



5-year Strategic Plan 2025-2029

Education Eradication Reporting

A guide for the facilitation
of a community partnership
working to prevent, control,
and reduce invasive species
in Tippecanoe County.



**TIPPECANOE INVASIVE
COOPERATIVE TASKFORCE**

This Strategic Plan was developed by the Tippecanoe Invasive Cooperative Taskforce (TICT) to provide an approach to invasive species control and management activities over a five-year period. The TICT Steering Committee (current December 2024) involved in creating this Strategic Plan is:

Amy Krzton-Presson Wabash River Enhancement Corporation

Robert Suseland Tippecanoe County Soil and Water Conservation District

Amanda Estes Tippecanoe County Partnership for Water Quality

Kyle Gebhart City of West Lafayette Parks Department

Garrett Gaskins City of Lafayette Parks Department

with support from **Amber Slaughterbeck**, State of Indiana Cooperative Invasives Management

2025-2029 Strategic Plan Executive Summary

Mission Statement

TICT prevents, controls, and reduces invasive species impacts in Tippecanoe County through community education and action.

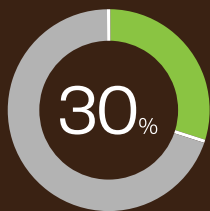
Three Focus Areas that Align with Our Three Committees

- Education - educate the general public and industry specialists that work with invasives, either planting or managing them
- Monitoring - report the presence of invasives using EDDMapS
- Eradication - manage invasives on publicly accessible land through volunteer workdays

Four Goals

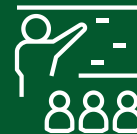
Goal 1: Increase public knowledge of invasive species

Target: Educate 57,000 people (30% of population) in Tippecanoe about invasive species via in-person, print, and digital education over 5 years



Goal 2: Decrease number of invasive plants bought, sold, or planted in Tippecanoe

Target: Hold 1 education effort per year with the focus on landscaping businesses or organizations that influence landscaping decisions as the target audience



Target: Enact a county-level invasive plant ordinance limiting the sale or requirement of invasive landscaping in new development

Goal 3: Increase the invasive species EDDMaps reporting in Tippecanoe



Target: Hold 1 reporting event per year

Goal 4: Increase the amount of invasive species control in Tippecanoe

Target: Invasive species control will occur at 30 sites in Tippecanoe over the next five years



Introduction

Invasive species are plants, animals, insects, or pathogens that are non-native to a local ecosystem and whose introduction is likely to cause ecological or economic harm or have human health impacts. Invasive Species outcompete native species in their introduced range because they grow quickly, reproduce rapidly, and lack browsers or predators that would otherwise keep their populations in check.

What Defines an Invasive Species?

As per Federal Executive Order 13112 (Section 1. Definitions), an "invasive species" is a species that is:

1. non-native (or alien) to the ecosystem under consideration and,
2. whose introduction causes or is likely to cause economic or environmental harm or harm to human health.

www.invasivespeciesinfo.gov



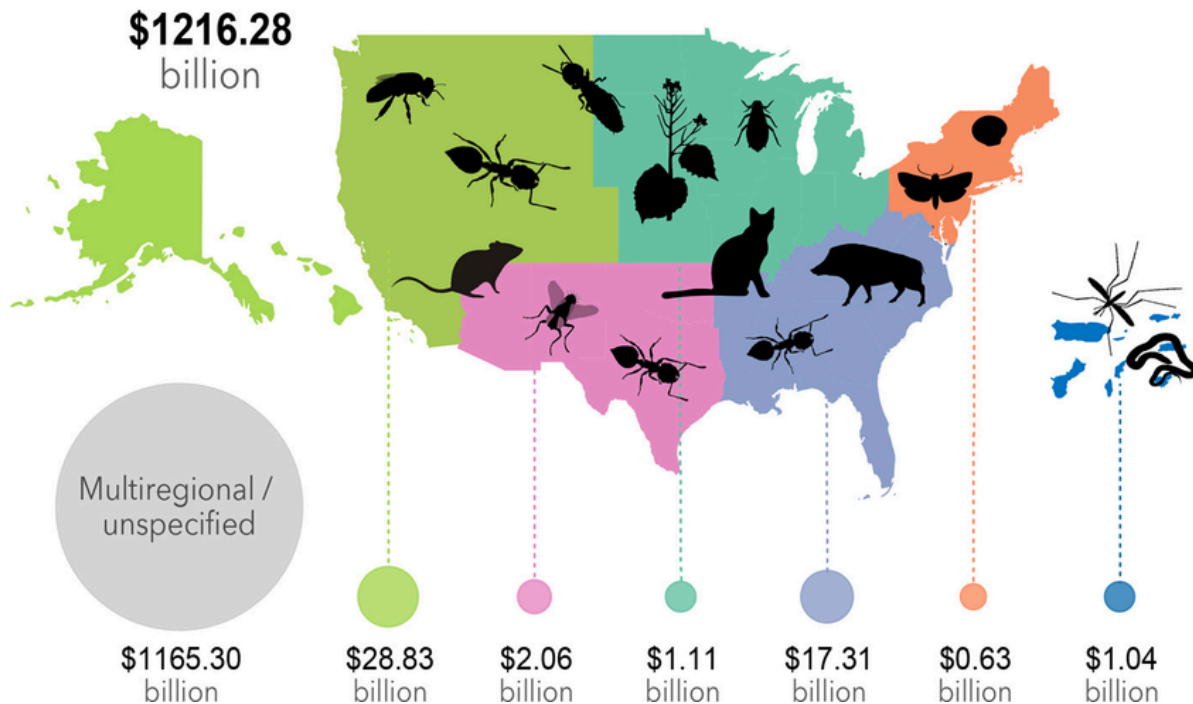
Invasive species primarily spread because of human activities. Ornamental and landscape plants escape cultivation to invade wild areas, ships and boats carry aquatic organisms in their ballast water or on propellers, seeds from an invasive plant are translocated to new locations by sticking to clothing or footwear of hikers, and invasive animals kept as pets escape or are intentionally released into the wild. Many of these introductions are accidental or unintentional but the establishment of an invasive plant or animal population can incur serious consequences.

Introduction

Economic Impacts of Invasive Species

From 1960 to 2020, it's estimated that the total cost of invasions is \$1.22 trillion with an average annual cost of \$19.94 billion per year (Fantle-Lepczyk et al. 2022).

Cost of biological invasions in the USA



Economic costs of biological invasions in the United States from 1960-2020 (Fantle-Lepczyk et al. 2022)

Healthy natural areas provide a range of benefits— flood mitigation and water filtration, carbon sequestration, and landscape aesthetics—that can be lost when invasive species become established (Devine and Fei 2011). All of these factors contribute to higher quality of life and increased property values. Local governments must actively engage in managing invasive species in public spaces to maintain these benefits for citizens. The management of invasive plants is a cost burden to both private citizens managing their own land, and government agencies spending tax dollars to manage public land or provide cost share programs.

More than 120 invasive terrestrial and aquatic plant species have been discovered in the State of Indiana, and preventing and controlling these species is paramount to the health of Indiana's native ecosystems and economy. Control and management alone costs state and local governments and private landowners more than \$5.8 million each year in Indiana (Invasive Plant Advisory Committee 2020).

Introduction

The establishment of invasive plants poses a direct threat to two major sectors of Indiana's economy: agriculture and forestry. The agriculture industry as a whole adds \$35.1 billion to Indiana's economy annually (Indiana State Department of Agriculture 2024). The agriculture industry is reported to be the most impacted by invasive species, and forestry the third most impacted industry (Fantle-Lepczyk et al. 2022).

Indiana's forests alone contribute an estimated \$9 billion per year to the state's economy—approximately \$1 billion of that coming from forest-based recreation and tourism. Indiana ranks 9th in total lumber production and 3rd in hardwood lumber production in the nation (Indiana DNR Division of Forestry 2013). In Indiana, 85% of wooded lands are owned by approximately 190,000 private landowners (Indiana DNR Division of Forestry 2016). With so many landowners, controlling invasive species requires landscape-level planning and coordination that extends beyond property lines and political boundaries.



