

OCRf Project Proposal Form

Thanks for your interest in applying for a grant from the Oregon Conservation & Recreation Fund. More information, including information on the Conservation & Recreation Advisory Committee's program priorities, available funds, and guidelines for preparing your application are available online here: <https://www.dfw.state.or.us/conservationstrategy/OCRf/committee.asp>. Questions can be referred to the Department of Fish and Wildlife via email: odfw.ocrf@state.or.us or by phone: 971-719-1192.

Email *

renee@forestparkconservancy.org

Project Information

Project Title *

Green Jobs Training and Internship Program

Project Overview *

Please provide a short summary that could be used to describe your project on the OCRf website. (2000 character max)

This program is a 12-month paid internship that provides relevant hands-on professional experience and training for BIPOC (Black Indigenous, People of Color) young adults to gain the necessary skills to exponentially increase their chances to obtain a full time position in the conservation or environmental field. Specifically, the Internship allows the participants to gain hands-on experience in field work, learn about monitoring and management strategies and, shadow experienced professionals, all while earning a salary and developing a professional network. To broaden the types of skills learns and from a variety of conservation entities, Interns have rotating internship placements with Forest Park Conservancy, Columbia Land Trust, Portland Water Bureau, and WMSWCD.

Primary Contact Person *

Renee Myers

Primary Contact Email Address *

renee@forestparkconservancy.org

Primary Contact Phone number *

(503) 223-5449, Ext. 105

Lead Organization *

Forest Park Conservancy

Mailing address *

833 SW 11th Ave, Suite 800
Portland, OR 97205

Lead Organization Federal Tax ID

94-3103055

Geography/Ecoregion *

Consult the Oregon Conservation Strategy Ecoregions: <https://oregonconservationstrategy.com/ecoregions/>. Check all that apply.

- Blue Mountains
- Coast Range
- Columbia Plateau
- East Cascades
- Klamath Mountains
- Nearshore
- Northern Basin & Range
- Willamette Valley
- West Cascades

Project Location (City) *

Portland

Project Location (County) *

Multnomah

Project Start Date

MM DD YYYY

/ /

Project End Date

MM DD YYYY

/ /

Funding Amount Requested *

325000

NOTE FROM ODFW STAFF

- FPC is seeking to bring in restricted donations of \$250,000 to be matched with \$75,000 from other OCRF funds (\$325,000 total).
- Meyer Memorial Trust has already committed initial support of \$100,000 for the project
- If approved, the Committee would recommend an initial \$130,000 expenditure for this project and authorize an additional \$195,000, contingent upon future restricted gifts of up to \$150,000.

Total Project Cost *

598036

Project Description

Tell us about your project.

Project goals and objectives *

Please describe the project goals and objectives. (2500 character max)

Goal 1: Increase the health and resiliency of the Greater Forest Park ecosystem and local communities through active restoration and conservation efforts.

Goal 2:

Create a pathway for young adults from BIPOC communities to successfully enter the conservation and environmental workforce, through professional on the job training to build their professional skills, knowledge and network.

Traditionally, the conservation and restoration workforce has been comprised of middle-aged white males. Although there are existing training programs that seek to introduce people from all backgrounds to the industry, they do not currently provide enough experience to improve the chances of employment for their participants. The greater Forest Park ecosystem is the perfect place to match these needs by engaging diverse partners, increasing restoration and conservation efforts on the ground, and increasing the health and resiliency of the landscape. FPC and its GFPCI partners have year round on the ground needs for various kinds of conservation and restoration work that provides Interns the opportunities to learn the necessary skills to compete for a job and at the same time, allows partners to implement critical projects and work that are necessary to improve native fish and wildlife habitat.

Outcomes and Measuring Success *

Please describe the expected outcomes of your project and how success will be measured. (2500 character max)

Increased collaboration through engagement with a more diverse set of partners, resulting in more acres of native fish and wildlife habitat conserved and more partners and communities actively engaged in this work and long-term stewardship of this landscape.

3600 acres of habitat restored, 19,000 native plants and trees planted, 17,000 hours of community stewardship completed, 17,000 trees saved and freed from invasive tree ivy, \$3 million invested in projects to conserve the landscape

Comprehensive on-the-job training for Interns focused on habitat restoration, forestry, wildlife biology and other conservation practices. Interns will participate in on-site evaluation of habitat enhancement and invasive plant control projects; assist in collection and analysis of monitoring data, and use GPS tools to locate and monitor specific restoration sites; assess trail conditions and complete trail maintenance and repair work; assist in the training of volunteers and crew leaders; represent partners at public events; help write conservation plans for private properties; assist in water quality monitoring; assist in stand exams on forested private property; assist with annual reports; annual monitoring and documentation of conservation easement and fee owned lands; support the preparation of management plans for conservation properties; support enhancement and restoration field work on conserved lands; new project site evaluations; property administration, contractor management; property issue resolution; and volunteer and conservation partner engagement. During this process the participants will learn about the Oregon and Regional Conservation Strategies.

