

SWAP | STATE WILDLIFE ACTION PLAN FACILITATION



STATE WILDLIFE ACTION PLAN FACILITATION

December 2013

INDIANA DIVISION OF FISH & WILDLIFE

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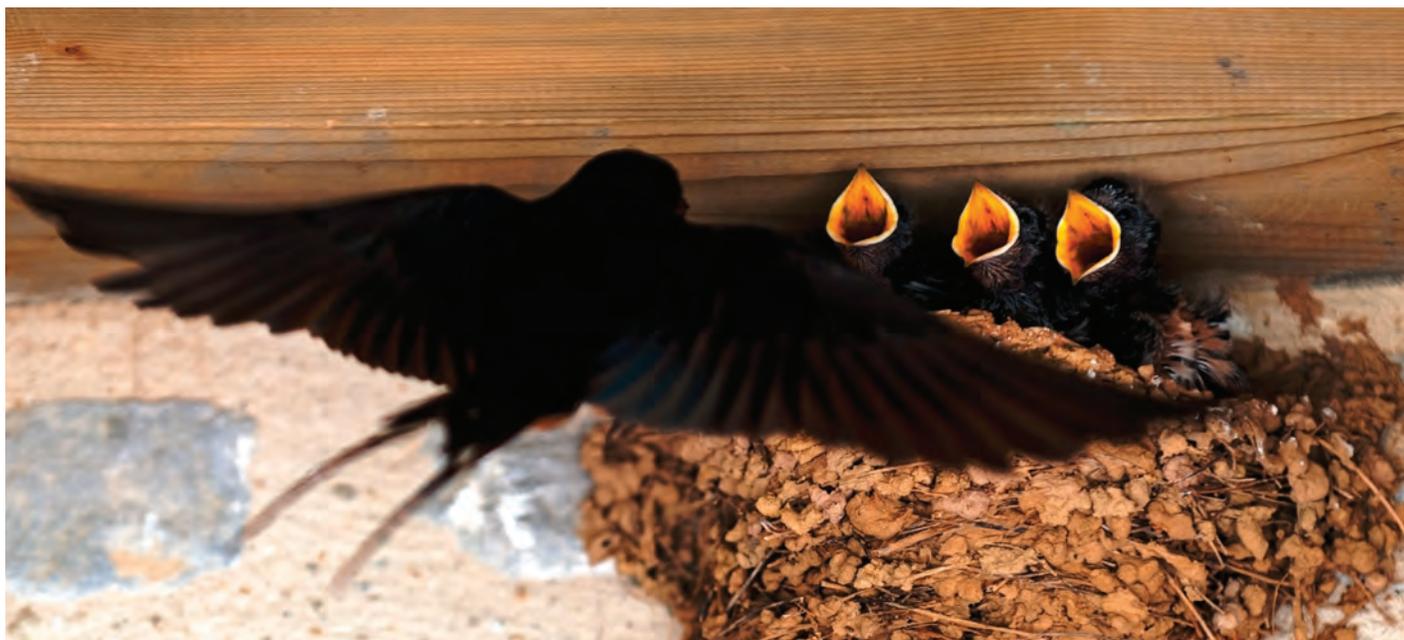
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SWAP | FINAL RECOMMENDATION REPORT



Conservation doesn't just happen. It takes resources and collaboration.

STATE WILDLIFE ACTION PLAN OVERVIEW

Indiana's 2015 State Wildlife Action Plan (SWAP), also known as the Comprehensive Wildlife Strategy, provides a comprehensive overview of conservation in Indiana. The plan identifies needs and opportunities to prevent species from becoming threatened or endangered in the future. Indiana has decided to take a habitat-based approach to wildlife conservation in an effort to avoid division among conservation interest groups that focus on single species conservation efforts. The eight habitat regions for the 2015 SWAP include:

- Agriculture
- Aquatic Systems
- Barren Lands
- Developed Lands
- Forests
- Grasslands
- Subterranean Systems
- Wetlands

The State Wildlife Action Plan must be completed to receive federal funding from programs such as the State and Tribal Wildlife Grants (SWG) program. The goal of the SWG is to prevent endangered species listings. All SWAPs are approved by the U.S. Fish and Wildlife Service (USFWS). Additionally, dedicated funding, such as the Wildlife Conservation and Restoration Program (WCRP), authorizes federal funding to state fish and wildlife agencies for wildlife conservation, recreation, and education; however, while the program is on file, it is not currently being funded.

State Wildlife Action Plans vary in approach from state to state but are developed with the same scope: species and habitat conservation. Indiana's approach to wildlife conservation relies on stakeholder collaboration from the greater conservation community to ensure a multi-scale effort is undertaken. Indiana's current SWAP was approved in 2006.

EXHIBIT 1: STATE WILDLIFE ACTION PLAN REQUIREMENTS

All State Wildlife Action Plans must account for eight required planning elements in order to be approved by the USFWS (as listed verbatim from IN DNR):

1. the distribution and abundance of species of wildlife, including low and declining populations as each State fish and wildlife agency deems appropriate, that are indicative of the diversity and health of wildlife of the State; (In subsequent discussions, these species were referred to as Species of Greatest Conservation Need or SGCN);
2. the location and relative condition of key habitats and community types essential to the conservation of each State's SGCN;
3. the problems which may adversely affect SGCN or their habitats, and priority research and surveys needed to identify factors which may assist in restoration and improved conservation of SGCN and their habitats;
4. the actions necessary to conserve SGCN and their habitats and establishes priorities for implementing such conservation actions;
5. the provisions for periodic monitoring of SGCN and their habitats, for monitoring the effectiveness of conservation actions, and for adapting conservation actions as appropriate to respond to new information or changing conditions;
6. each State's provisions to review its strategy at intervals not to exceed ten years;
7. each State's provisions for coordination during the development, implementation, review, and revision of its strategy with Federal, State, and local agencies and Indian Tribes that manage significant areas of land or water within the State, or administer programs that significantly affect the conservation of species or their habitats; and
8. each State's provisions to provide the necessary public participation in the development, revision, and implementation of its strategy.

PRIMARY CHALLENGES

Key challenges to wildlife conservation for Indiana and its surrounding states include habitat loss/fragmentation, invasive species, and climate change. The updated plan for 2015 will continue to address these concerns by identifying goals and objectives for the next ten years. Additionally, a multi-level conservation scale approach is required to implement the updated SWAP. Conservation involves private landowners, nonprofit organizations, and state and federal agencies; therefore, planning for the collective efforts of Indiana's stakeholders is crucial.

STATE WILDLIFE ACTION PLAN UPDATE: 2013 MEETING FACILITATION

The Indiana Department of Natural Resources (IN DNR) Division of Fish and Wildlife conducted stakeholder meetings to develop recommendations for the 2014 Request for Proposal for technical data collection and continued stakeholder involvement. IN DNR selected Indiana University's Eppley Institute for Parks and Public Lands to coordinate the SWAP's required meetings and stakeholder involvement. The Eppley Institute organized and facilitated a series of regional kick-off stakeholder meetings in Fall 2013, including the promotion, coordination, documentation, and follow-up work associated with these meetings. The process employed by the Eppley Institute strengthened conservation partnerships in the state. The Eppley Institute used its Pathfinder-SM process (see meeting summary report for details) to facilitate the stakeholder meetings.

The Eppley Institute organized three regional stakeholder events. The events were held on Thursday, September 26, 2013; Wednesday, October 2, 2013; and Thursday, October 3, 2013. A total of 150 stakeholders attended the regional events. The September 26 meeting was held at the Indiana Wildlife Federation office in Indianapolis, Indiana; the October 2 meeting was held at O'Bannon Woods State Park in Corydon, Indiana; and the October 3 meeting was held at the Newton Center in Lakeville, Indiana. Organizations represented at the events included Indiana DNR Division of Fish & Wildlife, Central Indiana Land Trust, Purdue University, Sycamore Land Trust, Ducks Unlimited, Duke Energy, The Nature Conservancy, Indiana State University, Indiana DNR State Parks & Reservoirs, and many more friends groups, as well as the State Wildlife Action Plan Advisory and Core Teams (see meeting summary report for full participant listing).

The Eppley Institute conducted an additional web-based stakeholder meeting on Friday, October 4, 2013 with individuals who could not attend a regional meeting. Twenty-one additional stakeholders attended this web-based meeting representing Pheasants Forever, Muskies, Inc., White River State Park, Tippecanoe Watershed Foundation, Brown County State Park, and many other organizations. This alternative meeting allowed the project team to report the initial findings of the three regional meetings along with gathering additional input from the group. The meeting served as a verification meeting, but also provided an opportunity to discover new stakeholder groups to contact moving forward in the planning process.

The Eppley Institute held a stakeholder follow-up meeting on Tuesday, October 29, 2013. The purpose was to provide a comprehensive meeting summary from the three in-person regional meetings and the alternative web-based webinar. The consultant team presented the preliminary framework for action strategies as they relate to the identified emerging themes (conservation community, environment, funding, and citizens).

Please refer to the PathfindersSM summary report for additional information and a more complete meeting synthesis.

STATE WILDLIFE ACTION PLAN RECOMMENDATIONS

RFP DELIVERABLES

As identified through regional stakeholder meetings, it is recommended that the 2014 RFP include the following deliverables in order to fulfill elements 1-8 of the federal requirements (see Exhibit 1: State Wildlife Action Plan Requirements):

Deliverable	Importance	Element(s) Satisfied							
		1	2	3	4	5	6	7	8
Technical Survey	To provide detailed information for Species of Greatest Conservation Need (SGCN).	✓	✓	✓	✓	✓			✓
Regional Stakeholder Meetings	To continue building collaborative conservation stakeholder community and sharing pertinent SWAP information.	✓	✓	✓	✓	✓	✓	✓	✓
Online Forums	To provide regular engagement that allows conservation community to provide continual input.	✓	✓	✓	✓	✓	✓	✓	✓
Social Media	To provide periodic updates and upcoming planning events.							✓	✓
Conservation E-Newsletter	To allow conservation stakeholder community to share success stories, partnership opportunities, and overall pertinent SWAP information.					✓		✓	✓
Conservation Stakeholder Database	To allow conservation stakeholder community to locate partner organizations and to have comprehensive communication database for SWAP communication efforts.							✓	✓
Formative Evaluation Process	To provide opportunity to explore and adjust plan implementation efforts during 10-year window on a regular basis.					✓	✓	✓	✓

RFP REQUIREMENTS

Items 4 and 5 of the State Wildlife Action Plan (as found in Exhibit 1: State Wildlife Action Plan Requirements) require increased attention in the updated plan. As a response, the 2014 technical survey and process for evaluating the plan's outcomes are the main goals for the 2014 RFP. The 2014 RFP should outline a required format that includes broad conservation goals aided by management strategies/action items and an evaluation component. There were four prominent goals with corresponding action items that were identified through the regional stakeholder meetings (see the Appendix). It should be noted, however, that the four goal areas may not necessarily be the only goals identified for the updated SWAP's focus; instead, those identified goals serve as a starting point for identifying and selecting action items for the plan. The successful contractor(s) should be able to fulfill/aid in the attainment of the identified goals through information gathering related to the corresponding action items while successfully gathering information and identifying additional action item areas.

To ensure the updated SWAP meets its stated goals, it is imperative that the selected project team implement a carefully outlined evaluation process involving two types of evaluation methods: summative and formative. A summative evaluation, which assesses how a plan achieved its stated goals after its expiration, relies on different measurement techniques such as surveys and focus groups to explore how well a plan like the State Wildlife Action Plan was implemented. While very valuable for assessing a program's effectiveness, this approach of a summative evaluation leaves little to no time for efficient plan alteration before the next comprehensive plan is to be developed.

As a result, the use of a formative evaluation, or process evaluation, allows a plan like the State Wildlife Action Plan, to assess while it is in progress and current. This type of evaluation allows officials to gather information and report potential outcomes to decision makers that will guide plan improvement while the plan is in progress. A systematic formative evaluation would allow IN DNR to determine how efficiently the State Wildlife Action Plan is being implemented and allow staff and decision makers to consider altering plan implementation for increased effectiveness over the next ten years. This method of formative evaluation requires IN DNR to establish benchmarks, goals, and objectives in the State Wildlife Action Plan while instituting a continual assessment and alteration process during the plan's implementation. This approach creates a full lifecycle management approach that can be used for Indiana's conservation strategy.

STAKEHOLDER INVOLVEMENT APPROACH

As identified through the regional stakeholder meetings, a comprehensive and multidisciplinary approach to stakeholder involvement is warranted to successfully implement the updated SWAP. To increase and maintain stakeholder communication, an intentional approach that ensures relevancy to each conservation stakeholder is required. For example, communication methods to reach private landowners may be different than techniques to communicate with non-profit conservation partners. The following describes a suggested matrix to successfully develop the suggested RFP deliverables as outlined above:

Deliverable	Format	Involved Partners	Approach
1. Technical Survey	1) Web-based 2) Mailed hard copy	1) Universities, Soil and Water Conservation Districts, Indiana Department of Natural Resources, Land Trusts, Non-profits, State Parks and Public Lands, Friends Groups 2) Private landowners and farming/agriculture community	Survey to include detailed questions pertaining to required elements 1-5. Imperative to have section asking for contact information and willingness to take certain action steps. Also, need to have descriptive section explaining overall purpose and intent of technical survey and ways to continue involvement.
2. Regional Stakeholder Meetings	Semi-annual gatherings, less than a full day (with refreshments/lunch)	People identified in the conservation stakeholder database	Use list of 2013 meeting participants for meeting invitation list. Continue to invite people listed in the stakeholder database. Consider utilizing mailed invitations to private landowners and farming/agriculture community.
3. Online Forums	1) Open chat forum 2) Directed/prompted discussion topics	Emphasis on stakeholders who have not attended in-person stakeholder meetings.	Use technical survey to continue gathering contact information from private landowners. Use contact information to send personal invitations to participate in open forums.
4. Social Media	1) Create conservation community group	All stakeholders who participate in in-person meetings are asked to join the group.	Create "State Wildlife Action Plan" group on LinkedIn for individual conservation community members to follow. Utilize Collaborative Environments to post SWAP events and updates.

5. Conservation E-Newsletter	A periodical that contains region-specific news such as: success stories, conservation partnerships, and conservation in your area. Also included are statewide conservation news and upcoming events and happenings.	Small, grassroots conservation entities and private landowners to be highlighted in document. Bigger conservation stakeholders usually have their own method of sharing information. Include large stakeholders but emphasize smaller scales of conservation to ensure their voice is heard.	Solicit and appoint regional points of contact to aid in information gathering. Newsletter would have sections based on North, Central, and Southern regions with discussions regarding each habitat area. Newsletter would also serve as additional mechanism to mention upcoming events/meetings.
6. Conservation Stakeholder Database	Published on Collaborative Environments portal and www.swap.dnr.in.gov	All identified people and organizations that participate directly or indirectly in Indiana's conservation efforts and who share their contact information.	Continuously mine and solicit contact information through social media announcements and e-newsletter. Publish database on SWAP website for viewing ease.
7. Formative Evaluation Process	Iterative document that includes: <ul style="list-style-type: none"> • benchmarks • goals • objectives • monitoring methods 	Already established core and advisory teams.	Utilize core and advisory teams to periodically gather and monitor goal achievement after updated SWAP approval. Use in-person meetings to discuss predetermined metrics and benchmarks. Allow teams to discuss and strategically alter implementation strategies as needed.

IMPLEMENTATION

The identified deliverables in the previous section are intended to provide a clear picture and approach to Indiana's conservation efforts. During the 2013 facilitation process, the notion of "all scale conservation effort" resonated with participants. There are organizations that have more people, resources, and notoriety in their efforts; however, conservation includes the smallest efforts, private landowners, and everyone in between.

To ensure a wide net is cast with the upcoming State Wildlife Action Plan, deliverables will benefit from an intentional design and implementation process. The most effective engagement efforts recognize that relationships are cultivated over time and extend well beyond the publication of the plan. The following provides a process description for each deliverable:

1. Technical survey
 - a. Formulate a working group consisting of at least 1-2 stakeholders representing different conservation scales within Indiana to help create a tool that is used by everyone
 - b. Obtain mailing addresses of rural property owners to create a statistically valid mail survey
2. Regional stakeholder meetings
 - a. Use Key Partner Group, with three Division of Fish and Wildlife staff, to lead a sub-committee responsible for planning meetings
3. Online discussion forums
 - a. Use one prompted discussion topic every month to stimulate dialogue
 - b. Use an open forum to allow stakeholders to communicate freely with DNR and other stakeholders
 - i. If an open forum question is more appropriately answered by a conservation stakeholder other than Fish and Wildlife, provide the opportunity for the conservation partner to answer the question and create dialogue
4. Social media use
 - a. Use to highlight events and interesting conservation news in between e-newsletter publications
 - b. Post one news article/story per week to "Indiana Conservation" group
 - c. Use Collaborative Environments in lieu of LinkedIn if user interactivity is deemed more appropriate through that mechanism
5. Electronic news feature
 - a. Appoint regional points of contact responsible for collecting conservation news
 - b. Use e-newsletter as a mechanism to disseminate funding opportunities, new conservation partnerships, and updates to Indiana's planning efforts
 - c. Use e-newsletter to publish formative evaluation results to stakeholder community
 - i. Regional stakeholder meetings revealed that many stakeholders wanted to know what the successes and failures were of the previous plan because they were not updated throughout the last process
6. Stakeholder database
 - a. Publish database on Collaborative Environments so stakeholders can search for conservation partners in their geographic area and areas of conservation interest
 - b. Provide tagline at bottom of every planning-related email that solicits action to submit contact information to the conservation database

6. Formative evaluation

- a. Use Core and Advisory Teams to discuss, establish, and assign responsibilities to conduct formative evaluation mechanisms after the plan is implemented
 - i. Utilize periodic satisfaction and awareness surveys
 - ii. Establish benchmarks for Species of Greatest Conservation Need (SGCN)
 - iii. Establish goals and objectives for specific habitat regions
 - iv. Report evaluation metrics on a biannual basis in the conservation e-newsletter
- b. Utilize university partners in evaluating conservation efforts
 - i. Ball State University
 - ii. Indiana State University
 - iii. Indiana University
 - iv. Indiana University-Purdue University Fort Wayne
 - v. Indiana University-Purdue University Indianapolis
 - vi. Manchester College
 - vii. Purdue University

Proposed Calendar	Task	Stakeholder Engagement	Duration
January	Release RFP	Create social media group. Create online forum portal. Partner database published.	~3 weeks
February	Award Contract		~2 weeks
Late February	Project Initiation: Establish project budget, project plan, and hold project team meeting.	Begin gathering information for stakeholder e-newsletter via online discussion forum.	~1 week
March	Survey Development: Review existing technical survey and create new survey based on needed data.	Conduct pre-survey webinar. Online open discussion forum.	~4 weeks
April	Technical Survey: Release online and written mail survey.	Online open discussion forum related to technical survey.	~3 – 4 weeks
May	Survey Analysis: Review gathered data and look for missing information or incomplete data.	Distribute stakeholder e-newsletter.	~4 weeks
June – July	Stakeholder Meetings: Conduct regional stakeholder meetings to validate survey results and receive omitted data.	Online open discussion forum.	~8 weeks
August – September	Finalize Data Synthesis: Synthesize technical survey data and regional stakeholder meeting information.	Webinar to provide final synthesis. Begin gathering information for stakeholder e-newsletter via online discussion forum.	~8 weeks
October – December	Prepare for Plan Development and Implementation: Create formative evaluation methods for plan implementation.	Distribute stakeholder e-newsletter. Hold regional stakeholder meetings to enlist partner conservation actions.	~12 weeks

CONCLUSION

The 2014 RFP should include a combination of a technical survey, in-person meetings, and electronic/virtual discussion forums. To maximize stakeholder engagement, a mixed-methods approach will allow for increased conservation community involvement. Additionally, utilizing social media and virtual discussion forums can enhance citizen participation. A formal marketing or communications plan should be developed beyond the suggestions put forth in this document.

In-person meetings should also be continued as a communication tool between the IN DNR project staff and the larger stakeholder community. Participation may have been limited during the 2013 stakeholder meetings due to having only one regional meeting time. The alternative web-based meeting showed a conservation community interest in participating in online discussions. An online revolving discussion forum, such as weekly/monthly prompted discussions, may prove to be a useful tool to increase partner communication moving forward.

A centerpiece of discussion during the 2013 regional meetings was the creation of a partner database. The conservation community is eager to learn where, when, and how other partners are working within Indiana. Additionally, it was mentioned that having an understanding of partnering agencies, particularly their mission statements, is critical to enhancing a state conservation ethic that occurs at all levels.

It is also recommended that IN DNR staff be designated to implement the updated State Wildlife Action Plan. A dedicated staff may prove useful for several reasons. First, responsibility for a formative evaluation of the plan can be attributed to a person or persons. Second, having a dedicated staff will create familiarity within the conservation community of who they know to be the face associated with Indiana's conservation strategy. This will allow for a personal relationship to develop along with an understanding of who to go to with questions.

Finally, it is imperative that a formative evaluation process be established that allows for continual updates and dialogue within Indiana's conservation community. Meeting participants often asked questions related to lessons learned and what worked/did not work from the last plan. There is a desire to remain engaged with the plan throughout its implementation, and mechanisms must be put into place that allow for periodic monitoring of the plan's goals and objectives and periodic sharing of results with stakeholders.

APPENDIX

Emerging Themes with Corresponding Action Items

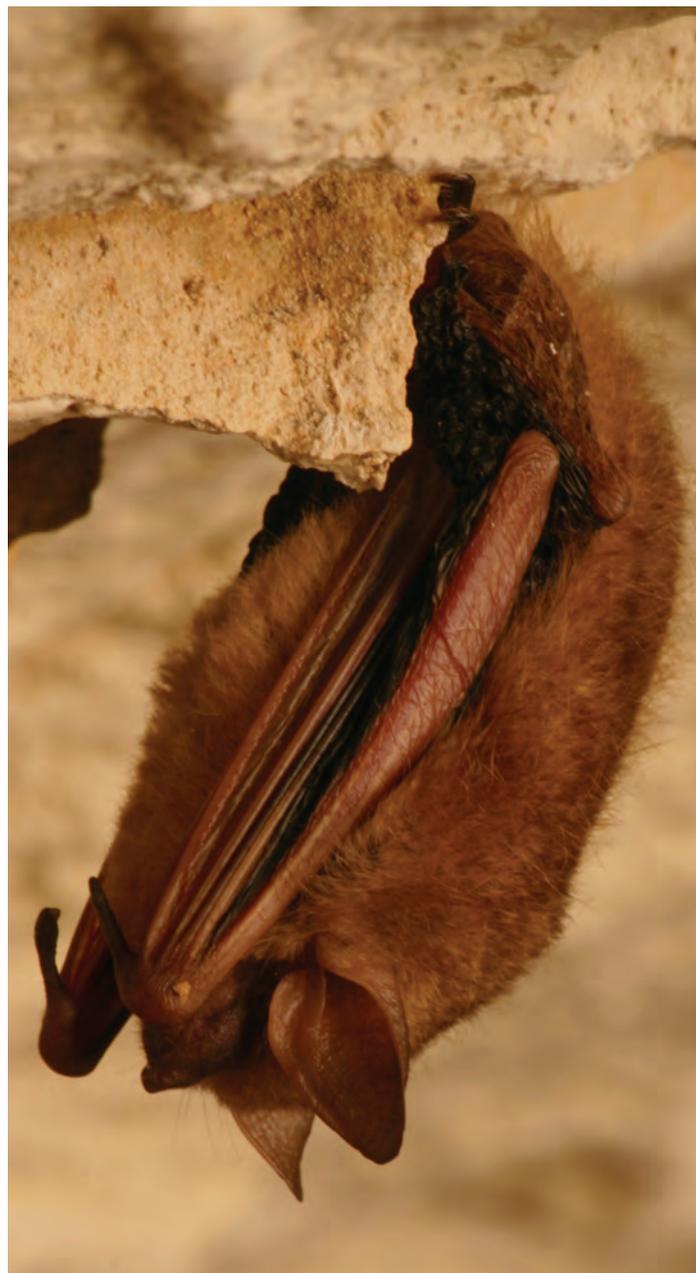
Theme	Environment
Goal 1	Increase conservation habitat and land.
Action Strategies	
<ul style="list-style-type: none"> • Acquire sites that target species with the greatest conservation need • Improve acres of habitat of greatest conservation need • Identify critical habitat areas and establish priorities • Identify invasive areas and species, eradicate and control, and evaluate 	

Theme	Funding
Goal 2	Identify and acquire alternative and stable long-term funding sources
Action Strategies	
<ul style="list-style-type: none"> • Lead a campaign for a conservation tax(es) • Lobby individual federal legislators to keep conservation in Farm Bill, passed and ongoing • Provide economic incentives to landowners/corporations (e.g., tax incentives, conservation easements) 	

Theme	Conservation Community
Goal 3	Identify conservation partners and create communication platforms
Action Strategies	
<ul style="list-style-type: none"> • Designate a State Wildlife Action Plan coordinator • Develop a marketing plan to “sell” Indiana natural resources • Create a communication plan that uses common language, allows for regular meetings/interfaces, identifies goals of partners, and identifies stakeholders inside and outside conservation community 	

Theme	Citizens
Goal 4	Increase conservation action by the general public
Action Strategies	
<ul style="list-style-type: none"> • Increase outdoor labs at schools by increasing awareness of funding • Identify and educate land owner programs for habitat and working lands • Increase literacy through K-12 programs and training for teachers 	

SWAP | PATHFINDERSSM SUMMARY



Conservation doesn't just happen. It takes resources and collaboration.

ABOUT PATHFINDERSSM

PathfindersSM is a facilitated workshop of stakeholders who gather together to focus on the role, functions, and priorities of an organization or initiative, in this case the Indiana Department of Natural Resource Fish & Wildlife, and its State Wildlife Action Plan (SWAP) initiative. The name PathfindersSM has been chosen to reflect the role of those attending the workshop to discover and show others a path or way forward. The workshop is designed to form consensus around choices that will inform a technical survey, or other means of a systematic information gathering method, in 2014.



There were three regional stakeholder PathfindersSM events:

Date	Location	Region
Thursday, September 26, 2013	Indiana Wildlife Federation, Indianapolis, Indiana	Central
Wednesday, October 2, 2013	O'Bannon Woods State Park, Corydon, Indiana	South
Thursday, October 3, 2013	Newton Center, Lakeville, Indiana	North

A total of 150 participants attended a regional event. Organizations represented at the events included: Indiana DNR Division of Fish & Wildlife, Central Indiana Land Trust, Purdue University, Sycamore Land Trust, Ducks Unlimited, Duke Energy, The Nature Conservancy, Indiana State University, Indiana DNR State Parks & Reservoirs, and many more friends groups, as well as the State Wildlife Action Plan Advisory and Core Teams (see the Appendix for a full listing of participating organizations).

An additional web-based meeting was conducted on Friday, October 4, 2013 with stakeholders who could not attend a regional meeting. Twenty-one additional stakeholders attended representing Pheasants Forever, Muskies, Inc., What River State Park, Tippecanoe Watershed Foundation, and many other organizations. This alternative meeting allowed the project team to report the initial findings of the three regional meetings along with gathering additional input from the group. The meeting served as a verification meeting, but also provided an opportunity to discover new stakeholder groups to contact moving forward in the planning process.

This general summary of the PathfindersSM events recaps the activities of the in-person workshops, with supporting information from the web-based meeting, and identifies the themes and findings that emerged out of the group work. A discussion of common themes is presented as a conclusion.

REGIONAL PATHFINDERSSM WORKSHOPS

WHERE WE ARE: A PERSPECTIVE ON THE STATE WILDLIFE ACTION PLAN (SWAP)

This module consisted of a panel discussion by Julie Kempf (SWAP co-coordinator) and two additional stakeholders depending on the meeting location. Panel members included:

- Central: Mike Sertle (Ducks Unlimited, Inc.) and John Bacone (IDNR – Nature Preserves)
- South: Chris Gonso (IDNR – Forestry) and Ginger Murphy (IDNR – State Parks & Reservoirs)
- North: Randy Showalter (National Wild Turkey Federation) and Justin Harrington (IDNR – State Parks & Reservoirs)

The purpose of this activity was to have the panel provide their perspectives on the State Wildlife Action Plan. The perspectives focused on providing background information for the planning process, describing the habitat groups that have been synthesized for the meetings, and introduce the four emerging themes to the stakeholders (environment, funding, conservation community, and citizens). In addition, panelists were able to represent their own organization/agency's unique position on why the new plan is important to their conservation efforts and the conservation efforts of the entire state. Each panelist had approximately six minutes to present their perspective. Upon completion, workgroups were prompted with the question, "What did you hear and what one question do you have?" Below is a brief synopsis of the information shared at the workshops. The first categorization is for the information the groups' heard followed by the collective synthesis of the types of questions asked to the panel.

What We Heard:

- Background information for the plan consisting of:
 - Required for funding
 - Habitat-based, landscape level plan
 - Focused management approach
 - Involves planning for species of greatest conservation need (SGCN)
- Needs for the plan as identified from the panel:
 - Collaboration from conservation community
 - Assess plan effectiveness
 - Public involvement
 - Dedicated/reliable funding sources
 - Highly usable, actionable plan to help manage habitat

Questions for the Panel:

- Garnering engagement:
 - Process for engaging citizenry?
 - Receiving buy-in from other conservation partners (e.g., agriculture industry, private landowners, etc.)?
 - How to continue to achieve stakeholder engagement?
- Funding:
 - What are the funding objectives?
 - Dedicated funded staff?
 - How to secure additional funding?
- Previous plan:
 - Lessons learned?
 - What worked?
 - What didn't work?
- Current plan implementation:
 - Who implements the plan?
 - Who ensures the plan reaches the ground?
 - How will this plan be different than the last?
 - How will this plan trickle down to the local level?
 - Is the current plan focused on habitat or SGCN? Both?

Participants asked one question of their choice to any panel member. All questions were addressed with some questions deferred to later in the day because they directly related to one of the pre-planned activities. In this case, the group was allowed to select another question. Participants expressed their satisfaction with the activity, the answers received, and the context provided which made the proceeding activities easier to understand.

THEMES EXPLORATION

Participants were asked to consider the four emerging themes that were presented in the panel discussion and that were also outlined in their meeting packets. They were then asked to develop a list of past projects that contributed to a local, regional, or statewide conservation strategy and current available resources their organizations have that could contribute to a conservation strategy. Most responses reflected these concepts as they related to the four emerging themes:

Environment

- Invasive Species Control
 - Species removal
 - Research and monitoring
- Water Quality
 - Dam Removal
 - West Bogs Renovation
- Habitat Management
 - Least Tern-Cane Ridge Wetland Reserve Program
 - Farm Bill programs
 - Land acquisition
 - Succession control
 - Conservation easements

Conservation Community

- Education and Outreach
 - Workshops
 - Programs
 - Backyard wildlife certification
 - HRI Healthy Rivers Initiative
 - Goose Pond
- Partnerships
 - Lake associations
 - Conservancy districts
 - Private landowners
 - Universities
 - Land trusts
 - Public support

Funding

- Federal
 - 319 grant (Clean Water Act Section 319)
 - Farm Bill
 - Wildlife & Sport Fish Restoration Program (WSFR)
 - United States Department of Agriculture (USDA)
 - State & Tribal Wildlife Grants (SWG)
 - Great Lakes Restoration Initiative (GLRI)
- Local
 - Indiana Office of Community & Rural Affairs (OCRA)
- Private
 - Cost-share agreements
 - Private donations (e.g., Bass Pro Shops, Lilly)
 - Foundations
 - Research grants through universities
 - User fees

Citizens

- Utilizing Locals
 - Volunteers
 - Environmental groups
 - Friends groups
- Outreach
 - Natural resource education
 - Hunter education
 - Social media
 - Citizen science
- Programs
 - Conservation Reserve Program
 - Wetland Reserve Program
 - 4H
 - FFA
 - Learning Tree

Available Resources

1. Partnerships
 - Land acquisition
 - Habitat management and planning
 - Acquiring data
 - Market-based approaches
 - Resource and monitoring
 - Connectivity
2. Outreach and Education
 - User recruitment and retention
 - Local habitat programs
 - Local conservation programs
3. Knowledge and Expertise
 - Credibility
 - Research capacity
 - Legal clout
4. Funding
 - Cost share agreements
 - Foundations
 - Grants
 - Donations
 - License fees
 - Additional federal funding
 - Friends Groups

WORKING LUNCH

For this working lunch exercise, each table of participants considered the question, “What do you perceive is needed to improve existing partnerships, resources, or programs focused on resource for conservation?” Groups were asked to think about the past and current resources identified from the last activity and the themes that had emerged so far during the planning process. The results were analyzed and categorized into seven major nodes or themes.

Needed Improvements

1. Communication and Information Sharing

- o Create partner communication tool or platform
- o Create a ListServ
- o Develop a common language
- o Hold annual meetings
- o Remove silos (create knowledge of ongoing projects, resources, who is doing what)
- o E-Newsletter
- o Share success stories
- o List of entities Collaborative Conservation Efforts and Management Approaches
- o Integrative strategies
- o Regional/habitat teams
- o Develop common goals and objectives
- o Conservation at all scales
- o Focus on big picture

2. Community Outreach and Conservation Value

- o Understanding cumulative effects of conservation
- o Work with schools
- o Articulate and justify economic and ecological benefits to for-profits, landowners, and citizen
- o Regular public engagement opportunities

3. Partnerships

- o Expand circle of influence with non-traditional resource management groups and broad base public support
- o Understand mission statements among different conservation groups
- o Focus on specific goals with involving volunteers
- o Determine partner expectations from DFW/DNR

4. Funding and Dedicated Staff

- o Diversify funding sources
- o Evaluate proper funds distribution
- o Create a funding table (e.g., who has what and where is it coming from)
- o New funding sources (e.g., conservation tax, monetary incentive for landowners to allow hunting access on private lands)
- o Establish coordinator(s)
 - Volunteer management
 - SWAP implementation
 - Facilitating partnerships
 - Citizen science

5. Data-driven Decision-Making

- o Base conservation on science, not emotion
- o Use evaluation methods to stop doing things that do not work and keep doing things that do work
- o More information regarding endangered species distribution and negative effects of invasives
- o Better understanding of human-wildlife conflicts

6. Political Nexus

- o Cultivate the ear of legislation, county commissioners, and land-use groups
- o Encourage partners to advocate for more conservation resources

PLANNING FOR THE FUTURE

In this exercise, tables were to formulate broad SWAP goals based on anything they have heard during the day's events and organized by the four emerging themes. Groups were reminded to consider time and resources. The four themes are listed below followed with commentary regarding the common goal areas.

Environment – acquiring land and increasing acres for biodiversity and species of greatest need was a strong goal theme. Subthemes included connecting management into larger systems, encouraging appropriate land use, increasing amount of conservation on private lands, invasive species management, setting measures of success, and prioritizing management approaches.

Funding – identifying and acquiring alternative and stable long-term funding sources was a strong goal theme. Subthemes included increasing non-consumptive users, increasing contributions to voluntary events, increasing efficiency through lobbying efforts and networking, develop prioritized funding strategies through developed funding goals, and retention of funding through demonstration of mutual benefit and success stories.

Conservation Community – identifying conservation partners and creating communication platforms were strong goal themes. Subthemes included creating buy-in through public outreach and marketing conservation resources, bridging the State Wildlife Action Plan with other initiatives, establishing a dedicated staff for SWAP, and constantly identifying new stakeholders and current resources/projects.

Citizens – increasing conservation action by the general public was a strong goal theme. Subthemes included incorporating existing and new social media, enhancing Citizen Science, recruiting new users by articulating the benefits of conservation and how they benefit all, and bridging the overall gap between private landowners, agriculture, and entire conservation community.

ACTION STRATEGIES

The final exercise required groups to develop action items for specific goals. Participants were asked to identify who would be responsible for each action and a timeframe for completion. After actions were developed, individuals were asked to vote on their preferred items. The most popular action items are summarized below:

Land/Habitat

- Acquire sites that target species with the greatest conservation need; assigned to DNR and partners and to be conducted annually (Theme: Environment – Goal: Improve and acquire habitat).
- Improve acres of habitat of greatest conservation need; assigned to DNR and partners and to be conducted annually (Theme: Environment – Goal: Improve and acquire habitat).
- Identify critical habitat areas and establish priorities; assigned to DFW/IDEM with citizen input and to be completed by 2017 (Theme: Environment – Goal: Improve water quality).
- Identify invasive areas and species, eradicate and control, and evaluate; assigned to Biologists and private conservation districts and to be completed immediately (Theme: Environmental – Goal: Exotic/invasive control).

Legislation

- Lead a campaign for a conservation tax; assigned to all conservation partners and to be completed by 2020 (Theme: Funding – Goal: Stable and increased funding for conservation).
- Lobby individual federal legislators to keep conservation in Farm Bill, passed and ongoing; assigned to NGOs and individuals and is to be an ongoing process (Theme: Environment – Goal: Maximize conservation practices on private land).
- Provide economic incentives to landowners/corporations (e.g., tax incentives, conservation easements); assigned to legislative action and to be completed by 2015 (Theme: Environment – Goal: Increase land base for conservation).

Marketing and Communication

- Designate a State Wildlife Action Plan coordinator; assigned to DFW and to be completed by 2014 (Theme: Conservation Community – Goal: Stronger conservation partnerships).
- Develop a marketing plan to “sell” Indiana natural resources; assigned to DNR and to be completed by 2015 (Theme: Citizens – Goal: Recruit new users).
- Create a communication plan that uses common language, allows for regular meetings/interfacing, identifies goals of partners, and identifies stakeholders inside and outside conservation community; assigned to SWAP coordinator and partners and to be completed by 2015 (Theme: Conservation Community – Goal: Big picture).

Outreach and Education

- Increase outdoor labs at schools by increasing awareness of funding; assigned to federal grant programs and to be completed by 2014 (Theme: Citizens – Goal: Make wildlife important to urban populations).
- Identify and educate land owner programs for habitat and working lands; assigned to NGOs, Farm Bureau, federal grant programs and to be completed immediately (Theme: Environment – Goal: Maximize conservation practices on private land).
- Increase literacy through K-12 programs and training for teachers; assigned to Fish & Wildlife, conservation organizations, and volunteers and to be an ongoing effort (Theme: Citizens – Goal: Build public support for fish and wildlife conservation).

Funding

- Seek permanent funding; assigned to dedicated SWAP staff/DNR and to be completed by 2016 (Theme: Conservation Community – Goal: Public relations/marketing to public/businesses and universities and legislators).

CONCLUSION

Although three meetings were held in different regions, the conversations revolved around central topics. The resulting discussions were similar in nature and the Environment theme received the most attention in terms of action items; however, the other three themes were well represented. In addition to the four themes, seven categories emerged from the Needed Improvements activity that provides the basis for the popular action items listed in this document.

The alternative web-based meeting provided information that supported the results presented in this document. Stakeholders were given polling options to rate how much of a priority the most prevalent regional meeting action items were to them. The polling options found no information that did not result from the stakeholder meetings. In addition, comments and questions received during the web-based meeting reflected the questions presented from the first group exercise and needed improvements denoted in the working lunch exercise above.

A stakeholder survey will be distributed as the next engagement phase and the instrument will ask questions related to the categories list in this document as well as gather additional feedback for the final recommendation report. Moving forward, the recommendations derived from the public engagement process will serve as a framework for drafting a Request for Proposal (RFP) for a 2014 systematic data collection method.

APPENDIX

PARTICIPATING ORGANIZATIONS

CENTRAL MEETING

Amos Butler Audubon
Central Indiana Land Trust
Ducks Unlimited, Inc.
Duke Energy
Eagle Creek Park Foundation
Eastern Tallgrass Prairie & Big Rivers, LLC.
Fishable Indiana Streams for Hoosiers (FISH)
Graybrook Lake Conservancy District
Greene County Soil & Water Conservation District
IDNR - Fish & Wildlife
IDNR - Nature Preserves
IDNR - Reclamation
Indiana Farm Bureau
Indiana National Wild Turkey Federation
Indiana Native Plant & Wildflower Society
Indiana State Department of Agriculture
Indiana State University
Indiana Wildlife Federation
Natural Resources Conservation Service
Purdue University
Quality Deer Management Association
Red-tail Land Conservancy
Remenschneider Associates, Inc.
The Nature Conservancy
U.S. Fish and Wildlife Service

SOUTH MEETING

Daviess-Martin Joint County Parks and Recreation Department
Harrison-Crawford State Forest
IDNR - Fish & Wildlife
IDNR - Forestry
IDNR - Reclamation
IDNR - State Parks & Reservoirs
Indiana Forest Alliance
Indiana Parks & Recreation Association
O'Bannon Woods State Park
Patoka Lake
The Nature Conservancy

NORTH MEETING

DJ Case & Associates
IDNR - Fish & Wildlife
IDNR - Law Enforcement
IDNR - Reclamation
IDNR - State Parks & Reservoirs
Indiana Native Plant & Wildflower Society
Indiana University-Purdue University Fort Wayne
Izaak Walton League
Manchester University
National Wild Turkey Federation
Northwest Indiana Steelheaders
Taltree Arboretum & Gardens

ALTERNATIVE WEB-BASED MEETING

Brown County State Park
IDNR - Fish & Wildlife
Muskie's, Inc.
Pheasants Forever
Tippecanoe Watershed Foundation
White River State Park

SWAP | CENTRAL MEETING



Conservation doesn't just happen. It takes resources and collaboration.

PANEL #1

Table Name	Comments	Poster Number
Carson	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - Partnerships (government and NGOs) - Funding - Landscape planning - Species of greatest conservation need (GCN) - Habitat and science based <p><u>Questions:</u></p> <ul style="list-style-type: none"> - What about urban and suburban landscapes and SWAP? - What are the funding objectives? 	1
Leiber	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - Maintain eligibility \$ - Habitat based (regional) - Partnership and collaboration - Heritage database critical - Science based - Focused management - Landscape level <p><u>Questions:</u></p> <ul style="list-style-type: none"> - How continue partnership after SWAP developed? - How get buy-in from those outside focus areas? 	2
Pinchot	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - F&W lead coordination of SWAP - Leveraging funding is key <p><u>Questions:</u></p> <ul style="list-style-type: none"> - Dedicated funded staff? - Detailed action plans? 	3
Thorea	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - Partnerships - Stretching dollars - Involving citizens <p><u>Questions:</u></p> <ul style="list-style-type: none"> - How high in government is this important? Buy-in? - Will there be a prioritized areas of conservation? - How to keep stakeholders involved after plan complete? 	4
Emerson	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - Collaboration - Ties everyone together - Localized focus moving this direction (60 habitats to 8) - Landscapes - Habitat - 4 principle goals (conservation community, environment, funding, citizens) <p><u>Questions:</u></p> <ul style="list-style-type: none"> - Is collaboration about standardizing approach or about building a toll so we can learn about conservation community approaches? - We heard a lot about landscape and habitat but nothing about species? Where is the species intersection? Any targeted species? 	5A/5B

EXERCISE #2

Table Name	Themes	Poster Number
Roosevelt	<u>Environment/Conservation Community:</u> - Lake association encourage farmers to use conservation practices (e.g., no till filter strips, etc.) sediment control, fish/WL habitat - SWCD/NRCS - Watershed boards - Conservancy district	11A
	<u>Funding:</u> - Private – Lilly - Local government – county, OCRA - Federal <u>Citizens:</u> -Locals valued the lake as a focal point for recreation <u>Resources:</u> - Property management - Grants	11B
Lacey	<u>Environment:</u> - Ongoing public lands management private – DNR <u>Conservation Community:</u> - Backyard wildlife certification (City of Zionsville) - Conservation education and outreach – IWF <u>Funding:</u> - NWTf – funding from non-profit to government agency <u>Citizens:</u> - Invasive species removal	12
Muir	<u>Environment:</u> - Least Tern-Cane Ridge Wetland Reserve Program – Fed - Land and Water – Duke, DNR-Staff - Farm Bill programs – NRCS <u>Conservation Community:</u> - HRI Healthy Rivers Initiative - Goose Pond - Public and private funds - Experts and staff support - Garnering public support and awareness <u>Funding:</u> - See other headings - Creativity and science knowledge to justify <u>Citizens:</u> - Eagle-viewing days – duke - Environmental cleanups - River festivals - Backyard Habitat Program - Users and volunteers - Environmental groups - Citizens	13A
		13B

Deam	<p><u>Environment:</u></p> <ul style="list-style-type: none"> - Ducks Unlimited – 27,000 acres conserved - Private land owner – 280 acres in conservation easement and classified forest; and leveraged neighbor land - Purdue – provide technical information - DFW – buy and manage land throughout the state <hr/> <p><u>Conservation Community:</u></p> <ul style="list-style-type: none"> - Ducks Unlimited: Work with all state, federal, nonprofit and for profit organizations - Private land: work with CILTI and Classified Forest; call upon organizations like Audubon to conduct bird surveys - Purdue: niche – Wabash River Conservation Group; work with many stakeholders (ex., timber/forestry, wildlife, and fisheries) - DFW: Work and partner with many individuals and organizations and agencies <hr/> <p><u>Funding:</u></p> <ul style="list-style-type: none"> - Ducks Unlimited: Invest \$15 million in DU money and \$30 million in federal grant money since 1998 - Private land: Obtains Equip grant for weed treatment - Purdue: provides non-federal match for research grants acquires various funding through many sources \$4-5 million - DFW: Various federal and state funds <hr/> <p><u>Citizens:</u></p> <ul style="list-style-type: none"> - Ducks Unlimited: 15,000 members statewide, actively involved in legislation and policy - Purdue: Outreach programs - DFW: Work for citizens of entire state 	14
Leopold	<p><u>DFW:</u></p> <ul style="list-style-type: none"> - Land acquisition - Habitat management and planning - Species management/survey monitoring - Outreach/education - License dollars federal \$, partner \$, heritage trust \$, nongame fund, BNT - Science technical assistance - Network - Legal clout - Statutory authority 	15A
	<p><u>Farm Bureau/Ag Groups:</u></p> <ul style="list-style-type: none"> - Working lands programs - Nutrient management/out of field management practices - Water quality improvements - Drainage improvements - Cover cropping - Water resource planning - Check off \$, state/fed \$, partner \$ - Outreach/education – citizen goal 	15B
	<p><u>Private Landowner:</u></p> <ul style="list-style-type: none"> - Passion for resource - Willingness to participate – model for participation - Conservation easements - Recreation - Habitat for all species - 96% of land base - Market-based approaches 	15C
	<p><u>Academia:</u></p> <ul style="list-style-type: none"> - Species management - Research and monitoring - Partnerships - \$ Sources varied but include state/fed/private \$ - Outreach/info sharing 	15D

Emerson	<p><u>Funding:</u></p> <ul style="list-style-type: none"> - WSFR funding for land acquisition - 319 grant - cost share agreements 	16A
	<p><u>Environment:</u></p> <ul style="list-style-type: none"> - Protected 1,200 acres - Conservation practices to meet federal permit requirements - Habitat certification program <p><u>Conservation Community:</u></p> <ul style="list-style-type: none"> - 319 grant <p><u>Citizens:</u></p> <ul style="list-style-type: none"> - 319 grant - Private lands technical assistance 	
	<p><u>Resources:</u></p> <ul style="list-style-type: none"> - Revolving loan (conservation community) - Grant programs (conservation community) - Landowner partnership/involvement (Environment and Citizens) - Expertise assistance (Funding and Environment) - Cost share/grant development (Conservation community) - Regional collaboration (Environment) 	16B
Carson	<p><u>ISDA:</u></p> <ul style="list-style-type: none"> - Soil and water conservation – private landowners - Federal grants - Clean water Indiana 	17A
	<p><u>Audubon:</u></p> <ul style="list-style-type: none"> - IBA – 41 sites throughout Indiana - Engage citizen scientists (habitat restoration, planning, science-based surveys) - Grants <p><u>Land Trust:</u></p> <ul style="list-style-type: none"> - Holding managed easements and other land - Connectivity - Urban areas and agriculture areas - Utilize volunteers for restoration/removing invasive species 	
	<p><u>INPAWS:</u></p> <ul style="list-style-type: none"> - Education and outreach about native plants - Grants – landowners – native plants <p><u>DEW:</u></p> <ul style="list-style-type: none"> - LARE - Private lands - Public lands - Wildlife diversity and research - Fisheries - Environmental review - Grants - Contaminants - Conservation education - Outreach and public relations 	17B
Pinchot	<ul style="list-style-type: none"> - Backyard Habitat program (Carmel parks and Zionsville – hubs) - Funding: donations etc., litigation funds (mitigation) - Citizens, education, volunteers - Land acquisition - Bicentennial Trust, IHT - Foundations/individuals 	18

Leiber	<p>Past Projects:</p> <ul style="list-style-type: none"> - Broad public education (INPAWS) (citizen and funding) - Data to support conservation – university research (env. and cons. comm) - Partners for F&W – USFWS (private lands) (env., cons. comm. and funding) - Public lands – DFW (all 4 themes) - Grants: maximize limited state funds, 75% fed 25% state 	19
Thoreau	<ul style="list-style-type: none"> - Non-game tax check off (funds and grants) - IWF – IN Cons. Alliance (citizens) - DFW – joint projects/partnerships (NGO's) other funding citizens, habitat - TNC/DFW – partnerships - Land/habitat preservation (HRI, Goose Pond) - Technical expertise to governmental agencies NRCS-FSA, SAFE program - Purdue/universities – research/student chapter projects/volunteers, extension 	20

WORKING LUNCH – NEEDED IMPROVEMENTS

Table Name	Comments	Poster Number
Pinchot	<ul style="list-style-type: none"> - Ensure financed long term coordinator in position - Silos – too many – intra and inter organizational - Legislation (state house legislators) - Must recognize value of public lands and environment - Need more data on endangered species distribution and negative effects overabundant/alien species - Citizen science 	21
Muir	<ul style="list-style-type: none"> - Articulate and justify benefits to for profits, landowners, and all citizens (economic, ecological, public value) - Create a personnel/communication tool (platform to identify human and other resources across participating organizations and enable information sharing, will promote message consistency, and enhance old/build new partnerships) - Creative funding – think outside the box - Official mechanism to promote and enable collaborative brain-storming (social media) - Assigned coordinator to ensure commitments are kept/continual prioritizing mechanism 	22A 22B
Carson	<ul style="list-style-type: none"> - Communication/networking with all partners - ID group representatives - ListServe/"membership" directory - Knowledge of ongoing project - Contacting public – various groups (green stewardship) - GIS interactive map – layers 	23
Deam	<p>Barriers to Participation:</p> <ul style="list-style-type: none"> - Communication (lack of PR, misconceptions) - Narrow focus on organization - Small groups may feel helpless - Division between consumptive and nonconsumptive users <p>Recommendations for Improvement:</p> <ul style="list-style-type: none"> - Explicit outreach by organizations (flowchart, more clear mission statement, web fact) - Improved cross-organization communication tool - Improved and continued education on multi-species habitat conservation (ex. waterfowl and shorebirds) - Partner expertise - Interest matrix 	24

Leopold	- Be more diverse - Public/partner support - Connection of people to nature - Tie efforts at landscape scales to local scale - Get everyone to understand cumulative effects	25A
	- Integration of conservation efforts - Find synergy that results in multiple conservation benefits - Engage university social science staff	25B
	- Maintain communication among partners - Make sure partners tell their story - Integrate conservation strategies	25C
	- Stop doing things that do not work - Use adaptive management - Messages to youth	25D
Emerson	- Standard reporting format - Common language for collaboration and capacity and science - Reason to collaborate - SWAP coordinator/panel - True SWAP partnership (umbrella) - Public relations – get the word out!!	26
Thoreau	- Need regional/habitat teams (by eco-region/watersheds) - Annual SWAP meetings (periodic) to track progress/report - Have a conservation congress annual or biannual - Broaden management goals to multispecies (landscape level) - E-newsletter	27
Leiber	- Improve communication between partners - Improve communication with public even though may not be partners – garner support - Bring all partners together occasionally – Southern Indiana Conservation Happenings (statewide or regional, who organize?) - Priority areas may pull more partners from those areas (could help with funding) - All users pay to support resource	28
Lacey	- Seek buy-in (common ground, shared vision) - Improve communications (ongoing stakeholder meetings, know what each other group is doing) - Promote successful non-profit models - Focus on areas of agreement - Outdated statutes/policies - Education	29
Roosevelt	Existing Partnerships: - Communication – central SWAP website, partners could identify projects - Focus on big picture (i.e., focus on shared end results not motivations; we think SWAP can serve a role here!	
	Existing Resources: - Coordinate resources – through better communication - Use SWAP to secure other funding/resources priority areas/grant funding	30

EXERCISE 3: GOALS

Table Name	Theme	Goals	Poster Number
Leiber	<u>Environment</u>	<ul style="list-style-type: none"> - Reassess species fitting into habitats - Control invasives to maximize native species diversity - Plan ID habitat in right places - Improve restoration and mitigation techniques - Improve science to make better management decisions - Focus on landscape scale and not individual species 	1,2
	<u>Funding</u>	<ul style="list-style-type: none"> - Maximize value of dollar - Search for alternative funding sources - Balanced approach funding from consumptive and non-consumptive users 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Make wildlife important to urban populations - Education about harm of invasives 	
	<u>Conservation Communities</u>	<ul style="list-style-type: none"> - Emphasis on adaptive management - Bring diverse stakeholders together to solve management challenges (deer vs. native plants) 	
Pinchot	<u>Environment</u>	<ul style="list-style-type: none"> - Stable or increasing population – all species of greatest conservation need - Private landowners maximizing conservation practices on land - Have agreed measurable benchmarks - Acquire land – additions within areas of conservation need - Protecting and maintain preserving existing resources 	1,2,3
	<u>Citizens</u>	<ul style="list-style-type: none"> - A better educated public/elected officials citizens - Program for citizen science 	
	<u>Funding</u>	<ul style="list-style-type: none"> - Obtain 25% of funds via non-government means - All users of resource contribute financially 	
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Align all conservation plans - Increase # working partners by 25% - Robust and self-sustaining 	
Muir	<u>Environment</u>	<ul style="list-style-type: none"> - Shoreline restoration - No new state-listed species (healthy wildlife populations) - State-wide strategic approach for permanent protection of conservation land/connect fragmented land 	1,2
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Articulate economic benefits of participation, promote - Lock-in active participation - Maximize involvement by effective advertisement to local entities (marketing) - Stronger conservation partners 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Create tools to promote private landowner collaboration and provide leadership opportunities - Increase public support for wildlife - Identify common interests between consumptive and non-consumptive users/interest groups 	

Deam	<u>Environment</u>	<ul style="list-style-type: none"> - Enhance biodiversity - Habitat quality improvement - Secure ecosystem functions for human survival - Enhance ecosystem resilience and sustainability - T&E species recovery - Prevention of introduction and establishment of exotics and invasives - Develop efficient monitoring program to determine impact of climate change 	1
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Enhance communication - Obtain technical support to develop BMP to address wildlife diseases 	
	<u>Funding</u>	<ul style="list-style-type: none"> - Science-driven BMP's - Sustain/increased commitment to conservation funding - Obtain sufficient funding to control overabundant/destructive species - Identify and enhance conservation infrastructure and funding capacity 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Dedicated focus on youth conservation education 	
Thoreau	<u>Environment</u>	<ul style="list-style-type: none"> - Stabilize or enhance species of greatest concern - Stabilize or enhance or connect existing habitat types 	1,2
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Generate support from administrators and lawmakers - Establish SWAP as the unified vision for natural resource conservation in Indiana 	
	<u>Funding</u>	<ul style="list-style-type: none"> - Generate adequate resources to implement plan - Maintain eligibility - Prioritized strategies 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Generate/maintain partnerships to reach goals - Citizen participation - Develop a conservation ethic among citizens 	
Roosevelt	<u>Environment</u>	<ul style="list-style-type: none"> - Improve property management 	1
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Get all partners to see the big picture and know how to get engaged 	
	<u>Funding</u>	<ul style="list-style-type: none"> - Maximize funding used for stewardship and land management 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Recognition and incorporation/adoption of existing plans - Increase functionality of SWAP to diverse groups without making it too generic 	
Carson	<u>Environment</u>	<ul style="list-style-type: none"> - Create recreation per government roadmap - List of statewide (metrics) measurable conservation/habitat objectives 	1,2
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Continual coordination of conservation efforts (workflow) - ID all partners - Method to report accomplishments - Public relations/marketing to public and universities/colleges and businesses - Regional/statewide conservation summit – networking/communication - Dedicated staff for SWAP (umbrella) - GIS statewide habitat and species info –visual and interactive - How does each organization fit in and contribute - How will SWAP affect my organization 	
	<u>Funding</u>	<ul style="list-style-type: none"> - Search for private/public funding opportunities and set % goals 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Infographic/one page for public buy-in (state fair/HOE) 	

Lacey	<u>Environment</u>	- Improve existing habitat and acquire	1
	<u>Conservation Community</u>	- Stop conflicts and solve problems - Partner development - Accountability, feedback, oversight and management of SWAP	
	<u>Funding</u>	- Improve nongame funding	
Emerson	<u>Environment</u>	- Develop a mechanism to test success/progress of the overall SWAP - Develop a functional regional planning geography	1
	<u>Conservation Community</u>	- Develop a core list of partners that can leverage/contact/work with associated groups. - Develop a communication process between/amongst partners	
	<u>Funding</u>	- Meet the technical requirements for SWAP, address baseline issues and keep the document alive	
	<u>Citizens</u>	- Develop branding for SWAP. Getting the word out – social media. - Effectively engage private individuals/landowners	
Leopold	<u>Environment</u>	- Do something influential or innovative. Get something that models success - Update list of species of greatest need - Update guild list - Define the measure of success - Identifying and acting at appropriate scale – beyond state borders	A,B,C,D,E
	<u>Conservation Community</u>	- Model a new way to do conservation - Bridge SWAP with other initiatives - ID common ground among partners - Consistent schedule of collaborative meetings - ID & list partner groups and interest - Tie SWAP to land use planning - Development of new partnerships	
	<u>Funding</u>	- Access to broad base of \$ support - Refocus existing monitoring - Acquire funding for monitoring	
	<u>Citizens</u>	- Consistent schedule of collaborative meetings - SWAP awareness among municipalities, general public, other land use agencies	

EXERCISE 4: SMART (# OF VOTES IN PARENTHESES)

GOAL: MAKE WILDLIFE IMPORTANT TO URBAN POPULATIONS

Table Name	ACTIONS	WHO	WHEN	Poster Number
Leiber	Increase outdoor labs at schools by increasing awareness of funding (28)	FWS, HASTI, INPAWS, Industry grants, DNR-WET, WILD, Go Fishing	June 2014	1
	HOE	DNR Cons. Comm.	Annually	

GOAL: MAXIMIZE VALUE OF DOLLAR

Leiber	Find alternative funding sources (14)	DNR, foundations, individuals, corporations, NGO	Always	2
	Avoid duplication of effort by meeting together (4)	DNR and divisions meet together, cons. orgs.	Quarterly annually	
	Develop ranking system for SWG funds (11)	DNR SWAP team, FWS	By 2015	

GOAL: MAXIMIZE CONSERVATION PRACTICES ON PRIVATE LAND

Pinchot	Lobby individual federal legislators to keep conservation in Farm Bill, passed and ongoing (38)	NGOs and Individuals	Now, continual, especially every 4 years	1
	Identify and educate land owner programs for habitat and working lands available (27)	NGOs, Farm Bureau, NRCS, FSA, DNR, SWCD	Now, ongoing	
	Funding landowner incentives (10)	NGOs, Farm Bureau, NRCS, FSA, DNR, SWCD	Now, ongoing	
	Hire more regional biologists (6)	NCO state		

GOAL: ROBUST AND SELF-SUSTAINING CITIZEN SCIENCE AND VOLUNTEER PROGRAM

Pinchot	Select suitable programs – CSs (4)	DNR		2
	Training programs (developed and implemented)	NGO, DNR	Within 1 year	
	Hire volunteer coordinator	DNR	ASAP (within year)	
	Recruit additional volunteers (1)	Coordinator, NGOs, DNR	ASAP (within year)	
	Increase # volunteers 10% annually		5 year goal 50% inc. volunteers	
	C.Sc. Webpage (opportunities and training)	DNR, NGOs		

GOAL: STRONGER CONSERVATION PARTNERSHIPS

Muir	List of participating organizations by category (clearly organized with comprehensive TOC)	SWAP, all	6 months	1
	Designate a SWAP coordinator (36)	DFW	1 year	
	Schedule regular meetings for SWAP participants	Coordinator	Annual, beginning 2016	
	SWAP newsletter – monthly? web-site, online collaborative tool	Coordinator	Ongoing, 6 months after coordinator is hired	

GOAL: LOCK-IN ACTIVE PARTICIPATION

Muir	Set expectations - Sales pitch – what are you doing? What have you accomplished?	Coordinator	Ongoing	2
	Avenue for recognition - Attractive marketing (make it sexy)	All	Ongoing/annual	
	Friendly competition - Advertise who is doing what, who's doing the best job, guilt non-participants (google model operating)		Ongoing	

GOAL: IDENTIFY AND ENHANCE CONSERVATION INFRASTRUCTURE AND FUNDING CAPACITY

Deam	Identify potential partners (2)	SWAP Leadership	2015	1
	Self-assess capacity of partners (current and future)	Partners	2015	
	Synthesize of all capacity	SWAP Leadership	2015	
	Information dissemination (federal agencies and partners)	SWAP Leadership	2016	

GOAL: PREVENTION OF INTRODUCTION AND EXPANSION OF EXOTIC/INVASIVE SPECIES

Deam	Engage invasive species committees to identify threats and to help them disseminate information (26)	DNR, Conservation partners	ASAP	2
	Risk Assessment (2)	University under direction of committee	ASAP	
	Prioritization			
	Policy making – seek funding	Legislature	2015-2016	
Management (Containment and/or eradication)	All partners	ASAP		

GOAL: ESTABLISH SWAP AS THE UNIFIED VISION FOR NATURAL RESOURCE CONSERVATION IN INDIANA

Thoreau	Complete SWAP good vision (1)	SWAP Committee	2015	1
	Buy-in by partners, mobilize partners to generate support (2)	SWAP Committee, partners	2015-2016	
	Governor proclamation	DNR Executives	2015-2016	
	Develop Citizen Communication Plan (4)	SWAP Advisory Team	2015-2016	

GOAL: STABILIZE AND ENHANCE AND CONNECT EXISTING HABITAT TYPES

Thoreau	Establish habitat baselines (2)	DNR, USFWS, NRCS	2014	2
	Identify target areas (7)	Regional or sub committee	2015	
	Prioritize projects and funding (6)	Regional or sub committee	2015	
	Detailed plan (1)	Local sponsor	2015-2016	
	Seek funding (4)	Local sponsor	2015-2016	
	Implement (16)	Local sponsor	2020	

GOAL: BIG PICTURE

Roosevelt	Create communication plan (21)	SWAP Coordinator	2015	1
	Use common language	Partners	2015	
	ID overlapping goals of partners	Partnes	2015 and ongoing	
	ID stakeholders outside conservation community (from communications plan)	SWAP Coordinator	2014	

GOAL: INCREASE FUNCTIONALITY OF SWAP

Roosevelt	ID users of SWAP (11)	SWAP Team	2013/14	2
	Provide drafts to interested parties for feedback and how it could be applied	SWAP team and partners	2013/14	
	Outreach campaign and increase awareness (funding for commercials, HOE/fair, brochures @ DNR properties)	DNR	2013/14	

GOAL: DEDICATED STAFF

Carson	Funding (18)	Private foundations and conservation community,	2015	1
	Create representative panel to hire staff	DNR and funding partners	2015	
	Seek permanent funding		2016	
	Office space/facilities	DNR	2015	
	Define responsibilities of position (work profile)	DNR and funding partners	2015	

GOAL: PUBLIC RELATIONS/MARKETING TO PUBLIC/BUSINESSES AND UNIVERSITIES AND LEGISLATORS

Carson	Create strategic marketing plan (5)	Dedicated SWAP staff	2015	2
	Implement marketing plan (3)	Partners, DNR, NGOs, etc.	2015	
	Organize regional meetings for conservation congress	Partners, DNR, NGOs, etc.	2016	
	Seek permanent funding (31)	Dedicated SWAP staff	2016	
	Social media plan	Dedicated SWAP staff	2015	
	Seek media contacts	Dedicated SWAP staff	2015-2016	
	Seek corporate partners (1)	Dedicated SWAP staff	2015	
	University site visits/internships	Dedicated SWAP staff	2015	

GOAL: INDEPENDENT OVERSIGHT/SWAP

Lacey	Establish "board" (16)	Conservation Stakeholders	2015, annually	1
	Review progress reports from DFW/SWAP			

GOAL: IMPROVE AND ACQUIRE HABITAT

Lacey	Acquire sites that target species with the greatest conservation need (61)	DNR and partners	Annually	2
	Improve acres of habitat of greatest conservation need (44)	DNR and partners	Annually	

GOAL: EFFECTIVELY ENGAGE PRIVATE INDIVIDUALS/LANDOWNERS

Emerson	Develop a SWAP brand that private individuals recognize (15)	Core Team	March 2016	1
	Develop a group engagement format that includes 20% participation from private individuals/landowners	Advisory Committee	2018	
	Document continued participation of 50%	Advisory Committee	2019	
	Maintain a satisfaction index of 75%	Advisory Committee	2020	

GOAL: DEVELOP A COMMUNICATIONS PROCESS BETWEEN/AMONGST PARTNERS

Emerson	Develop master list of partners (17)	Core Team	ASAP	2
	Test minimum of 3 social media mechanisms for partner communication, select most effective	Contract?	Contract?	
	Survey partners for effectiveness annually	Advisory Team	Advisory Team	
	Develop a web application to share performance info	Advisory team/contract	Advisory team/contract	

GOAL: DEFINE THE MEASURE OF SUCCESS

Leopold	ID overall objectives	Each partner	Now	1
	Compile list of objectives	Advisory team	December 2013	
	Agree on common objectives	Partners and advisory team	Spring 2014	
	Agree on the metrics (12)	Partners with technical expertise	By final draft	
	ID relevant partners (8)	All of us	Now – SWAP submitted to USFWS	
	Common language development (7)	Advisory team	Now – early 2014	
	Review of measures of success by conservation community (1)	Partners	Prior to final draft	

GOAL: IDENTIFY AND ACT AT PROPER SCALE

Leopold	ID proper scale to meet objective(s) for species or habitat (8)	Technical experts	Start 2016 after plan adoption	2
	Figure out who is active at that scale and who has authority to act	DNR, USFWS, Conservation partners	Follow	
	ID who is impacted by conservation actions	Partners	Sequentially	
	Bring relevant players together to form consensus on action	LCC	Sequentially	
	ID and overcome barriers to action at appropriate scale	Partners	Sequentially	

SWAP | SOUTH MEETING

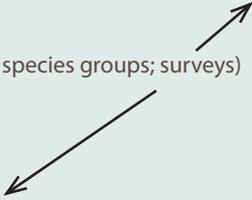


Conservation doesn't just happen. It takes resources and collaboration.

PANEL #1

Table Name	Comments	Poster Number
Deam	<p>Questions:</p> <ul style="list-style-type: none"> - How will SWAP help distribute conservation \$ - How was the last SWAP used successfully 	1
Carson	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - 3 divisions representing how to integrate the SWAP into current conservation efforts - The panel members are a part of the conservation community - Must be habitat based plan 	2
Leopold	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - funding? - Watersheds? <ul style="list-style-type: none"> - forestry management - how does newer practices impact watershed? -public involvement <p>Questions:</p> <ul style="list-style-type: none"> - What's the plan for continued user/stakeholder involvement in the process? 	3
Roosevelt	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - Funds (past \$1 million) - Avoid random acts of conservation <p><u>Questions:</u></p> <ul style="list-style-type: none"> - What non-NGOs and other non-traditional partners will be involved? <ul style="list-style-type: none"> - Plan due 2015 → revision - Habitat based → 8 types <p>Statewide plan for all partners</p> <ul style="list-style-type: none"> - What part of the plan is being revised → what have we learned from the last plan? - What will be used to get public involved? - Do we have results summarized from previous plan? <ul style="list-style-type: none"> - Plan covers <ul style="list-style-type: none"> ○ Citizens ○ Environment ○ Conservation community - Funding 	4a
		4b
Thoreau	<p><u>Questions:</u></p> <ul style="list-style-type: none"> - Julie: how will this plan be different than the last one? - What was learned from the last plan? Negatives? Positives? 	5
Lacey	<p><u>Questions:</u></p> <ul style="list-style-type: none"> - How is funding distributed? - Panel Creditability - Who makes final decision? 	6
Emerson	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> - Grant- \$1mil - Build partnerships - Habitat based plan tool for other agencies. - 2015 deadline - 4 Cat: <ul style="list-style-type: none"> ○ Eco ○ # funding ○ Con. Comm. ○ Citizens <p><u>Questions:</u></p> <ul style="list-style-type: none"> - How/who/do we get this plan on the ground? - How are private landowners involved? 	7a
		7b

EXERCISE #2

Table Name	Themes	Poster Number
Emerson	<p>Species reintroduction Habitat improvement Projects (Blue River) Go Fishin' in the City SAFE</p> <hr/> <p>Environment - technical asst. Conservation Community - Facilities/equip Funding - \$ funding Conservation Community - established part Citizen - Public Outreach</p>	#1
Lacey	<ul style="list-style-type: none"> - HEE (Purdue, Fish Wildlife, Forestry) current - Eastern Box Turtle (nongame, Purdue, FWS, sycamore land trust) current - Starve Hallow lake Renovation (forestry, fisheries management/hatch) current. <ul style="list-style-type: none"> o Citizens - Hellbender Hustle, Purdue Extension Programs - Indiana bat - nongame, forestry, USFWS, current - Wood rat - nongame, Purdue, forestry, private lands - Forest Wildlife Project - past - Public access - forestry - Rule/Regulation promulgation - Implementation - prop managers, biologist 	#2
Thoreau	<p><u>Fisheries</u></p> <ul style="list-style-type: none"> - Technical expertise - \$ - Partnerships <p><u>Parks</u></p> <ul style="list-style-type: none"> - Volunteers (citizens) g grant opportunities. Ex: warbler nesting box project - Environment <p><u>Wildlife</u></p> <ul style="list-style-type: none"> - Environment (working with species groups; surveys) - Also citizens groups - \$ - Habitat management <p><u>IFA(Indiana forest alliance)</u></p> <ul style="list-style-type: none"> - Environment - Citizens (bringing different opinions & interest) - Conservation groups <p>Common Threads! -habitat (the details of this can look a lot different, but the same base can exist!)</p> 	#3

Roosevelt	<u>Environment</u> <ul style="list-style-type: none"> - Managing habitat & species - Use of renewable resources mgmt. - Buying land- conservation easements - Multiple partners manage use - CWMA to control invasive on private land - HRI - Columbia Mine - Communication of technical services & conservation values - West Bogs Renovation - Research & monitoring <ul style="list-style-type: none"> o HEE 	#4a
	<u>Conservation Community</u> <ul style="list-style-type: none"> - DUG land acquisition - TNC - West Bogs state and local - American Chestnut Foundation - Slow the Spread- many partners - Universities - Species Restoration - HOE - Goose Pond 	#4b
	<u>Funding</u> <ul style="list-style-type: none"> - BNT - Private foundations - Heritage trust - Private company support - WSFR - SWG - USDA - GLRI - User Fees - Tax Check off - Farm Bill 	#4c
	<u>Citizens</u> <ul style="list-style-type: none"> - Natural Resource Education Programs - Recruitment retention - Hunter education - Youtube/social media - WRP/CRP - Forestry program - Citizen science <ul style="list-style-type: none"> o Breeding bird survey - WET - WILD - 4-H - Learning Tree - FFA 	#4d

Leopold	<p><u>Past:</u> <u>Conservation Community</u></p> <ul style="list-style-type: none"> - IN Bass federation/ NWTF - Partnerships (labor/money) - Land trusts <p><u>Funding</u></p> <ul style="list-style-type: none"> - Bass pro donations - Creative funding strategies - Shared/non-traditional sources <p><u>Citizens</u></p> <ul style="list-style-type: none"> - Individuals in these organizations - Friends group - Citizen science (specific DNR position) - Input on decision process - Connect public to resource w/ sustainable trails <p><u>Ecosystems</u></p> <ul style="list-style-type: none"> - Land acquisitions <ul style="list-style-type: none"> o BNT - Heritage Trust - HRI <ul style="list-style-type: none"> o Habitat restoration 	#5
Carson	<p><u>Past Projects</u></p> <ul style="list-style-type: none"> - North American waterfowl plan (4 themes) - Healthy rivers initiative (4 themes) - Goose Pond- (4 themes) - Friends Groups (3 themes) - Hardy lake Raptor Program Support (4 themes) - HEE (Hardwood ecosystem experiment) (4 themes) - NBCI & other NGO's (4 themes) - Summer bat Monitoring -4 themes <hr style="border-top: 1px dashed black;"/> <ul style="list-style-type: none"> - Expertise/man power: partnerships, Farm Bill - \$ - Land - Interpretive programs/ education outreach 	#6
Deam	<p><u>Past:</u> <u>Healthy rivers initiative</u> Survey and monitoring of endangered and threatened species Retention and recruitment events- which need to continue?</p> <p><u>Available resources:</u></p> <ul style="list-style-type: none"> - Current and new land acquisitions - Knowledgeable DNR staff 	#7

Lacey	<ul style="list-style-type: none"> - List of entities - Better communication between entities - What resources do entities have? (land, people, money, etc.) - Goals of entities- how can we work together? - List of possible things for volunteers to do - Consider hiring on person to be in charge of volunteers/volunteer programs. Must have established leader and set rules/ everyone involved must understand roles - Focus on specific goal with involving volunteers 	#7a
	<ul style="list-style-type: none"> - New funding source - Tax on outdoor materials - Monetary incentive for landowner to allow hunting access on private lands - Lack of manpower able to show results for projects <ul style="list-style-type: none"> o Ex: goose pond. Locals probably see benefits of this 	#7b

EXERCISE 3: GOALS

Table Name	Theme	Goals	Poster Number
Emerson	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Strengthen existing - Build new partnerships 	1/3
	<u>Funding</u>	<ul style="list-style-type: none"> - Alternative sources - Web based funding listing 	
	<u>Environment</u>	<ul style="list-style-type: none"> - Improve habitat connectivity on a landscape level - Reduce and restrict invasive sp. - Consistent ranking of threats and needs by qualifies individuals 	2/3
	<u>Citizens</u>	<ul style="list-style-type: none"> - Increased knowledge & buy-in - Post Montgomery retirement - Vol. TV host! 	3/3
Lacey	<u>Funding</u>	<ul style="list-style-type: none"> - New funding source 	Lacey 1/3
	<u>Citizens</u>	<ul style="list-style-type: none"> - Buy-in to our goals - Combat apathy - Education - Promote citizen advocacy 	
	<u>Environment</u>	<ul style="list-style-type: none"> - Identify target species/ habitat - Rate significance - Improving water quality - Recommended mitigations - Assess success or failure - Invasive species management - Integrate game and nongame management 	Lacey 2/3
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Better communication - Create buy-in - More collaboration 	3/3

Deam	<u>Environment</u>	<ul style="list-style-type: none"> - Conservation corridors for animals - Control invasive species & awareness - Increase ruffed grouse habitat - Restore wetlands - Re-establish fence rows - Reduce sediment load in streams - Dam removals - Pollution controls 	1
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Interagency cooperation - Improve school curriculum - Encourage field trips/days/public outreach - Develop media relations materials 	
	<u>Funding</u>	<ul style="list-style-type: none"> - Additional taxes on outdoor products - Earmark \$ from- special product sales (tags and stamps) - Additional fees on hunting licenses 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Means for programs & properties to display success stories 	
Roosevelt	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Maintain forum engagement - Expand to nontraditional partners 	1
	<u>Environment</u>	<ul style="list-style-type: none"> - Marketing/showcasing Benefits/ accomplishments - Increase land base for conservation 	
	<u>Funding</u>	<ul style="list-style-type: none"> - More effective engagement of politicians - Develop list of sources/willing participants - Sustainable/untouchable/long-term funding 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Recognizes public perception - Create a stakeholder mentality - Local access to SWAP 	
Leopold	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Inform/reduce impacts of invasives - Tear down <u>silos</u> - Marketing our resources 	1
	<u>Citizens</u>	<ul style="list-style-type: none"> - Interested/engaged - Farmers/private land owner involved 	
	<u>Funding</u>	<ul style="list-style-type: none"> - Broadening support by connecting legis. and outside funders - Wider funding sources (camping, wildlife watchers, etc.) 	
	<u>Environment</u>	<ul style="list-style-type: none"> - Identify/restore critical ecosystems - Landscape management approach - Management vs. preservation - Maintain/do species inventory 	
Thoreau	<u>Environment</u>	<ul style="list-style-type: none"> - Maintain and increase native biodiversity - Promote more habitat (contiguous – quantity and quality), strategic rather than opportunistic 	1
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Promote more habitat - Land donations - Strengthening partnerships (yearly statewide and regional conservation group convergence!) 	
	<u>Funding</u>	<ul style="list-style-type: none"> - Sales tax to fund conservation - Strategic land acquisition (contiguous) - More money for invasive species control - Tying economics to conservation - Events! Field days. 	
	<u>Citizens</u>	<ul style="list-style-type: none"> - Exposure/conservation ethic as framework/grassroots action - Sales tax/lump sums? - Land donation/CRP - Organized events to engage with folks/share what we're up to - Field days on project success (with lunch!) 	

Carson	<u>Funding</u>	- Permanent stable SWG funding source - Investigate new funding sources (sales tax, landowner money incentives for access)	1
	<u>Environment</u>	- Baseline inventories - Invasive species control	
	<u>Conservation Community</u>	- Active/interactive engagement - Develop common objectives	
	<u>Citizens</u>	- Raise awareness/create interest	

EXERCISE 4: SMART (# OF VOTES IN PARENTHESES)

GOAL: DEVELOP ALTERNATE FUNDING SOURCES

Table Name	ACTIONS	WHO	WHEN	Poster Number
Emerson	Web based listing of needs/projects (16)	DNR	2015	#1
	Web based listing of avail. \$ grants.com			
	Conservation tax (23)	All cons. Partners	2020	
	Legacy/estate planning	TNC, CC's	2015	
	Landowner License- min fee	Fish/wild	2015	

GOAL: CONSTANT RANKING

Emerson	Develop baseline of threats	CC	2015, bi-cent rpt.	#2
	Cause and effect	CC	2015-2017	
	Remedies	CC	2015-2029	
	Measurement & reporting	CC	2015-2020	
	Annual Report	CC	2015-2025	

GOAL: INTEGRATING GAME AND NON-GAME MANAGEMENT

Lacey	Select representative species (13)	FW biologist	Now	#1
	Identify "special needs" SGCN	Nongame		
	Cross training (11)	DNR		

GOALS: CITIZEN EDUCATION

Lacey	Move HOE to different regions every year (9)	DRN admin	Now	#2
	Surveys to assess effectiveness of programs Did they buy a license afterwards? (2)	?	2015+	
	Assess which programs are working (14)	?	2015+	

GOAL: INCREASE RUFFED GROUSE HABITAT

DEAM	Public outreach (4)	F&W and USFS Forestry Other states private cons. Groups	3-5 yrs.	#1
	Identify suitable habitat	F&W Forestry Private landowners USGS Military sites	2-3y.	
	Identify management Tech + needs – Cost +funding (2)	Other states F7W Forestry Ruffed Grouse Soc.	1-3 y.	
	Implement habitat management & coordinate w/ all landowners(15)	same		
	Re-evaluate			

GOAL: ENCOURAGE PUBLIC OUTREACH WITH SCHOOL GROUPS

Deam	Develop education program for schools Contact Schools (17)	F&W, State Parks, Forestry Public outreach coordinator	1-3y. Ongoing	#2
	Field Day (3)	F&W	School yr.	

GOAL: CREATE A CONSERVATION ETHIC

Roosevelt	Template to schools for engaging in outdoor labs	IDNR/ local school systems/ existing NGO programs	2015-?	#1
	Outdoor curriculum part of school standards(9)	Legislative		
	Marketing Campaign for special places (5)	IDNR/Dept. of Tourism	2015-?	
	Conservation for better health (4)	Health, Industry	2015-?	

GOALS: INCREASE LAND BASE FOR CONSERVATION

Roosevelt	Provide economic incentives to landowners/corporations i.e.: tax incentives, conservation easements (24)	Legislative action/landowners	2015	#2
	Federal land water conservation fund (increase access to funds) (4)	Fed representation	2015	
	Expand Healthy Rivers Initiative (14)	IDNR Legislative	now	
	PR funds & BNT to land conservation (2)	IDNR legislative	Now	
	Support classified forest and wild lands Providing incentive for population density Reduce sprawl (21)	IFwort	Now	

GOAL: TEARING DOWN SILOS

Leopold	Hire a SWAP Coordinator(s) (2)	DFW	2014	#1
	Interactive website (3)	DNR	2015	
	Put together regular meetings between conservation agencies & universities	SWAP Coordinator	Annual, begins 2015	
	Regular meetings in DNR between staff (20)	DFW, SPR Forestry, NP	2014	
	Funding support for professional meetings	Division Directors Alliance	2015	
	Between public & staff? (1)	All	Ongoing	

GOAL: CREATING AN INTERESTED/ENGAGED PUBLIC

Leopold	Consumptive R&R – continue	DFW	2015	#2
	General education programs	DNR/conservation groups	2015	
	Bio blitz	Universities/DNR	2015	
	Smartphone apps/workshops to ID wildlife/hunt/fish	DFW	2015	
	Local workshops for habitat development for farmers	DNR/Extension		
	Marketing campaign for public lands (25)	SWAP Coordinator		
	New incentives for private land-owners (5)	SWAP Coordinator	2015	

GOAL: STABLE AND INCREASED FUNDING FOR CONSERVATION

Thoreau	Inventory of funding opportunities (existing) (1)	Partners	Start now!	#1
	Identify potential funding sources (i.e., grants, sales taxes)	Partners	After #1! (2014)	
	Leading a campaign for a conservation sales tax	Non-agency Partners (i.e., NWF, TNC)	Now - 2018	
	Non-agency leader in #3 – puts strategic (marketing) plan together (64)			
	Grassroots support to carry out plan	Everyone!	Now into future	

GOAL: DECREASED FRAGMENTATION

Thoreau	Strategic purchasing (4)	Conservation Community	2015	#2
	Priority areas based on connectivity and availability of land (26)	Conservation Community	2015	
	Minimum sizes for species & habitat (1)	Conservation Community	Now	
	Clearinghouse of who owns what (3)	Conservation Community	Now	

GOAL: RAISE AWARENESS/CREATE INTEREST (CITIZENS)

Carson	SWAP Facebook (3)	IDNR F&W	2014	#1
	Inform government and NRC elected officials of SWAP (9)	Conservation Community	2015	
	Incorporate SWAP in conservation education	Educators	2015+	
	Engage Indiana Farm Bureau (14)	Conservation Community	2015	

GOAL: BASELINE INVENTORIES (ENVIRONMENT)

Carson	Prioritize inventory needs (ex, plant surveys = IDNR Nature Preserves) (19)	Technical Experts	1-3 years	#2
	Conduct inventories (2)	Technical Experts	2 years	
	Create shareable database among conservation community	Technical Experts	After above action	
	Analyze and monitor (2)			

SWAP | NORTH MEETING



Conservation doesn't just happen. It takes resources and collaboration.

PANEL #1

Table Name	Comments	Poster Number
Leopold	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> • Single species conservation projects actually benefit whole communities • Plan is useful & versatile • DNR and NGOs can both use it • Tool for setting priorities <p><u>Question:</u> - How can we use this plan to gain access to more money?</p>	1
Lacey	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> • Linking projects to T & D Species • SWAP gives people a tool to help manage habitat • Habitat Based plan <p><u>Question:</u> - How does SWAP facilitate funding for management for species other than SGCM?</p>	2
Roosevelt	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> • Collaborative Consultation • Landscape Level • Bigger than DNR • Revision due 2015 • Required for funding • Core Team/Advisory team • SGCN • Habitat based • Themes (4) Env. Cons. Comm. Funding,Citizen • Leveraging for additional \$/Mgmt <p><u>Questions:</u></p> <ol style="list-style-type: none"> 1. What is (the) process for engaging citizenry? 2. How do we get buy-in from the agriculture industry? 3. How will core advisory team communicate with people not at meetings? 	3a 3b 3c 3d
Carson	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> • Multiple groups working towards common goals • Management of single species can benefit many other species <p><u>Question:</u> - Do we know enough about the life history of rare and endangered species?</p>	4
Emerson	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> • Track record of results <p><u>Question:</u> - How do we raise more state-matched \$?</p>	5
Deam	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> • Species of Greatest Concern Habitat Enhancement • Reliable funding <ul style="list-style-type: none"> ○ Appropriation ○ More permanent approach • Availability of funding for others <p><u>Question:</u> - How is money obtained through SWAP?</p>	6
Thoreau	<p><u>What we heard:</u></p> <ul style="list-style-type: none"> • About process, and examples, plan <p><u>Question:</u> - What is not in the old plan that you would like to see the new plan have?</p>	7

EXERCISE #2-THEMES

Table Name	Comments	Poster Number
Thoreau	CRP-Farm Bill (Funding & Environment) (Citizens & CC) Managing the diversity @ Jasper Piteski (sp) Is good for game & non-game species (Citizens & Environment) Providing nursery stock for reforestation (Funding, environment, cc, citizens) Reintroduction of Trumpeter Swans (Funding, environment, cc, citizens) Stocking Fish-Trout & Salmon (Funding, environment, cc, citizens)	8a
Thoreau	NGO Land holder -Forest -Wetlands -Prairie Provide: Outreach, education, research *Oak tree preservation Monitoring publicly owned resources DNR-Repository of expertise	8b
Deam	Collaboration with Non-Game Org Benefits from Projects-Go back to More Projects All Projects Benefiting all species Farm Bill benefits Partners Allocate Money -PF -DV F & W staff oversee project Joint venture on Kankakee -WRP -Lots of opposition	9a
Deam	Additional Resources -License plate funds Find more funding source Birdwatcher funds Agency vs NGO -Strengths and weaknesses of each Special Interest Groups How do you sell a project to gain (the) most interest? How do you engage special interest groups for money?	9b
Emerson	-Watershed Programs -Related to ALL themes NPWS recruiting individuals to work on common projects (community) Friends of KANK -Film-Everglades of the North (community, citizens, funding) Fisheries Creel/Statewide Angler Survey (community)	10a
	Michigan City School Program -Program adopt an environmental curriculum	10b

Carson	<p><u>Env</u></p> <ul style="list-style-type: none"> ● Invasive Control ● Succession Control ● Habitat Management ● Multi-spp Mgmt ● Dam Removal ● Water Quality <p><u>CC</u></p> <ul style="list-style-type: none"> ● Education & Outreach ● Event, programs, workshops ● Farm Bill <p><u>Funding</u></p> <ul style="list-style-type: none"> ● Local user-groups ● Funding partners ● Farm Bill ● Agency Funding (319) ● SFR ● Game & Non-Game Organizations ● Private Foundations <p><u>CIT</u></p> <ul style="list-style-type: none"> ● Finding common ground-conflicting groups <ul style="list-style-type: none"> ○ Ag vs. hunters vs. non-hunters vs. lake users 		11	
Roosevelt	Theme	Project	12a	
	Environment	Habitat Management		
	Citizen	Work with public - Nuisance work		
	Cons/ Comm	Previous SWAP survey to ID needs		
	Cons, Comm, Funding, Citizens, Env	MWTF funding projects and R/R events @ Roush		
	Funding	Seed w/donating Seed to FWA for food plots		
	Funding, Env. Cons. Comm	Participation with partners in NAWCA project grant		
	Available Resources -People -Tech expertise -Land -SWG, License \$, fed grant \$, check-off, donations, -Tax abatements			12c
	-Farm Bill -HRI-BNT -Pvt. Co\$ -Foundation \$ -Partnership networks -human dimensions Research & Expertise -outreach & community			12d
	Media Relations What Resources do we need? -Political connections -Buy-n from agriculture -public support & respect			12e

Lacey	Project	Theme	13a
	Habitat management practices	All	
	Land acquisition	All	
	Technical Assistance (private lands) Participate in fed funded projects NAWAC etc.	All	
	Research, Tech assistance, on land, regional, statewide projects		13b
Available Resources <ul style="list-style-type: none"> - Knowledge - Equipment - Funding - Credibility - Manpower/time - Research Capacity - Education & Outreach 			
Leopold	<ul style="list-style-type: none"> - Cisco-cold water community (eco) - Invasive species management-ecosystems - Hunter/angler recruitment-citizens - Looking for alternative funding (DFW) - Fish stocking <ul style="list-style-type: none"> - Angler recruitment/retention - Ecosystem management (predator/prey) - Habitat management - NR Fisheries-coordination with Muskie anglers (cons community) - PF, QF on game bird areas (acquisition/management) 		11a
	<ul style="list-style-type: none"> - Continue working with other organizations to acquire more habitat (DFW, Cons, Community) - Coordination with municipalities to increase river health (HRI) - Providing in-kind support to research projects (cons community) - Data acquisition - Educational events partnering with other organizations (cc, citizens) 		

WORKING LUNCH- NEEDED IMPROVEMENTS

Table Name	Comments	Poster Number
Roosevelt	<u>Needs to improve partnerships/resources/programs?</u> <ul style="list-style-type: none"> - Political connections - Communications network <ul style="list-style-type: none"> a. partners not knowing what is going on - Public support and respect - Engage gen. public with programs - Take advantage things people are interested in (clean H2O, clean air, Hunger Games, Archery) - Personal Contacts - Disney Movie <ul style="list-style-type: none"> a. animals as real animals - Better understanding of reason for human-wildlife conflicts - ID and address gaps in conservation 	15a
		15b
		15c
Carson	<ul style="list-style-type: none"> - Diversity within partnerships - More volunteers - Sharing success stories - better communication <ul style="list-style-type: none"> a. Local networking b. more meetings c. Intentionally engage those who are most difficult d. Get the right people at the table e. Get by-in through education and understanding the other side's view 	16

St. Joe & Kankakee River Commissions
 Lake Michigan Costal Program

EXERCISE 3: GOALS

Table Name	Theme	Goals	Poster Number
Lacey	<u>Funding</u>	<ul style="list-style-type: none"> - Use existing money to get more funding - Appropriate use of funds - Be more transparent with our goals and objectives - Clarify mutual benefit - Identify potential sources of funding (networking) - Develop new source of permanent state funding for conservation 	Lacey Goals 1/4
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - ID stakeholders/ Partners (networking) - Know partners missions - Create formal way to organize partners - Enhance flexibility using partners - Get partners to accept ownership in conservation 	Lacey goals 2/4
	<u>Citizens</u>	<ul style="list-style-type: none"> - Education outreach why cons. Is important for everyone - Individual buy in to conservation - Promote our programs & how they benefit all - Educate political leaders 	Lacey goals 3/4
	<u>Environment</u>	<ul style="list-style-type: none"> - Land acquisition - Proper management of land - Prioritize - Invasive species proactive 	Lacey goals 4/4
Thoreau	<u>Environment</u>	<ul style="list-style-type: none"> - Managing wildlife diseases - Reduce new invasive species - Increase land holdings - Maintain/increase species diversity - Maintain healthy systems - Establishing survey standards - Setting measures of success for evaluations (are we there yet?) - Connecting management units into larger systems - Working with adjoining land owners to further our management goals 	1/4
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Increase partnership with ag/business entities - Identify common goals between groups - Understand strengths/resources/expertise of various con. orgs - Continuous /sustained engagement of various con. Orgs - Improve interface between outreach/education & con org. - Recruit/increase volunteers/citizen scientists 	2/4
	<u>Funding</u>	<ul style="list-style-type: none"> - Leveraging multiple revenue sources on focused projects - Broading/devifing/alternative funding sources - Distinguishing requiremens that come with various funding sources - Continue recruit and retain anglers/hunter & people who value resources - Showing benefits for non-consumptive users 	3/4
	<u>Citizens</u>	<ul style="list-style-type: none"> - Build public support thru education - Increase understanding of the human dimension, component the public who value & resources - Raising level of conservation n education of children - Showing benefits of conservation to non-consumptive groups - Identifying the groups that may value resources 	4/4

Carson	<u>Funding</u>	<ul style="list-style-type: none"> - ID sources <ul style="list-style-type: none"> o Local, state, federal o GFO's ,private o * Innovative, new sources o Grants o Donations o Wills & trusts - Lobby efforts - User fees 	1/2
	<u>Citizen</u>	<ul style="list-style-type: none"> - Increase public awareness - Common-cause - Engage non-trad users w/ hands on activities - Public opinion-change - Legislative actions - * Bridge gap between ag and habitat - * Knowledge mgnt 	1/2
	<u>Environment</u>	<ul style="list-style-type: none"> - Represent constituently through proper regulation - * Improve water quality - Habitat development/restoration - Exotic spp. Control - Appropriate population control - Reintroduction of extirpated spp/ - Encourage appropriate land use - Enhance recreational opportunities 	2/2
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - * improve communication/ networking - * Educating stakeholders <ul style="list-style-type: none"> o Share success 	2/2
Leopold	<u>Citizens</u>	<ul style="list-style-type: none"> - Engage citizenry - Educate citizens - Retain active users - Recruit new users - Marketing 	1/3
	<u>Funding</u>	<ul style="list-style-type: none"> - Alternative sources? - New partners/match? - Increase efficiency - Increase funding 	1/3
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Identify all potential partners - Engage said partners - Improve communications - Recruit users to more activity in the conservation community 	2/3
	<u>Ecosystems/Environment</u>	<ul style="list-style-type: none"> - Inventory existing ecosystems - Satisfy demand for consumptive users - Satisfy demand for non-consump. uses - Increase imperiled species - Keep common spp. Common - Increase/conserves/critical/deficient/imperiled <ul style="list-style-type: none"> o improve habitats - Increase access to all users/citizens <ul style="list-style-type: none"> o Distribution of public land - Improve river health /water quality 	2/3 and 3/3

Deam	<u>Funding</u>	<ul style="list-style-type: none"> - broaden knowledge of sources - Sustainable source - Permanent source → Diversify - Recruit/retent - Partnership leveraging 	1/4
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Communicatie/sharing - Engagement - Recruitment → public to Ngo → NGO to agency - Goal sharing - Broaden def. of comm. - DEFINE → 	2/4
	<u>Citizens</u>	<ul style="list-style-type: none"> - Increasing conservation awareness - Buy in of entire idea - Incorporate new social media - Create advocates * 	3/4
	<u>Environment</u>	<ul style="list-style-type: none"> - Water quality* - Protection/enhancement - Restoration - Focus area - Forest halth - Continuing education - Invasice/succssion - Connectivity of conserv. Efforts 	4/4
Emerson	<u>Environment</u>	<ul style="list-style-type: none"> - Prioritize watersheds - Develop system of conservation lands all eco-types - Monito & address invasives - Identify lands that need to be protected "for species" - Expand & manage buffers 	#22a
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Ongoing collaborative stakeholders communication <ul style="list-style-type: none"> o Annual, regional, etc. 	#22b
	<u>Funding</u>	<ul style="list-style-type: none"> - More promotion of program - New sources of funds <ul style="list-style-type: none"> o Comm foundations o Corporations - Seek interns/staff for fundraising 	#22b
	<u>Citizens</u>	<ul style="list-style-type: none"> - More conservation education - Monitor publicopion - Increase media outreach - Promote success stories 	#22c

Roosevelt	<u>Environment</u>	<ul style="list-style-type: none"> - Maintain current levels of habitat - Maintain population levels of common species - Increase or enhance #s of SGCN - Increase habitat connectivity - Increase amount of conservation on private land - Increase access to conservation lands 	0/5 and 1/5
	<u>Conservation Community</u>	<ul style="list-style-type: none"> - Increase # people engaged in cons. Comm - Increase awareness of less conspicuous wildlife - Increase communication among cons. Comm. - Increase networks - ID new partners - ID & address gaps in conservation 	2/5 and 3/5
	<u>Funding</u>	<ul style="list-style-type: none"> - ID new sources - ID ways to leverage existing funds - Get \$ out of non consumptive users - Increase contributions to voluntart events - Check off lic. Plate 	4/5
	<u>Citizens</u>	<ul style="list-style-type: none"> - Increase awareness of less conspicuous wildlife - Get more people to pay into cons. Efforts - Increase conservation action by general public - Get more people to care about conservation 	5/5

EXERCISE 4: SMART (# OF VOTES IN PARENTHESES)

GOAL: DEVELOP NEW SOURCES OF PERMANENT STATE FUNDING FOR CONSERVATION

Table Name	ACTIONS	WHO	WHEN	Poster Number
Lacey	ID potential sources of funding (tax, user fees, lic. Plates, etc.) (25)	DNR & Partners	2015	#1
	Research support (politicians, public)	DNR & Partners	2015	
	Acquire partnership support (1)	DNR & Partners	2015	
	Set up fund acquisition task force (8)	DNR & Partners	2015	
	Research other states that have systems in place	DNR & Partners	2015	

GOAL: LAND ACQUISITION

Lacey	Prioritize Critical areas/goals (15)	Partners DNR	(2015)	#2
	Buy Land (39)	Partners & state	As it comes available	
	Set up land acquisition task force (0)	DNR & Partners	2015 After prioritization	
	Develop management plans for potential sites (3)	DNR	As needed	

GOAL: CITIZENS: BUILD PUBLIC SUPPORT FOR FISH & WILDLIFE CONSERVATION

Thoreau	Education: <ul style="list-style-type: none"> - Recruit/retention skill set (29) - Literacy, wet/wild K-12, training for teachers 	F&W Cons. Org. volunteers	Continuing	#1
	<ul style="list-style-type: none"> - Political bodies (5) - leaders 	F&W Tall tree volunteer	Continuing	
	<ul style="list-style-type: none"> - Citizen scientists (6) - Bridging learning through active participation - active lifestyle; realization of quality of life 	F&W All of the above	Continuing	

GOAL: MAINTAIN/INCREASE HEALTH ENVIRONMENTAL SYSTEMS

Thoreau	<ul style="list-style-type: none"> - identify funding to increase holdings - prioritize acquisition targets - focus on sensitive environments ie: wetlands (4) 	F&W Con/ org	Continuing	#2
	<ul style="list-style-type: none"> - build political support (2) 	F&W Con/ org	Continuing	
	<ul style="list-style-type: none"> - create measures to evaluate success (5) 	F&W Con/ org	Continuing	

GOAL: ENCOURAGE APPROPRIATE LAND USE

Carson	<ul style="list-style-type: none"> - habitat/land use (5) inventory map 	DNR Fed/State/Local IDEM	Continuous- w/ annual reports	#1
	<ul style="list-style-type: none"> - develop programs for specific regions (2) 	USACE NRCS	Continuous- w/ annual reports	
	<ul style="list-style-type: none"> - offer incentives(3) ie: monetary tax reduction for habitat and land use 	<ul style="list-style-type: none"> - Soil & water (SWD) - Wetland conservation programs 	Continuous- w/ annual reports	
	EDUCATE (2)			

GOALS: EXOTIC/INVASIVE CONTROL

Carson	Identify area and species	Biologist Private District cons.	Immediately	#2
	Irradiation and control	Self & professionally	Seasonal sensitivity Immediately	
	Follow up treatment & inspections	Self & professionally	As needed	

GOALS: RECRUIT NEW USERS

Leopold	Increase intro. To shooting events- by 50% above current level (3)	DFW/ conservation clubs	2015	#1
	Increase beginner hunting workshops (spp specific) by 25% over current level (3)	DFW	2015	
	Increase beginner angling events by 25% over current level (1)	DFW/ conservation clubs/mun.	2015	

GOALS: RECRUIT NEW USERS

Leopold	Develop a marketing plan to “sell” IN natural resources (35)	DNR	2015	#2
	Provide ad space to partners in H&T/F guides (1)	DFW	2015	
	Nongame/system education of current users- increase interest/passion (retention) (12)	DFW (WR, ng, fish)	2015	

GOALS: IMPROVE WATER QUALITY

Deam	1 I.D. Critical habitat and establish priorities (39)	DFW/IDEM With citizen input	2017	#1
	1 I.D. Critical habitat and establish priorities (39)	DFW/IDEM/Universities/USDA	2017	
	3) education/ implementation (13)	DFW/ IDEM/ USD/ SWCD/ NGO's	Continuous education Implement 2017	

GOALS: CREATE CITIZEN ADVOCATES

Deam	1) Identify potential appropriate constituents	DFW Numerous NGO's	Now	#2
	2) Develop educational strategies	Contractor		

GOALS: PROMOTE MEDIA

Emerson	Identify/promote success (13)	IDNR + Partners	Continual	#2
	Expand network of media connection (3)	IDNR + Partners	Continual	
	Tie to tourism and recreation (6)	all	Continual	
	Identify regional media contacts (PR) – create list			

GOALS: ONGOING COLLABORATIVE STAKEHOLDER COMMUNICATION

Emerson	Identify stakeholder (3)	IDNR (SWAP_	2015	#1a
	Establish districts (planning region) (1)	IDNR (SWAP)	2015	
	Determine/create communication channels(1)	District	2015	
	Plan Regional megs (1)	District	2015	
	Plan state mtgs. (5) Hold mtgs	IDNR District Leaders	2015	
	Brief Partners on state wide meeting	IDNR District Leaders		#1b

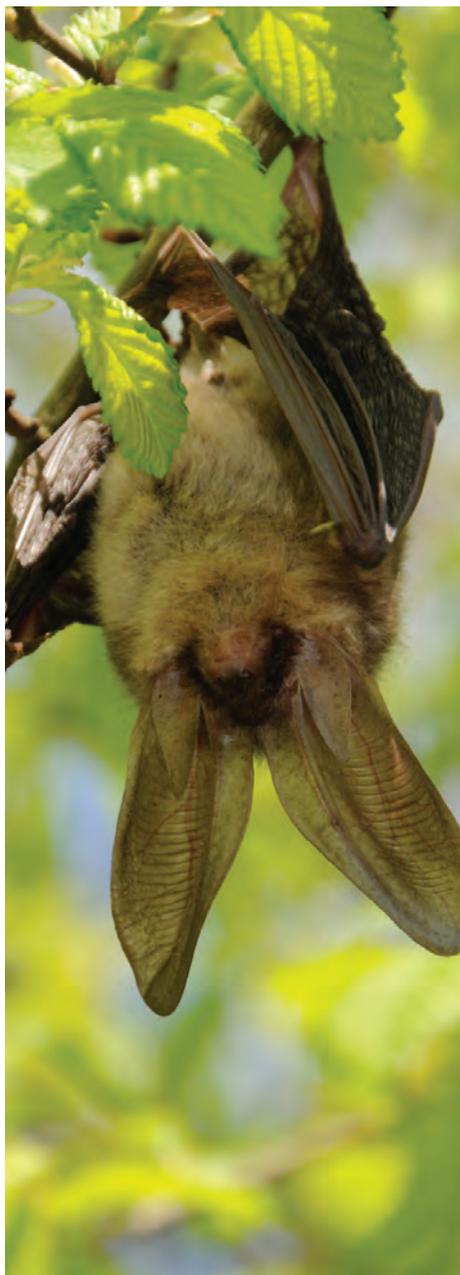
GOALS: IDENTIFY & ADDRESS GAPS IN CONSERVATION EFFORTS

Roosevelt	- Survey conservation groups (15)	DNR	2014	#1
	- Synergize effort overlaps between groups (14)	Applicable conserve. Groups	2015- on	
	- ID SGCN in gaps	DNR	2015	
	- Develop conserve. plans for "orphaned" species (2)	DNR	2015	
	- Encourage action by conservation groups (4)	DNR	2015	

GOALS: INCREASE COMMUNICATION AMONG CONS. ORGANIZATIONS

Roosevelt	Evaluate outreach efforts (HOE, BOW, R&R, Cons. Ed) (13)	All partners by program	Ongoing	#2
	Create database of partners projects (16)	National effort ?	ASAP	
	Use social media to share activities/ ideas (4)	Each partner	Now into future	

SWAP | ALTERNATIVE CYBER MEETING



Conservation doesn't just happen. It takes resources and collaboration.

Indiana's State Wildlife Action Plan Kick-Off Webcast

URL: connect.iu.edu/swap

Conference Line: (800) 940-6112 or (812) 856-3600
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October 4, 2013

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IN Fish & Wildlife - SWAP (PowerPoint) - Adobe Connect

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Attendee List

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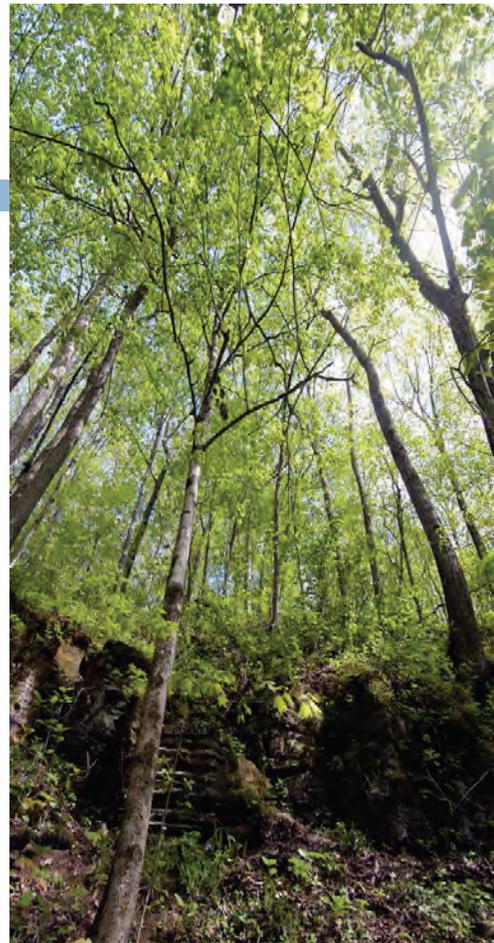


Indiana's State Wildlife Action Plan: Perspective

October 4, 2013

Indiana's Vision

Indiana's State Wildlife Action Plan will be a national leader in guiding a diverse conservation community towards the shared goal of enhancing and conserving fish and wildlife resources.



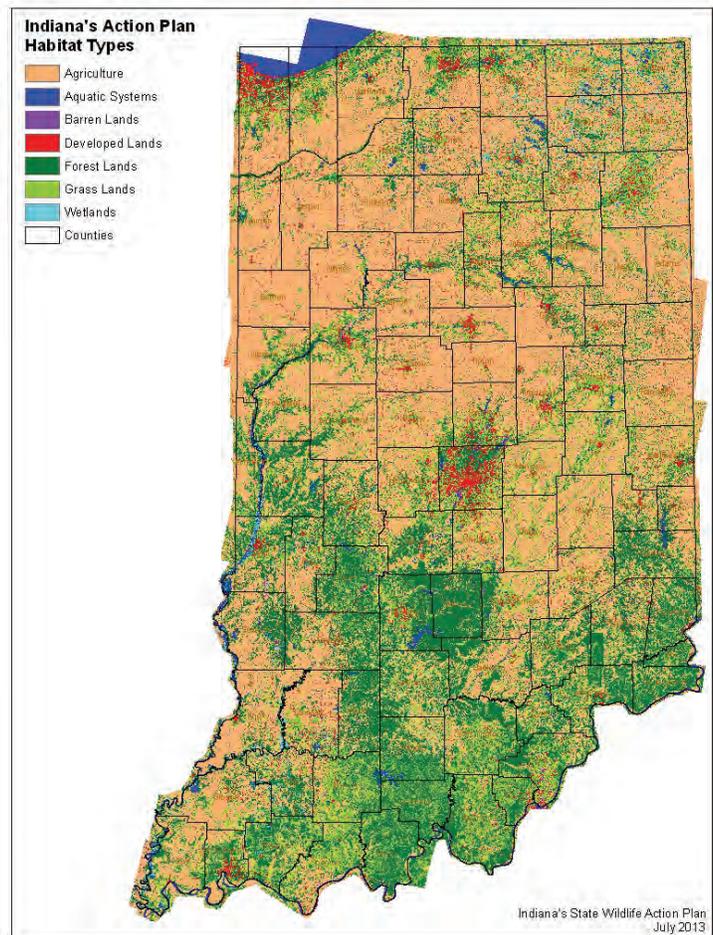
Maximize Partnerships & Efforts



Identify conservation needs, existing partners, resources.
Partnership overlaps identified = greater benefit
Gaps identified = more resources needed

Indiana's Habitats

- 60 habitats identified in 2005
- 8 major habitat types



Major Habitat Types

- Agriculture
- Aquatic Systems
- Barren Lands
- Developed Lands
- Forests
- Grasslands
- Subterranean Systems
- Wetlands

Four Emerging Themes

- Citizens

- refers to the public opinions and interests of Indiana, who all play a role in the state's natural resources in ways they might not even realize, such as consumption of resources, political opinions, or though recreation.

- Conservation Community

- refers to the collective groups of organizations and people who are involved in some way with conservation or natural resources.

Four Emerging Themes Cont...

- Environment

- anything related to natural features or environmental conditions, such as fish, wildlife, plants, habitats, water quality, watersheds, ecosystems, landscapes, changing climate, invasive species, etc.

- Funding

- the monetary support for activities related to conservation or natural resources.



2013

- Follow-up report from kick-off meetings
- Check out the State Wildlife Action Plan website www.swap.dnr.in.gov
- Continue to collect potential partner information on the website
- Participate in the partner survey



2014

- Results of partner survey shared
- Technical survey to identify threats and potential actions for both species of greatest conservation need and habitats
- Results of technical survey shared
- Partner meetings to discuss actions and priorities
- Set actions and priorities for each region



2015 & Beyond

- Public meetings to share the actions and priorities
- State Wildlife Action Plan document completed and submitted to the Feds
- Take action
- Measure success

- 
- Questions at this time?
 - ▣ Please “raise hand” using the SET STATUS icon located at the top of the screen. Please use the drop down arrow to select “raise hand” feature.
 - ▣ We will call upon you one at a time to ask your question over the phone.
 - ▣ Reminder: Please continue to mute/unmute your phone.

Thank You!

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State Wildlife Action Plan Website

swap.dnr.in.gov

SWAP | STAKEHOLDER FOLLOW-UP MEETING



Conservation doesn't just happen. It takes resources and collaboration.

Indiana's State Wildlife Action Plan Stakeholder Follow-up Meeting

URL: connect.iu.edu/swap

October 29, 2013

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Meeting Layouts Pods Audio

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Host

Hosts (1)
Austin Hochstetler

Presenters (0)

Participants (0)

Attendee List

Chat (Everyone)

Chat

Presentation

Indiana's State Wildlife Action Plan
Stakeholder Follow-up Meeting

URL: connect.iu.edu/swap

October 29, 2013

Everyone Sync

Indiana's State Wildlife Action Plan:
Regional Meeting Summary

October 29, 2013

Stakeholder Meetings

Four Meetings:

- 9/26: Central
- 10/2: South
- 10/3: North
- 10/4: Web-based



Descriptives:

- Approximately 170 stakeholders involved
- Participants spanning:
 - ▣ DNR divisions
 - ▣ State parks
 - ▣ Non-profit agencies
 - ▣ Friends groups
 - ▣ Academic institutions
 - ▣ General public - unaffiliated

Where We Are: A Perspective

What We Heard

- Background Info:
 - ▣ Required for federal funding
 - ▣ Habitat-based, landscape level plan
 - ▣ Focused management approach
 - ▣ Planning for species of greatest conservation need (SGCN)

Questions?

- Garnering engagement
- Funding
- Lessons learned from previous plan
- Implementing this current plan

Past/Current Conservation Projects

- Environment
 - ▣ Invasive species control
 - ▣ Water quality
 - ▣ Habitat management
- Conservation Community
 - ▣ Education and outreach
 - ▣ Partnerships



Past/Current Conservation Projects

- Funding

- Federal
- Local
- Private

- Citizens

- Utilizing locals
- Outreach
- Programs



Available Resources/Capacity



- Partnerships
- Outreach and education
- Knowledge and expertise
- Funding

Needed Improvements

1. Communication and information sharing
2. Collaborative conservation efforts and management approaches
3. Community outreach and instilling conservation value
4. Partnerships
5. Funding and dedicated staff
6. Data-driven decision making
7. Political nexus

Planning for the Future

- Environment
 - ▣ acquiring land and increasing acres for biodiversity and species of greatest need (SGCN)
- Funding
 - ▣ identifying and acquiring alternative and stable long-term funding sources

Planning for the Future Continued...

- Conservation Community
 - ▣ identifying conservation partners and creating communication platforms
- Citizens
 - ▣ increasing conservation action by the general public

Action Strategies (1 / 5)

- Land/Habitat
 - ▣ Acquire sites that target species with the greatest conservation need
 - ▣ Improve acres of habitat of greatest conservation need
 - ▣ Identify critical habitat areas and establish priorities
 - ▣ Identify invasive areas and species, eradicate and control, and evaluate

Environment

Action Strategies (2/5)

- Legislation
 - ▣ Lead a campaign for a conservation tax
 - ▣ Lobby individual federal legislators to keep conservation in Farm Bill, passed and ongoing
 - ▣ Provide economic incentives to landowners/corporations (e.g., tax incentives, conservation easements)

Conservation Community,
Citizens, Funding

Action Strategies (3/5)

- Marketing and Communication
 - ▣ Designate a State Wildlife Action Plan coordinator
 - ▣ Develop a marketing plan to “sell” Indiana natural resources
 - ▣ Create a communication plan that uses common language, allows for regular meetings/interfaces, identifies goals of partners, and identifies stakeholders inside and outside conservation community

Conservation
Community, Citizens

Action Strategies (4/5)

- Outreach and Education
 - ▣ Increase outdoor labs at schools by increasing awareness of funding
 - ▣ Identify and educate land owner programs for habitat and working lands
 - ▣ Increase literacy through K-12 programs and training for teachers

Conservation Community, Citizens

Action Strategies (5/5)

- Funding
 - ▣ Seek permanent funding

Funding

Conclusion(s)

- Central topics
 - ▣ Four emerging themes validated
- “Needed Improvements” has strong link to goals and action items identified

Next Steps

- Stakeholder survey
- Recommendation report

In Closing...

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