Shelter**

Transportation on your own or carpool

If asked, notify park staff that you are with MAFWA for waived entry fee

WEDNESDAY 5/10/2023

7:30-8:30 Breakfast Sandstone 2

- 8:30 - 9:00** **Welcome and housekeeping | Sandstone 2**
- 9:00 - 9:45** **Introduction to the Midwest Landscape Initiative | Sandstone 2**
Sharing of new landscape conservation products, including the Midwest Conservation Blueprint, Regional Species of Greatest Conservation Need, etc.
- 9:45 - 12:00** **Landscape Conservation Projects Small Group Breakout Activity** - facilitated by working group/committee chairs and MLI staff

Breakout Room **Sandstone 89**
Breakout Room **Sandstone 3**
Breakout Room **Tundra EF**
- 12:00 - 12:45** **Lunch | Sandstone 7**
- 12:45 - 1:45** **Landscape Collaboration Discussion | Sandstone 2**

Breakout Report Outs

1:45 - 2:30 **Next Steps: Moving Interjurisdictional Projects Forward | Sandstone 2**
Group Discussion, How Do You Want to be Involved and Engaged with this Work?
Committee Chairs, Plans to Report Out to MAFWA Directors at Annual Meeting
Ollie, Regional Leadership Support of this Work
MLI Staff, How We Plan on Moving These Projects to Reality

2:30 **Break**

2:45 - 4:30 **Committee Business (if needed)**
Public Lands Working Group in **Sandstone 89**
Private Lands Working Group in **Sandstone 3**
Wildlife Diversity Committee in **Tundra EF**

Dinner on your own or in groups

THURSDAY 5/11/2023

Breakfast on your own (be sure to check out before you leave)

8:30 – 8:40 **Meet outside Wilderness to load into mini-vans**

8:40 – 9:00 **Travel to Badger History Museum**
Located at S7560 U.S. Highway 12, North Freedom, WI 53951
<https://goo.gl/maps/Mv4mfkpVbJ4kDfod8>

Please take advantage of the bathrooms at the museum. There are no facilities available once we leave the museum.

9:00 - 12:00 **Field Tours**

Site 1 | Badger History Museum

Verlyn Mueller, Curator/Archivist

Site 2 | Mąą Wakąçąkra Horaje

Randy Poelma, Environmental Sciences Program Manager

Site 3 | Sauk Prairie State Recreation Area

Nancy Frost, Sauk County Wildlife Biologist

James Carter, Property Supervisor

Site 4 | USDA Dairy Forage Research Center

Dennis Hancock, Director

Alison Duff, Research Ecologist

Jose Franco, Research Agroecologist

12:00- 12:45 **Boxed lunch at USDA Conservation Club (or to go depending on travel plans)**

12:45 – 2:00 **Field Tour**

Site 5 | Baxter's Hollow, The Nature Conservancy

Mike Mossman, Retired DNR Research Scientist

2:00 – 2:30 **Travel back to Wilderness Resort**

2:30 **Field Trip End | Head back to your home state**

Public Lands

MAFWA PUBLIC LANDS WORKING GROUP

Respectfully submitted by

Anne Reis, Public Lands Specialist, Wisconsin Department of Natural Resources

Meeting Time & Place

During the 2022 virtual meeting hosted by South Dakota, working group members expressed a strong desire to return to in-person meetings after the pandemic. After three years of virtual meetings, Wisconsin hosted a joint meeting with the Public and Private Lands working groups, the Wildlife Diversity committee and the Midwest Landscape Initiative (MLI) May 9-11, 2023. The joint meeting was held at the Wilderness Resort in the Wisconsin Dells.

Attendance

In attendance were Brian Hickman (IA), Mitch Hess (IL), Dan Eckstein (IN), Dustin Mengarelli (KS), Derek Beard (KY), Earl Flegler (MI), Greg Hoch (MN), Matt Bowyer (MO), Kent Luttschwager (ND), Pat Molini (NE), Mike Ervin (OH), and Ryan Wendinger (SD). Wisconsin staff included Anne Reis-Boyle (2023 chair), Nathan Holoubek, Jason Fleener, Brooke VanHandel and Timothy Lizotte. All MAFWA states were represented.

Executive Summary

The overall goal of the 2023 MAFWA joint meeting was to think big and think creatively to identify multi-state or landscape-scale projects that can be accomplished through diverse partnerships across the 13-state region that will tangibly move the needed on our shared conservation priorities. The joint meeting agenda items included presentations on the conference theme: Landscape-scale conservation and Partnerships. Cindy Becker, Project Manager for the Southern Driftless Grasslands Initiative, presented Scaling up – Partnership supported landscape conservation in SW Wisconsin. Bob Hanson, DNR Northwest Sands Wildlife Biologist, presented Collaborative Partnerships – Reconnecting Wisconsin's Northwest Sands Landscape. Richard Monette, UW-Madison Law Professor and Director of the Great Lakes Indian Law Center presented Partnering with Tribes – A Balancing Act. Staff from the Midwest Landscape Initiative (Claire Beck, Alexander Wright and Kate Parsons) facilitated multi-jurisdictional project proposal development in small groups on overarching topics, including grasslands, forests, wetlands, and aquatic habitats. Ten project proposals were generated over several hours that identified project needs and outcomes, activities, geographical extent, partners and personnel involved, related plans and potential funding sources. The Midwest Landscape Initiative staff compiled the work and a report for the MAFWA directors separate from the individual committee and working group reports.

The Public Lands Working Group met in the afternoon of May 9th to discuss topics relevant to management of state wildlife lands and consider action items for the Directors' attention. Each state provided a brief overview of the top three challenges and opportunities facing public lands managers. For the last several years as well as this year, difficulty with staffing, aging equipment, need for habitat infrastructure engineering help, and public land use conflicts continue to be common themes. Additional themes common to many states include legislative and/or gubernatorial initiatives that hinder or help conservation efforts.

Special presentations included habitat and infrastructure prioritization. Jason Fleener presented Wisconsin's framework for prioritizing work on 1100 wetland impoundments across the state. A high,

medium and low ranking was applied to all impoundments based on a number of factors including priority watersheds, ecological impacts, public use and recreation, human safety, presence of wild rice, legal obligations, deeds/covenants and stakeholders. High and medium ranking impoundments allow staff to continue operations and apply limited funds to maintain and/or improve them. Low ranking impoundments were considered for divestment. Nathan Holoubek presented standardized guidelines for conducting habitat management on grasslands, oak forest, young forest, barrens and wetlands in conjunction with prioritized locations for working on these habitats across the state. The next phase of the work is to assess habitat quality in high and medium priority locations as well as setting long-term goals for these priority habitats.

