

LUMBERJACK RC&D COUNCIL, INC.

GRANT INTAKE SHEET

2026-004

Use to determine if the project submission has met the initial requirements...

PROJECT NAME	Marinette Co Harmony Arboretum Project
PROJECT NUMBER	2026-004
DATE RECEIVED	9/25/2025
PROJECT COUNTIES	Marinette
PROJECT PARTNERS	WDNR, Marinette Co LWCD
AMOUNT REQUESTED	\$ 10,000.00
PRIOR FUNDING YEARS/AMOUNTS	N/A

	YES/NO
Project was received by the deadline	Yes
Project fulfills Match Requirements (50% & minimum 15% Cash)	Yes
Project budget shows more than 15% Cash Match - Show Percentage	50%
Project has been presented to county LCC	Yes 05/06/2025
If funded in the past, project has met all post-funding requirements and presentations	N/A
Letter of Support from each match partner	Yes
Approved to move on to Council Meeting	Yes

NOTES:

LUMBERJACK RC&D COUNCIL, INC.

2026-004

GRANT RANKING GUIDELINE SHEET

COUNCIL MEMBERS: Use this sheet to help formulate questions & determine how the project aligns with the Lumberjack Mission.

NAME: Marinette Co Harmony Arboretum Project

ASKING FOR...

COUNTY: Marinette

\$10,000

PARTNERS: WDNR & Marinette County LWCD

PRIOR FUNDING years/amounts:

\$ AMOUNT

Match Information (List Match Percentage)	50%
If funded in the past, project has met all post-funding requirements and presentations	N/A

MISSION Statement: Lumberjack Resource Conservation & Development Council, Inc., a multi-county, nonprofit in Northeastern WI, strives to enhance area natural resources, promote a higher standard of living and improve the quality of life for area citizens by fostering partnerships between public and private sectors and strategically investing in area natural resources.

The following statments should be considered when determining if you feel the project aligns well enough with the Lumberjack Mission Statement. Project critiques should be based on their merits and mission alignment points, not on location, past funding or whether funds are available for all projects.

Enhances Area Natural Resources. Does this project directly enhance natural resources? Consider the area and population covered. Consider how many Lumberjack counties are covered? Lumberjack serves nine counties. Consider the diversity of natural resources benefitting from the project. Is it one, two or a range?

Promotes a Higher Standard of Living & Improves Quality of Life. Does this project directly promote a higher standard of living and/or improve quality of life? Consider the economic impact and how the project affects disposable income, wages, job creation. Consider the health benefits. Does the project lead to better air or water quality, a cleaner environment? Does the project enhance accessibility to resources that lead to healthier living?

Fosters Partnerships Between Public & Private Sectors. Consider the number and diversity of the partnerships involved in this project. Do the partners represent a good cross section of public/private entities? Consider all partners, whether they are contributing monetarily or not. (Example: A school/classroom is involved in the project but they cannot committ with a Letter of Support. This would not qualify at cash match, but would qualify as fostering partnerships.)

Council Members: Use this space to jot down comments or specific questions you have after reading the project proposal. You'll have an opportunity to question the applicant at the October Council meeting.



Lumberjack Grant Application

PROJECT TITLE: **Harmony Arboretum Improvements**

Submitted by (name):	Sheri Denowski
Organization:	Marinette County Land Information Department-LWCD
Address:	1926 Hall Ave., Marinette, WI 54143
Phone:	715-732-7783
Email:	Sheri.Denowski@marinettecountywi.gov
Counties:	Marinette

Mission Statement: Lumberjack Resource Conservation & Development Council, Inc., a multi-county, nonprofit in Northeastern WI, strives to enhance area natural resources, promote a higher standard of living and improve the quality of life for area citizens by fostering partnerships between public and private sectors and strategically investing in area natural resources.

SUMMARY: Review the Lumberjack Mission Statement above. How does your project align with Lumberjack's mission? Be specific. The more alignment points, the better your project is viewed.

Answer:

The 496-acre county property known as the Harmony Arboretum (Harmony) is managed by the Marinette County Land Information Department (LID) – Land & Water Conservation Division (LWCD). Harmony has been developed into a public conservation educational resource which highlights the relationships between natural resource preservation, active habitat management, active forest management, outdoor recreation, agriculture, and more. It holds the majestic Harmony Hardwoods Memorial Forest (HHMF) with hiking trails, created prairie area with walking trails, pine plantations, agricultural fields, plus flower demonstration gardens that include a kids' play area and pavilion.

This incredibly diverse property owned by Marinette County has daily visitors throughout the entire year. Visitors enjoy hiking or snowshoeing on the trails through the HHMF (a parcel of forest that escaped the devastation of the Peshtigo Fire of 1871), walking their dogs through the prairie trails, feasting their eyes on the beauty of the many flowers blooming in the Demonstration Gardens, picnicking with their kids and playing in the Kids' Garden area, attending educational field trips and events, hunting deer and geese, birdwatching, managing the growing vegetable crops on the rented cropland, and enjoying the peacefulness of nature.

A pavilion and privy on the site are open to the public. It is a good place to have a picnic while enjoying the scenic beauty of the arboretum. It provides a nice, shaded spot to take a rest after walking through the prairie and if it looks like rain, a perfect shelter. Groups come to the pavilion for the many environmental education programs offered by LWCD and the Northern Lights Master Gardeners Association, Inc. (NLMGAI).

Although LWCD manages Harmony, partnerships and community are the key to its success. Management decisions regarding the prairie and pollinator habitat are made with the help of the Harmony Management Team including members from the NLMGAI, U.S. Fish & Wildlife Service (USFWS), Wisconsin Department of Natural Resources (DNR), USDA-Natural Resources Conservation Service (NRCS), LID, LWCD, Forestry Department of the county, and local scientists. The members of this group have recently been key players in

developing and implementing the goals for Harmony as listed below. The Wild Rivers Invasive Species Coalition (WRISC) has also assisted in controlling brush in the west prairie for the 2025 prescribed burn.

An annual Land Use Agreement is in place with the NLMGAI, and this group of volunteers has contributed decades of hard work in developing the three acres of Demonstration Gardens. LWCD also has a five-year cropland rental agreement with a local vegetable grower who continues to consider ways to improve soil health in the fields. Although other volunteer groups have contributed to management and improvement efforts in the past (Boy Scouts, Chappee Rapids Audubon Society, etc.), membership in those groups declined so they stopped contributing at Harmony. LWCD recently recruited a small group of volunteers who have great enthusiasm for keeping the trails at Harmony maintained. One volunteer has even been inspired to create a prairie on her own land a few miles from the arboretum.

Harmony Arboretum Management Goals:

- 1) Sustainability/Regeneration of the land (soil health/plant health/habitat/productivity)
- 2) Maintain pollinator habitat for the endangered Rusty Patched Bumble Bee (RPBB)
- 3) Maximize revenue from resources without degrading the environment
- 4) Provide educational and recreational opportunities for the public, connections to nature
- 5) Maximize partnerships (Forestry Dept, USFWS, DNR, NRCS, NLMGAI, etc.)
- 6) Use property to try innovative management ideas
- 7) Preserve Harmony Hardwoods Memorial Forest (minimal maintenance of trails allowed)

In summary, studies have shown that time spent in nature boosts physical and mental wellbeing. Providing free access for the public to this multiple use site, allows families of all ages, physical abilities, interests, and economic levels to enjoy plants, pollinators, and animals at whatever level they are most comfortable – in managed flower gardens, kids’ area (including a prairie with child-sized pioneer cabin, beaver pond, scent and texture garden, chipmunk tunnel replica, maze, and Native American shelter and garden area), on prairie trails, sitting along Sucker Brook (a stream that winds through the property for 1.5 miles), and in forests (hiking, snowshoeing, birding, hunting).

OBJECTIVES: What problems, concerns or opportunities will this project address? You will be asked to show how your objectives were met when you present your follow-up presentation to the Council.

Answer:

- 1) There currently is a lack of educational and directional signs directing the public, and some of the existing signs are deteriorating and need to be replaced. Boardwalks and bridges on the site also need some boards and curbs replaced. This project will include the development and installation of signs explaining the various land use areas such as the prairie and its maintenance and benefits, the HHMF and why it is protected, and additional directional signs to assist with navigating the trails.
- 2) This project will allow for increased coordination of the Volunteer Team. Having an employee devoted to setting up a rotating schedule of volunteers, monitoring work that is completed, and evaluating additional work that needs to be done will allow for the efficient completion of trail maintenance such as mowing, string trimming, and clearing fallen trees. The goal will be to increase the use of the property – especially the trails.
- 3) Ongoing trail improvements and control of invasive species. The HHMF hiking trails have invasive and aggressive brush species that grow into the footpaths. The Harmony Arboretum Caretaker will work with volunteers to cut and treat buckthorn and control native prickly ash in order to keep trails open

and to improve clearings (such as a kame area and Sucker Brook buffer areas) that are filling with these invasive and aggressive plants. Any area that is cleared will be seeded with a buckthorn competing native grass mix as developed and researched by the University of Minnesota. See "A guide to forest understory revegetation" document where researchers found that:

- Revegetation can prevent buckthorn invasions
 - Grass seeding provides increased floral resources for pollinators such as the RPBB
 - Buckthorn seedbanks last 1-2 years, so ongoing management of small buckthorn is needed (97% germination in year 1; <0.1% in years 3 and later)
 - Planting shrubs and trees that keep their leaves late into fall can consistently suppress or eliminate buckthorn seedlings.
- 4) The Harmony Arboretum Caretaker will coordinate with the Harmony Management Team for prairie maintenance efforts. The East Prairie is scheduled for a prescribed burn in the fall of 2026. Two group workdays will be scheduled to cut and treat brushy vegetation and to remove an old fence line to prepare for the prescribed burn.