Soybean rust damage. Photo by Ed Sikora, Bugwood.org

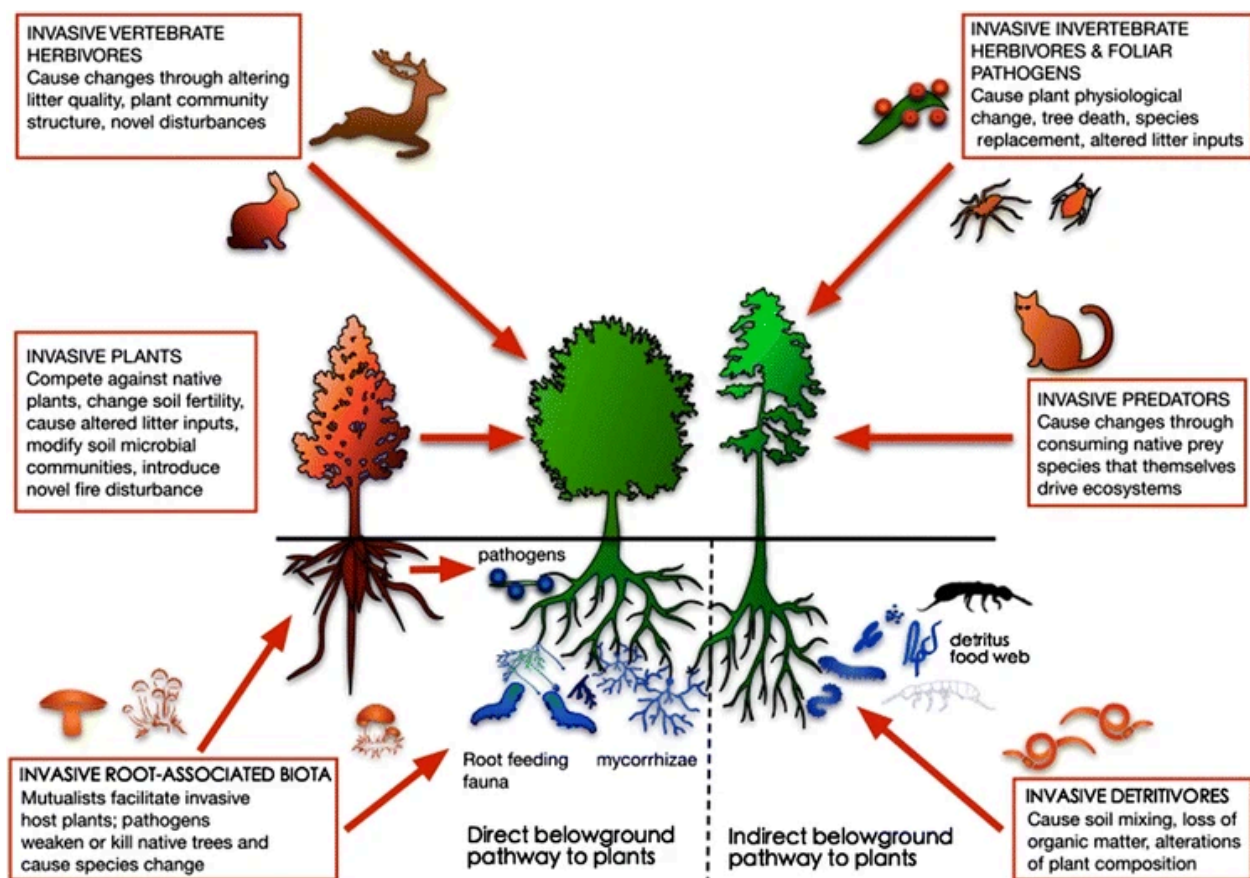


Emerald Ash Borer damage. Photo by Steven Katovich, Bugwood.org

Introduction

Ecological Impacts of Invasive Species

Invasives impact both the organisms living in an ecosystem and the chemical cycles that help an ecosystem function. Invasive bush honeysuckle can impact nutrient cycling in forests by increasing leaf litter and exotic earthworm populations, as well as suppress hardwood tree regeneration (Lloyd et al. 2019). Invasive garlic mustard attracts a rare native West Virginia white butterfly to lay eggs on the plant. However, its larvae are unable to feed on the plant and die, making it a trap for this ecologically important butterfly species (Sutton 2023). Feral domestic cats are responsible for the extinction of numerous mammals, reptiles, and are the biggest human-related killer of songbirds in the United States (Loss et al. 2013). The full impacts of invasive species on something as complex as an ecosystem are difficult to measure, but it is clear that invasive species lower biodiversity, simplifying complex systems and destabilizing them. The destabilization of an ecosystem makes it more vulnerable to other pressures, such as pollution and climate change.



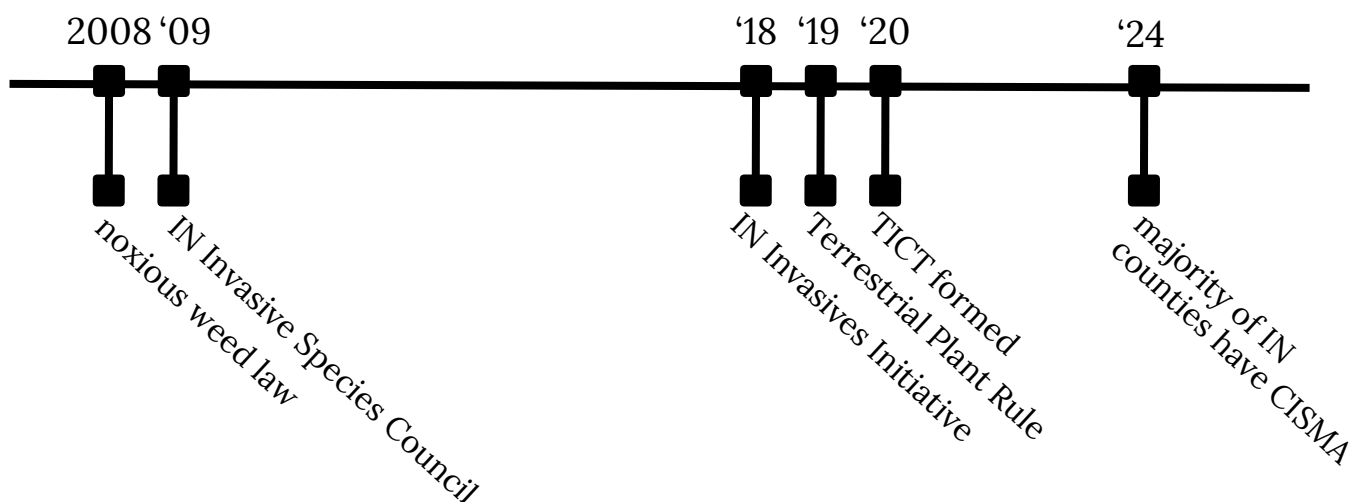
Impacts of invasive biota in forest ecosystems in an aboveground-belowground context (Wardell and Peltzel 2013).

Introduction

Addressing Invasives at the State Level

Beginning in 2008, the State of Indiana adopted a noxious weed law, requiring the removal or destruction of certain harmful plant species. In 2009, Governor Mitch Daniels signed legislation to create the Indiana Invasive Species Council to enhance the ability of local governments to monitor and manage invasive species and to increase public awareness. The council recommends policy and legislative changes to improve invasive species measures in Indiana.

In 2019, Indiana lawmakers passed Terrestrial Plant Rule 312 IAC 18-3-25, designating 44 terrestrial plant species as invasive pests and banning the sale, distribution, or transport these plants in Indiana (Appendix C). Efforts are currently being made to add species to this list, including Callery Pear and Burning Bush (Appendix D).