Director Action Items

Action Item 1: Maintaining and upgrading infrastructure on public lands is critical for wildlife habitat and human safety and recreation. Lack of engineering support is one of the biggest barriers to ensuring infrastructure is maintained as intended. Many states have civil engineers who can design parking lots, buildings and other public use infrastructure. Wetland and habitat infrastructure is a specialty within the engineering field that is lacking or exceeds current capacity in many states. Some states have contracted with partners like Ducks Unlimited to funnel projects and funding for more timely construction. Others are limited by state purchasing rules and spending authority. During the project development portion of the joint meeting, the wetlands group drafted a proposal to streamline wetland engineering projects across the region. The goal is to secure America the Beautiful or other infrastructure funding to secure engineering support. We seek director's support for this project proposal.

Action Item 2: As public values toward wildlife and public recreation change, we foresee not only more opportunities for support of public lands, but also more conflicts among different user groups. The AFWA Relevancy Roadmap calls on public land managers to diversify their constituent base, while also maintaining existing recreation opportunities for the people who fund conservation through hunting and trapping licenses and firearm and ammunition purchases. More research, pilot projects and data collection are needed to engage more people in supporting conservation and public lands as well as reducing conflicts. We seek directors' support and funding for relevancy projects as well as current user focus group qualitative research.

Action Item 3: Staffing and recruitment declines have made it difficult to adequately manage public lands across the region. A number of new initiatives were discussed across working groups and committees including:

1. Building a pipeline of students/interns/new staff through a MAFWA jobs board (see joint public and private lands resolution).
2. creating adequate training curriculum that includes equipment experience for on-the-ground work (i.e., partnerships with technical colleges/universities)
3. creating conservation contractor degrees at various educational institutions

We seek director guidance in working with MAFWA region institutions for training support as well as MAFWA resources for a jobs board on the MAFWA website.

Time and Place of Next Meeting

Illinois, May 2024

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023
IL DNR
Mitch Hess, Don Kahl

For Discussion

Top 3 State Wildlife Public Lands Challenges

- 1) Procurement
- 2) Low Staff levels
- 3) Equipment needs for habitat work

Top 3 State Wildlife Public Lands Opportunities

- 1) New Land Acquisitions
- 2) Initiative for more shooting ranges on state sites
- 3) More PR \$ for habitat work on state sites

For Report (optional categories if relevant to your agency/program)

Budget: In good shape. Some redistribution occurred, and some state sites are running on a smaller budget.

Land Acquisitions: Still acquiring, but tends to be timely

Legislation

Operations/Management

Partnerships

Personnel (retention/recruitment): Retention is good, but recruitment is bad. Takes too long to hire IF we can get positions posted.

Public Land Use: Use is now at pre-pandemic use.

Relevancy Roadmap

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023
Indiana Department of Natural Resources
Dan Eckstein

The Indiana Division of Fish and Wildlife, Office of Public Lands, is responsible for the management of 16 Fish and Wildlife Areas managing 167,000 acres of public ground, over 400 public access boat launch sites, and 7 fish hatcheries.

Top 3 State Wildlife Public Lands Challenges

- Department Staffing- Although there have been salary increases in our department, some vital positions in areas of purchasing and finance have remained vacant for extended periods of time. This has caused serious delays or cancellation of habitat projects, distress in managing grants, and disrupted the ability to acquire goods and services.
- Increased operating costs- The overall cost of operating all the various work units across the office of public lands has increased substantially in the last couple of years, increasing the difficulty in setting a budget and reducing the amount of new projects and preventative maintenance we can get done.
- Competing interest for public use- On a limited amount of public land, there has been an increase in the number of nontraditional and traditional users wanting to utilize public land, creating challenges on how land should be managed.

Top 3 State Wildlife Public Lands Opportunities

- Salary Increase- IDFW has recently been given a salary increase which has been beneficial in retaining staff, as well as increasing the quality and quantity of applicants for the vacant positions that we have.
- Land Acquisition- We have been continuing to actively acquire new ground. The DNR has also recently been approved for an increase in state capital funds for land acquisition, as well as legislative support of for capital funds to be as part of matching funds on a 4,500-acre land acquisition project.
- Expansion of Volunteer Program- Last year we logged over 4,000 volunteer hours on our properties. Through this program we were able to leverage over \$60,000 in match towards our various grants. We also feel that the volunteer programs increase the public's trust in our programs and gives our program a closer relationship with the property users.

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023
Iowa Department of Natural Resources
Brian Hickman

For Discussion

Top 3 State Wildlife Public Lands Challenges

Executive Order 10:

Executive Order 10 signed on January 10, 2023 puts a moratorium on administrative rulemaking and institutes a comprehensive review of all existing administrative rules. This review must be completed by December of 2026. Over the next 3 years, the Department will be reviewing internally, obtaining public comment, and navigating the rules process for every current rule in both the Conservation and Recreation and Environmental Services Division. In 2023, Wildlife Bureau staff are reviewing all rules pertaining to resident and nonresident deer, habitat stamp, waterfowl and the IHAP program.

Nuisance Furbearer Legislation:

Legislation has passed and at the time of writing this is awaiting the Governor's signature allowing a person to shoot, trap or ensnare a furbearing animal without prior permission. This applies to the land owner or tenant of agricultural property or an associated residence location outside city limits. Cage and dog proof traps and shooting are all allowable methods of take for the purpose of destroying or disposing of, a racoon, opossum, or skunk on the property if the owner or tenant in good faith deems the animal to be a nuisance.

Staffing: In April of 2022, we had 4 FTE vacancies in the Wildlife Bureau and had intended to be fully staffed by the end of the calendar year. One year later, we currently have 9 FTE vacancies and expect that number to slowly grow as several staff are eligible for retirement. Additionally, temporary and contract positions have been challenging to fill. We have several public land management and private land contract positions currently unfilled due to the lack of qualified candidates applying. This is significant as these positions have been our training ground for future FTE employees. Many efforts are being made to engage potential future employees in earlier stages of their academic careers in an attempt to guide them towards a career in the Wildlife field.

Top 3 State Wildlife Public Lands Opportunities

Engaging Users and Neighbors: This legislative session saw proposed legislation come forward that potentially could have limited the state's ability to acquire additional public lands as well as dictate how they are managed. We are continuing to look for new opportunities to interact with those individuals and groups. Recent efforts that have been made include our Good Neighbors meetings and hunter listening sessions. These two efforts have provided us with the interactions we were seeking but also have helped us proactively navigate the legislative session.

The Wildlife Bureau's 17 Units each host at least one good neighbor meeting and listening session annually. The good neighbor meetings are an open house format and the listening sessions are formal presentations followed by public comment. We ensure that our Biologists

(Management and Private), Law Enforcement, Fisheries and Forestry staff are present at these meetings/open houses.

Popularity of public lands: Iowa's public land managers have all noted increased hunting pressure and other recreational use. The increase in users also provides the opportunity for more voices speaking favorable of Iowa's public lands. How do we capture this enthusiasm and have those users be more vocal in support of public lands?

