

WISCONSIN TRIBAL CONSERVATION ADVISORY COUNCIL BOARD MEETING
JANUARY 7

The Wisconsin Tribal Conservation Advisory Council Meeting will be held Thursday, January 7th. Our Host is Lac Courte Oreilles Band of Lake Superior Chippewa Indians.

Lodging: 13767 W County Road B, Hayward, WI 54843. There is a block of rooms set up at the LCO Casino under "WTCAC". The number to call is 1-800-526-2274. The rate will be \$62.10. Deadline for making reservations is Dec. 29th.

Meeting: 13767 W County Road B, Hayward, WI 54843 7th starting at 8:00AM.

January 7 – WTCAC Meeting (Call to Order 8:00 AM)

- Approval of Agenda
- Approval of Minutes (Minutes and attachments sent to Board) 11/18
- Introductions

Strategic Plan 8:00-10:00

- "Planning for the Future" 2016 and beyond. Review of SMART GOALS and discussion of strategies to achieve.

NRCS Technical Recommendations

- Review of Draft recommendations
- Review of Red Cliff EQIP progress and other Tribal EQIP projects

Reports

- Financial Statements Erin Hoffman
- BIA FY18 Greenbook Chad Abel
- Beginning Farmers and Ranchers Discussion All
- Development Report Alan Johnson
- APHIS/ Tribal Mitigation and Quarantine Protocol Development-\$67,500. Keith Sengbusch
- APHIS/Wisconsin Tribal Conservation Advisory Council Native American Internship Program "Planning for the Future". \$61,900 Keith Sengbusch

Contract with Northwest Wisconsin Workforce Investment Board

Subcommittee Meetings/date & location determination

- GLRI
- Forestry (2 Prep, 1 Full to April 1, 2016 due to extension AND 1 Full to September 30, 2016)
- Aquaculture (6 Prep, 3 Full to September 30, 2016)
- APHIS Mitigation
- APHIS Intern
- Technical Meeting/Wednesday, February 18th Rhinclander—USFS (room to be announced)

3. Technical Support/Policy Analysis/Planning

4. Internships

5. Organizational Operation

Discretionary Funds
Meetings
Staff Capacity

BOARD SUGGESTIONS:

- Do a survey in order to determine Tribal interest/needs that WTCAC may help fulfill.
- Gaming funds/determine if the State will share with WTCAC.
- Work with specific vendors (example vendors that sell minnows to Tribal Aquaculture projects)
- Work with corporations regarding their PR \$ as a donation to WTCAC
- Work with organizations that relate to WTCAC
- Work with organizations that benefit from compact (discuss with Chad, Tina, Keith)
- Develop a Annual Report that will showcase WTCAC
- Put together a workplan for a Golf Tournament at Thornberry---a Saturday in mid-September or Spring date was suggested (discuss with Chad, Brett, and Pat)
- Begin the process of determining a list of names. groups, organizations. public, private organizations. Determine Link, Interest, Ability---make sure they are entered in software and maintained.

NRCS Technical Recommendations:

Draft letter to Jimmy handed out. Much discussion occurred. (See Attachment 1)

Northwest WI Workforce Investment Board:

Andrea Huggenvik Program Manager – every county in the US is covered by an investment board. She covers 10 counties. 5 WI tribes are in her region. They do a lot of different things, they are really interested in training for jobs, oversight, etc., look at workforce trends, jobs that are difficult to fill, how to help people transfer into jobs. They have really noticed that the need and desire for local and sustainably produced food and products has exploded and their farmers have not been able to keep up with the demands. Schools and hospitals are really interested in buying more local food. This is an industry sector that has a lot of room to grow. One of the projects they have funding for is outreach and training support (OATS). Funded through USDA OAO. This is to do a couple of things with Tribal farmers and producers. Program for people that are not currently producing but to evaluate their goals, lifestyle choices, values etc. and how could farming fit into that, what kind of farming would work for you. Second piece of this program is to host the agribusiness academy which is a short training for beginning farmers. The 3rd piece is helping farmers and land owners get connected with different USDA programs. They would hire 2 summer LTEs and station them at LCO and one at St Croix and help them do some outreach activities. The 2 summer hires would be Native Americans recruited, trained, and oriented by WTCAC. WTCAC would work with the summer hires in order to establish training, fill out applications (EQIP) and help implement the offerings of the Workforce Board to St. Croix and LCO. The contract would be for \$10,000 for WTCAC support. (See Attachment 2)

Motion to approve contract with the Northwest WI Workforce Investment Board by LCO, 2nd by Mole Lake. All in favor, motion carries.

