



FY25 (10/1/24 – 9/30/25) Annual Business Plan

Missaukee Conservation District

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Mission of the Missaukee Conservation District:

- Our mission is to provide leadership in the promotion and protection of Missaukee county's soil, water, and other natural resources through education and technical assistance.

Natural Resource Priorities:

- Invasive Species Control
- Surface Waters Protection and Management
- Forest Health/Loss of Diversity
- Lack of Forest Management
- Loss of Farmland/Agriculture Conversion

Natural Resource Priority: *Invasive Species Control*

Funding Source(s): Grant funding and millage funding sources for educational programs

Measurement Tool(s): Missaukee Conservation District metrics spreadsheet, NCCISMA monthly and annual reports

Program Area(s) / Person Responsible	Target Dates	Output(s)	Expected Outcome(s)
Invasive Species / NCCISMA - CISMA Coordinator and Team	FY25	Invasive species management, meeting the goals set by the NCCISMA steering committee through grants and partnerships.	Identify invasive species, initiate strike teams, and partner with other organizations to reduce invasive species impact on the environment, economy, and human health.
Outreach and Education / Conservation Outreach Coordinator (COC)	Spring /Summer 2025	Hold outreach events and classroom visits centered around invasive species education and/or management. Work with local Lake Enhancement Board and Lake Associations to assist in	A greater understanding in the community about the impact invasive species have on our ecosystems, economy, and health.

		outreach and education of aquatic invasive species.	
Land Protection and Education - Land Stewardship Coordinator (LSC)	Summer 2025	Assist COC in planning and coordinating outreach events on the Jamieson Nature Education Center Property. Encourage native plantings in place of invasive plantings both on the Jamieson Nature Education Center Property and when communicating with private landowners.	The community will have a chance to see the Missaukee CD property and learn about the impacts of invasive species. More native plants will be planted in the place of invasive species.
District Manager (DM)	FY25	Attend and participate in NCCISMA steering committee meetings, actively communicate with CISMA staff regarding invasive species impacting Missaukee County and invasive species that may be threatening to enter Missaukee County. Lead the MCD team and assist staff with tasks as needed to be successful.	The DM will serve as a hub for staff, community, and the NCCISMA team assisting where needed. This will help create a stronger team and assist in reaching the goals of the Annual Business Plan.

Natural Resource Priority: *Surface waters (lakes, streams, rivers) protection and management*

Funding Source(s): Grant funding through the EGLE Watershed Council Grant, CD Operations grant, and millage funding

Measurement Tool(s): Missaukee Conservation District metrics spreadsheet, EGLE grant reporting requirements, MAEAP grant reporting requirements

Program Area(s) / Person Responsible	Target Dates	Output(s)	Expected Outcome(s)
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Outreach and Education / Conservation Outreach Coordinator (COC)	FY25	Meet the grant deliverables of the ABC's of Watershed Education Grant through the EGLE Watershed Council. Meet grant deliverables. Work with local Lake Enhancement Board and Lake Associations to assist in outreach and education of surface water health.	5th graders at Lake City Elementary, McBain Elementary, and Manton Elementary will all receive an intensive watershed education to gain a greater understanding and appreciation of watersheds. This understanding will be tracked by a pre and post test. Project WET training will also be made available to all 4th grade teachers in Missaukee County and Manton Elementary to further the watershed educational impact.
Education / Education Assistant (TBD)	Spring /Summer 2025	Assist COC in the execution of the ABC's of Watershed Education Grant through the EGLE Watershed Council.	5th graders in both Missaukee County and Manton Elementary will gain a greater understanding and appreciation of watersheds.
Surface Water Protection - Land Stewardship Coordinator (LSC)	Spring/ Summer 2025	Survey the native plant habitat on the Jamieson Nature Education Center property.	Once the survey has been completed, a design and plan can be put in place to ensure that the wetlands on the Jamieson Nature Education Center property are protected.
Stream Monitoring / Conservation Outreach Coordinator (COC)	Fall 2024 and Summer 2025	Monitor macroinvertebrates in at least 2 streams in Missaukee County bi-annually. Increase the number of streams monitored as capacity allows.	Stream monitoring bi-annually assists in the determination of the health of the streams.
MAEAP / MAEAP Technician	FY25	Meet FY25 deliverables as per grant agreement. Complete risk assessments and MAEAP verifications on farms per the goals set in the goal setting meeting for FY25.	Reduce sediment delivery to surface waters and runoff of nutrients into surface waters.