Prescribed Fire: Iowa launched IFIRE its prescribed/wildland fire qualification system in December of 2022. The goal was to create a system that would capture the broad experience, training and expertise of our long-term employees, place them in a proposed structure based on those experiences and lay out a training and experience pathway for all new/early career employees going forward.

The Loess Hills Cooperative Burn week has been held since 2016 and has grown to over 100 firefighters participating annually. This week has allowed for thousands of acres of prescribed fire to be applied to the landscape while being a great training ground for our Departments professionals. This event has brought firefighters from across the region to get hands on experience in multiple roles on the fire lines, fuel types and landforms. Local Volunteer Fire Departments, County Conservation Boards, NGO's and multiple government agencies participate, which continues to build fire capacity in the region.

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023
Kansas Wildlife and Parks
Dustin Mengarelli

For Discussion

Top 3 State Wildlife Public Lands Challenges

- Nonresident waterfowl hunting pressure
- Homeless camping at State Fishing Lakes
- Timber theft and damage

Top 3 State Wildlife Public Lands Opportunities

- Banning Trail Cameras on WMAs
- Electronic Access continues on 28 properties. Plans to go statewide by Fall of 2024. Data collection is key to making management decisions.
- Some of the best hunting in the country

State Report Information

Budget

- FY 23 Salaries and O&M – \$4,631,844 Wildlife Fee Fund, \$1.8 million Federal Ag Funds and \$700,000 State Ag Funds
- Temp Salaries – \$443,500 Ag fund and \$302,000 Wildlife Fee Fund
- PR Grant O&M – FY23 \$8 million split 50/50, FY24 \$9 million
- Sport Fish Grant – \$750,000 split 75/25
- FY22 Ag Fund Revenues – Fed: \$3,000,000; State \$950,000

Land Acquisitions

- FY23 land acquisition budget - \$1,100,000 total.
- Three tracts purchased in 2022 totaling 561.8 acres
- Push Back for Legislature/KFB for purchasing any land.

Legislation

- Law Enforcement has been moved into Kansas Police and Fire Retirement from KPERS
- Land Acquisition obstacles
- Proposed legislation for interest groups instead of the resource
- License categories and deer permits are typically brought up and used against agency

Operations/Management

- Agricultural Production – approximately 195 permits are issued to farm more than 44955 acres. In addition, 8653 acres are planted by Public Lands staff.

- Grazing – 26,850 acres are under grazing management plans in 37 contracts.
- Haying – 1788 acres were hayed on 29 contracts.
- All agricultural/grazing/haying income exceeds \$2.78 million. Current Ag fund balances exceeds \$6.5 million.
- Noxious Weed Control – 50,000 acres
- Prescribed burns –27,000 acres
- Food plots – 5,000 acres
- Invasive species control - > 12,800 acres
- Water level (pumped) – 15,639 acre feet
- Managed Dove Fields – 1343 acres most require non-toxic shot.
- Bison Management – Three herds comprising 288 head on 8058 acres
- Law enforcement – 38 certified PL LEO's completed 8,000 license checks
- Cabin program- Public Land Section operates three cabins on State Fishing Lakes and Wildlife areas. Reduced from seven a couple years ago.

Partnerships

- North American Wetlands Conservation grants (NAWCA) working in cooperation with Ducks Unlimited continues to add new projects.
- Pheasants Forever – Agreement renewed in 2023 for habitat specialist positions on public lands. Currently all 13 positions are full. Agreement expires June 30th, 2025.
- Missouri River mitigation work continues in northeast Kansas, including land acquisition, restoration, and public access in 5 properties totaling 6094 acres.
- SSWA partnered with Friends of Sand Sage Bison Range and Wildlife Area to provide 111 bison tours to 949 guests.
- Special Hunts (Public & Private Land): Spring 2021 = 88 Turkey Hunts available this spring with 154 permits. There were 538 Applications - all choices. Applications came from 15 different states. Fall '20-'21 Special Hunts = There were 742 Total Permits, 5122 Applications (all choices).

Personnel (retention/recruitment)

- 1 – Public Lands Division Director
- 1 – Public Lands Assistant Director
- 4 – Regional Supervisors
- 33 – Area Managers
- 1 – NRDA Coordinator
- 13 – Assistant Managers
- 13 – Pheasants Forever Habitat Specialists
- 2 – Equipment Operators
- ~150 – Temporary/seasonal laborers
- *38 – LE certified LEOs*
- 7500 acres per State FTE
- Loss of 5 FTE's as a result of Voluntary Retirement Incentive, still lingers.

Public Land Use

- Electronic Access continues on 28 properties. Proposal to go statewide by Fall of 2024. Brandt is our new license and electronic access company. Quite a few bugs in the system but basic function is working.

Relevancy Roadmap

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023
Kentucky Department of Fish and Wildlife Resources
Derek Beard

Top 3 State Wildlife Public Lands Challenges

- Replacing aging infrastructure and equipment typically only occurs on a limited basis due to available funds. Wildlife Division's FY24 proposed budget only includes \$443,200 for machinery and implements for use on WMAs. KDFWR owns, leases, or manages more than 85 WMAs for public use. Although the department owns only 165,000 acres, lease agreements and cooperative partnerships and other state and federal public lands afford the public with more than 1 million acres for recreational access.
- Staffing—the division continues to lose highly qualified and knowledgeable employees due to retirement as well as resignation presumably to accept positions with other agencies and private companies that provide higher wages and better benefits. We are seeing a low level of interest in our posted vacancies with applicants that do not meet minimum qualifications and/or experience. Currently we have 130 full time Wildlife Division Staff.
- Kentucky continues to rank among the lowest paid wildlife staff and is one of the top two underfunded pension systems in the nation. During the 2023 legislative session, members voted to approve HB 444 to provide a 6% raise for employees on July 1, 2023. During the 2022 Regular Session, the General Assembly approved an 8% across the board raise for state employees. The financial impact to the agency will change the landscape of our agency in the very near future if alternative forms of income is not identified soon. At the current rate approximately 72% of our Wildlife division budget is consumed by personnel salaries and benefits (\$15,044,200 total personnel costs and \$20,641,100 total FY24 operating budget)

Top 3 State Wildlife Public Lands Opportunities

- Passed legislation Senate Bill 217 (2022 session) and Senate Bill 241 (2023 session) which affirmed KDFWR's authority to acquire a perpetual public conservation easement on approximately 54,000-acre WMA in southeast KY. Funds for purchasing the easement will come from state general fund which will provide the 25% federal match for the federal Wildlife and Sport Fish Restoration grant program. The property is in Knox, Bell, and Leslie counties and is owned by CF Ataya LLC and managed by the KY Chapter of The Nature Conservancy in partnership with KDFWR and with support from the Rocky Mountain Elk Foundation. The Rocky Mountain Elk Foundation was instrumental in securing a grant for the project through the National Fish and Wildlife Foundation's Acres for America conservation program.
- Both a challenge and opportunity the legislature passed Senate Bill 217 during the 2022 session and SB 241 during the recent 2023 session. The historic legislation gives the Agency a level of independence. The Governor vetoed it followed by the Senate and House taking action to override the veto. Due to the emergency clause the legislation takes effect immediately. The Agency is working diligently to establish new operational protocols to allow the agency to conduct all procurements necessary, make all contracts and agreements subject to Governmental Contract Review, and conduct its own bidding. The Agency is now only attached to the Tourism Arts and Heritage Cabinet administratively for limited functions and purposes as requested by the Agency.
- Wildlife Management Area (WMA) categories were approved by our commission and implemented in 2022. WMAs are now categorized into High, Moderate, or Low levels of management. High management areas being staffed and intensively managed while Low are areas with staff some distance away that will receive the minimum in the way of management but are still available to hunting, hiking, wildlife watching, etc. Ideally, this approach gives area users a better idea of what to expect on areas when visiting or planning a trip and will also help focus our staff, budget and sometimes commission to prioritize efforts on Highly managed areas.