FORMULATION & EVALUATION: Why is this project the best way to address the issues described above? How will the outcome be evaluated? Be specific – outcomes that can be measured are viewed more favorably.

Answer:

Hiring a summer seasonal employee to address the issues is the most efficient way to move forward on these improvements. County budgets for conservation efforts and property management continue to decline from year to year, so grant resources have become critical to our mission at LWCD where we are "Dedicated to promoting the protection, restoration and wise use of our land & water resources." Although we have developed a Harmony Management Team from various agencies and a Volunteer Team for much needed ongoing maintenance such as mowing trails, currently having our Department Director and various other high ranking employees take time away from their usual duties to control invasives and maintain (at a minimum) the prairie is not efficient or effective and can only be done one or two days a year. Having a Caretaker for 3 or 4 months who is devoted to improving our outreach and education efforts with important signage and programs, controlling invasive plants along the walking trails and throughout the woods, and training and recruiting volunteers will accomplish much more than our department currently can devote time to do. And trained volunteers can continue the efforts into future years.

A community member who visits Harmony regularly with her teenage children for homeschool lessons and for exploring the property recently mentioned that they no longer hike the HHMF trails, because the trails are not well maintained. Our Harmony Arboretum Caretaker will ensure that the trails are maintained and will develop a rotation of volunteers to assist and take ownership of trail sections for future years.

The outcome will be evaluated by:

- 1) the number of signs installed or improved (repainted, re-posted, created, installed, etc.)
- 2) the square footage of area near the walking trails and clearings where invasive species have been removed or treated (buckthorn brush, spotted knapweed, crown vetch, etc.)
- 3) the square footage of area seeded to a buckthorn competing native grass mix as developed and researched by University of Minnesota and reported in "A guide to forest understory revegetation".
- 4) the number of website notices, Facebook posts, and press releases promoting Harmony Arboretum and its trails and resources. Plan for 3-6 notices throughout the summer.
- 5) the number of public events held to promote areas of the property (prairie, hardwoods, fields, etc.).

ASSISTANCE NEEDED: Why is assistance needed from Lumberjack? Who within your organization will run the project? Describe the assistance you are receiving from other partners. Include Letters of Support as outlined in Lumberjack's Granting Policy.

Answer:

Our County Conservationist in the LWCD has been leading the Harmony Management Team and will supervise and direct the Harmony Arboretum Caretaker and assist in managing the Volunteer Team.

Financial assistance from Lumberjack RC & D is needed to hire a seasonal employee and to purchase tools and supplies (signs, posts, etc.). Marinette County greatly values the Harmony Arboretum but currently has a hiring freeze unless positions are fully funded by grants.

We have various partners as shown in the attached Partner Agreement with US Fish and Wildlife Service. Their award covers the 10-year period of 2024 – 2034 and includes the contributions from two of their divisions (Partners of Fish and Wildlife and Ecological Services), NRCS, DNR, and Northeast Wisconsin Pheasants Forever. Funds from the Partner Agreement will be used to offset the costs of supplies such as seeds for the prairie and stream buffer areas for habitat improvements.

We also have applied for and received the annual allocation from the DNR from the County Conservation Aids grant. This award provides \$3,755+ per year to assist with restoring habitat, natural communities, and shorelines and to do routine maintenance and repairs on trails and culverts. See attached award document for \$4,000 for October 1, 2024-June 30, 2027 and application for 2025-2028 (requested \$4,000, but standard allocation for Marinette County is \$3,755; award to be announced in October 2025). Funds from these grants will offset costs of trail improvements such as replacement boards for boardwalks and directional signs and any additional staffing costs for department employees.

Note that the NLMGAI Demonstration Gardens are self-funded and are not included in this grant work. NLMGAI holds a plant sale at Harmony every spring and fall to help fund improvements to the garden area. Please see attached Land Use Agreement showing their partnership with the county.

PROJECT OUTLINE & TIMETABLE: List the project steps and expected completion dates. Could there be any possible roadblocks? If so, list them here.

Answer:

January 2026 - All grant fund approvals and partnerships in place

February 2026 – All hiring plans in place for Harmony Arboretum Caretaker (Limited Term Employee-LTE) including approved job description, approved Advertising Plan, and posts for Job Opening on county website, various conservation listservs, college job posting website for students, etc.

March 2026 – Interview candidates; Hire Harmony Arboretum Caretaker

May-September 2026 - Harmony Arboretum Caretaker completes required work at Harmony Arboretum:

- Collaborate with local education/Harmony experts to determine signs to create; order signs, install signs,
- Check trails for needed maintenance and directional sign updates,
- Set up schedule of volunteers,
- Ensure that all needed supplies are available,

- Schedule 2 group workdays with volunteers and LID staff for cutting, treating, and removing invasive plants and woody shrubs along woodland and prairie trails, clearings, stream buffers, and throughout prairie and planned Oak Savanna,
- Create updated map of trails, update websites as needed, create Facebook posts and press releases
- As time allows, develop additional walking trails throughout HHMF and planned Oak Savanna area.

September 2026 – Harmony Arboretum Caretaker provides a report to County Conservationist on all work that was completed along with a list of tasks to complete in the future. Exit interview. County Conservationist requests reimbursement from partner grants.

October 2026 – County Conservationist reports to Lumberjack RC&D Council about completion of project. County Conservationist requests reimbursement for expenses from Lumberjack RC&D grant.

One roadblock that could occur would be not receiving an application from a qualified candidate for the Harmony Arboretum Caretaker position in the first round of hiring. If that occurs, a second round of hiring will commence. The position allows for a flexible start and end date, so if needed, the employee can begin work in June instead of May.

Another potential roadblock would be having ongoing bad weather that prevents doing some of the work at Harmony. During rainy days, the Caretaker can work on duties that can be completed in the office, such as updating the websites, creating press releases and Facebook posts, researching sign possibilities, scheduling workdays, and communicating with volunteers. Group workdays can be rescheduled as needed.

Potentially the volunteers of the Volunteer Team might not be as available as needed to assist with various tasks. The Caretaker can then work on recruiting additional volunteers, and if needed, complete tasks that the volunteers typically do until volunteers are again available. Breakdowns of mowers and string trimmers can also delay trail work. Caretaker will get these repaired as soon as possible when this happens.

BUDGET: Complete the attached Budget Form. Remember the 50% match value requirement with 15% of the match being cash. List each match donor in the 'Match' column and submit a corresponding Letter of Support with specific value of in-kind/services or cash for the project for which funds are being asked. Note: This form is available in excel online at: <https://lumberjackrcd.org/projects>

LUMBERJACK BUDGET FORM



Project Name: Harmony Arboretum Improvements

Starting Project Date
1/1/2026

Ending Project Date **1**
12/31/2026

Income (SPECIFY)		Cash	Match (Cash & In-Kind) 2,3	Total
	YOUR Request of Lumberjack RC&D	\$ 10,000.00		\$ 10,000.00
	DNR-1 year of County Cons Aids Grant		\$ 4,000.00	\$ 4,000.00
	Marinette County LID - In Kind Labor		\$ 1,000.00	\$ 1,000.00
	Other Revenue Source (list in Match Column)		\$ -	\$ -
	Other Revenue Source (list in Match Column)		\$ -	\$ -
	Other Revenue Source (list in Match Column)		\$ -	\$ -
	Other Revenue Source (list in Match Column)		\$ -	\$ -
	Other Revenue Source (list in Match Column)		\$ -	\$ -
Total Income		\$ 10,000.00	\$ 5,000.00	\$ 15,000.00

Percent of Match=Match Total/Lumberjack Request **50%**

LJ Percent of Total = YOUR LJ Request/Total Expenses **67%**

General Expenses (SPECIFY & include Match expenses)			
	Salary-Seasonal Caretaker, Voluteer Coord.	\$ 9,498.00	Approximately 397 hours for the season X \$23.9293/hour as the starting rate for a Caretaker on the county wage scale
	Social Security	\$ 727.00	
	Workers Compensation	\$ 190.00	
	Safety Equipment (ear plugs, eye prot, etc.)	\$ 450.00	
	Trail Improvements (bridge boards)	\$ 1,500.00	
	Educational Signs-Memorial Hardwoods, etc.	\$ 2,000.00	
	Other Supplies (Herbicide, Clippers, etc.)	\$ 635.00	
		\$ -	
Total Expenses		\$ 15,000.00	
NET 4		\$ -	