Currently known as the State of Indiana Cooperative Invasives Management, SICIM started as the Southern Indiana Cooperative Weed Management Area in 2008. In late 2017, SICIM and the USDA Natural Resources Conservation Service (NRCS) entered into an agreement to develop local Cooperative Invasive Species Management Areas (CISMAs) throughout Indiana. CISMAs are coalitions of private and public organizations sharing knowledge, people and other resources in an effort to improve public education, prevention and eradication/containment programs across a given geographic area. TICT is Tippecanoe County's Cisma. Currently 56 of the 92 counties in Indiana have active CISMAs.

Introduction

Existing Funding Options for Invasive Management

There are few funding sources to support invasive plant management. The United States Department of Agriculture Natural Resource Conservation Service (NRCS) and county Soil and Water Conservation Districts are a major funding source for invasive species management in Indiana. The conservation practice “Brush Management” is eligible for cost-share funds under the Environmental Quality Incentives Program (EQIP), which includes the management and removal of woody and herbaceous invasive plants.

Brush Management is the second most planned conservation practice in the State of Indiana—second only to cover crops. In 2019 alone, there were 18,225 acres planned for brush management in Indiana (although not all planned acres received funding).

In Tippecanoe County, more than \$371,000 in EQIP cost-share assistance has been paid to landowners for brush management on woodlands from 2015-2024 (totaling over 936 acres). Cost-share assistance for Tippecanoe County landowners implementing brush management was used to manage invasive species on total of 215 acres in 2024 (cost-share applications for brush management in 2024 exceeded 340 acres).

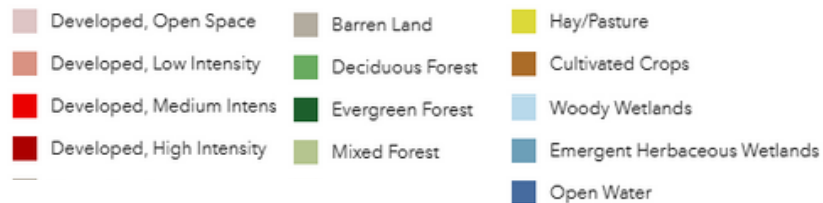
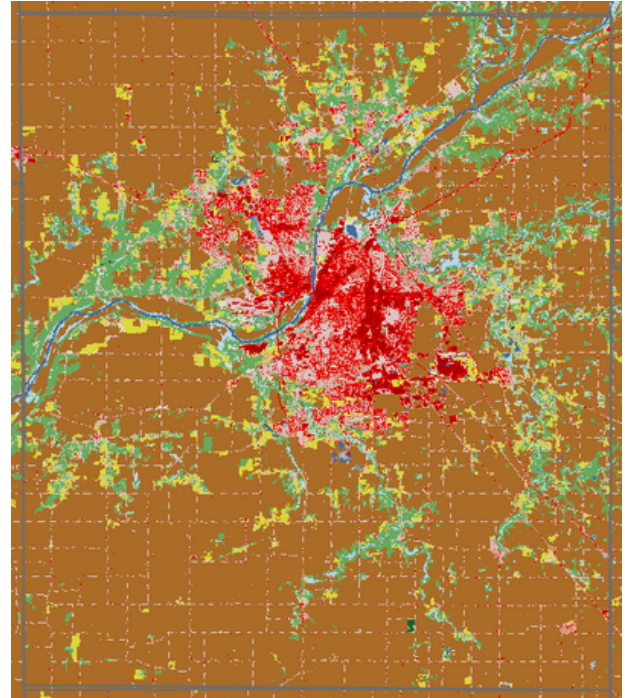
Funding from grants from the Environmental Protection Agency’s Section 319 of the Clean Water Act can be used for invasive management only if it is done as site preparation for installation of a best management practice, such as a tree planting or conservation cover.

Some corporations offer smaller grants to communities for targeted education or management. TICT has taken advantage of grants through Duke Energy to fund several years of an invasive plant swap program for invasives in landscaping. These grants are often easier to acquire than state or federal government grants.

Invasives and Management in Tippecanoe

Land Use

Tippecanoe County is approximately 500 square miles in size with a population of 188,792 (US Census Bureau 2023). The county is primarily comprised of agricultural lands (71%) and developed urban or suburban areas (14%). Although forests make up less than 12% of land cover in Tippecanoe County, these wooded areas provide valuable habitat for game and non-game wildlife species and act as corridors between fragmented patches of quality habitat.



Tippecanoe County land cover (National Land Cover Database 2021)



Forested, publicly accessible lands also provide recreation opportunities. While the land area is a small portion of the land cover in the County, focusing TICT's efforts on publicly accessible recreation properties exposes our efforts to the public. This allows our workdays to be both environmentally beneficial to local ecosystems, and an education platform for those entering the area for recreation.

Invasives and Management in Tippecanoe

TICT Origins

Tippecanoe's CISMA, TICT, was formed in 2019, with its first five year strategic plan covering 2020-2024. Over 40 individuals from local government, nonprofits, state agencies, and concerned citizens attended an input meeting to guide the first five year plan. Those interested in being active members of TICT could serve on committees: steering, education, eradication, and reporting. In 2022 TICT steering committee members signed an memorandum of understanding (MOU) with local nonprofit, Wabash River Enhancement Corporation (WREC) to serve as the fiduciary for TICT. Angie Miller, the driving force behind the development of TICT, served as TICT chairperson until she left the Soil and Water Conservation District in 2022.

TICT Founding Committee

- Angie Miller - Tippe. SWCD
- Zach Musser - Indiana DNR
- Gus Nyberg - NICHES Land Trust
- Mickey Penrod - IN Native Plant Society
- Bryce Patz - City of West Laf.
- Ben Wegleitner - City of Laf. and TCPWQ
- Ron Haston - Haston Habitat LLC

TICT Today

TICT is a stakeholder-guided organization, established with the intent to provide education about invasive species impacts and to facilitate collaboration between landowners, professionals, and volunteers throughout Tippecanoe County. The TICT Steering Committee makes an effort to have representatives from state, county, and municipal governments, non-government organizations (NGOs), education entities, and private contractors.

By-laws were reviewed and discussed by the steering committee and feedback was collected from active committee members. The current by-laws can be found in appendix B.

Invasives and Management in Tippecanoe

TICT Accomplishments in the past 5 years

2019-2024



by the numbers

947 people reached



133 events hosted



371 landowner visits



2 weed wrangles



Organizational Structure

TICT is a stakeholder-guided organization, established with the intent to provide education about invasive species impacts and to facilitate collaboration between landowners, professionals, and volunteers throughout the county. The TICT Steering Committee aims for representatives from state, county, and municipal governments, NGOs, education entities, and private contractors. TICT aims to maximize the effectiveness of collaborative efforts by coordinating support and resources—financial or otherwise.

External Guidance

Advisors from SICIM were an integral part of the establishment of TICT. SICIM continues to provide guidance to inform TICT of statewide policy changes and align TICT's goals with other CISMAs throughout Indiana to maximize outcomes and work across political boundaries. SICIM's regional specialist for west-central Indiana at the time this plan was written is Amber Slaughterbeck. Amber regularly invites TICT members on site visits, connects us with other CISMAs for feedback and input, and notifies TICT of funding and learning opportunities.

Our Mission

TICT prevents, controls, and reduces invasive species impacts in Tippecanoe County through community education and action.