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023
Michigan Department of Natural Resources-Wildlife Division
Earl Flegler

Top 3 State Wildlife Public Lands Challenges

Vast Acreages of Northern Corporate Land Changing Ownership with Unknown Consequences for Public Access

Slowly Shrinking Revenue/Staffing Balanced with Increased Interest in Alternative Uses for Public Land

Unsuccessful Land Acquisitions Where Private Sales Occur Before the Public Can Acquire

Top 3 State Wildlife Public Lands Opportunities

Grant Funding for Public Land Opportunities: There are more opportunities to apply for grants for public land acquisition/protection/management than there is staff capacity to manage the grants.

Available Funding for Small Land Acquisitions: With the State Land Review (a statewide review of 240,000 acres of DNR-administered land) and disposal of some parcels, there are funds available to buy replacement lands, especially smaller parcels that help consolidate ownerships.

New Ideas and Energy: We have seen an increasing rate of turnover of staff across the division. Although filling positions seems slow and in some cases there is a shortage of qualified applicants, positions are being filled (“the glass is half full-but it is still leaking”). We are hiring some very skilled and energetic employees that will lead natural resource issues into the future.

Additional Things I Would Like to Discuss After Hours:

Public Easements Over Private Land (PEPL)
Access to Landlock Public Land
Bike/Equestrian Trail Use

MAFWA PUBLIC LANDS WORKING GROUP MEETING
April 2023
(MISSOURI DEPARTMENT OF CONSERVATION)
(Matt Bowyer - Southeast Regional Administrator)

Top State Wildlife Public Lands Challenges

- The Comprehensive Conservation Strategy (CCS) continues to guide newly aligned workforces across regions to implement natural resource management. Our tiered approach helps prioritize the highest priority work and guide funding. This approach has helped streamline Prescribed fire efforts and wildlife response and the funding of work to be done on highest tiered areas first and has helped secure additional grants for extra work in the right places.
- Urban, suburban, and exurban, sprawl and development are putting increasing pressure on conservation lands. Areas that used to be in rural space are not anymore. Habitat and wildlife are under increasing pressure, and we are seeing encroachment issues with negative impact.
- Invasive species are ruining/taking over wildlife habitats. This is next biggest issue we face as public land managers. Aquatic and terrestrial invasives threaten to dominate our time and resources if we allow it. If we do not address this issue, it will impede and prevent most other management, and will negate the ecological benefits those lands provide for wildlife and people. Most impacted areas are in and near urban centers, and it grows outward exponentially, impacting our highest quality natural communities. While we have made incredible progress towards the goal of eliminating feral hogs throughout southern Missouri, invasive plants, as well as wildlife diseases represent a paradigm that will require ever increasing investments in the future.
- Pollution, sedimentation, and poor soil conservation practices continue to threaten our public waters and stream habitats threatening many of our aquatic and terrestrial species. Collaboration with professionals tasked with protection of clean water for human use is critical. Clean water will be the issue of the future, and it affects everyone. Our public lands can be used as prime examples for buffering these resources but public lands cannot handle it all.
- Recruitment of resource management professionals. The number of qualified individuals (relevant degree/adequate experience) pursuing professional careers in our professions has been declining for years, leading to the hiring of underqualified staff which are unprepared for several years. It is not their fault but in some cases their staff, the public, and the resource may suffer. Improving staff retention will help with this problem, but getting more kids interested and trained seems essential.
- The timely reporting of land management activities and accomplishments to help drive future funding of public lands projects.
- Aging infrastructure on public lands. Especially on our wetland areas where pump failures were all too common in the last year. Continued issues with flooding and lack of resiliency of our wetland infrastructure.

Top State Wildlife Public Lands Opportunities

- Incredibly successful partnerships are making advances in the fight against feral hogs. Especially noticeable at Mingo NWR, SW Missouri, and on some of the most infested parts of the eastern Ozarks on publicly owned lands.
- Outreach to and engaging the public in wildlife viewing, hunting, fishing, and experiencing wildlife in the wild. People will only defend what they hold personal value in. Newly hired Recreational Use Specialists in our Regions has increased the ways that the public can use our lands and opened the eyes of staff focused on traditional uses.
- There is a need to focus efforts to retaining institutional knowledge given the well experienced workforce who are nearing retirement.
- We should adapt and accept technology creatively as a teaching/gaming/exploration tool to bring people outside to better understand, identify, appreciate wildlife.
- We should support sustainable and regenerative farming approaches on our public lands which make better use of cover crops and depend less on pesticides, herbicides, and fertilizer in order to better support the ecosystem and balance needs.
- Opening the rivers and letting the floodplain be the floodplain supporting wildlife habitats (reduce the number of levees).
- Protection or reintroducing of species of conservation concern on restored/managed terrestrial and aquatic habitats.
- Ability to collect public engagement is available now more than ever to create informed decisions and better reach all Missourians. Focus efforts on public engagement and partnerships.
- Work team restructuring to get habitat work accomplished.

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023 (Wisconsin Dells)
Nebraska
Pat Molini, Assistant Division Administrator, Wildlife

For Discussion

Top 3 State Wildlife Public Lands Challenges

- Shrinking applicant pool for position openings with fewer and fewer experienced/qualified applicants. Less interest from existing staff to take on leadership positions. It's almost dire at the midlevel management positions. Competitive wages for permanent and temporary staff.
- Depredation response/Big Game management by public lands staff is taking time away from staff to spend on public lands management.
- Increase demand on public wildlife areas for activities outside the traditional uses of habitat/hunting/fishing/trapping. With increase interest in using wildlife areas for hiking/biking/kayaking/canoeing/etc. there may be opportunities to understand and manage these uses and limit potential negative impacts and/or conflicts. These uses need to be wisely managed so as not to affect the intended purpose, users and funding of these areas. Most states can't keep up with the upkeep on current infrastructure so adding any infrastructure for these activities just doesn't pencil out currently.