- 1 Lumberjack Project funds are available for one year from the date of the approval notice
- 2 Match Value must equal at least 50% of the Lumberjack Request and 15% must be in cash
Volunteer Services=\$15/hour & Professional Services=current hourly wage
- 3 A Letter of Support is required for all match partners listed above & must include a description & match value
- 4 Explain a **NET** balance other than Zero (\$0.00) in the box below:



Job Title: Harmony Arboretum Caretaker

Department: Land Information

Position Reports to: County Conservationist

Pay Grade Level: Per Budgeted Amount

FLSA Status: Non-Exempt

Position Status: Seasonal/Limited Term Position

JOB ANALYSIS

This position is responsible to assist Land Information Department staff with environmental management activities for the county owned Harmony Arboretum to protect water quality, manage invasive species, improve habitats, provide environmental education events, and add educational and directional signage. Additional duties include assistance with department equipment maintenance and responding to department inquiries. Additional duties include assisting landowners with the development and implementation of habitat conservation and enhancement plans

ESSENTIAL JOB FUNCTIONS

- A. Operate and maintain Marinette County Harmony Arboretum property.
- B. Repair property structures such as boardwalks, bridge curbs, gates, etc.
- C. Assist with the development and delivery of environmental education programs.
- D. Create, update, and install signs for educational purposes and directional purposes.
- E. Assist with updates to webpage for property and activities.
- F. Prepare general interest articles for use in written or electronic media.
- G. Work closely with County, State and Federal partners.
- H. Leverage partner resources to achieve positive natural resource conservation outcomes
- I. Provide educational information through appropriate media and in-person presentations to individuals and groups.
- J. Assist County Conservationist with coordinating Harmony Volunteers group.
- K. Plan group workdays to improve habitat and prepare prairie for prescribed burn.
- L. Coordinate and assist in maintaining walking trails – mowing, clipping, and treating invasive plants.
- M. Assist County Conservationist in planning and expanding trail systems.

REQUIRED ABILITIES

- A. Properly operate tools and machinery such as handheld tools, weed trimmer, hedge trimmer, lawn mower, etc.
- B. Respond to inquiries, complaints or questions from a group or individual setting.
- C. Establish and maintain an effective working relationship with department heads, employees, the general public and other agency staff.
- D. Prioritize tasks and meet scheduled deadlines.
- E. Work in the presence of distractions or under monotonous conditions without significant loss of efficiency.
- F. Work as team player in the absence of or with minimal supervision.
- G. Manage unexpected changes within job duties.
- H. Possess working knowledge of general office procedures, computer hardware/software and office equipment.
- I. Communicate orally and in writing effectively.
- J. Write documents and/or articles using original or innovative techniques or styles.
- K. Present information to small groups and individuals.
- L. Apply excellent trouble shooting skills.
- M. Define problems, collect data, establish facts and draw valid conclusions.
- N. Add, subtract, divide and multiply, process information derived from numbers.
- O. Remain calm and levelheaded in difficult, unexpected or emergency situations.

QUALIFICATIONS

- A. Requires a High School Diploma or equivalent.
- B. Prefer special course work or college credits in the conservation field.
- C. Possess and maintain an insurance acceptable driver's license.

ENVIRONMENTAL CONDITIONS OF THE WORKPLACE

- A. Work outdoors exposed to changing weather conditions.
- B. Work in cold, hot, wet or humid conditions.
- C. Work in frequently quiet environment without significant interaction with others.
- D. Work in an environment with few distractions.
- E. Adapt to rapid changes in environmental conditions.
- F. Interact with abusive and/or difficult individuals occasionally
- G. Work indoors in a controlled environment.

PHYSICAL DEMANDS

- A. Walk for long periods of time including rough and uneven terrain.
- B. Stand for long periods of time.
- C. Stoop, kneel, crouch or crawl frequently.
- D. Bend, squat, stretch, and twist frequently.
- E. Coordinate eyes, hands, feet and limbs in performing semi-skilled movements such as assembling.
- F. Lift and/or carry up to 50 pounds frequently, occasionally lifting in excess.

ADDITIONAL DUTIES

- A. Work outside of normal hours when necessary.
- B. Perform additional duties as assigned.

THE ABOVE STATEMENTS ARE INTENDED TO DESCRIBE THE GENERAL NATURE AND LEVEL OF WORK BEING PERFORMED BY THE EMPLOYEE ASSIGNED TO THIS POSITION. THEY ARE NOT TO BE CONSTRUED AS AN EXHAUSTIVE LIST OF ALL JOB RESPONSIBILITIES AND DUTIES PERFORMED BY PERSONNEL SO CLASSIFIED.

MARINETTE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER. IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, THE COUNTY WILL PROVIDE REASONABLE ACCOMMODATIONS TO QUALIFIED INDIVIDUALS WITH DISABILITIES AND ENCOURAGE BOTH PROSPECTIVE AND CURRENT EMPLOYEES TO DISCUSS POTENTIAL ACCOMMODATIONS WITH MARINETTE COUNTY WHEN NECESSARY.

Prepared: 09/2025

Landowner Agreement No: WIPLO-24-077

Sub-award from: WWA 2022 #F22AC00623-00

**PARTNERS FOR FISH AND WILDLIFE PROGRAM
LANDOWNER AGREEMENT**

**Sub-Recipient Agreement to the Cooperative Agreement between the U.S. Fish and
Wildlife Service and the Wisconsin Waterfowl Association**

This Landowner Agreement (Agreement), dated **10/15/2024**, between **Marinette County** and the U.S. Fish and Wildlife Service (USFWS), is entered into pursuant to authority contained in the Partners for Fish and Wildlife Act (P.L. 109-294), the Fish and Wildlife Coordination Act (16 U.S.C. 661 et seq.) and the Fish and Wildlife Act of 1956 (16 U.S.C. 742a-j), as amended. This project was selected for funding because the Landowner(s) share(s) a common objective with the USFWS to restore habitat for the benefit of Federal trust species on private lands, and the project supports priority actions identified in the Regional Partners for Fish and Wildlife (Partners) Program Strategic Plan.

Marinette County, 1926 Hall Avenue, Marinette, WI 54143-1717, hereby agrees to participate with the USFWS in conducting certain wildlife management practices on lands owned or managed in the Marinette County, **Marinette County**, State of **WI** described as follows: within **W 1/2 T30N, R22E, Sec. 02, and/or Latitude: 45.0999392°N, Longitude: 87.7960951°W.**

In signing this Agreement, the Landowner(s) join(s) as a participant in a wildlife habitat improvement program and grant(s) to the Cooperator(s) and the USFWS authority to complete the habitat improvement project or the Landowner(s) may personally carry out management activities with financial or material support as described in attached Exhibit A. Any donation of supplies, equipment, or direct payment from the Cooperator(s) to the Landowner(s) for carrying out the habitat improvements is included in Exhibit A. The activities conducted pursuant to this Agreement are not to replace, supplement or otherwise contribute to any mitigation or compensation that may be required of the Landowner(s) or Cooperator(s) or other parties, as a result of any mandated requirements.

The term of this Agreement (also referred to as the habitat retention period) will be completed on **10/15/2034**. This Agreement may be modified at any time by mutual written consent of the parties. It may be terminated by either party upon 30 days advance written notice to the other part(ies). However, if the Landowner(s) terminate(s) the Agreement before its expiration, or if the Landowner(s) should materially default on these commitments, then the Landowner(s) agree(s) to reimburse the USFWS prior to final termination for the prorated costs of all habitat improvements placed on the land through this Agreement, and the Cooperator will work with the USFWS to determine how those funds will be used. For these purposes, the total cost of the habitat improvements to the United States is agreed to be **\$2,700.**

Landowner:

The Landowner(s) or his/her land manager, with legal authority over land management decisions, guarantee(s) ownership of the above-described land and warrants that there are no outstanding rights that interfere with this Landowner Agreement.

The Landowner(s) will notify the USFWS and other Cooperator(s) of planned or pending changes in ownership. A change of ownership shall not change the terms of this Agreement. The Agreement and terms shall be in effect on the described land for the term of the Agreement.

The Landowner(s) agree(s) to allow access (with advance notice) to the USFWS and the other cooperating partners(s) to implement the project described in Exhibit A, and to monitor project success.

The Landowner(s) retain(s) all rights to control trespass and retains all responsibility for taxes, assessments, and damage claims.

During the habitat retention period, the landowner must maintain the habitat restored under this award.

At the end of the habitat retention period, the habitat improvement project will become the sole property and complete responsibility of the Landowner(s). There shall be no obligation to the USFWS after the term of the Agreement has expired.

The Landowner(s) will be responsible for securing any necessary permits. Technical advice and support will be provided by participating agencies in the application for the permit(s). The Landowner(s) agree(s) to identify USFWS contribution to the project during public presentations, reports, or other information published about the project, as appropriate.

USFWS:

The USFWS will work with the Landowner(s) and Cooperator(s) signing this Agreement, throughout the entire Agreement term to support actions needed to ensure that the project is designed and constructed per the Agreement and functions as intended.

