Jamie Gangaware

Admin

List Applications

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Application Submission

Project Summary

Project Name and Contact

Project Name: Southern Minnesota

Wetland Initiative

677 390th Avenue

Project Manager: Scott Roemhildt

Organization Name:

Pheasants Forever, Inc.

Title: Regional Field Representative

Organization Type:

Non-Profit

Phone: 507-327-9785

Mailing Address 1:

City:

Email:

sroemhildt@pheasantsforever.org

Mailing Address 2:

Janesville

MNState: Zip Code: 56048

Project Location Summary

Primary County:

Freeborn

Secondary Land Ownerships:

Nearest City: Project Site Name:

Albert Lea

Wetland Restorations

on WPAs

Federal Primary Land Ownership:

Project Activity Summary

Primary Activity:

Restoration

Primary Habitat Type:

Additional Activities: Total Project Sites:

8

Total Project Acres: 55 Wetland

Fish. Game or Wildlife Additional Habitats: Habitat

Project Funding Summary

Total Grant Amount

\$45,000

Requested:

Total Match Amount

\$5,000

Pledged:

Additional Funding:

Total Project Cost:

\$50,000

Estimated Project

2012-12-28

Completion Date:

Summary

The Southern Minnesota Wetland Initiative sets out to accelerate restoration of wetlands within permanently protected Waterfowl Production Areas, open to the public, to ensure these wetland complexes are providing the maximum benefits for waterfowl, wetland dependant species, and resident game species. Pheasants Forever, Minnesota Waterfowl Association, and the U.S. Fish and Wildlife Service will work in partnership to restore 19 palustrine emergent wetland basins totaling 55 acres within 8 existing Waterfowl Production Areas in Southern Minnesota.

Problem Statement

Prairie and wetlands, especially palustrine emergent wetlands, are the two most highly altered habitats in Minnesota and elsewhere throughout the Prairie Pothole Region. With such an immense amount of habitat loss coupled with a finite amount of conservation funding, it is vitally important that lands purchased for perpetual protection and management of wildlife provide the maximum

amount of benefits to the species that rely on these habitats.

Project Objectives

Breeding waterfowl are attracted to landscapes with a high density of temporary and seasonal wetlands. This partnership will restore these critical migratory waterfowl habitats. Sepecifically the partnership will restore 19 palustrine emergent wetland basins totaling 55 acres within 8 existing Waterfowl Production Areas. These restored and protected wetlands will provide ideal resting and nesting conditions for many species of migratory songbirds and waterfowl. The benefit of this project will be a restored and healthy wetland complex.

Methods

Wetlands will be restored by removing or breaking drainange tile lines, constructing small earthen dikes, and/ or installing water control structures to USFWS standards. The USFWS have completed the initial feasabiltiy determinations and will complete the final designs for the wetland restoration work. Pheasants Forever will hire a contractor to complete the construction and will oversee and manage the construction projects in coordination with the USFWS.

Project Timeline

Time Frame Goal

Spring 2011 Solicit Request for Bids

Spring 2011 Hire Contractors

Fall 2011 Complete Restoration Work

Fall 2012 Complete Restoration Work (if previous

field conditions don't allow)

Identify short and long term maintenance and management work required to sustain this project and source(s) of funding

Work needed Who is responsible Funding source

Presribed fire, site assessments USFWS - Windom USFWS - Windom

WMD WMD

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Answer each of the following questions in 1000 characters or less; descriptions/ definitions are available in the Criteria and Scoring Table.

1. Describe the local support for this project.

This project is being supported through a number of organizations including Pheasants Forever, Minnesota Waterfowl Association, and the USFWS Windom Wetland Management District. All proposed restoration work is within existing Waterfowl Production Areas which are used extensively by local sportsmen.

2. Describe the degree of collaboration for this project.

Pheasants Forever and the Windom Wetland Management District has a long history of partnership and collaboration that has restored and protected thousands of habitat acres. This partnerhip with MWA builds upon this strong partnership. Without the strategic collaboration in this proposal, the projects would not happen.

3. Describe any urgency associated with this project.

Full wildlife benefits will not be realized on these WPAs until the proposed wetland restorations are completed.

4. Discuss if there are multiple benefits resulting from your project, identifying those species, habitats, etc.

These restored and protected wetlands will provide ideal resting and nesting conditions for many species of migratory songbirds and waterfowl. In addition, Resident wildlife including white-tailed deer and ring-necked pheasants will also use the heavy cover provided by cattails fringing the wetlands for cover. The overall benefit of these projects will be a restored and healthy wetland complex and native prairie ecosystem.