Top 3 State Wildlife Public Lands Opportunities

- Partnerships allow for large habitat projects to be completed on public lands. It takes time to spend money and having partners that can streamline or even complete most of the administrative side of spending habitat dollars is greatly beneficial.
- Nebraska is still engaged in acquiring high quality important habitat lands for wildlife management and conversely engaged in surplus of management areas with high management costs and input often with little or no public access.
- Recovering America's Wildlife Act. Maybe this is the year? Of course, this will come with many challenges also.

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023, Dells Wisconsin
North Dakota Game and Fish Department
Public Lands Working Group

For Discussion

Top 3 State Wildlife Public Lands Challenges

- 1) Continued demand for other uses including trails, dog training, energy development.
- 2) High hunting pressure/use on WMA's due to limited public lands in North Dakota. 94% of the state is privately owned and access to private lands increasingly difficult.
- 3) Limited acquisition budget of \$800,000 per biennium. Long and extensive process to acquire lands (Governor, legislature, local government, neighbor notification, etc)

Top 3 State Wildlife Public Lands Opportunities

- 1) Land acquisition – even though ND has limited and slow process – currently have Governor and Director supportive of additional land acquisitions.
- 2) Ample budget for equipment purchases and ability to implement new land management projects. However, limited staff and significant amount of time for O and M limits new developments.
- 3) Multiple partner and NGO's available to cost share projects and activities.

For Report (optional categories if relevant to your agency/program)

Budget ND Game and Fish Department \$109,500,000 biennium. Land Management of WMA's \$3,645,000 for 2023-25 biennium)

Land Acquisitions \$800,000

Legislation (Highlights)

HB 1151 Prohibits the ND Game and Fish Department from issuing rules or adopting a policy or practice prohibiting the baiting of big game animals for lawful hunting on private property. Various amendments (approved by House 76-18; failed Senate 21-26). Very contentious and debated hot topic.

HB 1233 Allow 11,12,13, year old youth hunter to hunt during September youth season and expands to include regular deer gun season in November (passed)

HB 1377 – Allow for party deer hunting up to 10 members – failed.

SB 2368 Proposed study and possibility of implementing an appointed game and fish commission (failed). Currently Governor appoints Director (since inception has always been a seasoned wildlife or fisheries professional).

NDGF Budget – 6 new FTE positions added including ANS biologist, Fisheries Supervisor, Warden Supervisor, 2 Private Lands Biologist and 1 Private Lands Supervisor. Additional \$4,000,000 increase authorized for private lands.

Operations/Management Land Management WMA's \$2,445,000 per biennium

Partnerships Corps of Engineers, Bureaus of Reclamation, US Fish and Wildlife Service, American Foundation for Wildlife, NGO's including DU, Mule Foundation, PF, RMEF

Personnel 19FTE's (1 Section Leader, 6 district Supervisors, 5 Resource Biologist, 9 Technicians) Wildlife Division Chief, Assistant Division Chief. To date, have had high quality candidates compete for positions, but number of applicants has decreased. Section generally hires 12- 15 summer seasonals and numbers of applicants had decreased. Increased recruiting efforts and advertisements increased to approximately 60 applicants.

Public Land Use Continues to be a challenge with multiple requests from various user groups. Uses start as compatible use, but eventually cross the line to incompatible due to the amount of activity and disturbance (ie hiking trails, etc). Shed hunting and going for a walk in later winter to find a shed antler seems compatible. However, more and more shed hunters go earlier and earlier and continually walk winter habitat cover and winter foraging areas displacing and causing additional stress for wildlife.

Continued and increasing needs for recreationists and desire to use public lands. However, public lands and Wildlife Management Areas are not the same.

Relevancy Roadmap You have reached a Dead End.

MAFWA PUBLIC LANDS WORKING GROUP MEETING
ODNR Division of Wildlife
Mike Ervin – Public Lands

For Discussion

Top 3 State Wildlife Public Lands Challenges:

1. Understanding management needs on public lands, primarily quantity and frequency.
2. Fitting the appropriate resources to the work and learning efficient delivery approaches.
3. Non-personnel resource fluctuations and staff longevity and attrition.

Top 3 State Wildlife Public Lands Opportunities

1. PR, capital, H2Ohio, and other funding windfalls.
2. Attrition and turnover.
3. Governor DeWine's H2Ohio program has accelerated our wetland habitat delivery.

For Report (optional categories if relevant to your agency/program)

Budget: Recent budget windfalls from PR, capital appropriations, H2Ohio, and LCF have accelerated both the need to spend and our conservation delivery.

Land Acquisitions: Continue to buy land at an unprecedented pace.

Legislation: Ohio Senate Bill 9 requires agencies to reduce 'restrictive language' (i.e. shall, must, require, shall not, may not, and prohibit) in Ohio Administrative Code by 10% annually for the next three years and two rules must be removed for every new rule introduced. We're working on revision of many rules that impact public lands (refuges, restricted access, signage, etc.) to help meet this requirement.

Operations/Management: Continue to pursue large multi-year statewide procurement contracts with our Department of Administrative Services to reduce administrative hurdles with purchasing for both habitat and recreational management. Recently completed contracts for seed, herbicide, adult rooster pheasants, brush clearing, and refuse dump removal. Currently pursuing contracts for forest invasive species and mid-story treatment, road grading, and bush hogging. Scoping roughly 15 additional contracts for future bidding.

Partnerships: Our H2Ohio program is delivered exclusively through partnerships with third party conservation partners. Many are NGO's, for profit companies, and local governments.

Personnel (retention/recruitment): Recent hiring glut followed several years with no hires in the Wildlife Management section. On pace to fill nearly 32 staff in the Wildlife Management section this year, which will represent about 1/3 of our staff in new roles or as new hires.

Public Land Use: Met with Google and AirSage to learn how they can use location data or on-site sensors to quantify public use. No contract or scope of work in place yet but planning future work.

MAFWA PUBLIC LANDS WORKING GROUP MEETING

May 9 – 11, 2023

South Dakota Game, Fish and Parks

Ryan Wendinger, Habitat Program Administrator

Top State Wildlife Public Lands Challenges

- Inflation and product availability – The cost of doing business continues to increase. Cost of machinery and other land management equipment continues to go up in price and staff are waiting up to a year or longer for some items to be built and delivered. This poses budget challenges and requires making do with old equipment for longer than expected. The cost of other products for projects like fencing or herbicide application also remain costly impacting budgets. The cost of contractors has increased substantially and the availability has decreased as they have plenty of work keeping them busy. Lastly, as with many other states South Dakota's public lands are scattered across the state and with that comes travel. Fuel and mileage prices have also remained high requiring strategic planning by staff to be most efficient with travel to various GPAs to complete projects.
- Habitat management staffing – The department has recently had a fair amount of turnover in our habitat management staff. This has created some good opportunities for staff to move up and take on new roles but also required pulling in new individuals that require training. Additionally, applications received for entry level jobs have been down as the job market continues to be very competitive. Part of the staffing challenges go beyond full-time staff as filling seasonal and intern positions has been even harder. Some adjustments to wages for these positions in the recent few years has helped. During the summer months our workforce almost doubles as we rely on seasonals and interns to help us complete a large portion of our field work on public lands. Maintaining a fully staffed regional habitat team remains a challenge for GFP regional habitat managers.
- Annually adjusting to climatic conditions - GFP habitat managers put a great deal of time and resources into annual habitat management planning for GPAs. Making timely adjustments to plans in response to extremes in weather (e.g. drought, flooding, seasonal temperatures) prove challenging for proper management planning and budgeting. The past year was no exception to extremes with heat and drought during summer and winter proving to be a very hard one. Drought conditions during spring and summer limited the ability for prescribed fire on Game Production Areas and made establishment of newly planting habitat challenging. Winter snowfall, wind, and cold was one South Dakota hadn't seen for a while. Wildlife losses were common in parts of the state due to winter conditions as we moved into 2023.