The USFWS, its agents, or assignees will provide advanced notice prior to accessing the Landowner(s) property to implement the project described in the work plan, and to monitor project success.

The USFWS assumes no liability for damage or injury other than that caused by its own negligence, on the above acreage. The USFWS does not assume jurisdiction over the premises by this Agreement.

Spatial Information Sharing: In accordance with the Privacy Act of 1974, permission must be obtained from the Landowner before any personal information can be released. The only information that can be shared is payment information that is authorized by law. Therefore, Landowner(s) consent is requested to allow for sharing of spatial information about this project solely with conservation cooperators providing technical or financial assistance with the restoration, enhancement or management of fish and wildlife habitat.

☒ I/We, the Landowner, consent to having spatial information about this project shared with other conservation cooperators

☐ I/We, the Landowner, do NOT wish to have any spatial information about this project shared with other conservation cooperators

Signatures:

Bobbie Borkowski 10-15-24
Bobbie Borkowski, Marinette County Clerk (Landowner) Date

Lara Fondow, USFWS Partners for Fish and Wildlife Program Biologist Date

~~Kurt Waterstradt~~, USFWS Partners Program State Coordinator Date
Caitlin Nagorka
↑
Assistant

EXHIBIT A

The habitat improvements described below are agreed to by Marinette County, the USFWS, in a Landowner Agreement dated 10/15/2024.

Landowner & Stakeholder Contact Information:

Name: Marinette County
County Clerk: Bobbie Borkowski
Mailing Address: 1926 Hall Avenue
City: Marinette State: WI Zip code: 54143-1717
Phone: (715) 732-7406
Email: Bobbie.Borkowski@marinettecountywi.gov

Primary Project Contacts: Marinette County Land Information Department

Tim Oestreich, Director
Phone: (715) 732-7541
tim.oestreich@marinettecountywi.gov

Sheri Denowski, County Conservationist
Phone: (715) 732-7783
Cell: (715) 923-3083
Sheri.Denowski@marinettecountywi.gov

Description of Habitat Improvement Project and Objectives:

This project consists of revitalizing ~9 acres of warm-season grass-dominated prairie that was initially restored more than twenty years ago, restoring ~3 acres of active cropland to grassland pollinator habitat, and establishing a 100-foot-wide pollinator-friendly stream buffer on ~1.5 acres of cropland. The goal of this project is to enhance habitat for pollinator species, grassland nesting birds and other wildlife by improving the diversity, structure and function of the plant community as well as the abundance of floral resources throughout the growing season. This project represents the initial phase of grassland pollinator habitat restoration and enhancement at the Marinette County-owned Harmony Arboretum & Memorial Hardwoods property, which is part of a larger partner-driven effort to develop and implement a comprehensive resource management plan for the entire property.

Harmony Arboretum is a 496-acre publicly accessible parcel owned by Marinette County, with management assistance from Northern Lights Master Gardeners, the Marinette County Land Information Department, and UW-Extension. The property consists of 133 acres of leased agricultural fields, horticultural demonstration areas, a children's garden, a 22-acre fallow field, a 16-acre restored prairie, and a high-quality mesic hardwood forest with a prolific spring ephemeral understory and a block of old growth that escaped the Peshtigo Fire of 1871. Sucker Brook, a second order stream, runs through the property. The planned field buffers are expected to improve the water quality of this tributary to the Lower Peshtigo River along with providing additional pollinator habitat.

A WDNR Entomologist has observed endangered Rusty Patched Bumble Bees (RPBB) foraging on patches of *Monarda fistulosa* in the property's fallow old field area in consecutive years, though

they have not been observed in the restored prairie to date. Lack of recent management, along with natural succession of the prairie has led to an overwhelming dominance of warm-season grasses such as big bluestem, lowering the diversity and abundance of flowering plants and decreasing the habitat value for RPBB and other pollinators of concern. Future project phases include careful native grassland habitat restoration of the fallow field while maintaining the existing patches of native flowering species on the site.

This project is a partnership among the USFWS, Marinette County, the Northern Lights Master Gardeners, and Pheasants Forever, with additional technical assistance from the Wisconsin DNR and the USDA-NRCS. The goals of this partnership are to enhance habitat for native pollinators and migratory birds through improved plant diversity, structure, and floral resource availability throughout the growing season, while also improving the property's value for nature-based recreation and education.

This property lies within the Lower Peshtigo River-Frontal Lake Michigan watershed in the Northern Lake Michigan Coastal Ecological Landscape and is expected to benefit pollinators of concern over the long-term and to have a neutral to positive effect on any other special status species that may occur on the property. See NHI & IPaC documentation for details.

USFWS will:

The USFWS will work with the Landowner(s) throughout the entire Agreement term to support actions needed to ensure that the project is designed and constructed per the Agreement and functions as intended.

Leverage funding and provide cost-share as outlined in the budget table to implement the project identified in this agreement.

The Partners for Fish and Wildlife Program biologist will conduct a site review, develop a project plan, and monitor the habitat restoration work. The PFW biologist will assist in seed mix development and coordinate the planting with the landowner. The biologist will also provide management recommendations to the landowner for the duration of the agreement.

The Landowner(s) will:

Retain 100% ownership rights. Landowner will not have to allow the public to access their property as a result of this agreement (this land, however, is open to the public).

Coordinate contractors for the completion of the projects outlined in this agreement. USFWS will assist with locating and coordinating contractors as needed.

Allow access to the property for USFWS employees and contractors during the restoration groundwork process and for inspections and follow-up monitoring.

Make best efforts to maintain the planted area and control invasive species for the duration of the agreement. Activities may include herbicide treatment, prescribed burning and/or mowing. Mowing to reduce weedy competition while the seeded species are establishing should be completed in the first two growing seasons as needed (approximately June, Aug, Sept, depending

upon prevalence of annual weeds and existing grass competition). Mowing should occur when the vegetation reaches 12-18 inches and mowed back to 6-8 inches.

Record and submit contractor invoices and volunteer hours for activities associated with this project. Activities may include, but are not limited to site preparation, invasive species removal, prescribed fire, tree and brush removal, and site maintenance. All relevant receipts for project costs will be submitted to USFWS for match recording purposes.

Other Partners will:

Jay Watson of the Wisconsin DNR and Dan Hoff of the USDA-NRCS will continue to provide technical assistance for this project including assistance with seed mix design and site preparation and follow-up monitoring and maintenance planning. Pheasants Forever will provide additional in-kind and financial assistance for this project. Northern Lights Master Gardeners will continue to provide project planning and implementation assistance.

Budget Table:

Object Class Categories ^a	Contributing Partners						
	Landowner (Marinette County)	USFWS-PFW	USFWS-Ecological Services	WI DNR	USDA-NRCS	Northeast Wisconsin Pheasants Forever	Totals
Personnel							
Fringe benefits							
Travel							
Equipment							
Supplies		\$300	\$6,000			\$300	\$6,100
Contractual		\$2,400					\$2,400
Other (In-Kind)	\$5,000	\$500		\$1,000	\$1,000		\$7,500
Other							
Totals	\$5,000	\$3,200	\$6,000	\$1,000	\$1,000	\$300	\$16,500

^a The total cost-share by the Cooperator, Service and Landowner must remain the same, however allocations by category may be redistributed upon prior approval by the Service

Costs are estimates based upon available information from vendors and similar projects at the time of agreement development and are subject to change. Any work to be completed may be modified with the mutual agreement of the parties.

Budget Narrative:*Supply Cost Estimate:*

Seed for 9 ac. East Prairie Inter-Seeding: ~\$4,500 (up to \$500/ac.); (FWS-ES)

Seed for 1.5 ac. Stream Buffer: ~\$600 (up to \$400/ac.); (FWS-PFW/Pheasants Forever)

Seed for 3 ac. Grassland Pollinator Habitat Restoration: ~\$1500 (up to \$500/ac.); (FWS-ES)

Subtotal: \$6,600

Contractual Cost Estimate:

Prescribed Fire: ~\$1,500 (FWS-PFW)

Weed Treatment (Grass-Specific Herbicide/Other Weed Control): 9 ac. @ ~\$100/ac. = \$900 (FWS-PFW)

Subtotal: \$2,400

In-kind Contributions:

Project Management: ~\$500 (Landowner)

Brush Management: ~\$3,500 (Landowner & Local Volunteers & Partners)

Broadcast or No-Till Drill Seeding: ~\$500 (FWS)

Fuel Break Installation & Grassland Maintenance Activities (Mowing, Spot Herbicide Treatments): ~\$1,000 (Landowner/Local Volunteers)

Technical Planning, Implementation & Monitoring Assistance: (WI DNR, USDA-NRCS): ~\$1,000 each