5. Discuss the habitat benefits resulting from your project.

These small, shallow, isolated basins are extremely important to waterfowl and other wetland dependant species. These small shallow basins warm quickly in spring providing important food sources like invertebrates for migrating waterfowl which includes priority species such as lesser scaup. Other early migrants like the northern pintail, gadwall, and mallards also heavily rely on these wetlands basins to fuel their journey northward. Resident breeding waterfowl, especially mallards, will rely on these wetlands for pair bonding as well. These restored and protected wetlands will provide ideal resting and nesting conditions for many species of migratory songbirds and waterfowl.

6. Describe how your project is consistent with sound conservation science.

The USFWS is and industry leader in developing and implementing the best wetland restoration techniques. Using local knowledge and engineering experience, the USFWS restoration designs will encompass the most sound conseravation science.

7. Indicate if your project is adjacent to protected lands, describing those lands (ownership, public access, etc.)

All restoration work is located within existing Waterfowl Production Areas, many of which are adjacent to other permanently protected and natural resource features.

8. Discuss if there is full funding secured for this project and the sources of funding. Full funding has been secured and the source of funding is cash match of non-state origin.

9. Discuss if CPL Grant funds will supplement or supplant existing funding. Discuss how these CPL funds will impact your organization's current budget.

These grant funds will supplement existing conservation funding. This proposal stands alone and has no direct ties to other constitutional funds. Pheasants Forever has a long history and proven track record conservation work within the state through RIM, NAWCA, and partnership with the USFWS and MWA. This request for Outdoor Heritage funds is part of an overall initiative to increase and accelerate the restoration of public lands that provide quality wildlife habitat that are open to the public for recreation. Partners supporting this project have limited funds to restore habitat, so the CPL grant will prove to be a catalyst to restoring these important habitats.

 Describe public access at project site for hunting and fishing, identifying all open seasons.

All work is located within existing Waterfowl Production Areas and are open to the public for wildlife dependent recreation including hunting and fishing. All areas are open to the public throughout the entire year, including the hunting season.

11. Describe the sustainability of your project.

All work is within existing Waterfowl Production Areas which will be protected and managed in perpetuity by the USFWS Windom Wetland Management District.

12. Discuss use of native vegetation (if applicable).

NA - Restoring the hydrology of the wetlands will return wetland dependant plant species from the existing seed bank.

13. Discuss your budget and why it is cost effective.

Using sound conservation science and utilizing the experience and local knowledge of USFWS biologists results in a cost effective and efficient restoration.

14. Describe your organization's ability to successfully complete this work, including experience in the area of interest and ability to successfully implement the proposed project. Include descriptions of your most recent grant experience and if the expected outcomes were achieved.

Pheasants Forever has considerable experience in administering and carrying out projects through grants from sources that include LCCMR, NAWCA, LSOHC and others. Our PF field reps team together with our PF grant administration staff to be sure that all work is carried out on schedule, within budget and according to the conditions of the grant. We are proud of our track record and success with the organizations listed above.

15. Discuss how your project supports landscape level plans. Use additional sources for information if needed or available.

The work of this proposal is consistent with many of the strategies and objectives of existing plans including the Statewide Conservation and Preservation Plan, the Longrange plan for the ring-necked pheasant in Minnesota, Long-range Duck Recovery Plan, North American Waterfowl Management Plan, and the Partners in Flight Physiographic Area Plan.

16. Discuss how your project supports species plans. Use additional sources for information if needed or available.

To accomplish the goals of the Prairie Pothole Joint Venture Plan, it is mandatory that wetland basins "remain intact and functional" to maintain current duck pair populations. In addition, the MN Long Range Duck Recovery Plan and the Prairie Pothole Joint Venture Waterfowl Plan emphasizes the importance of conserving small, shallow wetlands which "is considered critical for capitalizing on increased capacity for ducks to produce young in wet years" the PPJV states. This proposal directly addresses these priorities. The Partners in Flight Plan identifies that maintaining and enhancing existing grassland/wetland complexes across the landscape is the most important factor to maintain populations of birds in the area. Continuing restoration efforts through this proposal addresses the PIF plan and also benefits priority non-game wetland-associated birds.