Top State Wildlife Public Lands Opportunities

- Funding - PR apportionments remain high and Habitat Stamp funds continue to be generated at a very respectable rate. GFP habitat managers and staff continue to use these dollars to complete large scale habitat and access

projects on GPAs. This work is being completed both in-house and by using various contractors. Habitat Stamp funds have continued to allow for an amplified rate of habitat improvements on GPAs. Staff continue to be excited about the opportunity to make these major improvements to GPAs. The time required by staff on contract and project management for these projects above and beyond normal operations has been the limiting factor.

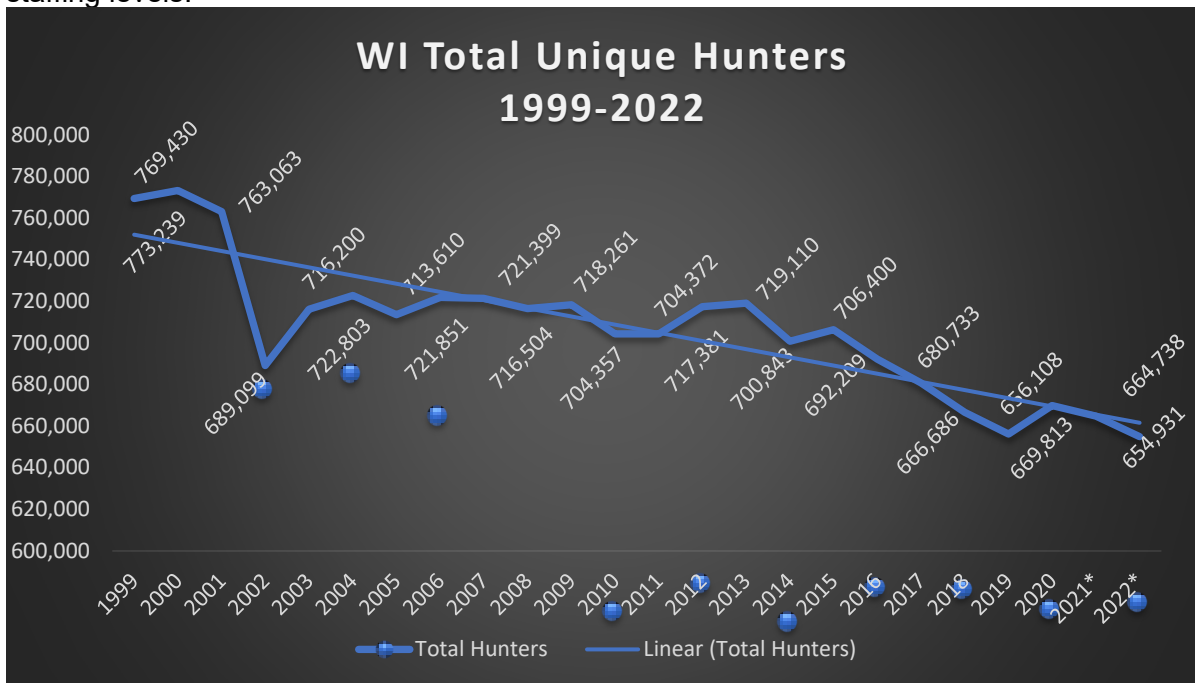
- Private land in public hunting programs – In 2022, 1.48 million acres of private land was enrolled in one of GFPs public hunting access programs. This is a record for South Dakota. As more acres are enrolled crowding can be reduced on some of the GPAs improving users' experiences. Additionally, during the fall of 2022 a new Conservation Reserve Enhancement Program (CREP) was launched in eastern South Dakota in the Big Sioux River Watershed. This watershed is home to a majority of the large population centers so more hunting access is always needed. This program, once fully enrolled, will create 25,000 acres of habitat open to the public for hunting and fishing. This CREP program complements the James River Watershed CREP located in east central South Dakota that is about 80% of the way towards the goal of enrolling 100,000 acres.
- Habitat and access a top priority – Habitat and access continue to be a top priority for the department. All staff have been involved this priority and continue to find ways in whatever capacity they serve to be part of it. This whole team approach has put a spotlight on habitat and access and helped make some great achievements that include public land projects. GFP will continue to make habitat improvements to GPAs as well as seek out enrollment of private lands into public hunting access programs to provide quality opportunities for outdoor recreation throughout the state.

MAFWA PUBLIC LANDS WORKING GROUP MEETING
May 9 – 11, 2023
Wisconsin
Submitted by Anne Reis, Public Lands Specialist

For Discussion

Top 3 State Wildlife Public Lands Challenges

- We have prioritized areas for some of our most important cover types statewide, the challenge is: how to prioritize resource allocation among these potentially competing priorities (e.g. grasslands vs wetlands) and find common themes with partners (internal and external) that is then linked with meaningful mutual resource allocation and implementation.
- We have a sense of what the general public (new constituencies) need in order to feel comfortable using Wildlife Areas for recreation in the off season, but we have not yet reached out to our current constituencies to gauge their response to sharing these lands. We are only relevant to a small proportion of the state’s population, yet we have the largest land holdings in our division. How do we:
 - Increase license costs for current customers, while also finding ways for non-hunting public to contribute directly to conservation.
 - Share the land among new user groups and current user groups without creating conflict (seasonal use).
 - Make Wildlife Areas ‘for’ more people (bird watchers, hikers), while also keeping them wild (off the beaten path).
- We currently have a structural deficit (our revenues are significantly lower than our spending authority); our license sale revenues have significantly decreased (fees haven’t increased in the last 18 years), while at the same time our PR funding has increased. We also have 115,000 fewer hunters from 1999 to 2022. There are more limitations on the use of PR dollars; we also have significantly less staff. How do we maximize PR spending with current staffing levels.