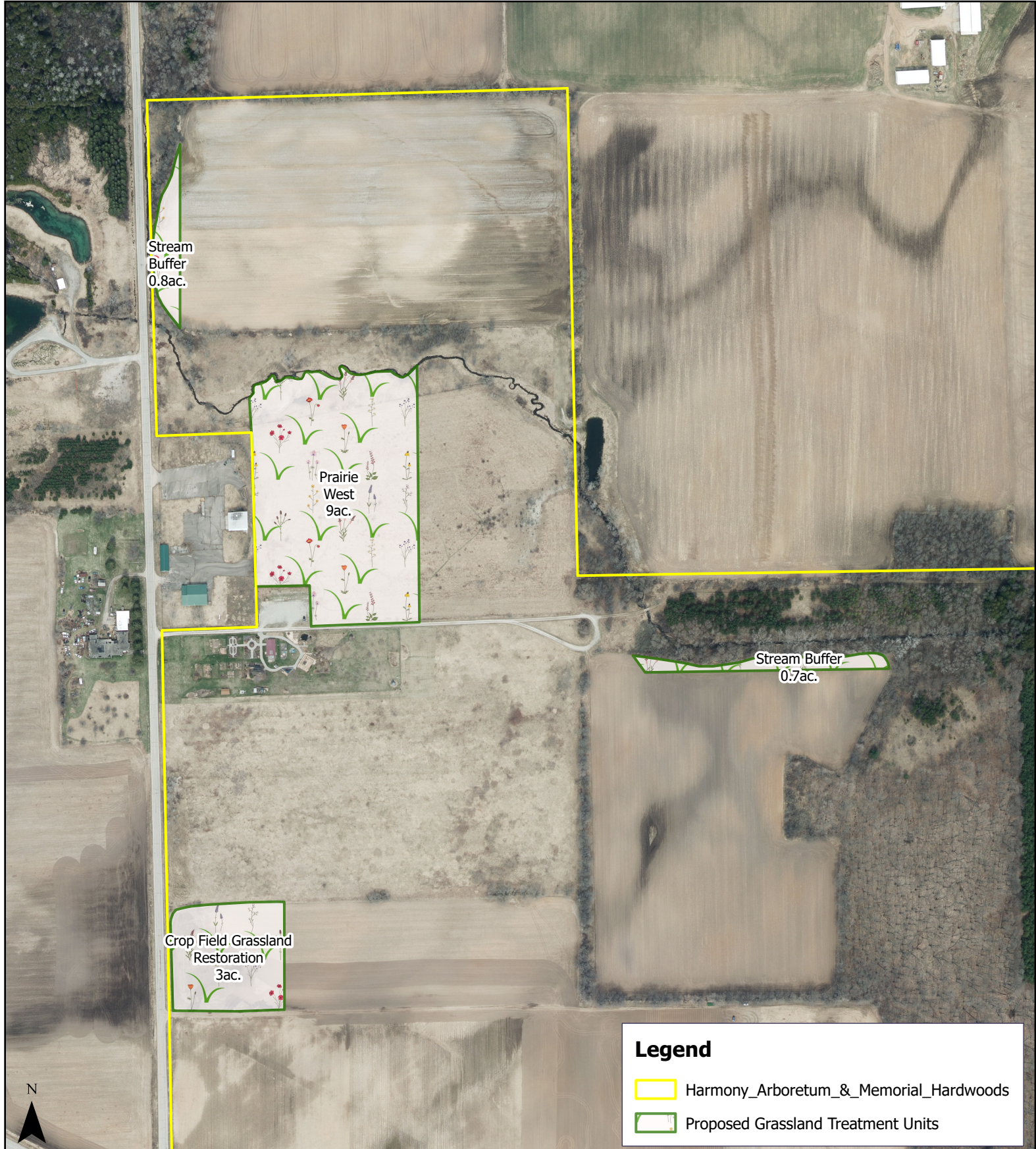
Subtotal: \$7,500

TOTAL: ~\$16,500

Project Plan Map

Landowner: Marinette County
County: Marinette
Location: W 1/2 T30N, R22E, Sec. 02

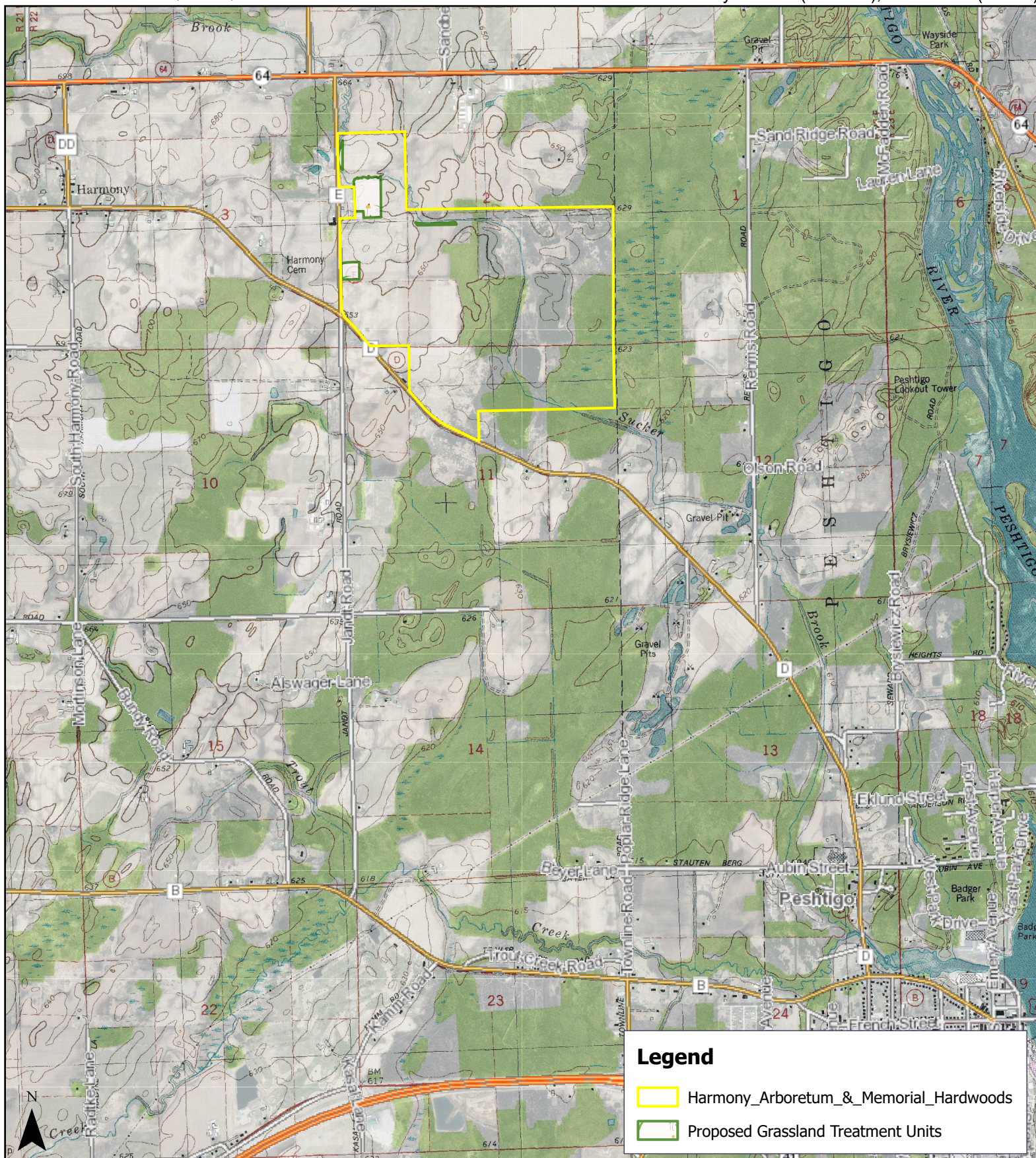
Habitat Restoration & Enhancement Area: ~13.5 ac.
Assisted by: Lara Fondow & Jade Arneson (USFWS),
Jay Watson (WI DNR), & Dan Hoff (NRCS)



Location Map

Landowner: Marinette County
County: Marinette
Location: W 1/2 T30N, R22E, Sec. 02

Habitat Restoration & Enhancement Area: ~13.5 ac.
Assisted by: Lara Fondow & Jade Arneson (USFWS),
Jay Watson (WI DNR), & Dan Hoff (NRCS)



Tony Evers, Governor

Telephone 608-266-2621
Toll Free 1-888-936-7463
TTY Access via relay - 711



October 14, 2024

Matthew Shruck, Assistant Facilities & Parks Director
Marinette County
1926 Hall Avenue
Marinette, WI 54143

Subject: SFY2025 County Conservation Aids Final Grant Award Notification and Grant Agreement Conditions

Dear Grantee:

Congratulations! On behalf of Governor Evers, we are pleased to notify you of your SFY2025 County Conservation Aids Final Award.

	Marinette County
SFY2025 CCA Grant #	CC25-38WM
Project Title:	Conservation Improvements at Harmony Arboretum and Thunder Mountain Overlook Park
Total Estimate Project Cost:	\$8,000.00
Final Grant Award:	\$4,000.00
Grant Period:	October 1, 2024 Through June 30, 2027
State ID# For Audits:	370.563

Please keep this letter and the Grant Agreement Conditions (enclosed) with your Grant Application/Grant Agreement for your records. If you have any questions, please contact me at 920-461-2595 or roberta.winebar@wisconsin.gov.