Over the next five years of the program we hope to double the impact of the GFPCI by restoring an additional 3600 acres of native habitat, remove invasive ivy from 27,000 trees, plant over 19,000 native trees and shrubs, engage volunteers in over 17,000 hours of stewardship service and invest an additional 3M into increasing the health of the landscape.

Additionally, Interns are required to complete:

First aid, CPR, plant identification and financial literacy training.

Develop five-year career road map

Produce draft project plan for a trails and restoration project

Write a new resume

Earn three letters of recommendation from GFPCI partners

Work at least 1,280 hours of on the ground conservation and restoration training

Complete 120-hours of office work and/or job shadowing of a natural resources professional.

Project Narrative *

Please describe your project in full. (8000 character max)

The GFPCI is a public-private collaborative 20-year strategy to protect and restore the 15,000-acre greater Forest Park ecosystem that includes Forest Park and 10,000 acres of private and public land surrounding the park. The Initiative addresses the serious threats facing the greater Forest Park ecosystem: habitat loss, fragmentation and degradation; invasive species; urban growth; and climate change. This initiative was developed to support local and state efforts to conserve and restore native fish wildlife habitat and follows goals set out in the Oregon Conservation Strategy and the Regional Conservation Strategy.

FPC found it critical to diversify partner collaboration, which will also increase the amount of habitat restoration completed and engage and educate more communities around the importance of native wildlife habitat, especially in our urban environments. The Green Jobs Training and Internship Program (the Internship), led by Forest Park Conservancy, was launched in January 2020 in collaboration with The Blueprint Foundation, Wisdom of the Elders, Ecotrust, Columbia Land Trust, and West Multnomah Soil and Water Conservation District (WMSWCD). The Internship provides hands-on professional experience for BIPOC (Black, Indigenous, People of Color) young adults interested in careers in conservation and the environmental job sector.

Forest Park is located in the center of a large and growing metropolitan region, and acts as a “gateway” or introduction to the region’s rich network of city and state parks, and State and National Forests. State and National Forests around the Portland/Vancouver region comprise of approximately 3,876,343 acres. With the changing demographics of the Portland metro area, and the rapidly increasing impacts of climate change, Forest Park is a unique asset to help address diversity, equity and inclusion as well as environmental justice. It is also one of the most unique urban forests in the world because of its size and location, the amount of ecological, social and economic benefits it provides to Portland communities and the significant role Forest Park plays in helping mitigate the impacts of climate change on the Portland/Vancouver region.

As an anchor habitat, Forest Park plays a critical role in connecting key wildlife corridors of the Tualatin Mountains to the Oregon Coast range.

After six successful years of the initiative, FPC and its partners wanted to strengthen this initiative and have a greater overall, social, economic and ecological impact. The most important component to achieving this was to diversify partner collaboration, engage with and educate more communities about the importance of native wildlife habitat and, in return, increase the amount of native habitat restored and protected. As a result, the Green Jobs Training and Internship Program (the Internship), led by Forest Park Conservancy, was launched in January 2020 in collaboration with The Blueprint Foundation, Wisdom of the Elders, Ecotrust, Columbia Land Trust, and West Multnomah Soil and Water Conservation District. The Internship provides hands-on professional experience for BIPOC young adults interested in careers in conservation and the environmental job sector.

This program is a 12-month paid internship that provides relevant hands-on professional experience and training for BIPOC young adults to gain the necessary skills to exponentially increase their chances to obtain a full time position in the conservation or environmental field. Specifically, the Internship allows the participants to gain hands-on experience in field work, learn about monitoring and management strategies and, shadow experienced professionals, all while earning a salary and developing a professional network. To broaden the type and extent of professional skills Interns could learn, and allow interns to work with

different types of conservation organizations, Interns have rotating internship placements with Forest Park Conservancy, Columbia Land Trust, Portland Water Bureau, Environmental Service Associates and WMSWCD.

Traditionally, the conservation and restoration workforce has been comprised of middle-aged white males. Although there are existing training programs that seek to introduce people from all backgrounds to the industry, these do not currently provide enough experience to improve the chances of employment for the participants. The greater Forest Park ecosystem is the perfect place to match these needs by engaging diverse partners, increasing restoration efforts on the ground, and increasing the resiliency of the landscape. FPC and its GFPCI partners have year round on the ground needs for various kinds of conservation and restoration work that provides Interns the opportunities to learn the necessary skills to compete for a job and at the same time, allows partners to implement critical projects and work that are necessary to improve native fish and wildlife habitat.

The curriculum for this program was developed in collaboration with our community partners including The Blueprint Foundation, Wisdom of the Elders and Tualatin Riverkeepers, who have an existing short introductory restoration and leadership development programs, called the Green Workforce Academy, for young adults from African American, Latino, Muslim and Native American communities in the Portland-Metro Region. Partners engaged and committed to supporting this program are FPC, Columbia Land Trust, Ecotrust, Portland Water Bureau, Environmental Science Associates, and West Multnomah Soil and Water Conservation District. The involvement of our community partners, who will play a mentoring role for the interns, will be critical to ensure the technical adequacy of the program and the inclusiveness of the partner's workplace culture.