CTAI / CTAI Soil Conservationist	FY25	Meet FY25 deliverables as per grant agreement. Work closely with USDA/NRCS to bring programs and resources to Missaukee County landowners. Work toward goals set in the goal setting meeting for FY25.	Technical and financial assistance will be available to Missaukee County landowners to “plan and implement conservation practices that improve water quality and conserve its use.” (nracs.usda.gov)
District Manager (DM)	FY25	Administer all grants. Work with staff to ensure that grant deliverables are met and reporting is completed by each deadline set in the grant agreements.	A positive relationship will be built with funders with grant deliverables and reporting deadlines being met.

Natural Resource Priority: *Forest Health/Loss of Diversity*

Funding Source(s): Grant funding through the Forestry Assistance Program Grant and millage funding for education

Measurement Tool(s): Missaukee Conservation District metrics spreadsheet, FAP Forester monthly staff reports.

Program Area(s) / Person Responsible	Target Dates	Output(s)	Expected Outcome(s)
Forestry Assistance Program, Forester	FY25	Meet FY25 deliverables as per grant agreement and other district assigned activities. Meet goals set by the goal setting committee for FY25 for landowner visits and acreage managed.	Landowners in Missaukee County will have access to a forester at no charge to advise on forest health, diversity, and pest control. Increase in forest health and reduced loss of diversity in privately owned forested areas of Missaukee County.
Outreach and Education / Conservation Outreach Coordinator (COC)	Fall/Winter 2024	Coordinate and plan Forest Forensics breakout session at Annual Banquet and December classroom visits to teach about forest health.	9 classrooms will earn a greater understanding and appreciation of our forests and trees. Adults in attendance of the Forest Forensics breakout session will learn the influences of natural forces and

			management activities on forested stands.
Forest Management - Land Stewardship Coordinator (LSC)	Spring/ Summer 2025	Work with the FAP Forester and the MAEAP technician to determine the steps needed to properly manage the forested areas on the Jamieson Nature Education Center Property.	The forested areas of the Jamieson Nature Education Center property will be properly managed leading to a healthier forest.
MAEAP / MAEAP Technician	FY25	Meet FY25 deliverables as per grant agreement. Complete risk assessments and MAEAP verifications for Forest, Wetlands, and Habitat.	Risk assessments and verifications under the Forest, Wetlands, and Habitat A*Syst provides landowners the ability to improve their management systems to protect the forest, land, and water.
District Manager (DM)	FY25	Work with Wexford CD management who holds the grant for FAP, work with FAP Forester to assist and refer landowners as needed	Serve as a hub for staff, forester, and the community for forestry needs and questions.

Natural Resource Priority: *Lack of Forest Management*

Funding Source(s): Grant funding through the Forestry Assistance Program Grant and millage funding for education

Measurement Tool(s): Missaukee Conservation District metrics spreadsheet, FAP Forester monthly staff reports.

Program Area(s) / Person Responsible	Target Dates	Output(s)	Expected Outcome(s)
Forestry Assistance Program, Forester	FY25	Meet FY25 deliverables as per grant agreement and other district assigned activities. Meet goals set by the goal setting committee for FY25 for landowner visits and acreage managed.	Landowners in Missaukee County will have access to a forester at no charge to advise on proper forest management. Better forest management practices on privately owned forested areas of Missaukee County.