Sincerely,

Bobbi Winebar
County Conservation Aids Grant Manager

Enclosures:

Grant Application
Grant Conditions

Notice: Complete this form to request County Conservation Aids (CCA) under s. 23.09(12), Wis. Stats., for development of habitat on County Forests and for County Fish and Game projects. Collection of this information is authorized under ss. 23.09(11), 23.09(26), 350.12(4), 23.33, and 30.92, Wis. Stats., and chs. NR 7, NR 50, NR 51, and NR 64, Wis. Admin. Code. Personally identifiable information collected will be used for program administration and may be provided to requesters to the extent required by Wisconsin's Public Records law [ss. 19.31-19.39, Wis. Stats.].

See Guidance Booklet (<https://dnr.wisconsin.gov/aid/CountyConservation.html>) **for Instructions on how to fill out this form!**

Section 1. Required Applicant Data

Applicant Name

Marinette County

Address 1926 Hall Ave	City Marinette	State WI	ZIP Code 54143
Authorized Representative Name Matthew Shruck		Title Assistant Facilities & Parks Director	
Contact Phone Number (715) 732-7641	Contact Email matthew.shruck@marinettecountywi.gov		
County Marinette County	Wisconsin Tribe Name		

Section 2. Project Title, Category, Description and Location

Project Title Conservation Improvements at Harmony Arboretum and Thunder Mountain Overlook Park

Click on the drop-down box to select the project(s) that apply.

Project Category	Fisheries	Wildlife
Maintenance	Repair or refurbishment of structures, fixtures, or substrates to restore to functional condition in a routine, scheduled, or anticipated fashion.	
		repairs to trails
	(Latitude DD / Longitude DD) /	(Latitude DD / Longitude DD) 45.0989596 / -87.7968074
		accessibility upgrades
	(Latitude DD / Longitude DD) /	(Latitude DD / Longitude DD) 45.0989596 / -87.7968074
Habitat	The implementation of a specific activity or set of activities to restore or enhance wildlife or fish habitat, natural communities or shorelines.	
		burning
	(Latitude DD / Longitude DD) /	(Latitude DD / Longitude DD) 45.0989596 / -87.7968074

Section 3. Proposed Budget

1. Do you acknowledge that the CCA Program will reimburse 50% of eligible project costs up to the maximum amount provided by this grant? (Must select Yes to Enter Estimated Total Project Cost)	<input checked="" type="radio"/> Yes	Estimated Total Project Cost	\$8,000.00
2. Would you like to request additional CCA grant funding, if available, to bring your total request up to 50% of eligible total project costs?	<input checked="" type="radio"/> Yes <input type="radio"/> No	Annual Allocation	\$3,755.00
3. Would you like to request additional CCA grant funding, if available, for a total request of less than 50% of eligible total project costs? (Enter amount in Additional Request box)	<input type="radio"/> Yes <input checked="" type="radio"/> No	50% of Est. Total Project Cost	\$4,000.00
4. Will the project occur on DNR land?	<input type="radio"/> Yes <input checked="" type="radio"/> No	Additional Request if available (to bring total up to 50%)	\$245.00
5. Have you contacted Appropriate DNR staff regarding any potential permits needed for your project? Attach Supporting Documentation	<input checked="" type="radio"/> Yes <input type="radio"/> No	Additional Request if available (for a total request of <50%)	
6. Resolution is attached (May use Grant Project Resolution Form (8700-388)) (Resolutions are good for up to 5 years as long as the resolution would cover the project that is being applied for.)	<input checked="" type="radio"/> Yes <input type="radio"/> No	Total Grant Award Requested	\$4,000.00
		Estimated Grantee Match	\$4,000.00
DNR Use Only			
		Total DNR Cost Share	\$4,000.00
		Total Sponsor Cost Share	\$4,000.00

County Conservation Aids Application and Grant Agreement

Form 8700-045A (R 06/22)

Page 2 of 2

Certification

☒ By submitting this form electronically, I certify that, to the best of my knowledge, the information provided is true and that I represent, both personally and as agent for the Applicant, that I am authorized to execute this agreement and bind the Applicant, either by a duly adopted resolution or otherwise. By signing, I also request a variance to s. NR 50.14(3)(b), Wis. Adm. Code that would allow any unused funds under this grant program to be available beginning on October 1st.

NOTE: Please type your name on the signature line. The email message generated from electronic submittal of this form will be used as an electronic signature.

Matthew Shruck

Signature of Authorized Representative

10/1/2024

Date Signed

A. General Grant Agreement Conditions:

1. The State of Wisconsin Department of Natural Resources (Department) and the (Sponsor) mutually agree to perform this agreement in accordance with the County Conservation Aids grant program, ch. NR 50, Wis. Admin. Code, and with the project proposal, application, terms, promises, conditions, plans, specifications, estimates, procedures, maps and also any assurances attached and made a part of this agreement.
2. This agreement, together with any referenced parts and attachments, shall constitute the entire agreement and previous communications or agreements pertaining to the subject matter of this agreement are superseded. Any revisions, including cost adjustments and scope changes, must be made by an amendment to this agreement or other written documentation, signed by both parties, prior to the termination date of the agreement. Time extensions to the agreement may be granted to the Sponsor by the Department in writing without the requirements of Sponsor signature.
3. Failure by the sponsor to comply with the terms of this agreement shall not cause the suspension of all obligations of the State if, in the judgment of the Secretary of the Department, such failure was due to no fault of the Sponsor. In such case, any amount required to settle at minimum costs any irrevocable obligations properly incurred shall be eligible for assistance under this agreement, at the Department's discretion.

The Project Sponsor:

4. Agrees to comply with all applicable Wisconsin Statutes and Wisconsin Administrative codes in fulfilling terms of this agreement. In particular, the Sponsor agrees to comply with the provisions of ch. NR 50, Wis. Adm. Code, as well as comply with all applicable local and state contract and bidding requirements. The sponsor should consult its legal counsel with questions concerning contracts and bidding.
5. May decline the offer of financial assistance provided through this agreement, in writing, at any time prior to the starting of the project and before expending any funds. After the project has been started or funds expended, this agreement may be rescinded, modified, or amended only by mutual agreement in writing.
6. Agrees, to save, keep harmless, defend and indemnify the Department and all its officers, employees and agents, against any and all liability claims, costs of whatever kind and nature, for injury to or death of any person or persons, and for loss or damage to any property (state or other) occurring in connection with or in any way incident to or arising out of the occupancy, use, service, operation or performance of work in connection with this agreement or omissions of Sponsor's employees, agents or representatives.
7. Agrees to reimburse the Department of any and all funds the Department deems appropriate in the event the Sponsor fails to comply with the conditions of this agreement or project scope as described, or fails to provide public benefits as indicated in the project application, proposal description or this agreement. In addition, should the Sponsor fail to comply with the conditions of this agreement, fail to progress due to non-appropriation of funds, or fail to progress with or complete the project to the satisfaction of the Department, all obligations of the Department under this agreement may be terminated, including further project cost payment.
8. Agrees, in connection with the performance of work under this agreement, not to discriminate against any employee or applicant for employment because of age, race, religion, color, disability, handicap, sex, physical condition, developmental disability as defined in s. 51.01(5), Wis. Stats., sexual orientation or national origin. This provision shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Sponsor further agrees to take affirmative action to ensure equal employment opportunities, as required by law. The Sponsor agrees to post in conspicuous places available, for employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of the nondiscrimination clause.
9. Accounting for project funds shall conform to generally accepted accounting principles and practices, and shall be recorded by the Sponsor in a separate account. All financial records, including invoices and canceled checks, that support all project costs claimed by the Sponsor, shall be kept and made available for inspection for 3 years after final payment is issued by the Department.

The Department:

10. Promises, in consideration of the covenants and agreements made by the Sponsor, to obligate for the Sponsor the amount shown in the award letter, and to tender to the Sponsor that portion of the obligation which is required to pay the Department's share of the costs based upon the state providing up to 50 percent of eligible project costs. The Sponsor promises, in consideration of the promises made by the Department, to execute the project described in accordance with this agreement.
11. Agrees that the Sponsor shall have sole control of the method, hours worked, and time and manner of any performance under this agreement other than as specifically provided in this document. The Department reserves the right only to inspect the job site or premises for the sole purpose of insuring that the performance is progressing or has been completed in compliance with the agreement. The Department takes no responsibility of supervision or direction of the performance of the agreement to be performed by the Sponsor or the Sponsor's employees or agents. The Sponsor is an Independent Contractor for all purposes, not an employee or agent of the Department. The Department further agrees that it will exercise no control over the selection and dismissal of the Sponsor's employees or agents.

B. Special Conditions:

1. The Sponsor agrees to secure all necessary regulatory permits and approvals, including water and wetland regulatory permits and approvals, required by federal, state or local agencies prior to project construction and complied with fully during project construction.
2. The sponsor shall implement and maintain proper soil erosion and sediment control best management (BMPs) practices during construction of the project. Erosion and sediment control BMPs shall be accomplished using the guidelines in the Wisconsin Stormwater Technical Standards available via the internet at https://dnr.wi.gov/topic/stormwater/standards/const_standards.html.