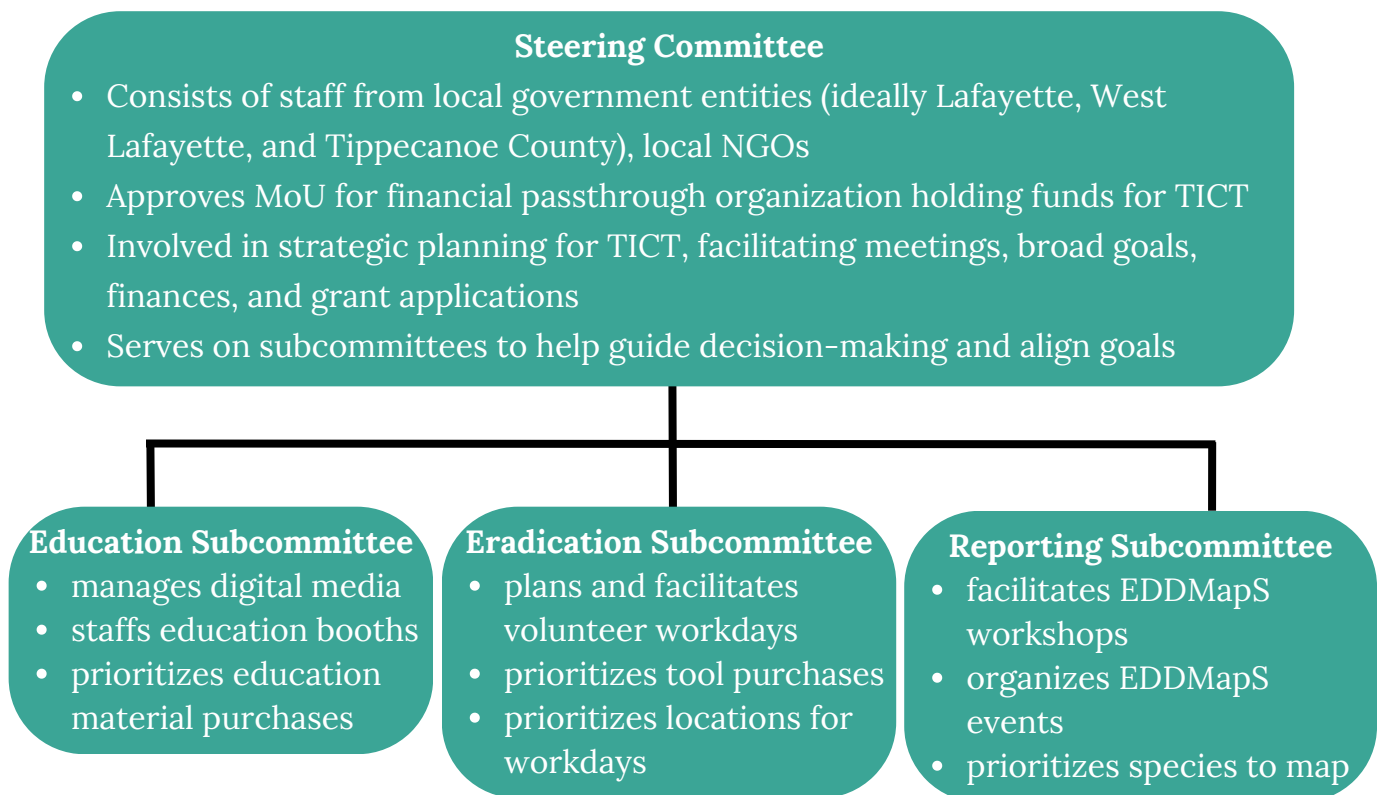
How TICT Functions

The work outlined in this Strategic Plan will be completed by committees made up of active TICT members. Committees are established based on the goals and needs of TICT as a whole. TICT currently recognizes the following committees: Education Committee, Eradication Committee, and Reporting Committee. These committees are guided by the leadership of the Steering Committee, which is made up of representatives from partner agencies and organizations as well as volunteers.



Organizational Structure

At the time of the development of this Strategic Plan, TICT functions as an informal partnership between government agencies or departments and non-government organizations in Tippecanoe County. Bylaws have been agreed upon by the steering committee and TICT partners. TICT funds are being handled by a partner with a Memorandum of Understanding being signed by the steering committee annually. TICT aims to formalize its structure in a manner that ensures that the group is viable and sustainable, even as individuals representing each of the entities on the Steering Committee change.



Members of these committees will fluctuate regularly depending on staffing at TICT partnering agencies, the season and how busy staff are with other job duties, and the interests and goals of partnering agencies in specific TICT efforts. Page 16 shows organizations that may be leaders on committees, as well as potential collaborators on a given TICT-effort.

TICT Strategic Plan

TICT develops its five-year Strategic Plans as guidance for the organization framework and long-term direction of collaborative invasive species management in Tippecanoe County. The Strategic Plans are also an important factor in eligibility to apply for and access funding resources to accomplish the goals and objectives outlined below.

The strategic planning process is completed over a 12-month period using feedback from stakeholders from Tippecanoe County. TICT will continually evaluate, adapt, then re-evaluate its operations and effectiveness to ensure the needs, challenges, and goals for invasive species management are being met throughout the county.

In 2025-2029, TICT will work towards four broad goals with many options on strategies to achieve those goals. These four goals will align with one of the three subcommittees: Education, Eradication, and Reporting with support from the Steering Committee. Each goal also has an identified target with which to measure success. With this plan, committees will have a framework to work towards their goal, but with built-in flexibility to chose the path they want to meet that goal. Potential community partners for efforts, Tippecanoe's top 25 invasives, and details on TICT's four broad goals are in the following pages.

Goal 1: Increase public knowledge of invasive species Target: Educate 57,000 people (30% of population) in Tippecanoe County about invasive species via in-person, print, and digital education over 5 years Key committees: Education	Goal 2: Decrease number of invasive plants bought, sold, or planted Target: Enact a county-level invasive plant ordinance limiting the sale or requirement of invasive landscaping in new development Target: Hold 1 education effort per year with the focus on landscapers or organizations that influence landscaping decisions as the target audience Key committees: Education and Steering	Goal 3: Increase invasive species reporting in EDDMapS Target: Hold 1 reporting event per year Key committees: Reporting	Goal 4: Increase the amount of invasive species control Target: Invasive species control will occur at 30 sites on publicly accessible properties over 5 years Key committees: Eradication and Steering
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TICT Strategic Plan

Potential Leaders and Collaborators on TICT Efforts

Potential Leaders	Education	Reporting	Eradication
	<ul style="list-style-type: none"> • Prophetstown/IN DNR • Tippe. County Parks • Tippe. County Partnership for Water Quality • Tippe. Soil and Water Conservation District • Wabash River Enhancement Corp. 	<ul style="list-style-type: none"> • NICHES Land Trust • Prophetstown/IN DNR • Tippe. Soil and Water Conservation District • Wabash River Enhancement Corp. 	<ul style="list-style-type: none"> • City and County Parks • NICHES Land Trust • RIP Squad • Tippe. County Partnership for Water Quality • Tippe. Soil and Water Conservation District • Wabash River Enhancement Corp.
Potential Collaborators	<ul style="list-style-type: none"> • City of Laf./W. Laf. • HOAs & neighborhood assoc. • IN Forestry & Woodland Owners Assoc. • IN/IL Sea Grant • K-12 Educators • Neighboring CISMAs • IN Native Plant Society • NICHES Land Trust • Purdue Extension • Purdue FNR • SICIM • Tree Laf. • Resource users: hikers, bikers, birders, hunters, anglers, photographers • W. Laf. Tree Friends 	<ul style="list-style-type: none"> • City and County Parks • IN Native Plant Society • Neighboring CISMAs • Private Landowners • Prophetstown • Resource users: hikers, bikers, birders, hunters, anglers, photographers • RIP Squad • SICIM 	<ul style="list-style-type: none"> • Ducks Unlimited • HOAs & neighborhood assoc. • Land Management Contractors • IN Native Plant Society • Pheasants Forever • Private Landowners • Purdue student orgs • Resource users: hikers, bikers, birders, hunters, anglers, photographers • SICIM • The Nature Conservancy • Tippecanoe APC

TICT Strategic Plan

Tippecanoe County's top 25 invasive species

The following list was created based on the feedback from active TICT members during our 2024 planning process. This list is meant to be a resource when planning educational outreach to keep topics relevant to Tippecanoe and provide new ideas for content.