17. Discuss how your project conforms to the Statewide Conservation and Preservation Plan.

This proposal conforms to the Statewide Conservation and Preservation Plan by: H5 – Restore land, wetlands, and wetland-associated watersheds (pg. 80) – This proposal focuses efforts within the area of the state that has experienced the most dramatic habitat loss. Wetlands will be restored to their historic conditions to as much as practicable. H7 – Keep water on the landscape (pg. 84) – The restoration restoration

within these permanently protected lands will keep water on the landscape through wetland restoration and native vegetation restoration (prairie restoration has already been completed). Drainage tile will be broken, earthen berms will be constructed, and water control structures will be installed to restore the hydrology of both permanent and seasonal wetlands. Restoration work will also result in water storage and help to decrease peak flow events.

18. Discuss how your project conforms to the State Wildlife Action Plan (if applicable). This proposal helps prevent the loss and degradation of nonforested wetlands and focuses efforts to protect and restore large wetland complexes. The wetland work outlined in this proposal will benefit a myriad of SGCN species identified in the SWAP.

Conservation Partners Legacy Grants - Online Applications Summary Spreadsheet Jamie Gangaware Admin **List Applications** Log Out Project Summary Project Info Site Info Budaet Info Review & Approval Additional Info Application Submission Site Information * you may group your project sites together as long as land ownership, activity and habitat information is the same for the land manager Land Manager Name: **Barry Christenson** Phone: 507-831-2220 US Fish and Wildlife Organization: Email: barry_christenson@fws.gov Service - Windom WMD Title: WMD Manager Site Information Land Ownership: 30 Federal Acres: Site Name(s): ICE Waterfowl Click here to View Site Map **Production Area** Restoration Activity: Habitat: Wetland **Site Information** Land Ownership: **Federal** Acres: Goose Creek Waterfowl Click here to View Site Map Site Name(s): **Production Area** Activity: Restoration Habitat: Wetland **Site Information** Land Ownership: Federal Acres: Site Name(s): Foster Creek Waterfowl Click here to View Site Map **Production Area** Activity: Restoration Habitat: Wetland Site Information Land Ownership: Federal Acres: Twin Lake Waterfowl Site Name(s): Click here to View Site Map **Production Area** Activity: Restoration Habitat: Wetland **Site Information** Land Ownership: **Federal** Acres: Site Name(s): Piercef Lake Waterfowl Click here to View Site Map **Production Area** Activity: Restoration Habitat: Wetland Site Information Land Ownership: Federal Acres: Site Name(s): **Prescott Waterfowl** Click here to View Site Map **Production Area** Restoration Activity: Habitat: Wetland Site Information Land Ownership: Federal Acres:

Click here to View Site Map

Site Name(s):

Pilot Grove Lake

Waterfowl Production

Area

Activity: Restoration Habitat: Wetland

Site Information

Land Ownership: Federal Acres: 2
Site Name(s): Wood Lake Waterfowl Click here to View Site Map

Production Area

Activity: Restoration Habitat: Wetland







CPL FY11-081

Southern Minnesota Wetland Initiative
Pheasants Forever, Inc.
Martin, Fariboult, Freeborn, Watonwan Counties
LSOHC Prairie Planning Section



Conservation Partners Legacy Grants - Online Applications Summary Spreadsheet Admin **List Applications** Log Out Jamie Gangaware Project Summary Project Info Site Info Budget Info Review & Approval Additional Info Application Submission **Budget Information** Organization's Fiscal Contact Information James Koerber Street Address 1: Name: 1783 Buerkle Circle **Cheif Financial Officer** Title: Street Address 2: Email: jkoerber@pheasantsforever.org City: St. Paul 651-209-4913 Phone: State: ΜN Zip Code: 55110 **Budget Subtotals Budget I tem** Grant Match Total \$2,000 \$2,000 Personnel Contracts \$43,000 \$5,000 \$48,000 Fee Acquisition with PILT Fee Acquisition without PILT Easement Acquisition In-kind Total Cash Total Easement Stewardship \$0 \$5,000 Travel (in-state) Professional Services **DNR Land Acquisition Cost** Equipment/Tools/Supplies Additional Budget Items Total: \$45,000 \$5,000 \$50,000 **Details Personnel** Name Title / work to be completed Amount Grant/Match In-kind/Cash Scott Roemhildt Field Rep / Const. Management \$2,000 Grant Totals Grant: \$2,000 Match: \$0 Total: \$2,000