Top 3 State Wildlife Public Lands Opportunities

- The WDNR Wildlife Management program is expanding its capacity by contracting with Ducks Unlimited and Wisconsin Waterfowl Association to assist with design and engineering services for managed impoundments and restorable wetlands on DNR properties.
- We recently purchased 1800 acres to double the size of a Wildlife Area in the southern part of the state (the most densely populated part of the state). NRCS secured a wetland reserve easement and DNR purchased the fee title. This project was years in the making; all finally came together on May 1st. Ducks Unlimited and NRCS will be starting the restoration process in 2024.
- Our new Land & Habitat Section in Wildlife Management has integrated both public and private lands so that our staff work together on wetland, forests, grasslands and barrens in a more integrated way.

For Report (optional categories if relevant to your agency/program)

Budget

Land Acquisitions

Legislation

In 2022, a suite of 'Sporting Freedom' bills were proposed by our state assembly and senate, all of which were vetoed by our governor. None of the bills were sponsored by our partners, nor were they consulted. Some of these bills included increases in trout and pheasant stocking beyond current capacities, with no additional funding proposed.

Operations/Management

Partnerships

Personnel (retention/recruitment)

In 2022, we hired over 20 new biologists and technicians who went through a year long training. We also recently hired an additional 10 biologists and technicians so that we only have two biologist vacancies currently. During the pandemic, we had over 30 permanent staff vacancies the majority of which are now filled.

Public Land Use

Relevancy Roadmap

MAFWA Conference Notes

Tuesday, May 9, 2023

Scaling Up – Partnership-Supported Landscape Conservation in SW Wisconsin – Cindy Becker

- Focus in SW Wisconsin, southern driftless grassland area
- Invasive species, large scale energy projects, development taking away grassland and native plants
- Collaborative conservation-grassroots effort
- Private landowners “hold the key,” they are listened to much more than scientists are
- Southern driftless grasslands long-term vision
 - o Protect large blocks of land, support and sustain grassland birds, new program to identify new landowners and look at restoration of the land
 - o Outreach, education, training, landowner assistance
 - Visits with landowners result in 60% enrollment in conservation programs
 - o There is only one person running this at the moment, could use two more people in the field
 - o Important to remember things take time

Collaborative Partnerships – Reconnecting Wisconsin’s Northwest Sands Landscape – Bob Hanson

- Northwest sands corridor plans
 - o Sharp-tailed grouse confined to certain areas with proper habitat, goal would be to add a 1,280 acre block every 3.1 miles to connect each chunk of land
 - o Crex Meadows, Bird Sanctuary, Namekagon, and Grouse Society friends helping
 - o Hurdle removed for jack pine time from 3 years to 5 years
 - o Cutting cycle to create rolling barrens
 - o There will always be 3,500 acres maintained by fire and working forest

Partnering with Tribes – A Balancing Act – Richard Monette

- Balance and relations – external/internal, society/citizen, territory/property, public/private, time/place, collective/individual
- Example he gave was the oak and chokecherry, balanced relationship that benefits one another
- Unwritten constitution – when society determines its own culture using its own norms and values to attain its own “constituted state”
- All societies have enforced laws or they would not survive
- Important to separate “in government” and “from government”
- Property bundle of rights
- Examples with Oregon (can walk across private land to get to public) and Texas (cannot do that, much more exclusion)
- Wisconsin Case – Rock -Koshkonong Law vs. DNR
 - o Public trust doctrine or police power doctrine
 - o PTD constitutive, no “taking,” not eminent
 - o PPD legislative or executive, “taking,” eminent domain

- Each society decides for itself the balance between collective and individual between private and public
- Where society places balance is defining marker of culture

Public Lands Working Group

Questions

- Do directors get back to you?
- Did directors meet in person?

Thoughts on morning talks/thoughts in general

- Very thought provoking
- Interesting because some agencies have less interaction with tribes
- Minnesota tribal interactions involve walleye fishing, wolf hunting, moose/wild rice management, elk reintroduction
- Rick Monette's talk interesting and unique
- Share pine barrens and driftless region with Minnesota, project ideas with boundary crossing
- Kansas has no tribal connections aside from giving each tribe a bison, big stereotypes around casinos
- Michigan wanting training area acreage increased, denied due to tribal input and their concerns not wanting expansion, tribes vocal to pipelines going through Mackinaw Bridge area, better environmental ethics than many of us due to ancestral lands

Habitat Prioritization – Nathan Holoubek

- Manage 1.6 million acres publicly, spent about \$5.8 million in habitat plans
- NHC, WM, Forestry, Fisheries – habitat management programs
- Regardless of who owns property, habitat managers work where they can make greatest gains
- Forestry – timber management and fire
- WM – game species management
- NHC – nongame species management and rare communities
- Improve habitat management by creating standard of what “good” habitat looks like, set measurable goals to achieve, define standard techniques, refine where we invest
- Habitat strategy vision
 - o Long term (~10 years) goal
 - o Short term (1-3 years) goal
 - o Develop projects, develop budgets
 - o Supervisor cross check goals
 - o Leadership monitor progress and adjust resources/guidance to improve efficiency and success
- Challenges
 - o Only WM undertaking effort
 - o Very little external partner participation
 - o Starting from scratch (never had “habitat” budget)
 - o Resistance to change among staff

- Balancing top down and bottom-up leadership

WDNR Wetland Infrastructure Prioritization – Jason Fleener

- WI DNR owns or manages ~1,100 impoundments
 - Which provide habitat and recreational opportunities
 - They all require maintenance work/funding, about 19,000 hours/year
- Replacement/repair – ideally 8 miles of dike renovated, and 46 water control structures replaced annually, but accomplishing approximately half of this now...taking a reactive approach instead of a proactive approach
- Current funding
 - Operational: seg/PR
 - Major projects: waterfowl stamp, state budget, grants, NRCS, gifts and donations
- Impoundment prioritization project: shift resources from low priority to high
- Process overview: inventory/assessment tool, managers complete assessments, evaluate assessment data, validate priority categories, develop implementation plans
- Validation/exemption criteria for priority level
- Low priority – divestment options
 - Formally abandon infrastructure and restore natural hydrology, dropping water level below operating level, turn over management to other party, choose what technique to lessen
- Implementation
 - Budgeting/planning, short/long term strategies, record keeping, evaluation, funding major projects that seek funding
- Do other states have this many impoundments?
 - Wisconsin seems to have the most, I believe Michigan stated they had 100-200 and they believed they had a lot
 - Missouri public wetlands huge challenge to keep up with aging infrastructure and climate change

State Reports

- Challenges (common across states)
 - Increased use on WM areas, increased non-hunting use on WM areas, acquisition is a challenge, aging infrastructure, etc.
- Opportunities (common across states)
 - New prioritization tools, PR funding increases, recreational specialists, etc.
- Kentucky
 - Challenges
 - Aging infrastructure and equipment
 - Staffing, low interest levels in vacancies
 - Low income
 - Opportunities
 - 25% match for conservation easement
 - Passed bill to separate into own government state agency
 - WMAs categorized into high, medium, low prioritization