Subcommittee Meetings

Forestry Subcommittee – Prep Meeting in Oneida from 12 -2 on January 19. Mary isn't available that day. Pat will give Mary a call and they will keep the date. FS subcommittee meeting to be held in Rhinelander on 2/19.

Aquaculture – They are working on dates to fulfill the 6 prep meetings and 3 full subcommittee meetings by September 2016.

Technical Meeting – February 18th try to have Forestry Subcommittee Meeting the 19th.

GLRI – Need to set up a meeting for GLRI meeting – Alan will set up a doodle pool for March

APHIS Mitigation – WTCAC is working on capacity and structure – January 13 from 2 -4 in Oneida meeting to be held.

APHIS Intern – We have funds for 5 interns. Doug Cox is going to have his interns provide basket weaving classes and history relative to EAB. Alan will also send work plan to all board members on the duties of the interns. Some field work is allowed as long as not the majority of workload.

Financial Statements:

Handouts were provided. (See Attachments 3)

BIA FY18 Greenbook:

BIA preparing fiscal year 18 budget in DC. Oneida is the only Tribe that gets Agriculture TPA funds in the region. You can lobby for increases for funds you already get but if not in the program it is hard to get funds from a new program. Chad was on a conference call with BIA folks yesterday and they want him to also reach out to MN and MI funds. Get Tribe to donate some CTGP funding to Ag line item. The Ashland office sends out what the CTGOP funding would be and they make their declarations on what they want to fund and then it makes Tribes eligible for an increase in Ag TPA. They need to represent this on our form C. Need it on the fiscal year budget form.

Financial Report:

Tabled

Review of Red Cliff EQIP Process:

They are coming along. Kenny Papes (NRCS) last day of work is Friday and he is 95% done. Keith will follow-up regarding what remains to be completed as the EQIP second round will occur March 2016.

BFR Grant:

Conference call on Monday. We will be going over the process and budget. Erin sent out a questionnaire regarding Tribal Agricultural interests.

Development Report:

BFR Grant- (see attachment)

Next Meeting:

February 18th at Rhinelander at 8am at Rhinelander USFS Office.

Motion to adjourn by LCo, 2nd by St Croix, motion carries. Meeting adjourned at 2:38.

Meeting called to order at 8:07.

Roll call:

Bad River Band of Lake Superior Chippewa Indians, Ho-Chunk Nation, Lac Courte Oreilles Band of Lake Superior Chippewa Indians, Forest County Potawatomi community, Red Cliff Band of Lake Superior Chippewa Indians, Mole Lake Band of Lake Superior Chippewa Indians, Oneida Tribe of Indians of Wisconsin, St. Croix Chippewa Indians of Wisconsin

See attendance sheet.

Approval of Agenda:

Motion to approve agenda by Mole Lake, 2nd by Ho-chunk. All approved, motion carries.

Approval of minutes:

Motion to approve by Red Cliff, 2nd by Mole Lake. All approved, motion carries.

Strategic Plan:

Planning for the future and beyond, Alan Johnson presented several goals of the WTCAC Strategic Plan 2016-2018, which have a denominator in financial development. Those follow:

Goal 1. The Executive Director will raise \$100,000 in unrestricted funds by the end of FY17.

Goal 5. The Executive Director will search funding opportunities for sustainable energy and create and maintain a spreadsheet for the WTCAC Board by June 2016.

Goal 10. Establish 2 additional cooperative agreements with partners by the end of FY18.

Goal 11. Identify and obtain funding for 3 projects that serve multiple tribes by the end of FY18.

Goal 12. WTCAC Board will secure resources for quarterly WTCAC meetings.

Discussion followed regarding what Tribes felt were a priority for funding. A synopsis follows:

1. Agricultural Initiatives

2. Natural Resource Implementation

Aquaponics	Forest Management	Restoration projects
Community Gardens	Invasives Control	Air Quality
Food Sovereignty	EQIP	Water Quality
Planning	Aquaculture	
Hoop houses	Special Projects	
Integrated Agricultural Planning	Sustainable energy	
	Fish Passage	
	Invasive Species	
	Alternative Energy	

Wisconsin Tribal Conservation Advisory Council
Strategic Planning Session Summary
October 22, 2015 & December 8, 2015



Strategic Plan

Executive Summary

On October 21-21, 2015, the Wisconsin Tribal Conservation Advisory Council (WTCAC) met to renew their vision and mission. The group also began to develop a strategic plan for FY16-18.

A second session was held at Forest County Potawatomi's Casino in Carter, WI on December 8, 2015.

Agenda

The goal was to use planning methods to arrive at a draft strategic plan for FY16-18. The work products for the sessions were to include; vision, mission, logic model, and S.M.A.R.T. goals.