Top 10 most common invasive plants

Choose two species per year to highlight in TICT digital education

- Amur Honeysuckle (*Lonicera maackii*)
- Autumn Olive (*Elaeagnus umbellata*)
- Burning Bush (*Euonymus alatus*)
- Callery Pear (*Pyrus calleryana*)
- Japanese Stiltgrass (*Microstegium vimineum*)
- Multiflora Rose (*Rosa multiflora*)
- Reed Canary Grass (*Phalaris arundinacea*)
- Tree of Heaven (*Ailanthus altissima*)
- White Mulberry (*Morus alba*)
- Wintercreeper (*Euonymus fortunei*)

Burning Bush



Amy Krzton-Presson

Mute Swan



Caleb Slemmons, National Ecological Observatory Network, Bugwood.org

Top 5 up-and-coming invasive plants

Choose one species per year to highlight in TICT digital education

- Amur Cork Tree (*Phellodendron amurense*)
- Lesser Celandine (*Ficaria verna*)
- Norway Maple (*Acer platanoides*)
- Japanese Privet (*Ligustrum japonicum*)
- Chinese Bittersweet (*Celastrus orbiculatus*)

Spotted Lanternfly



Rebekah D. Wallace, University of Georgia, Bugwood.org

Lesser Celandine



Ansel Oommen, Bugwood.org

Top 5 invasive vertebrates

Choose one species per year to highlight in TICT digital education

- Asian Carp (*Cyprinus carpio*)
- Domestic Cats (*Felis catus*)
- European Starlings (*Sturnus vulgaris*)
- Mute Swans (*Cygnus olor*)
- House Sparrows (*Passer domesticus*)

Top 5 invasive invertebrates

Choose one species per year to highlight in TICT digital education

- Chinese Preying Mantis (*Tenodera sinensis*)
- Jumping Worm (*Amyntas agrestis*)
- Spongy Moth (*Lymantria dispar*)
- Spotted Lanternfly (*Lycorma delicatula*)
- Zebra Mussel (*Dreissena polymorpha*)

Goal 1: Increase public knowledge of invasive species

Target: Educate 57,000 people (30% of population) in Tippecanoe County about invasive species via in-person, print, and digital education over 5 years

Key committees: Education

Method of Measurement: Tally and record tabling interactions, record participation at outreach events, track social media engagement monthly, track newsletter metrics

Options for Strategies to Achieve Goal:

- Select 5 species (2 top ten, 1 up-and-coming, 1 invertebrate, 1 vertebrate) from the included “Tippecanoe Top 25 Invasives” list to focus on for digital education each year.
- Host workshops, either for the general public or a target audience.
- Conduct site visits for private landowners to survey extent of invasive species and provide guidance on the steps towards removal/control.
- Conduct a formal survey of public knowledge of invasive species in Tippecanoe County using social science techniques to better inform education efforts.
- Create an “lesson in a box” that local youth groups (scouts, churches, home school groups, etc.) can check out.
- Write an op ed for the local newspaper.
- Continue TICT’s digital newsletter.
- Write pieces for other organizations’ newsletters.
- Present at other organizations’ meetings (Rotary, Optimists, etc.).
- Continue being active on TICT’s social media pages.
- Continue tabling at community events (farmers markets, Mosey Down Main St, Riverfest, etc).

Goal 2: Decrease number of invasive plants bought, sold, or planted in Tippecanoe County

Target: Enact a county-level invasive plant ordinance limiting the sale or requirement of invasive landscaping in new development

Key committees: Steering

Method of Measurement: Ordinance enacted or not by 2029

Options for Strategies to Achieve Goal:

- Work with Tippecanoe Area Plan Commission Office, Tippecanoe County Area Plan Commission Board, and/or Tippecanoe County Commissioners to develop and pass a local invasive species ban on certain harmful plants not listed on the statewide Terrestrial Plant Rule.

Target: Hold 1 education effort per year with the focus on landscaping businesses or organizations that influence landscaping decisions as the target audience (examples: nurseries, HOAs, landscapers, etc).

Key committees: Education

Method of Measurement: Number of education efforts per year, totaling 5 efforts between 2025-2029.

Options for Strategies to Achieve Goal:

- Distribute information about the statewide Terrestrial Plant Rule to landscapers, gardeners, and other commercial audiences
- Review and Update Purdue University Master Gardener and Master Naturalist curriculum to include invasive species, management, and native alternatives
- Host a field day targeted to HOA board members
- Promote the use of native plants alternatives to invasives used in landscaping
- Host workshops that offer continuing education credits for pesticide applicators

Goal 3: Increase invasive species reporting in EDDMapS

Target: Hold 1 reporting event per year

Key committees: Reporting

Method of Measurement: Number of EDDMapS reporting events per year. Specifically reporting events, not solely education events

Options for Strategies to Achieve Goal:

- Develop list of target species to report, and the time of year that would be best for each species
- Update list of target species to focus EDDMapS report based on emerging concern, new populations, new species, etc.
- Develop list of publicly accessible properties that can be surveyed
- Host EDDMapS training sessions for public audiences and resource professionals
- Host EDDMapS Reporting events

Goal 4: Increase the amount of invasive species control

Target: Invasive species control will occur at 30 sites on public properties over 5 years

Key committees: Eradication and Steering

Method of Measurement: Tally and record number of TICT-hosted workdays and the township they occurred in, consult with community partners to record their internal and volunteer efforts.

Options for Strategies to Achieve Goal:

- Host volunteer workdays on publicly accessible lands. May include partner-hosted events such as NICHES War on Weeds.
- Identify priority areas for invasive species control and conduct management efforts
- Maintain and update the publicly-available list of contractors able to appropriately manage invasive plants.
- Secure funds for and operate a cost-share program for invasive species control on public and private property.
- Offer climbing-vine management services to private landowners with wintercreeper or English ivy climbing their trees.
- Host climbing vine management workdays on public parks properties with wintercreeper or English ivy problems.
- Maintain or expand the invasive plant removal tool library. Promote the libraries.
- Create invasive species profiles as a resource for local land owners that would like to provide seasonally appropriate management techniques to invasives. Host these profiles online.
- Continue applying for grant funding for the invasive swap program, and hosting the program annually.

TICT Strategic Plan

Funding this Plan

At the time of writing this plan, TICT had no reliable source of income or funding. Funding sources in the past have included government grants, corporate grants, and donations. Making decisions about TICT activities will require the Steering Committee and Partners to seriously consider costs and prioritize low or no-cost activities. Below are some funding options as well as considerations with each.

- Corporate Grants
 - Often simple application and low oversight
 - May require 501(c)3 or government agency
 - Grants acquired in the past: Duke Energy
- Government Grants
 - Often lots of bureaucracy
 - May require 501(c)3 or government agency
 - Government grants utilized in the past: Clean Water IN, SICIM
- T-shirt sales
 - High up-front costs
 - Will most likely sell to mostly TICT Partners
- 5K
 - High up-front costs
 - Labor intensive
- Donations
 - Can be unreliable
 - Often no strings attached
 - Donations received in the past: West Central Chapter of the Indiana Native Plant Society
- Native Plant Sale
 - Government permits required
 - Labor intensive
- SICIM/CISMA activities
 - Often aligns with what we are already doing
 - Requires reporting

TICT Strategic Plan

Implementing this Plan

At the time of the creation of this plan, active members of TICT are meeting every other month to have scheduled time with the committee on which they serve. At these meetings (henceforth, Partner Meetings), members are given time to collaborate on efforts with other committee members. Committee leaders also give updates at Partner Meetings so that all active TICT members are aware of current efforts and upcoming events that other committees are working on. While implementing this five year plan, each committee should also provide an update of their progress towards the four goals detailed in this plan at these meetings. Below is an example of a simple form that can be used to track progress towards these goals.

Outside of Partner Meetings, the TICT steering committee currently meets four times per year to make broad strategy decisions, discuss grant opportunities, and make financial decisions.