Contracts
Contracts

Contractor Name	Contracted Work	Amount Grant/Match	In-kind/Cash
TBD	Wetland Restoration Earthword	\$43,000 Grant	
TBD	Wetland Restoration Earthwork	\$5,000 Match	Cash
Totals	Grant: \$43,000 Match: \$5,000	Total: \$48,000	

Grant: \$43,000 Match: \$5,000

Jamie Gangaware

Admin

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Project Review and Approval

A Project Review and Approval Form must be completed by each Land Manager named within the Site Info tab and Land Managers only need to complete one form for all sites they manage. Submitting this form fulfills the following requirements:

- Provides the results of the Natural Heritage Database Review,
- · Allows for technical review of the project by the Land Manager, and
- · Verifies that the public agency approves the work to be done (or acquisition) on land they manage.

You, as the applicant, are responsible for meeting with the Land Manager and receiving a completed Project Review and Approval Form. This form must contain an original signature from the Land Manager and you must upload it below as a PDF.

Each project will require at least one Project Review and Approval form. You may attach up to 4 forms on this page, but if you need more room you may attach up to three more on the "Additional Info" tab. If your project is working under 3 Land Managers, you must receive and submit a form from each manager.

No late Project Review and Approval Forms will be accepted. Applications lacking any necessary approval forms will be deemed incomplete and not considered for funding.

Answer the following questions, then attach the form(s)

No Natural Heritage elements were found within my project site(s):

Project Review and Approval Forms

<u>Uploaded Form 1</u>

CPL Project Review and Approval Form

REVIEWER	INFORMATION:								
Land mana	ger/ easement holder name:	Barry Christenson							
Agency:	US Fish and Wildlife Service								
Title:	Wetland District Manager								
Phone:	507-831-2220 x11								
Email:	Barry Christenson@fws.gov								
PROJECT IN	NFORMATION:								
Project Na	me: Southern MN Wet	and Initiative							
Contact Pe									
Email:	sroemhildt@pheas	antsforever.org							
	have performed a Natural this project to have	Heritage Database review and found: no features within one mile.							
features. I have listed the features below and recommended the following minimization strategy:									
Fr	Agency: US Fish and Wildlife Service Title: Wetland District Manager Phone: 507-831-2220 x11 Email: Barry_Christenson@fws.gov PROJECT INFORMATION: Project Name: Southern MN Wetland Initiative Contact Person: Organization: Pheasants Forever, Inc. Email: sroemhildt@pheasantsforever.org Please check the appropriate boxes:								
require:	minimal or no involvement a commitment of involvem and workload. an amount of staff involver levels. Unless addition feel this project cannot discussed permits and applica	from my office for completion. ent by staff that is reasonable and can be accomplished with current staffing levels nent that cannot be committed during the project time period with current staffing hal staffing can be committed from other offices, Divisions or appropriate partners, I							
		*							

CPL Project Review and Approval Form

I have disco	ussed any refer with the a	quired Init	tial Developm	public agency by applicant: nent (facilities, habitat, etc.) wo evelopments and what party is					
Complete the	following co	st tables (required wo	rk to bring to agency standard	s).				
Habitat Development	# (ost/	Total	Funding Source	Applicant is responsible for:				
	Acres A	cre			200925				
Prairie Grassland					Choose				
Forest/ Woody Cover					Choose				
Wetland	55 \$	909.00	\$50,000.00	CPL, PF, MWA	Both cost and work				
Totals									
Facility Development		Cost		Funding Source	Applicant is responsible for:				
Boundary Survey					Choose				
Posting/ Fencing					Choose				
Wood Routed Sign					Choose				
Access Roads and Trails					Choose				
User Facilities, Access,	Parking Lots				Choose				
Well Sealing/ Site Clear	n-up				Choose				
	Tota	1							
Upon final review of this project: ☐ I find this project to be consistent with sound conservation science. This work will benefit area fish, game and wildlife by restoring, enhancing or protecting forests, wetlands, prairies and habitat and is consistent with the management or stewardship plan for this land. (APPROVAL) ☐ I find that this project does not follow the management or stewardship plan for this land and does not fit within the long range goals for this land at this time on the local level. (DECLINE) ☐ I find that this project should be sent up to a higher level within the agency for further review and decision. I have forwarded the Project Planning Form and this Review and Approval Form for further review to: Name: Barry Christenson Phone: 507-822-2220 x11 ☐ By checking this box and signing my name below I certify that I have met with the above applicant and discussed the proposed project and have provided feedback to the applicant. I understand I must provide this document as a PDF with my original signature on it to the applicant to submit a complete application. Name: Bury Christenson Date: 9/15/20/0									

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Additional Information

List any additional details about your project here. Include your organization's history or charter to receive private contributions for local conservation or habitat projects. This is not required.

Founded in Minnesota in 1982, the mission of Pheasants Forever (PF) focuses on protection and enhancement of pheasant and other wildlife habitat through habitat improvement, management, education and legislation. PF's 75 MN chapters have completed thousands of habitat projects affecting more than 242,000 acres of wildlife habitat in the state. Form 990 has been submitted via email due to size limits.

Supplemental Documents

If you / your project does not need to upload any of these documents, you may leave these upload boxes empty.

Upload additional information here, limited to Partner Commitment Letters, Letters of Support, Easement information, etc. You may email easement information only if it exceeds size limit while trying to submit the application; all other supporting documentation must be uploaded. Reference CPL Application # and name when emailing (provided upon application submission) or your email will be returned. Send emails to LSCPLGrants.DNR@state.mn.us

<u>Uploaded Document 1</u>

Uploaded Document 2

Uploaded Document 3

Financial Information Required for Non-Profit applicants requesting over \$25,000

990 Form or EZ990 Form 990 / EZ990

Audited Financials, unaudited financials as a second choice **Financials**

Does your organization have a Conflict of Interest Policy?

Yes - Upload Conflict of Interest Policy here: **Conflict of Interest Policy**

List key staff or members here that will be participating with this project:

Scott Roemhildt - PF Eran Sandquist - PF Joe Pavelko - PF Brad Nylin - MWA Barry Christenson - USFWS Scott Ralston - USFWS

List your organization's Board of Directors with affiliations:

The complete list of Pheasants Forever's Board of Directors has been attached under the supplemental documents section.



CONSERVATION PARTNERS LEGACY GRANT PROGRAM PARTNER COMMITMENT LETTER

What is the name of the project that you are contributing to, and who is the applicant?

Project Name: Southern Minnesota Wetland Initiative

Applicant: Pheasants Forever, Inc.

What is the name of your organization (private landowners use "Private Landowner")?

Pheasants Forever, Inc.

When will you make the contribution?

Pheasants Forever, Inc. will make the contribution after the grant period begins if the project is selected for funding.

What is the value of your contribution and how did you determine the value? Does the contribution have a non-state origin?

Pheasants Forever, Inc. pledges \$3,500 of cash match of non-state origin.

If this is based on a fund-raising event or other future action, if that future action fails, will you still provide the contribution amount?

NA

Comments

PF is pleased to partner with the partnership included in this proposal to improve waterfowl and other wildlife habitat in Southern Minnesota. We look forward to working with the partners in the future to protect wildlife habitat and will be eagerly working to foster more conservation partnerships in this area of Minnesota.

Signature:

Printed Name, Title, and Affiliation:

Joe Pavelto, MN Director of Conservation, PF

Date Signed

9/16/2010



Minnesota Waterfowl Association, INC

901 First Street North, Hopkins, MN 55343 • 952-767-0320 • FAX 952-767-0324

CONSERVATION PARTNERS LEGACY GRANT PROGRAM PARTNER COMMITMENT LETTER

What is the name of the project that you are contributing to, and who is the applicant?

Project Name: Southern Minnesota Wetland Initiative

Applicant: Pheasants Forever, Inc.

What is the name of your organization (private landowners use "Private Landowner")?

Minnesota Waterfowl Association, Inc.

When will you make the contribution?

Minnesota Waterfowl Association will make the contribution after the grant period begins if the project is selected for funding.

What is the value of your contribution and how did you determine the value? Does the contribution have a non-state origin?

Minnesota Waterfowl Association pledges \$1,500 of cash match of non-federal origin.

If this is based on a fund-raising event or other future action, if that future action fails, will you still provide the contribution amount?

NA

Comments

MWA is pleased to partner with the partnership included in this proposal to improve waterfowl and other wildlife habitat in Southern Minnesota. We look forward to working with the partners in the future to protect waterfowl habitat and will be eagerly working to foster more conservation partnerships in this area of Minnesota.

Signature:

Printed Name, Title, and Affiliation:

BRAD Nylin, Executive Director, Minnesota Waterful Association

Date Signed:

9/16/10

Conservation Partners Legacy Grants - Online Applications Jamie Gangaware Admin <u>List Applications</u> <u>Summary Spreadsheet</u> <u>Log Out</u>

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This completes your CPL Grant Application. Please take the time to revisit the previous sections and make sure you have entered everything completely and correctly. Once you hit the submit button below, you will not be able to return to this application to make changes.

I certify that I have read the Conservation Partners Legacy Grants Program Request for Proposal, Program Manual and other program documents, and have discussed this project with the appropriate public land manager, or private landowner and easement holder.

I certify I am authorized to apply for and manage these grant and match funds, and the project work by the organization or agency listed below. I certify this organization to have the financial capability to compete this project and that it will comply with all applicable laws and regulations.

I certify that all of the information contained in the application is correct as of the time of the submission. If anything should change, I will contact CPL Grant Staff immediately to make corrections.

I certify that if funded I will give consideration to and make timely written contact to Minnesota Conservation Corps or its successor for consideration of possible use of their services to contract for restoration and enhancement services. I will provide CPL staff a copy of that written contact within 10 days after the execution of my grant, should I be awarded.

I certify that I am aware at least one Project Review and Approval form is required for every application and I must submit all completed forms by uploading them into this application. I have attached one form as necessary for each different Land Manager within my project.

I am aware that by typing my name in the box below, I am applying my signature to this online document.

Signature: Title: Scott Roemhildt Regional Field Representative Organization / Agency:

Pheasants Forever, Inc.

Date: 2010-09-16

Additional Info

Application Submission

	Orga Nam	ınization e	Project l	Name		ical Review littee Scorin	g Amou Reque		Scor	Technica Review Committe e Rank Cor	ee Final	Regional Comments	Meets Regional Plan?	Rank	Region	Division Director's Comments
					Are th	ese new										Lower cost project, plenty of this work to go around. Can't speak to the FWS having the
						or existing						Feds have				funding for
			Souther	'n		eed work?				#2		excess				this work,
			Minneso	ota	•	to be new)				recomme	ended,	money for				always
		asants	Wetland			s like good				wetland		this in				work to be
81	Fore	ver, Inc.	Initiative	;	projec	t	\$45	5,000	157	' committe	ee	Litchfield.	Y	M	4	done.
											8)Adjace	-				
		1) A ma a um t	2\ 000	3)Degr	f		5)Multiple	C)Uob		7)Sound Conservation	to	Funding	10)Supplants	-	lic Access	12)Ctaina
		1)Amount of Habitat	2)Local Support	Collabo		4)Urgency	Benefits	6)Hab Benef		Science	Protecte Lands	d of Project	Existing Funding	Fishing	nting and	12)Sustaina bility
		9.00	8.00	8.00	nation	8.00	8.00	9.00		9.00	8.00	8.00	8.00	10.00		7.00
		8.00	9.00	9.00		8.00	9.00	9.00		9.00	9.00	9.00	7.00	10.00		10.00
		7.00	8.00	7.00		8.00	8.00	8.00		8.00	7.00	8.00	8.00	10.00		9.00
		7.00	6.00	7.00		7.00	7.00	7.00		7.00	8.00	7.00	5.00	8.00		8.00
		-	10.00	10.00		8.00	9.00	9.00		8.00	9.00	7.00	9.00	10.00		9.00
AVERAC TOTAL	GES	7.75	8.20	8.20		7.80	8.20	8.40		8.20	8.20	7.80	7.40	9.60		8.60
SCORE		157.15														
13)Use Native		14)Budget			17\C		-	forms to	· 10\/	anfarma to St						
Plant Materia		and Cost Effectiveness	Successf Complet	-		scape Level	17)Support Species Pla			ide Conservationsservation	•	Conforms to St dlife Action Pla				
7.00		9.00	8.00	C VVOIR	9.00	,	9.00		.00	.sci vation Fidil	8.00					
9.00		9.00	9.00		9.00		9.00		.00		10.0					
7.00		8.00	9.00		8.00		8.00		.00		7.00					
7.00		8.00	7.00		7.00		7.00		.00		8.00					
9.00		9.00	10.00		9.00		9.00		.00		9.00					
7.80		8.60	8.60		8.40		8.40	8	.60		8.40)				Page 17 of 18