Additional erosion control guidance can be found in the Wisconsin Construction Site Erosion Control Field Guide via the internet at <https://dnr.wi.gov/topic/stormWater/documents/WIconstECfieldGuide.pdf>. BMPs shall be properly installed and maintained to function as intended until the project site is stabilized. All temporary erosion and sediment control practices (e.g. silt fence, etc.) shall be removed once the construction site has undergone final stabilization.

3. Projects proposing more than 10,000 sq ft of land disturbance and the disturbed area is located within 75-300ft of a navigable waterway, then a state waterway permit (Chapter 30 permit) for grading may be required. There are a series of questions/answers and checklists on the DNR's grading website (<https://dnr.wisconsin.gov/topic/Waterways/dredging>) that can help you determine if the grading activity is regulated and which permit type is required. Please review the website and General Permit (GP) application checklist (which lists the requirements for projects to be eligible for GP process) to see if the project requires a GP or an Individual Permit (IP) application process.
4. Construction sites associated with land disturbing activities less than one acre should have an erosion and sediment control plan prepared by the sponsor. Construction sites disturbing one or more acres of land require coverage under a construction site stormwater discharge permit prior to commencing any land disturbing construction activity.
5. Projects involving development or modification of facilities must comply with 2010 Americans with Disabilities Act requirements. Department guidance is available at <https://dnr.wi.gov/files/PDF/pubs/cf/CF0031.pdf>.
6. If Sponsor expends federal grant funds totaling \$1,000,000 or more during the fiscal year and those funds were received from a State or Federal agency, the Sponsor agrees to have an annual audit performed in accordance with *2 CFR Part 200 Uniform -- Administrative Requirements, Cost Principles, & Audit Requirements for Federal Awards* (also known as "Uniform Guidance") and *WI State Single Audit Guidelines* found at [DOA State Single Audit Guidelines \(SSAG\) \(wi.gov\)](https://doa.wisconsin.gov/SSAG) issued by Wisconsin Department of Administration, State Controller's Office.
7. The Sponsors agrees to obtain and review a Natural Heritage Inventory (NHI) screening of the project area, available at <https://dnr.wisconsin.gov/topic/nhi/calypso/portal.html>. If there are any threatened or endangered findings in the NHI review, the Sponsor must contact the DNR Wildlife or Fisheries staff to obtain any special instructions for the protection of the species that are threatened or endanger, in order to complete the project.
8. Property acquired or developed with assistance from this program shall not be converted to uses inconsistent with the guidelines of this program without the approval of this Department.

County Conservation Aids Application and Grant Agreement

Form 8700-045A (R 11/2024)

Page 1 of 2

Notice: Complete this form to request County Conservation Aids (CCA) under s. 23.09(12), Wis. Stats., for development of habitat on County Forests and for County Fish and Game projects. Collection of this information is authorized under ss. 23.09(11), 23.09(26), 350.12(4), 23.33, and 30.92, Wis. Stats., and chs. NR 7, NR 50, NR 51, and NR 64, Wis. Admin. Code. Personally identifiable information collected will be used for program administration and may be provided to requesters to the extent required by Wisconsin's Public Records law [ss. 19.31-19.39, Wis. Stats.].

See Guidance Booklet (<https://dnr.wisconsin.gov/aid/CountyConservation.html>) for Instructions on how to fill out this form!

Section 1. Required Applicant Data

Applicant Name Marinette County			
Address 1926 Hall Ave.	City Marinette	State WI	ZIP Code 54143
Authorized Representative Name Sheri Denowski		Title County Conservationist	
Contact Phone Number (715) 732-7783	Contact Email Sheri.Denowski@marinettecountywi.gov		
County Marinette County	Wisconsin Tribe Name		

Section 2. Project Title, Category, Description and Location

Project Title Harmony Arboretum Habitat Improvements and Maintenance

Click on the drop-down box to select the project(s) that apply.

Project Category	Fisheries	Wildlife
Habitat	The implementation of a specific activity or set of activities to restore or enhance wildlife or fish habitat, natural communities or shorelines.	
		invasive species removal
	(Latitude DD / Longitude DD) /	(Latitude DD / Longitude DD) 45.09866 / -87.7967
Maintenance	Repair or refurbishment of structures, fixtures, or substrates to restore to functional condition in a routine, scheduled, or anticipated fashion.	
		repairs to trails
	(Latitude DD / Longitude DD) /	(Latitude DD / Longitude DD) 45.09866 / -87.7967

Section 3. Proposed Budget

1. Do you acknowledge that the CCA Program will reimburse 50% of eligible project costs up to the maximum amount provided by this grant? (Must select Yes to Enter Estimated Total Project Cost)	<input checked="" type="radio"/> Yes	Estimated Total Project Cost	\$8,000.00
2. Would you like to request additional CCA grant funding, if available, to bring your total request up to 50% of eligible total project costs?	<input checked="" type="radio"/> Yes <input type="radio"/> No	Annual Allocation	\$3,755.00
3. Would you like to request additional CCA grant funding, if available, for a total request of less than 50% of eligible total project costs? (Enter amount in Additional Request box)	<input type="radio"/> Yes <input checked="" type="radio"/> No	50% of Est. Total Project Cost	\$4,000.00
4. Will the project occur on DNR land?	<input type="radio"/> Yes <input checked="" type="radio"/> No	Additional Request if available (to bring total up to 50%)	\$245.00
5. Have you contacted Appropriate DNR staff regarding any potential permits needed for your project? Attach Supporting Documentation	<input checked="" type="radio"/> Yes <input type="radio"/> No	Additional Request if available (for a total request of <50%)	
6. Resolution is attached (May use Grant Project Resolution Form (8700-388)) (Resolutions are good for up to 5 years as long as the resolution would cover the project that is being applied for.)	<input checked="" type="radio"/> Yes <input type="radio"/> No	Total Grant Award Requested	\$4,000.00
		Estimated Grantee Match	\$4,000.00
DNR Use Only			
		Total DNR Cost Share	
		Total Sponsor Cost Share	

County Conservation Aids Application and Grant Agreement

Form 8700-045A (R 11/2024)

Page 2 of 2

Certification

☒ By submitting this form electronically, I certify that, to the best of my knowledge, the information provided is true and that I represent, both personally and as agent for the Applicant, that I am authorized to execute this agreement and bind the Applicant, either by a duly adopted resolution or otherwise. By signing, I also request a variance to s. NR 50.14(3)(b), Wis. Adm. Code that would allow any unused funds under this grant program to be available beginning on October 1st.

NOTE: Please type your name on the signature line. The email message generated from electronic submittal of this form will be used as an electronic signature.

Sheri Denowski

Signature of Authorized Representative

8/8/2025

Date Signed

2022 AGREEMENT BETWEEN THE
NORTHERN LIGHTS MASTER GARDENERS ASSOCIATION INC
AND
MARINETTE COUNTY

Marinette County (County) and the Northern Lights Master Gardeners Association Inc. (NLMGA) agree follows:

1. NLMGA may use the Harmony Arboretum located at N3890 County E, Peshtigo, WI located in the NW1/4 SW1/4 S2 T30N R22E to construct and maintain demonstration gardens or other structures on the site for the purpose of providing agricultural or horticultural education and/or the public's enjoyment. Any and all improvements become the property of County.
2. The Harmony Arboretum shall be defined as that area within the fenced in enclosure at N3890 County E, Peshtigo, WI. Map attached and incorporated as Attachment A.
3. NLMGA may use the pavilion, greenhouse, and storage shed located on the property but shall not have exclusive use of these buildings. The County shall coordinate the use of these buildings with NLMGA.
4. NLMGA shall have the responsibility of maintaining the Arboretum in a neat and clean manner which includes but is not limited to mowing the grass both inside the Arboretum and immediately adjacent to the fence on the exterior, mowing the grass between the Arboretum and County E, collecting litter, and repairs to fence or gate.
5. NLMGA shall have access to the well and pump on the property and shall be responsible for startup in the spring and shut down in the fall.
6. NLMGA may compost materials generated within the Arboretum in a location approved by the Land Information Director or designee.
7. NLMGA may plant, cultivate, and harvest plants or crops grown in the demonstration gardens.
8. NLMGA may apply soil amendments, fertilizer, lime, environmentally friendly pesticides or herbicides to the demonstration gardens in quantities appropriate for their use.
9. NLMGA may hold public/private meetings or workshops within the Arboretum and may charge attendees for attendance at the workshops.
10. NLMGA may hold a Spring and/or Fall plant and/or crop sale fundraiser onsite and retain the proceeds. NLMGA shall notify and receive approval from the Land Information Director thirty days in advance of the planned event.
11. NLMGA shall obtain approval from the Land Information Director for any improvements made to the property which includes but is not limited to expansion of the demonstration gardens, expansion of the walking paths, construction or placement of buildings/structures, planting of

24. Either party may terminate this agreement with a 30 calendar day written notice for any reason. NLMGA shall use this 30 day notice to remove all NLMGA equipment, tools, supplies, and lawn ornaments from the property. If the agreement is terminated between November 16th and March 31st NLMGA shall have until April 30th to remove NLMGA items from the property.
25. This agreement shall terminate on the last day of the year unless a formal written request is received by the Land Information Department from NLMGA to extend the agreement for the following year.