<p>Outreach and Education / Conservation Outreach Coordinator (COC)</p>	<p>Fall/Winter 2024</p>	<p>Coordinate and plan Forest Forensics breakout session at Annual Banquet and December classroom visits to teach about forest health. Participate in some prescribed burn trainings to better understand fire management on lands.</p>	<p>9 classrooms will earn a greater understanding and appreciation of our forests and trees. Adults in attendance of the Forest Forensics breakout session will learn the influences of natural forces and management activities on forested stands.</p>
<p>Forest Management - Land Stewardship Coordinator (LSC)</p>	<p>Spring/ Summer 2025</p>	<p>Work with the FAP Forester and the MAEAP technician to determine the steps needed to properly manage the forested areas on the Jamieson Nature Education Center Property. Participate in some prescribed burn trainings to better understand fire management on lands.</p>	<p>The forested areas of the Jamieson Nature Education Center property will be properly managed leading to a healthier forest.</p>
<p>MAEAP / MAEAP Technician</p>	<p>FY25</p>	<p>Meet FY25 deliverables as per grant agreement. Complete risk assessments and MAEAP verifications for Forest, Wetlands, and Habitat. Participate in some prescribed burn trainings to better understand fire management on lands.</p>	<p>Risk assessments and verifications under the Forest, Wetlands, and Habitat A*Syst provides landowners the ability to improve their management systems to protect the forest, land, and water.</p>
<p>CTAI / CTAI Soil Conservationist</p>	<p>FY25</p>	<p>Meet FY25 deliverables as per grant agreement. Work closely with USDA/NRCS to bring programs and resources to Missaukee County landowners. Work toward goals set in the goal setting meeting for FY25. Participate in some prescribed burn trainings to better</p>	<p>Soil Conservationist will have a greater understanding of fire management techniques on forested land.</p>

		understand fire management on lands.	
District Manager (DM)	FY25	Work with Wexford CD management who holds the grant for FAP, work with FAP Forester to assist and refer landowners as needed. Attend and participate in the Northern Michigan Prescribed Fire Collaborative.	Serve as a hub for staff, forester, and the community for forestry needs and questions. Missaukee Conservation District will be represented and learn more about forest management practices through the Northern Michigan Prescribed Fire Collaborative.

Natural Resource Priority: *Loss of Farmland/Agriculture Conversion*

Funding Source(s): Grant funding through the MAEAP and CD Operations Grant and millage funding for education

Measurement Tool(s): Missaukee Conservation District metrics spreadsheet, MAEAP technician monthly staff report and grant progress reports

Program Area(s) / Person Responsible	Target Dates	Output(s)	Expected Outcome(s)
MAEAP / MAEAP Technician	FY25	Meet FY25 deliverables as per grant agreement. Complete risk assessments, verify, and re-verify existing farms in the MAEAP program. Coordinate and train on existing programs such as the Great Lakes Incubator Farm and the Farmland Preservation program.	Strong relationships will be built with farmers in Missaukee, Crawford, Kalkaska, and Wexford counties. The MAEAP technician will work with landowners of land at risk of conversion to provide information on farmland preservation. The expected outcome is that less farmland would be converted or lost.
Outreach and Education / Conservation Outreach Coordinator (COC)	Late Summer 2025	Hold outreach event with MAEAP technician on the topic of Agriculture Conversion/Loss of Farmland	Participants and the community will gain an understanding of the risks of agriculture conversion and how to preserve farmland. The expected outcome is that less farmland would be converted or lost.

CTAI / CTAI Soil Conservationist	FY25	Meet FY25 deliverables as per grant agreement. Work closely with USDA/NRCS to bring programs and resources to Missaukee County landowners. Train on federal and state programs available to landowners of agricultural land at risk of conversion or loss.	Strong relationships will be built with farmers in Missaukee, Crawford, Kalkaska, and Wexford counties. The Soil Conservationist will work with landowners of land at risk of conversion to provide information on federal programs for farmland preservation. The expected outcome is that less farmland would be converted or lost.
District Manager (DM)	FY25	Coordinate and train on existing programs such as the Great Lakes Incubator Farm and the Farmland Preservation program.	The DM will serve as a hub for staff, community, and the NCCISMA team assisting where needed. This will help create a stronger team and assist in reaching the goals of the Annual Business Plan.