Session 1, October 21, 8:30am-12:00pm:

- The group completed the vision and mission
- The group completed a logic model and began writing S.M.A.R.T. goals.

Session 2, December 8, 2015, 8:30am-11:00am & 12:45-1:45pm:

- Complete drafting S.M.A.R.T. goals
- Identify evaluation and reporting methods

Both sessions were facilitated by Jennifer Falck, Oneida Environmental, Health, and Safety Division. For further information, the facilitator can be contacted at jfalck@oneidanation.org.

Introduction

A strategic plan is a document that is developed in order to give an organization direction. It will define goals, objectives, milestones, and measures.

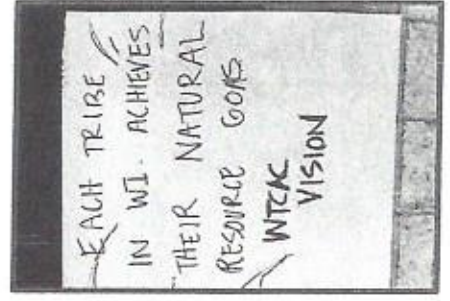
Vision

A vision is a desired end state. It is a one sentence statement describing the clear and inspirational long term change resulting from your work.

Methodology

The facilitator provided the group with a set of criteria to assess their previous vision statement. The criteria included:

1. Is a one sentence statement?
2. Is it clear and inspirational?
3. Does it state what you want to accomplish?
4. Does it specify a future direction?
5. Does it provide a mental picture of where WTCAC is headed?



WTCAC Vision
Each tribe in Wisconsin achieves their natural resource goals

WTCAC vision flip chart sheet

After some discussion, the group agreed to rework the WTCAC vision. The large group broke into smaller groups to develop draft vision statements. Each group posted their work on the wall and reported out their discussion. At that point, the group began to edit and refine until a new vision was agreed upon.

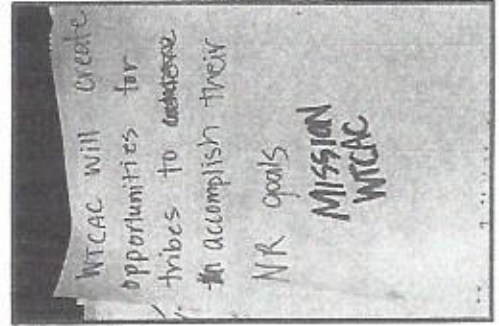
Mission

A mission answers the question "Why do you exist?". It is a one sentence statement describing the reason an organization or program exists.

Methodology

The facilitator provided the group with a set of criteria to assess their previous mission statement. The criteria included:

1. Is it a one sentence statement?
2. Does it describe why WTCAC exists?
3. Does it indicate who the stakeholders are?
4. Does it provide purpose?



WTCAC mission flip chart sheet

After some discussion, the group agreed to rework the WTCAC mission. The large group broke into smaller groups to develop draft vision statements. Each group posted their work on the wall and reported out their discussion. At that point, the group began to edit and refine until a new mission was agreed upon.

Logic Model

A logic model is a plausible and sensible model of how a program will work. It includes; a program goal, resources, activities, outputs, short term outcomes, mid-term outcomes, and long term outcomes.

Using a logic model improves an organization's;

- Communication with different audiences
- Data collection and performance reporting

Methodology

Small groups worked together to develop a draft logic model. Each group posted their work on the wall and reported out their work to the large group.



A small group works on logic model development

This is the logic model the group agreed on. Time began to run short during this time. There was discussion that the model could be changed at any time and should be considered iterative.

program goal: link and strengthen partners to serve tribal needs to meet their natural resource goals.					
resources	activities	outputs	Short term outcomes 3 months	Mid-term outcomes 1 year	Long term outcomes 5 years
staff	conduct 9 council meetings	annual technical meeting recommendations	improve communications with partners	tribe implements new practice	federal changes programs to meet tribal needs
board members	conduct annual technical meeting	sub-committee meet-forestry & fisheries	program standards changed	new program opportunities developed	resource concerns met
partners	technical consultation	data	planning & improving practices	higher numbers in participation	improved natural resources
grants/funding	forum for partners to share in one space with all tribes	grant submittals	increase knowledge of available program for tribes		improved management systems
knowledge, skills, & abilities	data gathering	funding for tribes			program capacity building
11 tribes	ensure trust responsibility is met	educational materials			tribes achieve natural resource goals
reputation	grant writing	practices/programs available & accessible			WTCAC interns contributing to their tribe's natural resource goals
website	marketing to other tribes				
	education guidance				
	achieve restricted and unrestricted funding				
	training interns for nr jobs				
	connecting partners				
	technical assistance to tribes & partners				



L- Preparing the logic model. C- Program Goal, Resources, Activities, Outputs, R- Outcomes

S.M.A.R.T Goals

S.M.A.R.T Goals are specific, measurable, assignable, realistic, and time-based. They are used for focusing work to a very specific goal, done by a specific person or group, by a certain time.