Marinette County

Kathy Brandt

Kathy Brandt

Marinette County Clerk

Date: April 11, 2022

Northern Lakes Master Gardeners Association Inc.

William P. Swan

Signature

Date: April 11, 2022

William P. Swan, President

Name and Title

DRAFT

County Road E

N3890

Driveway

Restroom

Parking Lot

Pavilion

Mowing Area

Green House

Shade House

Storage

Storage

Well

Fenced Area



November 20, 2024

Tim Oestreich
Land Information Director
Marinette County Land Information Dept.

Dear Tim,

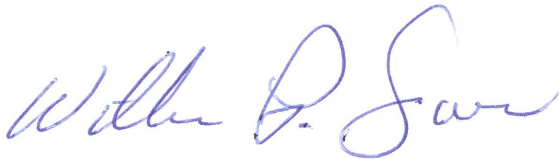
This letter is a formal written request, as per Item 25 in the agreement named below, to extend the agreement for the following calendar year, 2025. The agreement is:

2022 AGREEMENT BETWEEN THE NORTHERN LIGHTS MASTER GARDENERS ASSOCIATION INC.

AND

MARINETTE COUNTY

I will continue to work in the coming year on the minor issues / changes to the agreement we discussed in our November 14, 2024 meeting. I will email you a draft of a proposed addendum regarding those changes in the next two weeks.



William P. Swan, President

Northern Lights Master Gardeners Association Inc.

337-661-7326



LAND INFORMATION DEPARTMENT

Timothy Oestreich
Director

Tina Barnes
Property Lister

Paul Klose
Mar-Oco Landfill

Sheri Denowski
Conservationist

LUMBERJACK RC&D COUNCIL INC
315 S ONEIDA AVE
SUITE 206
RHINELANDER WI 54501

September 30, 2025

Dear Lumberjack RC&D Council members,

On behalf of Marinette County Land Information Department (LID), I would like to provide support for the valuable work planned in the grant proposal titled "Harmony Arboretum Improvements". This project will further our efforts to ensure the arboretum is a welcoming outdoor educational space and that habitat and trails are well marked and not overwhelmed by invasive plants. This dedicated project will allow for continued growth of partnership and collaboration and will provide lasting benefits well into the future.

In our capacity as a guiding partner, we plan to provide the following:

Various department staff will assist with the group workdays:
Approximately 20 hours X \$53 average salaries and fringes = \$1,000.

Our County Conservationist will hire, train, and supervise the Harmony Caretaker. She will also assist with the recruitment and coordination of the volunteer team. This In Kind contribution is not listed in the grant budget but will provide additional value to the project.

We feel this project aligns with our management goals and we are pleased to demonstrate our willingness to continue to cooperate and provide support as available for the proposed project.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tim Oestreich", is written over a faint, circular official stamp.

Tim Oestreich
Marinette County Land Information Department Director



MINUTES

DEVELOPMENT COMMITTEE

Tuesday, May 6, 2025

9:00 a.m.

Marinette County Courthouse
County Board Room

Members Present: Supervisors Jon Baumgarten, Michael Ebsch, John Fendryk, Sonny Graese, Wally Hitt, Thomas Mandli, and Melanie Olson.

Others Present: Jim Bird, Supervisor; Ryan Bourassa, Forestry Administrator; Sheri Denowski, County Conservationist; Aleta DiRienzo, LID-LWC; Sarah Ferdon, FoodWise; John Guarisco, County Board Chair; Charlotte Kacsor, Tourism; Paul Klose, Asst. Land Information Director; John Lefebvre, Administrator; Rebecca Linder, Corporation Counsel; Andrew Marzec, APHIS; Peter Noppenberg, Supervisor; Tim Oestreich, Land Information Director and Derek Thorn, FLOW AIS Coordinator.

1. CALL TO ORDER

Meeting was called to order by Chair Mandli at 9:00 a.m.

2. APPROVAL OF AGENDA

MOTION (Baumgarten/Ebsch) to approve the agenda as presented. Motion carried, no negative vote.

3. APPROVAL OF MINUTES

MOTION (Ebsch/Hitt) to approve the minutes of April 8, 2025 meeting as presented. Motion carried, no negative vote.

4. PUBLIC COMMENT

None.

5. CORRESPONDENCE

None.

6. REPORTS OF OUTSIDE AGENCIES AND OTHERS

- Sarah Ferdon, FoodWise reported that in April nutrition lessons with adult groups were given at Rainbow House and Goodwill. Strong Bodies and Tai Chi classes continue in

Peshtigo. The first draft of FY26 program planning workbook has been submitted. Will be attending the Marinette School District Wellness Committee Meeting. Upcoming events for the summer program planning continues for FY26, Family nutrition lessons at HeadStart, Summer lesson planning for DAR Boys & Girls Club and Summer school lesson planning in conjunction with 4-H.

- Derek Thorn, FLOW AIS Coordinator, reported that he is continuing to monitor European Frog-bit in Marinette County, focusing on Bagley Flowage this summer. Purple Loosestrife work at Seagull Bar will continue. He is looking forward to helping with Environmental Field Days and is planning on attending Lake Association meetings and is hoping to find some volunteers to do water quality testing on some lakes.

7. REPORTS BY DEPARTMENTAL STAFF

- Sheri Denowski, County Conservationist, mentioned that the prescribed burn for the Harmony Arboretum prairie has been completed. The Fox Valley Technical College Wildland Fire and Natural Resources instructors and students managed the burn on the 9 acres. Invasive Species Trade-up Days will be happening next week, May 12th to the 17th. There will be a trailer in the parking lot across the street from the Resource Center. For every invasive species you bring in – you will get a \$10.00 voucher to buy a native plant from the participating greenhouses and plant sales. You can receive up to 10 vouchers. An overview of injection manure spreading was given to the committee.
- Tim Oestreich, Land Information Director, mentioned the prescribed burn was done with a grant from US Fish & Wildlife. The UW-Extension will have some staffing changes. Currently the 4-H Youth Coordinator is shared between Oconto and Marinette Counties. Oconto will be having the 4-H Youth Coordinator take over as the full-time by October. The POWTS Cards have been mailed and noticing the calls regarding the cards have gotten fewer – feel that we are catching up with the number of septic systems that are not in use. New aerial photography will be taken this spring and should have the photos by December.
- Charlotte Kaczor, Economic Development/Tourism reported that the new tourism guide has been delivered.

8. 2025 WILDLIFE DAMAGE FENCING PROJECT

MOTION (Hitt/Graese) approve proposed 2025 Wildlife Damage Fencing Project for John Grutza – North Countree Christmas Tree Farm, town of Wausaukee. Motion carried. No negative vote.

9. LUMBERJACK RC&D GRANT FOR FLOATING DOCK

MOTION (Baumgarten/Graese) to approve applying for a Lumberjack RC&D grant, maximum amount \$10,000.00, to replace a floating dock at Camp Bird. Motion carried. No negative vote.

10. LUMBERJACK RC&D GRANT SUPPORTING INVASIVE SPECIES PREVENTION

MOTION (Ebsch/Hitt) to approve applying for a Lumberjack RC&D grant, maximum amount \$10,000.00, for 2026 to support the Aquatic Invasive Species prevention and control program in Marinette County (FLOW). Motion carried. No negative vote.

11. LUMBERJACK RC&D GRANT FOR LTE AT HARMONY ARBORETUM

MOTION (Baumgarten/Ebsch) to approve applying for a Lumberjack RC&D grant, maximum amount \$10,000.00, for 2026 to hire an LTE for the summer season to work at Harmony Arboretum. Motion carried. No negative vote.

12. LAKE MICHIGAN LAND & WATER CONSERVATION ASSOCIATION SPRING MEETING

MOTION (Hitt/Ebsch) approve Land Information Staff and any Development Committee member attendance with per-diem and mileage to the Lake Michigan Area Land & Water Conservation Association Spring Meeting on Friday, June 6, 2025 in Shawano County at Shawano Lake County Park. Motion carried. No negative vote.

13. AUGUST MEETING HELD OFFSITE

MOTION (Ebsch/Hitt) approve having an offsite meeting and tour for the August Development Committee meeting on August 5, 2025, including Harmony Arboretum, Hemlock Curve project site and a farm tour. Motion carried. No negative vote.

14. APRIL SCHEDULE OF PAID INVOICES

The April Schedule of Paid Invoices (\$25,999.73) was presented to the committee.

15. ADDENDUM(S)

None.

16. FUTURE AGENDA ITEMS

None.

17. SCHEDULE NEXT MEETING

The next meeting is scheduled for Tuesday, June 10, 2025 at 9:00 am at the Courthouse ~ County Board Room 112

18. ADJOURNMENT

MOTION (Baumgarten/Fendryk) to adjourn at 10:09 a.m. Motion carried. No negative vote.

Respectfully Submitted

Aleta DiRienzo
Database Specialist/Program Assistant

Date approved/corrected: