

# MANAGING BY NETWORK

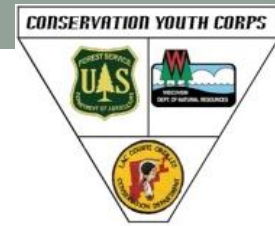
## CASE STUDY:

### LAC COURTE OREILLES BAND OF THE LAKE SUPERIOR CHIPPEWA TRIBE



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Divide Ranger District

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# Lac Courte Oreilles Conservation Youth Corps

## What is it?

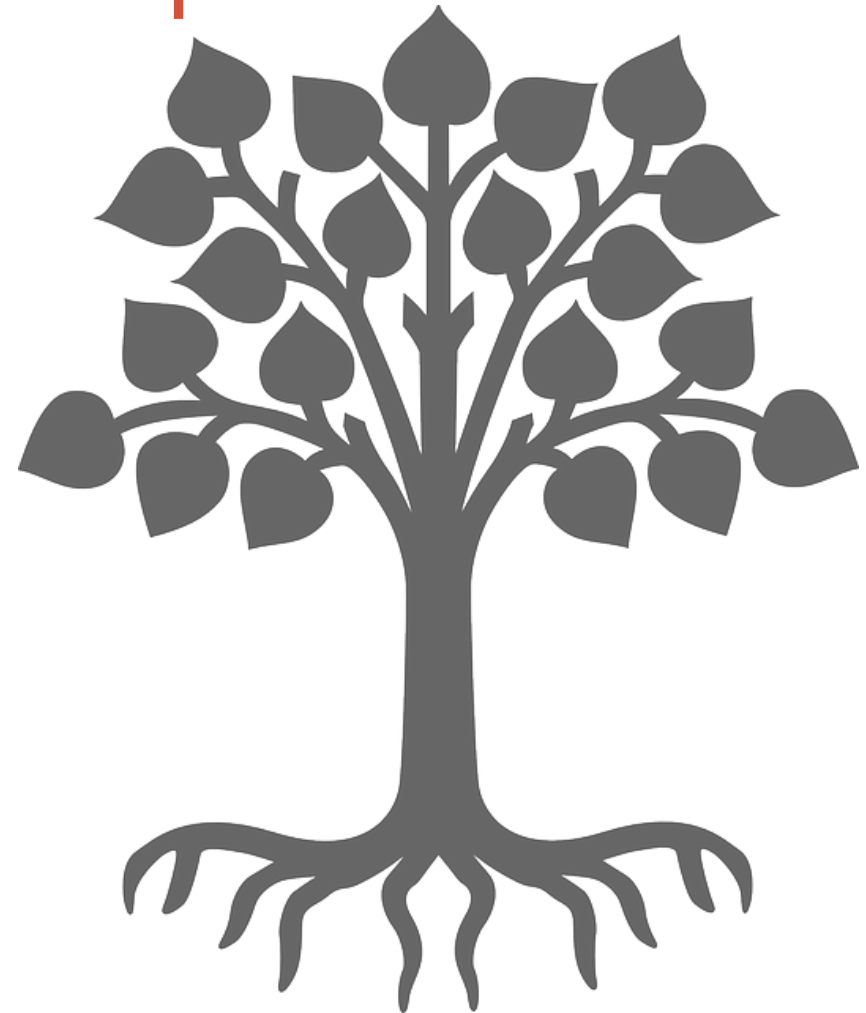
USFS YCC Roots

## Purpose and Mission

Help youth develop an appreciation of and connection to the natural world

## Goals

Provide opportunities for youth to connect with the outdoors through education and engagement in conservation projects



# Projects/Training

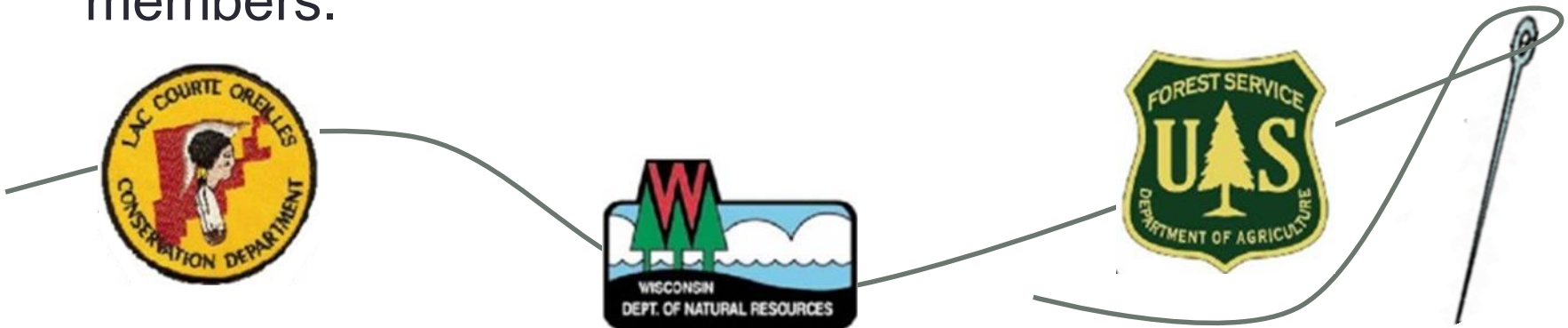






# Finding the common thread...

- Capitalize on our common interest in natural resources and youth development to build trust and develop meaningful relationships between individuals, organizations, and agencies in our community.
- Use these common interests to gain a greater understanding, appreciation, and respect for the cultural differences between tribal and non-tribal community members.



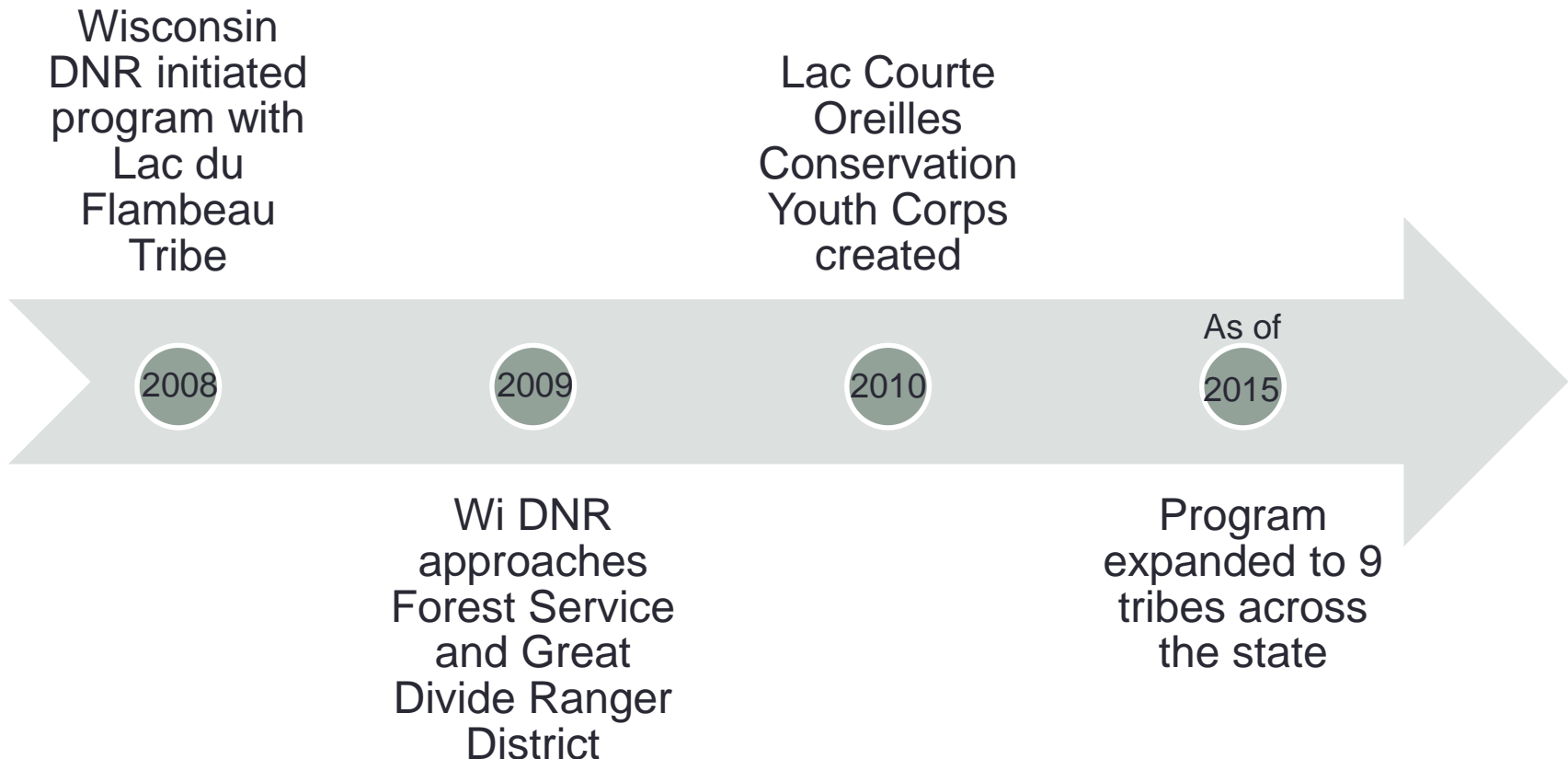
# Program Conception



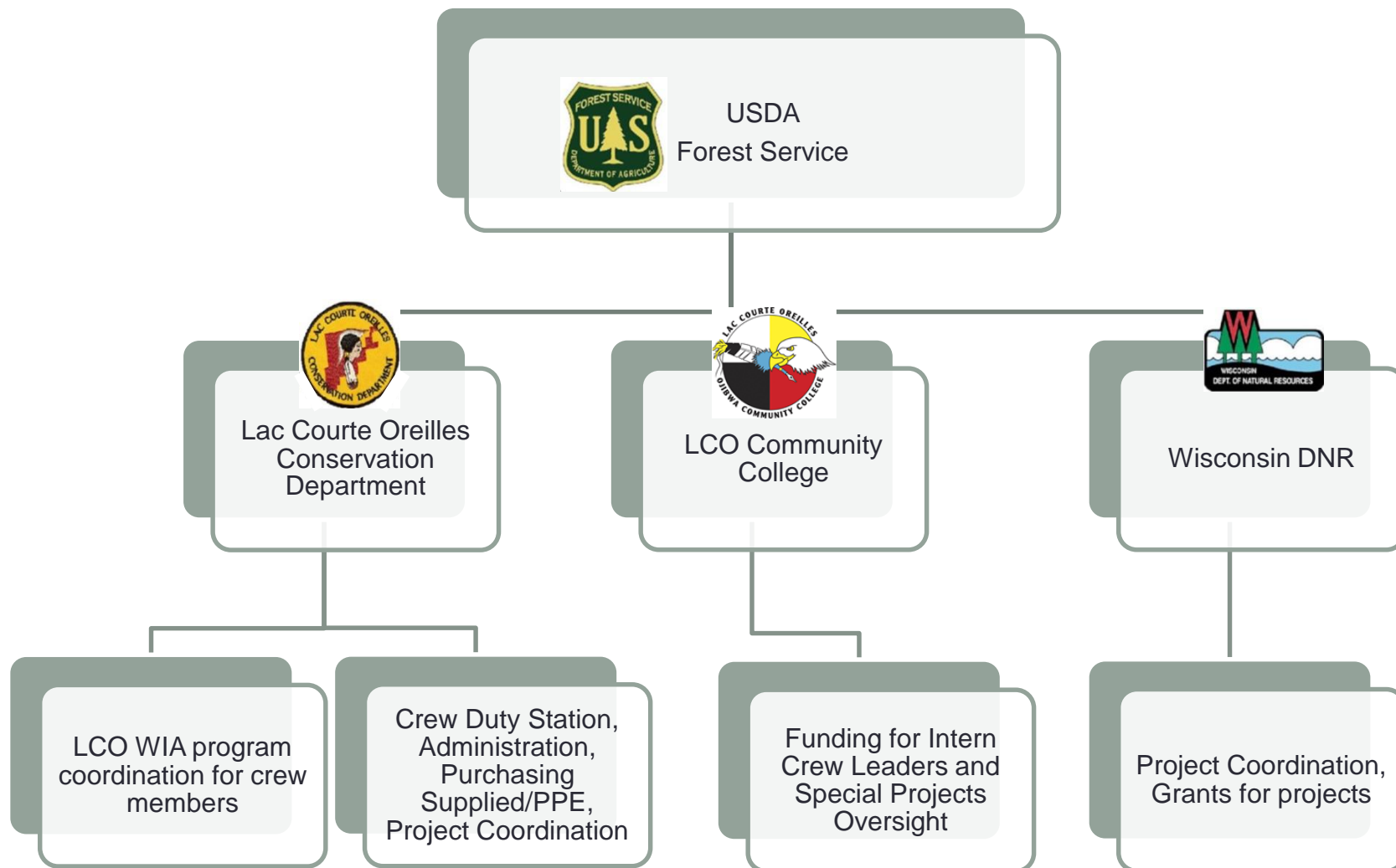


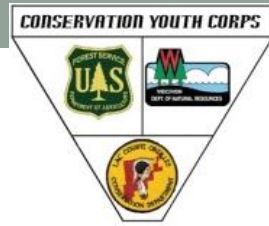
# The 'Big' Picture

- Program Development and Expansion



# Partners and Contributions





# Show me the money!

- Each partner has contributed as funding is available:
  - **Crew Leaders:** LCOOCC interns by federal grants, Wisconsin Tribal Conservation Advisory Council (WTCAC) interns
  - **Crew Members:** LCO Summer Youth Program funded through the Workforce Investment Act Program (WIA)
  - **Supplies and gear:** LCO Conservation/Forest Service appropriated dollars/WDNR supply funds/American Legion donations
  - **R9 Honor Award:** Recognition of Partnership and Program
- 2014 and 2015
  - Tribal Youth Engagement Initiatives through 21st Century Conservation Service Corps
  - Summer Tribal Youth Program Grants from Wisconsin DNR
  - Wisconsin Natural Resources Foundation, WI Conservation Endowment, Hughes Jeffords Chippewa Flowage Conservation Fund





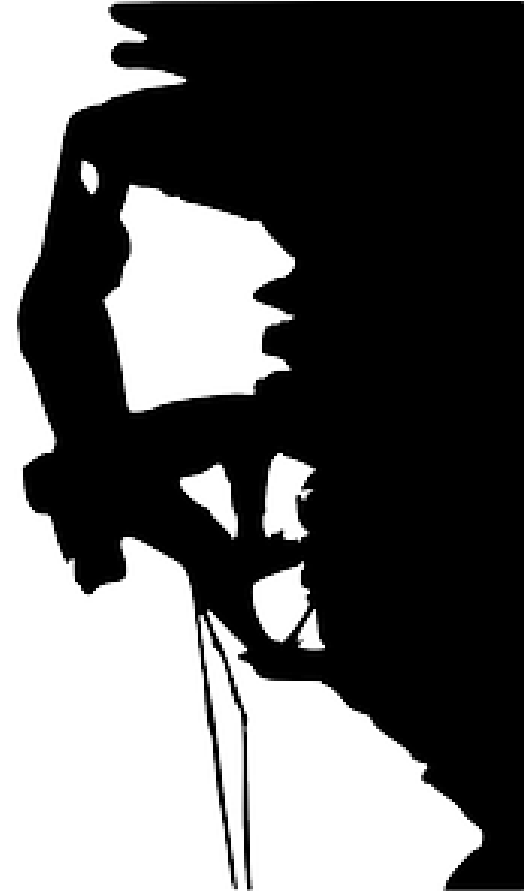
# Cross Roads

- **Challenge Question:** How and when do you evaluate the partnership to see if it is working or in need of change?



# Partnership Evaluation

1. Our triggers
2. Reflections from everyone involved
3. Challenges identified
4. How can we move forward, address challenges, and strengthen the program?



# Partnership Challenges

- Agency priorities for time and money
- Partner leadership changes
- Changing Faces – retirements, details, new employees
- Internal support
- Cultural differences



# Crew Challenges

- Crew Leadership
- Crew Member Engagement
- Crew size
- Vehicle
- PPE/Safety
- Absenteeism
- Attitudes
- Discipline







# Inspiration to Persevere

## Managing by Network Case Studies and Training

- Career Discovery Internship Program, by Ann Marie Chapman, USFWS
- America's Great Outdoors Initiative, by Jeremiah Martinez, USFS
- Leveraging Partnerships and Partner Cultural Awareness with Liz Madison
- Brian O'Neill's 21 Partnership Success Factors

## Tag-teaming Forest Service Coordination Role

## Sustainable Recreation Conference

- Shawnee National Forest youth program example

## Past Experiences with YCC



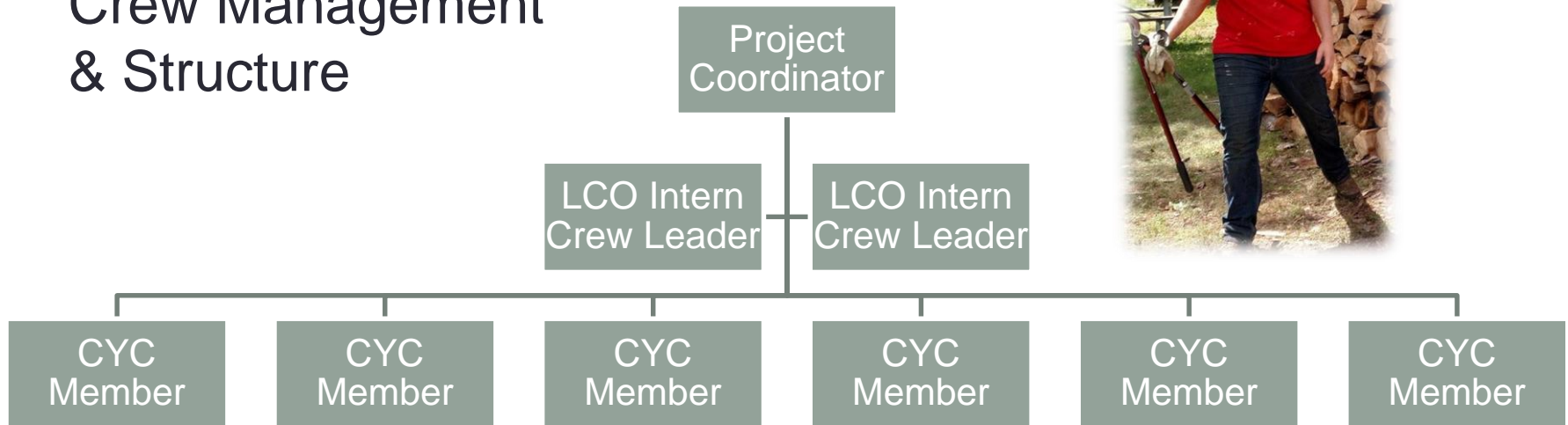
# Successes

- Internal Support
  - 2 dedicated planners from each Agency
  - Past crew leader part of planning
  - Project leaders more engaged in planning and
  - Attitudes toward program more positive
  - Additional agency employees involved in crew orientation and training sessions
  - Flexibility in project schedule with agencies



# Successes

## Crew Management & Structure



# Successes

## Student Engagement

- Orientation Session Structure
  - 2 days
  - Team Building Exercises
  - Relationship building with agency employees
  - Safety/Program Overview
  - Cultural Aspect
  - Hands on/Interactive
  - Fun!





# Successes

## Student Engagement

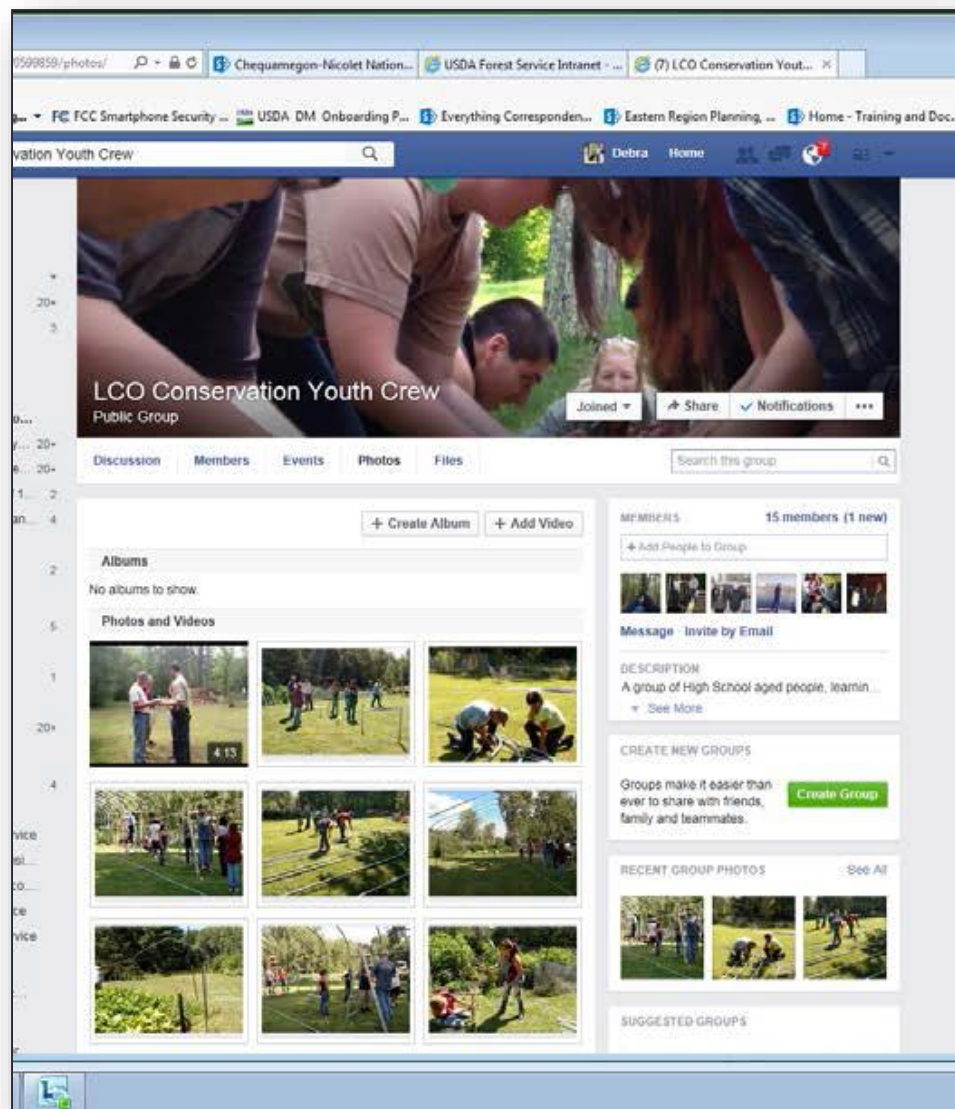
- Relevant to Youth
- Community connected projects
- Agency employee connections
- Intermixed Agencies Schedule
- Partner Continuity
  - Speak from one voice not 3





# Creating Relevance

- Fun from beginning
- Facebook page
- Diversity in Leadership
- Tribal Culture
- Activity days



# Recognition

- **Challenge Question:** How and when do you recognize your partners, internal and external supporters, and donors?





## Next Year?

- 2-day Orientation
- 3-leader structure
- 6 crew members is a good fit!
- Add adult mentor(s) for leaders
- Conduct thorough project and agency overviews with leaders prior to onboarding crew
- Provide support for special projects of interest for the leaders
- Address continued challenges (e.g. vehicle)



# Partnership Expansion?

- **Challenge Question:** How do you determine if other partners should be invited to the table?



# Future Vision?



- Invite Additional Partners?
- Interact with the 8 other tribal youth corps?
- Integrate non-tribal youth into the program?
- Encourage other Districts and Forests in Lake States to develop similar partnerships



# Potential Additional Partners?

National Park Service, St. Croix National Scenic Riverway  
Bureau of Indian Affairs  
Natural Resources Conservation Service  
Great Lakes Indian Fish and Wildlife Commission  
Chippewa Flowage Group  
Lac Courte Oreilles' and Hayward Community Schools  
Hayward Center for Individualized Learning (HACIL)  
Northern Waters Environmental Charter School  
Town of Hayward  
City of Hayward  
Sawyer County  
Sawyer County Outdoor Projects and Education (SCOPE)  
Private Citizens



# Questions?