Methodology

The next step was for the group to develop S.M.A.R.T Goals. In October, time ran short so each small group worked on developing one S.M.A.R.T. goal. The remaining goals were developed in December.

1. The Executive Director will raise \$100,000.00 in unrestricted funds by the end of FY17.

2. The aquaculture subcommittee will install 3 aquaculture systems by the end of FY18.
3. The board will evaluate the aquaculture subcommittee within the cooperative agreement through bi-monthly updates to WTCAC board.
4. WTCAC will implement eight high tunnels in eight different tribal communities by FY17.
5. The Executive Director will search funding opportunities for sustainable energy and create & maintain a spreadsheet for WTCAC Board by June 2016.
6. Recruit and maintain qualified staff with expertise in the needs and functions if WTCAC.
7. Improve tribal access to NRCS Programs by providing a minimum of 5 technical recommendations to NRCS annually.
8. Improve tribal access to USFS Programs by holding 6 forestry Subcommittee meetings by the end of FY18.
 - a. WTCAC will also help NRCS improve its forestry standards and practices to meet tribal needs

9. 75% of WTCAC Interns are hired in natural resource fields after graduation.
10. Establish 2 additional cooperative agreements with partners by the end of FY18.
11. Identify and obtain funding for 3 projects that serve multiple tribes by the end of FY18.
12. WTCAC Board will secure resources for quarterly WTCAC meetings.
13. Increase the number of tribal farmers/producers using USDA Programs
14. Provide at least 6 opportunities for tribal internships in federal &/or tribal agencies.

Reporting and Evaluation

At the December session, the group made some decisions about reporting and evaluation;

1. Write a list of tasks for each S.M.A.R.T. goal.
2. Track percentage complete of each goal at each meeting.
3. Add each S.M.A.R.T goal as a standing agenda item at each meeting for updates.
4. Report S.M.A.R.T goal status on web site.

5. Before each meeting, Alan will ask each board member to update him on their work on goals. He will email each member, and include a link to a blank form to be filled out before each meeting.

Closing

The facilitator will draft the FY16-18 strategic plan and submit to WTCAC by February 1, 2015.

Process Evaluation

Evaluation is an important element to the planning process. It can be used to improve the process and to validate the final work products.

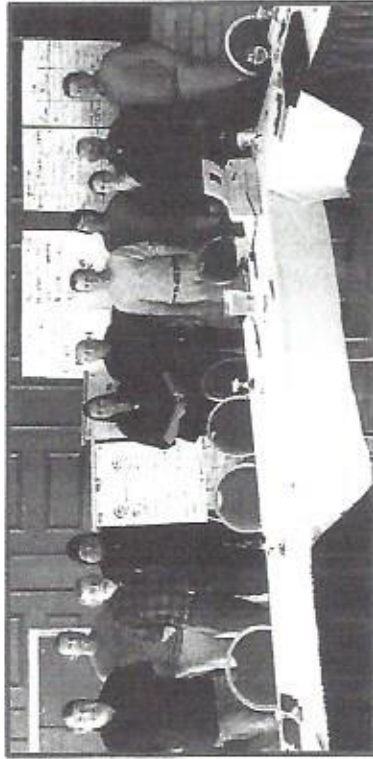
Methodology

The facilitator collected qualitative evaluation data by asking each participant to provide a positive comment and a less than positive comment for both sessions;

October Positives Comments

- Vision and mission
- Collaboration-vision/mission/logic model, identifying direction
- Marketing/ telling our story discussions
- Discussion on vision and mission was healthy
- Discussion on goals portion was good
- Facilitator kept us on task
- Planning

- Learning different perspectives good, also make things more complex
- Logic model- especially outcomes
- Process and facilitator checking in on agreement often



WTCAC completes their October strategic planning session

December Positive Comments

- I liked this method. It was simple.
- Getting thoughts together efficiently
- Goals will help all the "new" people
- I'm glad we got it finished
- Consensus on path forward
- Alan has a clear direction/ work plan now
- Involvement of the committees and point person
- Alan will need support from the team.
- More specific direction with goals
- Small group discussion worked well
- Makes us more cohesive- understand what we're doing.
- "I'm psyched!"

December Less Than Positive Comments

- There's a lot of work to do
- We all have other full time jobs- not enough time to get it all done.
- There is some stress associated with this- not everything will get done perfectly.
- I hope we are not overwhelming ourselves- 2

October Less Than Positive Comments

- Not enough Time- 5 people said this
- Don't know if looking back on old vision/mission/plan a good idea or not.
- We rushed the S.M.A.R.T. Goals portion
- I didn't know what to expect- would've liked getting the work packet ahead of time

Facilitator's Remarks and Recommendations

1. It will be vital to keep the new S.M.A.R.T. goals front and center at future meetings. Strategic plans fall to the wayside when they are too complicated and not part of the everyday conversation.
2. The group is clearly committed to getting the work done. I encourage the group NOT to get bogged down in perfection. Keep moving the goals forward, even if things aren't going perfectly.
3. Facilitator's Next Steps:
 - a) Submit meeting report and draft strategic plan to WTCAC Executive Director and President by February 1, 2015.



WTCAC completes their December strategic planning session

This report prepared by:

Jennifer A. Falck

Jennifer Falck, Program Evaluation Analyst, EHSD

12/16/15

Date

This report reviewed by:

Jeff Mears

Jeff Mears, Environmental Area Manager, EHSD

12/16/15

Date

Attachment 1
① Draft

January 6, 2015

USDA Natural Resources Conservation Service
Mr. Jimmy Bramblett, NRCS State Conservationist
8030 Excelsior Drive, Madison, WI 53717

Dear Jimmy,

The Wisconsin Tribal Conservation Advisory Council appreciates the opportunity to clarify conservation practices and to make suggested improvements to resource concerns that have Tribal impact. We would like to begin with clarification and additional information in relation to the 2015 Public Meeting as well as WTCAC's recommendations determined over time.

I. Training.

- I. Training was provided to WTCAC Members on the identification of resource concerns and how to identify the appropriate practice standards to address those resource concerns at the July Board Meeting at Mole Lake. WTCAC found this in-field training beneficial and recommends that NRCS continue to provide training, during WTCAC Board meetings, on the identification of resource concerns and how to identify the appropriate practice standards to address those resource concerns.
- II. WTCAC requests the NRCS to put together a document that outlines all the NRCS EQIP application and implementation process, e.g. signup deadlines, batching dates, obligation, scheduling, review, certification, ranking, process changes and payments. Annual review of this document will be beneficial.
- III. Training regarding procedure for handling NEPA responsibilities for both State and Federal Threatened and Endangered species related to NRCS funded projects on Tribal Lands is requested. Direct discussion with the Wisconsin DNR regarding the development of policy has not occurred; clarification is needed. This training will aid in understanding and clarification.
- IV. WTCAC requests NRCS clarification regarding the Tribal Technical Service Providers (TSP) process. Is it active? If not how might it be activated? Might an opportunity exist for practices for TSP implementation on tribal lands for a pilot project? Have certification criteria decisions on most likely certification option for tribal participation in TSP occurred? Have TSP candidates been certified? Have written handbook and presentation materials been developed that meet NRCS approval for use? Might NRCS and WTCAC coordinate such a project?

- V. June 2009 a reference guide for NRCS employees regarding key Tribal Policies, Procedures and Partnerships was printed. July 2012 WTCAC provided the course Harmony. The purpose of the reference guide and the more extensive course was to provide spiritual, cultural, and intellectual awareness of the American Indian in order for USDA employees to effectively work, interact, and provide technical assistance to American Indians in the use and care of our natural resources and the delivery of USDA programs. This course is for field and management personnel to provide an awareness and basic understanding of the culture, history, and protocol of working with American Indians. Personnel changes over the last four years have occurred; might an opportunity exist for reactivation of this training program?
- VI. WTCAC requests Pesticide Applicator Training late May or early June. These dates coincide with the seasonal hire of staff for the GLRI project tribes are involved in.
- VII. There continues to be confusion about NRCS Forestry Practices (access roads, firebreaks, tree plantings, clarification of scenarios, fencing, etc.) that is leading to uncertainty about Tribal use of the practices. WTCAC would like to request Forestry Practice Standards training from the NRCS Forester.

In addition, WTCAC encourages the inclusion of NRCS Administration, Program and Tribal Liaison staff as their attendance and input has proven productive and informative.

2. Aquaculture.

WTCAC requests the NRCS establishment of an eligible resource concern based on Tribal concerns about inadequate stocks of fish species, in waters of Tribal connection, and waters that are of Tribal importance for subsistence farming. Currently livestock related eligible resource concerns under EQIP to renovate existing facilities will continue to be applicable. WTCAC requested NRCS to consider tribal aquaculture programs and expansion of aquaculture facilities as non-production agriculture and to foster development of these programs to address resource concerns related to wild stocks of fish and allow for physical and funding expansion among and within populations based on imbalance. The NRCS eligible resource concern for new or expanded facilities designed to raise fry to fingerling will be Fish and Wildlife-Inadequate Habitat-Cover/Shelter.

This resource concern is on-going and additional background information regarding NRCS support and WTCAC progress follows. NRCS recommendations and WTCAC progress on those recommendations is also outlined in the following. WTCAC has worked with NRCS staff to form an Aquaculture Subcommittee. NRCS has provided funding for 6 preparatory and 2 full Aquaculture Subcommittee meetings. This funding will hasten Tribal Aquaculture Subcommittee

discussions; definition of resource concerns for fish/fisheries must be better defined and presented to NRCS; the metrics needed for provision of a White Paper for NRCS review must be determined and worked on. The complexity, metrics, and stock consideration are all important factors to place in the toolbox for NRCS. The review of the Wisconsin Walleye Initiative may be a template to use as the approach, which includes economic considerations, and other socioeconomic information to build the case. Water quality improvement is an important focus to consider as various species of fish are recognized on the line scale of inadequate to adequate species i.e. population unbalance to population balance. Subcommittee review to occur regarding expansion of existing facilities, and subcommittee review to be made regarding new facilities with the objective of helping Tribes and NRCS coordinate projects, budgets and staffing.

WTCAC MEMBERS...ITEMS IN #3 MUST BE PRIORITIZED AT THE JANUARY BOARD MEETING.

3. Other items of concern for the Aquaculture subcommittee follow:

- Stream side incubators
- Inclusion of new EQIP practices that is currently not available in WI
- Aquaculture pond design criteria
- Separation of aquaculture practices (liner, kettle, and outlet structure)

4. Wild Rice. WTCAC requests further discussion of wild rice planting, cost and documentation. While NRCS has suggested an appropriate Payment Schedule Scenario under an established practice standard or a standalone practice standard, WTCAC urges that consideration of individual Lake Rice genetics be considered.

5. High Tunnel. The Tribes have numerous communities within Tribal lands that function independently; WTCAC recommends the continuation of current reimbursement amounts. Labor costs, remote area delivery costs, use of native material (locating, obtaining, and utilizing) costs are contributing criteria to this recommendation

6. Maple Syrup production. What are the NRCS proposal of scenarios for Maple Syrup production, to include tubing for sap transport to avoid rutting and compaction? How might we help NRCS coordinate this concern?

7. Tribal Liaison. WTCAC requests further comments/clarification re Tribal Liaison Responsibility. Board members have expressed concern as some TL staff are doing double duty and are not always available.

8. Aquaponics. WTCAC is interested in pursuing the development of an EQIP practice scenario to fund the installation of Aquaponic facilities for tribal food production, and utilization of hatchery waste water. This topic is a long-term collaboration to determine how NRCS might be able to provide technical and financial assistance for this purpose. CIG can be a funded project

that can be used to monitor the process and to help solidify NRCS positioning. Will NRCS support this venture?

KEITH WAS #9, #10 AND #11 COMPLETED AND UPDATED IN THE 2016 COOKBOOK?

9. Practice scenario under standard 516 (Pipeline) the cost share level for HDPE pipe is far too low, will not even cover the cost of the pipe for Aquaculture Ponds. WTCAC recommends the creation of a scenario for 4-6 inch HDPE pipeline and 15" UGO.

10. Under practice 315, WTCAC would like to have Scenarios developed for mechanical (hand pulling and disposal of invasive species) for both uplands, and water bodies that would more accurately reflect the true cost of this type of management. When using Chemical control, scenarios are needed that clearly differentiate Chemical Spot Treatment, Chemical Aquatic Spot Treatment, and Chemical Aquatic Treatment. WTCAC Recommendation: Request that NRCS bring back the scenario components of 2,4D amine salt, granular and liquid, for Eurasian Milfoil control and other aquatic species as well as include a Practice Scenario, related to mechanical invasive species removal in wetlands, and provide additional guidance on existing scenarios.

12. Unique Engineering Challenges. Anyone have this last year?

13. What opportunities are identified to improve National Environmental Policy Act procedures on Tribal Lands?

14. Internship program support via NRCS

WTCAC greatly appreciates the effort put forth by the NRCS staff to address all the issues that we have brought forth over the years. The partnership of WTCAC and NRCS has contributed to the success of Tribal conservation and environmental programs. WTCAC looks forward to continuing and strengthening this partnership.