TICT 2025-2029 Goal Tracking

	previous progress	progress since last meeting	cumulative progress
Goal 1: Increase public knowledge of invasive species Target: Educate 57,000 people (30% of population) in Tippecanoe County about invasive over 5 years			
Goal 2: Decrease number of invasive plants bought, sold, or planted Target: Enact a county-level invasive plant ordinance by 2029 Target: Hold 1 education effort per year with the focus on landscapers or people that influence landscaping decisions as the target audience			
Goal 3: Increase invasive species reporting in EDDMapS Target: Hold 1 reporting event/year			
Goal 4: Increase the amount of invasive species control Target: Invasive species control will occur at 30 sites on publicly accessible properties over 5 years			

Appendix A: Works Cited

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Appendix B: TICT Bylaws

ARTICLE I. NAME OF PARTNERSHIP

The name of the partnership is Tippecanoe Invasive Cooperative Taskforce.

ARTICLE II. PURPOSE

Tippecanoe Invasive Cooperative Taskforce (henceforth TICT) is a voluntary partnership known as a Cooperative Invasive Species Management Area (CISMA). It consists of natural resource professionals and citizens that prevent, control, and reduce invasive species impacts in Tippecanoe County through community education and action. TICT is a stakeholder-guided organization, established with the intent to provide education about invasive species and to facilitate the removal of invasive plants.

ARTICLE III. MEMBERSHIP

TICT is open to any interested parties and can include agencies, governmental and non-governmental organizations, businesses or individuals interested in furthering the mission of TICT. Active TICT members are henceforth referred to as Partners, and anyone interested in being active in TICT is welcome to attend All Partners Meetings.

ARTICLE IV. STEERING COMMITTEE

Section 1. Members

The Steering Committee may have representatives from state, county, and municipal governments, non-government organizations, education entities, and private contractors. TICT will make efforts to have a representative employed by the City of Lafayette, the City of West Lafayette, Tippecanoe County Soil and Water Conservation District, NICHES Land Trust, the Wabash River Enhancement Corporation, Indiana Department of Natural Resources, and the private industry. TICT recognizes that it may not always be possible to have all of these entities represented on the steering committee, but it is beneficial to the TICT if they are able to participate.

Section 2. General Powers

The affairs of TICT shall be managed by its Steering Committee. The Steering Committee shall have control of and be responsible for the management of the financial affairs and property of the TICT. The Steering Committee shall identify strategic goals for subcommittees and long-range plans for the TICT.

Appendix B: TICT Bylaws

Section 3. Number and Tenure

The steering committee shall include a minimum of four (4) individuals and a maximum of seven (7) individuals including the following officers: the Chair, Vice-Chair, Treasurer, and Secretary.

The members of the Steering Committee shall be nominated and elected at the annual Partners meeting in January of each year. Upon election, immediately enter upon the performance of their duties and shall continue in office until their successors shall be duly elected and qualified. All members of the Steering Committee must be approved by a majority vote of the members present and voting.

Newly elected members of the Steering Committee who have not served before shall serve initial one-year terms and may hold office for up to a three-year term. At the end of that three-year term, they may be re-elected for a second three-year term. Whenever any vacancy occurs in the Steering Committee, it shall be filled by a majority vote at the following All Partners Meeting.

Section 3. Regular Meetings

The Steering committee shall meet at least 4 times per year, with the first annual meeting occurring in January after the Partners' Meeting. Each member of the Steering Committee shall attend at least three (3) quarterly steering committee meetings per year.

Section 5. Compensation

Members of the Steering Committee shall not receive any compensation for their services as Committee member.

Section 6. Offices

All officers of the TICT Steering Committee shall be involved in one of the three sub-committees: Education, Monitoring, or Eradication. There are 4 potential offices steering committee members may hold: Chair, Vice-chair, Secretary, and Treasurer.

Appendix B: TICT Bylaws

1. Chair: The Chair shall have the following duties:
 - a. preside the majority of the meetings of the Steering Committee
 - b. have general and active management of the business of the Steering Committee
 - c. see that all decisions of the Steering Committee are communicated to All Partners and executed
 - d. have general superintendence and direction of all other officers of TICT and see that their duties are properly performed
 - e. submit a report of the operations of the program for the fiscal year to the Steering Committee and members at their annual meetings
2. Vice-Chair: The vice-chair shall be vested with all the powers and shall perform all the duties of the Chair during their absence.
3. Secretary: The Secretary shall attend all meetings of the Steering Committee and all meetings of members and will act as a clerk thereof. The Secretary's duties shall consist of:
 - a. record all votes and minutes of all proceedings and share these notes at the following meetings. They in concert with the Chair shall make the arrangements for all meetings of the Steering Committee, including the annual meeting of the organization.
 - b. In concert with the Chair, they may send notices of all meetings to the members of the Steering Committee and shall make reservations for the meetings.
4. Treasurer: The Treasures duties shall be:
 - a. present a complete and accurate report of the finances raised by the Steering Committee, at each meeting of the members, or at any other time upon request of the Steering Committee
 - b. update and maintain the MOU with the fiscal agent

Section 7. Removal.

Any member of the Steering Committee may be removed with or without cause, at any time, by vote of three-quarters (3/4) of the members of the Steering Committee. Each member of the Steering Committee must receive notice of the proposed removal at least ten (10) days in advance of the proposed action. An officer who has been removed as a member of the Steering Committee shall automatically be removed from office.

Appendix B: TICT Bylaws

ARTICLE VI. SUB-COMMITTEES

Section 1. Sub-committees and meetings

TICT Partners are invited to sit on one of three sub-committees: education, monitoring, and eradication. These committees will meet at All Partner meetings scheduled every other month, the first meeting being in January of each year. These meetings will be advertised publicly on social media and on the TICT email list.

Section 2. When to Seek Approval of Steering Committee

Sub-committees shall receive approval of the Steering Committee for the follow items:

1. The use, collection, or distribution of funds
2. Public events or meetings outside sub-committee regular business meetings
3. Formal communication or TICT with any local, state, and federal government or private company
4. Produce publications on behalf of the TICT

Section 3. Sub-committee goals and responsibilities

Sub-committees will be responsible for working towards TICT's goals outlined in the relevant 5-year plan. Below are typical tasks that these committees will facilitate:

1. Education
 - a. Organize and host workshops
 - b. Create social media content
 - c. Produce a digital newsletter
 - d. Table at community events
2. Monitoring
 - a. Organize and host EDDMapS workshops
 - b. Organize and host EDDMapS mapping events
3. Eradication
 - a. Organize and host workdays
 - b. Facilitate invasive swap programs
 - c. Provide input to landowners on invasive management techniques

Appendix B: TICT Bylaws

ARTICLE VII. – FISCAL AGENT

Until such a time as TICT becomes an independent nonprofit agency, a fiscal agent is needed in order to qualify for certain types of funding and hold cash that TICT receives. Fiscal agents and TICT steering committee members will sign an annual MOU defining this agreement. Fiscal agents may change depending on the decisions of the steering committee. Either TICT or the fiscal agent may sever the relationship providing all grant receivables have been met.

ARTICLE VIII. – CONFLICT OF INTEREST AND COMPENSATION

Section 1: Purpose

The purpose of the conflict of interest policy is to protect TICT's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Section 2. Procedures

1. Duty to Disclose. In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.
2. Determining Whether a Conflict of Interest Exists. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, They shall leave the governing committee meeting while the determination of a conflict of interest is discussed and voted upon.
3. Violations of the Conflicts of Interest Policy
 - a. If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
 - b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Appendix B: TICT Bylaws

ARTICLE X. AMENDMENTS

The Steering Committee may amend these Bylaws by majority vote at any regular or special meeting. Written notice setting forth the proposed amendment or summary of the changes to be affected thereby shall be given to each steering committee member no less than one week before the deciding meeting.

ADOPTION OF BYLAWS

We, the undersigned, are all of the initial Steering Committee members or incorporators of TICT, and we consent to, and hereby do, adopt the foregoing Bylaws, consisting of the 5 preceding pages, as the Bylaws of TICT.

ADOPTED AND APPROVED by the Steering Committee on (date) _____

Chair

Vice-Chair

Secretary

Steering Committee

Steering Committee

Steering Committee

Steering Committee

Appendix C: Terrestrial Plant Rule

Section 312 IAC 18-3-25 - Prohibited invasive terrestrial plants

Authority: IC 14-10-2-4; IC 14-24-3

Affected: IC 14-24

Sec. 25.

(a) The following are prohibited invasive terrestrial plants and are declared pests or pathogens regulated under this section:

- (1) *Achyranthes japonica* (Japanese chaff flower).
- (2) *Ailanthus altissima* (tree of heaven).
- (3) *Alliaria petiolata* (garlic mustard).
- (4) *Alnus glutinosa* (black alder).
- (5) *Artemisia vulgaris* (mugwort).
- (6) *Arthraxon hispidus* (small carpgrass).
- (7) *Berberis thunbergii* (Japanese barberry).
- (8) *Carduus acanthoides* (spiny plumeless thistle).
- (9) *Carduus nutans* (musk thistle).
- (10) *Celastrus orbiculatus* (Asian bittersweet).
- (11) *Centaurea stoebe* (spotted knapweed).
- (12) *Cirsium vulgare* (bull thistle).
- (13) *Conium maculatum* (poison hemlock).
- (14) *Convolvulus arvensis* (field bindweed).
- (15) *Coronilla varia* (crown vetch).
- (16) *Dioscorea polystachya* (oppositifolia) (Chinese yam).
- (17) *Dipsacus fullonum* (common teasel).
- (18) *Dipsacus laciniatus* (cut-leaved teasel).
- (19) *Elaeagnus umbellata* (autumn olive).
- (20) *Euonymus fortunei* (wintercreeper).
- (21) *Euphorbia esula* (leafy spurge).
- (22) *Frangula alnus* (glossy buckthorn).
- (23) *Hesperis matronalis* (dame's rocket).
- (24) *Humulus japonicus* (Japanese hops).
- (25) *Lepidium latifolium* (pepperweed).
- (26) *Lespedeza cuneata* (sericea lespedeza).
- (27) *Ligustrum obtusifolium* (blunt-leaved privet).
- (28) *Lonicera japonica* (Japanese honeysuckle).
- (29) *Lonicera maackii* (Amur honeysuckle).
- (30) *Lonicera morrowii* (Morrow's honeysuckle).
- (31) *Lonicera tatarica* (Tatarian honeysuckle).
- (32) *Lonicera x bella* (Bell's honeysuckle).

Appendix C: Terrestrial Plant Rule

- (33) *Microstegium vimineum* (Japanese stiltgrass).
- (34) *Morus alba* (white mulberry).
- (35) *Phalaris arundinacea* (reed canarygrass).
- (36) *Phellodendron amurense* (Amur cork tree).
- (37) *Phragmites australis* subspecies *australis* (common reed).
- (38) *Polygonum perfoliatum* (mile-a-minute vine).
- (39) *Reynoutria japonica* (Japanese knotweed).
- (40) *Reynoutria sachalinensis* (giant knotweed).
- (41) *Reynoutria x bohemica* (Bohemian knotweed).
- (42) *Rhamnus cathartica* (common buckthorn).
- (43) *Vincetoxicum nigrum* (black swallow-wort).
- (44) *Vincetoxicum rossicum* (pale swallow-wort).

(b) This section applies to any part or life stage of the species identified in subsection (a).

(c) Except as provided in subsection (d), with respect to any species identified in subsection (a), a person must not:

- (1) sell, offer or grow for sale, gift, barter, exchange, or distribute a species;
- (2) transport or transfer a species; or
- (3) introduce a species.

Subdivisions (1) and (2) are effective one (1) year after the effective date of this section.

(d) Exempted from this section are the following:

- (1) A person who possesses a species identified in subsection (a) under a permit issued by the state entomologist.
- (2) A person engaged in a project approved by the state entomologist for the destruction of a species.

(e) A person who discovers a species identified in subsection (a) may do the following:

- (1) Report the discovery to the state entomologist or to the following address:
Department of Natural Resources
Division of Entomology and Plant Pathology
402 West Washington Street, Room W290
Indianapolis, IN 46204
- (2) Include the following in the report provided under subdivision (1):
 - (A) The location of the discovery, including the name of the county.
 - (B) The date of the discovery.
 - (C) Contact information for the person making the report, including telephone number and address.

1.312 IAC 18-3-25

Appendix D: Proposed Additions to the Terrestrial Plant Rule

October 16, 2024

The Honorable Eric Holcomb
Governor of Indiana

Dear Governor Holcomb,

The undersigned organizations are writing to respectfully request that the Department of Natural Resources move forward with the Terrestrial Plant Rule Amendment. This amendment adds twelve highly invasive plant species to the rule that bans their sale, distribution, and transport in Indiana (312 IAC 18-3-25). The full list of invasive species in the amendment is Callery pear, Norway maple, sweet autumn clematis, burning bush, moneywort, Chinese maiden grass, wild parsnip, Fine Line buckthorn, spreading hedge parsley, Japanese hedge parsley, lesser celandine and European highbush cranberry.

Invasive plant species cost Indiana money. Indiana landowners and land managers spend more than \$8.6 million dollars annually to combat invasive species on their land. This is assuredly an underestimate, as a full survey of landowners in Indiana has not been done. One federal property in Indiana is spending over \$100,000 to manage just one of the twelve species, Callery pear, every year to keep it from taking over thousands of acres of forest.

Invasive plant species harm the environment.

- Invasive plants hurt wildlife by crowding out the plants our native animals need for food and cover.
- Most invasive shrubs and trees are little used by native insects. This reduces habitat for beneficial pollinators and predatory insects, as well as reducing the amount of food available for birds to feed their nestlings.
- Invasive plants destroy habitat for rare wildflowers and animals, threatening two-thirds of all endangered species.
- Invasive plants can become weedy in a home garden, crowding out landscaping plants.
- Invasive plants can also decrease enjoyment of hunting, fishing, mushroom collecting, bird-watching, and many other recreational pursuits by crowding forest floors and choking waterways, making use of these areas difficult.
- The delay in implementing this rule amendment has meant that thousands more invasive plants have been sold and planted in the state, further compounding the problem we face.

Appendix D: Proposed Additions to the Terrestrial Plant Rule

Most invasive plant species are introduced through landscaping and other plantings.

Over 86% of naturalized woody shrubs species have been deliberately introduced for landscaping, soil erosion control, or forestry purposes. Horticulture is the leading source of invasive plant species, and stopping their continued introduction through this rule amendment is crucial.

The original Terrestrial Plant Rule to ban 44 species was passed in 2020, and the current amendment was drafted in 2021 to add twelve highly invasive species. Unfortunately, the DNR has not been able to move this rule amendment forward due to other priorities. We ask that you prioritize this effort to reduce the economic and environmental impact of invasive plant species in Indiana.