- Michigan
 - o Challenges
 - Many acres with changing landowners, public access questionable (northern areas)
 - Slowly shrinking revenue/staffing with increased public land interest
 - Unsuccessful land acquisitions
 - o Opportunities
 - Grant funding for public lands
 - Available funding for small land acquisitions
 - New ideas and energy, so much staff turnover
- Illinois
 - o Challenges
 - Procurement, timely
 - Low staff levels, less than 1/3 of the staff had 12 years ago
 - Equipment very old but need for habitat work
 - o Opportunities
 - New land acquisitions
 - Initiative for more shooting ranges on state sites
 - More PR money for habitat work on state sites
- North Dakota
 - o Challenges
 - Continued demand
 - High hunting pressure/use on WMAs due to limited public land
 - Limited acquisition budget
 - o Opportunities
 - Land acquisitions
 - Ample budget
 - Multiple partners
- Iowa
 - o Challenges
 - Reduced number of departments in state, every rule must go back for public comment and through legislature, 3-year process
 - Landowners can kill furbearers all year and no longer need permission from LE
 - Low staffing that seems to keep increasing
 - o Opportunities
 - Engaging users and neighbors to acquire public lands
 - Popularity of public lands, more voices to speak in favor of public lands
 - Prescribed fire IFIRE launched to get training and experience
- Missouri
 - o Challenges
 - Invasive species
 - Recruitment low
 - Developmental sprawl leading to encroachment issues
 - o Opportunities

- Fight against feral hogs has been “incredible”
 - Grants available and distributed
 - CCS guides implementation
- South Dakota
 - Challenges
 - Inflation and product availability
 - Habitat management staffing
 - Annually adjusting to climate changes
 - Opportunities
 - Funding, PR high and habitat stamp funds
 - Private land in public hunting programs, 1.48 million acres in 2022
 - How they accomplished this: PR funding, raised rates, 10-15 year contracts, good relationships with landowners, different options available if they don’t want their land fully open/public
 - Habitat and access a top priority
- Ohio
 - Challenges
 - Understanding management needs on public lands
 - Fitting resources to work
 - Fluctuations in PR, staff turnover, positions not filled
 - Opportunities
 - PR, capital, H2Ohio, funding
 - Attrition and turnover
 - H2Ohio has accelerated wetland habitat delivery
- Indiana
 - Challenges
 - Department staffing
 - Increased operating costs
 - Competing interest for public use
 - Opportunities
 - Salary increase
 - Land acquisition
 - Expansion of volunteer program
- Kansas
 - Challenges
 - Nonresident waterfowl hunting pressure
 - Homeless camping at state fishing areas
 - Timber theft and damage
 - Opportunities
 - Banning trail cameras on WMAs
 - Electronic access on 28 properties, collection helps management decisions
 - Some of the best hunting in the country
- Nebraska
 - Challenges

- Staffing/recruitment
 - Higher priority in big game species vs. habitat management
 - Opportunities
 - Partner funding
 - Land acquisition
 - PR grant for depredation approved
- Minnesota
 - Challenges
 - Finding contractors
 - Seed supply
 - Opportunities
 - Outdoor heritage fund, really brought people together
 - Governor very into climate change, habitat work in climate change bill
- Wisconsin
 - Challenges
 - Prioritized areas for most important cover types
 - Structural deficit, license sale revenues significantly decreased
 - Sense of general public's needs/wants for wildlife area uses
 - Opportunities
 - Expanding capacity by contracting DU and WWA for impoundments and wetlands
 - 1,800 acres purchased to double the size of a wildlife area in the south
 - New land and habitat section in WM has integrated public and private lands
- Idea brought up for recruitment
 - MAFWA job board and internship opportunities

Wednesday, May 10, 2023

Introduction to the Midwest Landscape Initiative

- MLI current work to develop a plan
- Regional species of greatest conservation need
 - Nearly 3,000 species of RSGCN
 - 1,817 SGCN, 13 taxa teams, 120 plus experts
 - Narrowed down to 340 RSGCN, 147 proposed RSGCN
 - Planned/ongoing RSGCN work: better coordination between state/fed partnerships, filling species priority gaps
 - Midwest SWAPS and landscapes team – guided actions for greater coordination
 - A report that evaluates actions/implementation, regional wildlife action plan
- Midwest conservation blueprint
 - Base map of priority areas for conservation for anyone doing conservation in Midwest
 - Vision is healthy lands and waters, people, sustainable populations of wildlife, fish, plants
 - Step 1: collect data for regional indicators
 - Step 2: define spatial stratification
 - Step 3: prioritize core areas in zonation

- Step 4: prioritize corridor in linkage mapper
- Co-produced with federal and state staff, plus open feedback

Interjurisdictional Project Scoping

- Grasslands
 - Midwest Grasslands Savanna Barren Initiative
 - Increase grassland connectivity
 - All MAFWA states, but focus on high priority grassland area
 - Create, maintain, enhance, restore grasslands
 - Include public and private lands
 - Habitat management and research between before and after results
 - Backyard Prairies
 - Homesteads, hobby farms, urban area grassland/prairie restoration
 - Cover all MAFWA, focus on areas that provide connectivity between grasslands
 - Any large work would be contracted out
 - For people that don't qualify for farm bill programs
 - Birds, bees, butterflies
 - Civilian Conservation Corps
 - Habitat contractor shortages, this would create local workforce hubs
 - MAFWA west of the Mississippi
 - Work study programs, other organizations, universities
 - Regional Native Grasslands
 - Native grass conversion, target high risk grasslands
 - Great plains states in MAFWA
 - Grazing management
 - Regional Grass and Soil Health Program
 - Haying, grazing, burning to be more user friendly
 - Cover crops, annually planted determined by state (great plains in MAFWA)
 - Native Seed Production
 - Provide native seeds for private or public lands
 - Work with already existing seed associations
 - Provide our own seed for planting/restoring grasslands while also providing pollinator habitat
- Wetlands
 - Addressing Wetland Management Across MAFWA Region
 - Stream infrastructure restoration or removal
 - DU, Pheasants Forever, etc.
 - Wetland restoration
 - ~1.5million/year for 10 engineers
- Aquatics/Mussels
 - Conservation Practices for Freshwater Mussel Priorities
 - Cleaner water, more mussels, engaged landowners
 - All MAFWA states
 - Use existing data to determine high priority for mussel habitat

- Engage landowners to take action like reduce sedimentation, etc.
 - Evaluating Effectiveness of Regional Mussel Restoration
 - All MAFWA states
 - Catalog what has been done and where, recommend metrics to record success
 - Surveys in field on reintroduction sites
 - Evaluating Effectiveness/Conservation Practices for At Risk Fish Species
 - All MAFWA states
 - Catalog what has been done and where, recommend metrics to record success
 - Surveys in field on reintroduction sites
- Forests
 - Strike Training Teams for Functional Forests
 - Restore forest dynamics, conduct burns with landowners
 - Train landowners, engage and create credentials for them to become burn bosses
 - All MAFWA states