Sincerely,

Attachment 1: Project Summary Page

Outreach and Training Support for American Indian Farmers in Northwest Wisconsin (OATS)

The proposed project, Outreach and Training Support for American Indian Farmers in Northwest Wisconsin (OATS), will support the growth and development of American Indian farmers, a socially disadvantaged group. The three primary goals of OATS are to increase the number of farmers, enhance the business practices of beginning and existing farmers to allow them to succeed in promoting their business in food markets, and connect farmers with USDA conservation programs to amplify the farmer's chances for sustained success. OATS will focus on providing beginning and existing American Indian farmer's education through workshops and customized trainings with a culturally appropriate emphasis and through intensive outreach to increase knowledge of and participation in USDA programs. Two Tribes will be served throughout a ten-county region in northwest Wisconsin. Each of the Tribes to be served by the project has a food distribution program funded through the USDA. By building an agricultural infrastructure within Tribes, it will then reduce the dependence on USDA commodity programs and build food sovereignty. Food then can become a driver for cultural revitalization, improving community health, and economic development. Partners include the Land Stewardship Project, Northwest Wisconsin Workforce Investment Board, Inc. (NWWIB), and Wisconsin Tribal Conservation Advisory Council. The Northwest Wisconsin Concentrated Employment Program, Inc., fiscal and administrative entity of the NWWIB, will be the lead applicant on the behalf of the NWWIB.

Wisconsin Tribal Conservation Advisory Council would recruit two Native American Interns. The Interns would be trained by NWWIB and WTCAC to interview Tribal members about their challenges and concerns and offer suggestions regarding USDA programs that could offer solutions. The Interns would be trained to complete USDA applications so they could help Tribal members complete the application process. Intern's salary and fringe would be paid by NWWIB, and NWWIB would be the employee of record. WTCAC would be involved in the training of the interns, and providing an introduction and direction for NWWIB to provide training to Native American beginning farmers (via the Interns) and help introduce the training and support programs to Tribes.

The other programs within the project that would be provided include the Farm Dreams Workshops which engages non-farmers in the beginning stages of visioning and planning to help people think about what it would look like for them to farm and AgriBusiness Academy is an eighteen hour farm business management class which focuses on the business, financial, employment, and marketing aspects of farming and is geared towards those people with 4-9 years of farming experience.

WTCAC would:

- Identify and recruit Tribal Members who are interested in Farm Dreams, AgriBusiness Academy and Outreach via the Interns.
- Partner to enhance the AgriBusiness Academy curriculum to be appropriate for Tribal Audiences.
- Identify culturally appropriate USDA conservation programs and help to train Interns providing Outreach on the uses of the conservation programs and application processes.
- Serve as a bridge to connect the project to various state and national USDA offices and programs.

Attachment 3

9:26 PM

Wisconsin Tribal Conservation Advisory Council
 Customer Balance Detail
 As of January 5, 2016

Type	Date	Num	Account	Class	Amount	Balance
AmeriCorps						0.00
Planning Grant						0.00
Total Planning Grant						0.00
Total AmeriCorps						0.00
EPA						0.00
GLRI(1)-GL00E01154						0.00
Total GLRI(1)-GL00E01154						0.00
GLRI(2)-GL00E01440						0.00
Invoice	11/05/2015	10063	11000 - Grants/Cont...		2,138.24	2,138.24
Payment	11/05/2015		11000 - Grants/Cont...		-3,690.00	-1,551.76
Invoice	11/06/2015	10062	11000 - Grants/Cont...		3,690.00	2,138.24
Payment	11/09/2015	Reque...	11000 - Grants/Cont...		-2,138.24	0.00
Invoice	11/18/2015	10066	11000 - Grants/Cont...		2,252.58	2,252.58
Payment	11/19/2015		11000 - Grants/Cont...		-2,252.58	0.00
Invoice	11/20/2015	10068	11000 - Grants/Cont...		14,782.34	14,782.34
Payment	11/23/2015	Reque...	11000 - Grants/Cont...		-14,782.34	0.00
Invoice	12/01/2015	10070	11000 - Grants/Cont...		3,587.16	3,587.16
Payment	12/02/2015	Reque...	11000 - Grants/Cont...		-3,587.16	0.00
Payment	12/17/2015	Req #19	11000 - Grants/Cont...		-1,832.74	-1,832.74
Invoice	12/18/2015	10073	11000 - Grants/Cont...		1,832.74	0.00
Invoice	01/04/2016	10075	11000 - Grants/Cont...		3,823.34	3,823.34
Total GLRI(2)-GL00E01440					3,823.34	3,823.34
Total EPA					3,823.34	3,823.34
USDA APHIS						10,960.61
APHIS(2) - FB 10007- #14-8255-1622-CA						3,348.28
Invoice	11/24/2015	10069	11000 - Grants/Cont...		1,447.80	4,796.08
Payment	11/25/2015	Reque...	11000 - Grants/Cont...		-3,348.28	1,447.80
Total APHIS(2) - FB 10007- #14-8255-1622-CA					-1,900.48	1,447.80
APHIS(4) Mitigation and Quarantine						7,612.33
Invoice	11/20/2015	10064	11000 - Grants/Cont...		2,112.01	9,724.34
Payment	12/10/2015		11000 - Grants/Cont...		-9,724.34	0.00
Invoice	12/22/2015	10074	11000 - Grants/Cont...		2,422.69	2,422.69
Total APHIS(4) Mitigation and Quarantine					-5,189.64	2,422.69
APHIS(5) 2015 Intern Wildlife Service						0.00
Invoice	12/03/2015	10071	11000 - Grants/Cont...		768.97	768.97
Payment	12/14/2015	Req 2	11000 - Grants/Cont...		-768.97	0.00
Total APHIS(5) 2015 Intern Wildlife Service					0.00	0.00
Total USDA APHIS					-7,090.12	3,870.49