Respectfully yours,

ACRES Land Trust
Arbor Terra Consulting
Bartholomew County Blazing Stars Cisma
Blue Heron Ministries
Boone County Invasives Cooperative Cisma
Canopy Bloomington
Central Indiana Land Trust
City of Bloomington, Environmental Commission
City of Bloomington, Mayor Kerry Thompson
Conservation Law Center
Davies-Martin Cisma
Delaware County Invasive Plant Project (DIPP)
Four Rivers Forestry Committee
Friends of Goose Pond
Friends of the White River
Greene Invasive Species Initiative
Hancock County Cisma
Hendricks County Invasive Management Cooperative
Hoosier Environmental Council
Hoosier Herpetological Society
Indiana Association of Consulting Foresters
Indiana Association of Environmental Professionals
Indiana Audubon Society
Indiana Chapter Backcountry Hunters and Anglers

Appendix D: Proposed Additions to the Terrestrial Plant Rule

Indiana Forest Alliance
Indiana Forestry and Woodland Owners Association
Indiana Friends Committee on Legislation
Indiana Karst Conservancy
Indiana Lakes Management Society
Indiana Land Protection Alliance (ILPA)
Indiana Native Plant Society
Indiana Parks Alliance
Indiana University, Environmental Resilience Institute
Indiana Wetlands Association
Indiana Wildlife Federation
Institute of Botanical Training, LLC
International Crane Foundation
Invasive Species Awareness Coalition of Dubois County
Izaak Walton League of America Porter County Chapter
Izaak Walton League of America, Indiana Division
Jackson-Jennings Cisma
Knox Co Cisma
Lake County Cisma
Little River Wetlands Project, Inc.
Midwest Biological Survey
Midwest Invasive Plant Network
Monroe County - Identify and Reduce Invasive Species
Montgomery County Cisma
Morgan County Native & Invasive Plant Partnership (MC NIPP)
Mud Creek Conservancy
Oak Heritage Conservancy
Orange County Invasives Partnership Cisma
Ouabache Land Conservancy
Pollinator Partnership
Randolph County Invasive Species Exterminators (RISE)
Red-tail Land Conservancy
Robert Cooper Audubon Society
Save the Dunes
Sierra Club Heartlands Group
Sierra Club Hoosier Chapter
Sierra Club Uplands Group

Appendix D: Proposed Additions to the Terrestrial Plant Rule

Sierra Club Winding Waters Group

Spence Restoration Nursery

State of Indiana Cooperative Invasives Management (SICIM)

The Nature Conservancy of Indiana

Tippecanoe Invasive Cooperative Taskforce (TICT)

Uptown Pup

Vanderburg Cisma

Vermillion-Parke Wabash River Invasive Project Cisma

Wayne Co. Invasive Plant Education & Removal (WIPER)

Wesselman Woods

Westfield Green Together

Wild Ones - Indianapolis

Wild Ones - South Bend

Xerces Society

Appendix E: MOU for TICT Financial Holder

Memorandum of Understanding Between
WABASH RIVER ENHANCEMENT CORPORATION
And
The TIPPECANOE INVASIVE COOPERATIVE TASK FORCE

WHEREAS, the Wabash River Enhancement Corporation (“WREC”) is a 501(c)(3) corporation organized for, among other purposes, the purpose of enhancing the quality of life in the Wabash River Corridor and to solicit funds for that purpose;

WHEREAS, the Tippecanoe Invasive Cooperative Taskforce (“TICT”) is a cooperative group consisting of, at the time of this agreement, members representing WREC, the City of Lafayette, the City of West Lafayette, the Tippecanoe County Soil and Water Conservation District, and Purdue Extension;

WHEREAS, the purpose of TICT is to prevent, control, and reduce invasive species impacts in Tippecanoe County through community education and action; and

WHEREAS, as a 501(c)(3) agency with a purpose consistent with that of TICT, WREC is able and willing to: a) act as the lead agency to apply for and administer grants related to preventing, controlling, and reducing invasive species impacts in Tippecanoe County, b) accept and spend funds received from workshops hosted by TICT related to the removal and control of invasive species; and c) accept and spend funds donated to TICT to help in preventing, controlling, and reducing invasive species impacts in Tippecanoe County; and

Therefore, WREC and TICT hereby enter into this Memorandum of Understanding to outline goals and expectations between WREC and TICT regarding the administration and management of grant funded TICT projects where WREC acts as the lead agency for grants and regarding the administration and management of TICT funds arising out of workshops or donations.

A. The term of this agreement shall begin on the 1st day of January 2024, and shall continue until the 31st of December, 2024, and, thereafter, shall continue from year-to-year unless terminated by one of the parties. A party may terminate this agreement for cause or convenience with 90 days advance written notice to the other. Obligations related to grants applied for or secured during this agreement shall survive the agreement until satisfied.

Appendix E: MOU for TICT Financial Holder

GRANT FUNDED PROJECTS

B. This Memorandum of Understanding shall apply with respect to grants that do not exceed twenty-five thousand dollars (\$25,000) in total funding. Grants in excess of that amount should be governed by separate agreement.

C. WREC will act as the Fiscal Agent for grant funding and will:

1. Sponsor the grant funded project submit required paperwork to, and retain documentation as required by the granting organization.

2. Establish and operate a designated internal account segregated for the use of the grant funded project(s) on WREC's books on behalf of TICT. All amounts deposited into such account will be used in support of the grant funded project.

3. Disburse funds in support of the grant funded project upon written request of the TICT steering committee.

D. TICT will implement and oversee grant funded projects and agrees that it will:

1. Carry out all tasks related to implementation of the grant funded project(s) including, without limitation:

- a. communication with the public,

- b. plan, organize, lead, and/or host meetings as necessary to comply with grant requirements,

- c. administer the grant project in a manner consistent with grant requirements and as necessary to comply with grant contract specifications,

- d. securing labor necessary to accomplish the project,

- e. arranging for purchase of supplies and equipment necessary for the project(s),

- f. arranging for storage and preservation of any supplies or equipment purchased with grant funds

- g. preparing grant applications, and

- h. preparing reports required by the granting agency.

2. Use all grant funds only for the grant funded project(s) to which such funds are dedicated;

3. Operate the grant funded project in a manner consistent with WREC's tax-exempt status;

4. Meet with the WREC bookkeeper at least quarterly to review the status of funds and expected expenditures.

Appendix E: MOU for TICT Financial Holder

1. Provide all information and prepare all reports, including final report, required by the granting organization with the WREC's assistance and final approval;
2. Submit written requests to WREC for disbursement of funds;

A. WREC shall retain title to any supplies or equipment purchased with grant funds unless and until such supplies are used up or title to equipment transferred in a manner consistent with grant requirements. If supplies or equipment remain following the completion of the grant project and the grant does not require a contrary disposition, WREC shall retain title to such supplies or equipment. If feasible, WREC shall use or dispose the supplies or equipment in a manner that supports the mission of TICT.

FUNDS FROM DONATIONS AND WORKSHOPS

F. TICT may request that WREC to accept funds on its behalf from fees arising out of workshops hosted by TICT educating professionals and the public on issues related to the removal and control of invasive species. TICT may also request that WREC accept on behalf of TICT funds that are donated to TICT to help in preventing, controlling, and reducing invasive species impacts in Tippecanoe County.

G. WREC will restrict funds received on behalf of TICT for purposes directed by TICT.

H. WREC shall retain title to any supplies or equipment purchased with funds from donations or workshops unless and until such supplies are used up or TICT directs transfer of title to such supplies or equipment to a specific entity. If supplies or equipment remain following the termination of this agreement and TICT has not provided for a contrary disposition, WREC shall retain title to such supplies or equipment. If feasible, WREC shall use or dispose the supplies or equipment in a manner that supports the mission of TICT.

I. Upon termination of this agreement, or upon request of TICT, WREC will disburse such funds as have not been otherwise encumbered for those purposes directed by TICT.

Appendix E: MOU for TICT Financial Holder

TERMINATION

J. This Agreement may be terminated if:

- a. WREC requests TICT to cease activities that WREC deems to have the potential to jeopardize WREC's tax-exempt status and TICT fails to comply within a period of seven days;
- b. Either party fails to perform any other covenant of this agreement and such failure remains unremedied for fourteen days; or
- c. For convenience upon thirty-days written notice by either party.

Notwithstanding termination of this agreement, the parties will work cooperatively to unwind any obligations under this agreement arising due to grants accepted prior to its termination or, if more practicable, to close out the grant in compliance with obligations arising under the grant.

AGREED TO THIS ____ DAY OF _____, 2025:

WREC:

Stanton Lambert, Executive Director

Date of Signature

TICT Steering Committee:

Printed Name Signature

Date of Signature

Printed Name Signature

Date of Signature

Printed Name Signature

Date of Signature

Printed Name Signature

Date of Signature

Printed Name Signature

Date of Signature

Printed Name Signature

Date of Signature