Wisconsin Tribal Conservation Advisory Council
Customer Balance Summary
All Transactions

	Jan 5, 16
EPA	
GLRI(2)-GL00E01440	3,823.34
Total EPA	3,823.34
USDA APHIS	
APHIS(2) - FB 10007- #14-8255-1622-CA	1,447.80
APHIS(4) Mitigation and Quarantine	2,422.69
Total USDA APHIS	3,870.49
USDA NRCS	
NRCS(2) - 68-5F48-4-006	-5,325.34
Total USDA NRCS	-5,325.34
USDA RMA	
2015 Intern RMA(1)	-3,854.37
Total USDA RMA	-3,854.37
TOTAL	<u>-1,485.88</u>

Wisconsin Tribal Conservation Advisory Council
Customer Balance Detail
As of January 5, 2016

Type	Date	Num	Account	Class	Amount	Balance
USDA Forest Service						
USFS(2) - FY14 - Interns						0.00
Total USFS(2) - FY14 - Interns						0.00
Total USDA Forest Service						
						0.00
USDA NRCS						
NRCS(2) - 68-5F48-4-006						-12,810.35
Invoice	11/18/2015	10065	11000 - Grants/ContL...		6,817.59	-12,810.35
Invoice	12/13/2015	10072	11000 - Grants/ContL...		667.42	-5,992.76
Total NRCS(2) - 68-5F48-4-006					7,485.01	-5,325.34
Total USDA NRCS						
					7,485.01	-5,325.34
USDA RMA						
2015 Intern RMA(1)						-3,854.37
Total 2015 Intern RMA(1)						-3,854.37
Total USDA RMA						
						-3,854.37
TOTAL					4,218.23	-1,485.88

Development Report

Department of Agriculture's National Institute of Food and Agriculture (NIFA)

BEGINNING FARMERS AND RANCHERS (Due 1/21/2016)

WTCAC is proposing an interagency collaborative project between multiple Tribes to support beginning farming and ranching efforts and local food production. WTCAC serves as the technical assistance provider and coordinator for this project. WTCAC is proposing a three-year project to complete a community-driven planning process to be adopted by the natural resource or environmental departments and the Tribal Council for each Tribe. The planning process will produce a document directing long term goals for each Tribe's integrated food system, detailing natural resource management practices, local and community priorities, marketing and economic opportunities, and short and long term strategies to achieve the identified goals. This tool will provide each Tribe with the knowledge, skills and tools needed to make informed decisions for their operations, while enhancing success for the beginning farmers and ranchers.

In addition, WTCAC will work with existing Tribal Farmers and Ranchers (i.e. potentially Oneida) to coordinate mentoring opportunities for the Tribes that are considered beginning farmers and ranchers. These mentoring opportunities provide training and educational opportunities for the Farm Managers or Farm staff of the Tribes going through the planning process.

HOW MIGHT THIS BE DONE?

Discussion indicated the need for Tribes to determine a plan for their agricultural venture(s). Methods for the derivation of (each) Tribal Natural Resources Agriculture Plan include partnership with Consultants (such as University Extension) to help Tribes develop a plan unique to their Tribe. Once accomplished training for beginning farmers and ranchers would take place.

Beginning Farmers and Ranchers Agenda

January 5, 2:00 PM Central

Background Alan Johnson

Proposal Erin Hoffman

Discussion All

Tribes with existing Tribal Farmers and Ranchers

Tribes with interest in determining a plan

Tribes with interest in developing Beginning Farmers and Ranchers

Organizations wishing to partner to develop plans and training

Potential budget/potential match (25%)

Workplan

Next teleconference time/date