Participants are recruited from the Green Workforce Academy program and placed as full time interns with FPC and other GFPCI partners at a \$17/hour salary for a period of 12 months.

Our plan is to increase the number of interns in the following years of the program as more partners engage with and participate in the program. On-the-job training for this program will focus on habitat restoration, forestry and other conservation practices. Interns will also have the opportunity to learn leadership skills by working and leading volunteer groups, and develop other skills including resume writing and interview prepping. Interns will be encouraged to spend time with all committed partners in order to be exposed to multiple types of work and professionals.

Some of the activities Interns will take part in with the GFPCI partners supporting the program include: onsite evaluation of habitat enhancement and invasive plant control projects; assist in collection and analysis of monitoring data, and use GPS tools to locate and monitor specific restoration sites; assess trail conditions and complete trail maintenance and repair work; assist in the training of volunteers and crew leaders; represent partners at public events; help write conservation plans for private properties; assist in water quality monitoring; assist in stand exams on forested private property; assist with annual reports; annual monitoring and documentation of conservation easement and fee owned lands; support the preparation of management plans for conservation properties; support enhancement and restoration field work on conserved lands; new project site evaluations; property administration, contractor management; property issue resolution; and volunteer and conservation partner engagement.

Conservation & Recreation Advisory Committee Program Priorities *

Which of the Program Priorities does your project address?

- Conservation - Habitat restoration and improving habitat connectivity related to implementing the recommendations in the Oregon Conservation Strategy and evolving science recommendations in the Oregon Conservation Strategy and evolving science
- Conservation - Science, research, and monitoring directly related to implementing the recommendations in the Oregon Conservation Strategy, especially through community science activities.
- Recreation - Opportunities to engage and expand the number and diversity of Oregon's outdoor users.
- Recreation - Opportunities to introduce Oregonians to wildlife-associated recreation
- Recreation - Educational materials and opportunities related to responsible recreation, ecology, and wildlife conservation for kids and adults in multiple languages.
- Recreation - Research or planning that supports responsible recreational opportunities
- Recreation - Enhancement or restoration of trails and access to waterways in a way that preserves or enhances sensitive habitat or that resolves impacts related to informal or dispersed recreation in sensitive habitat

Program Priorities Narrative *

Please describe how your project advances the above priorities, including any connections you see to the Oregon Conservation Strategy. (1500 character max)

DID NOT ANSWER

For projects that address a conservation priority, what are the primary taxa that will be affected?

- Birds
- Mammals
- Reptiles
- Amphibians
- Fish
- Plants
- Invertebrates
- Other:

OCRf Funds *

Describe the specific elements of your project that will be supported by the OCRf funds requested in this proposal. (1000 character max.)

Funding from the Oregon Conservation Recreation Fund will go specifically towards the Intern's salaries and FPC staff to manage and provide adequate resources to fully support for the interns, allowing them to do this important on the ground restoration work and build their professional skills and knowledge to further their careers.

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Partners *

Identify partner organizations that will be actively involved in the project and describe their roles

Program partners include FPC, Columbia Land Trust, Ecotrust, Portland Water Bureau, Environmental Science Associates, and West Multnomah Soil and Water Conservation District. These organizations are providing opportunities for the interns to learn the following skill sets:

- o On-site evaluation of habitat enhancement and invasive plant control projects, including those in our Canopy Weeds program.
 - o Assist in collection and analysis of monitoring data, and use GPS tools to locate and monitor specific restoration sites.
 - o Assess trail conditions and complete trail maintenance and repair work.
 - o Assist in the training of volunteers and crew leaders.
 - o Represent FPC at public events.
 - o Write conservation plans for private properties.
 - o Help treat garlic mustard or other Early Detection Rapid Response invasive species on private properties.
 - o Consult with contractors doing invasive weed control.
 - o Assist in water quality monitoring on streams in the Tualatin Mountains
 - o Assist in stand exams on forested private property.
 - o Monitor vegetation management on multiple sites on private property.
 - o Assist with annual reports or other summaries for one of our programs.
 - o Annual monitoring and documentation of conservation easements and fee-owned lands over 400 acres
 - o Support the preparation of management plans for conservation properties.
 - o Support enhancement and restoration field work on conserved lands.
 - o Support field data collection for research and ecological monitoring on conserved properties
 - o Participate in other activities including conservation planning, new project site evaluations, property administration, contractor management (infrastructure maintenance, forestry, restoration construction, etc.), property issues resolution, and volunteer and conservation partner engagement.
-

Timeline *

Please identify the key milestones towards completing the project and achieving results.

In Process

Other information

Please provide any additional information you'd like the Committee consider, including links to project website or other media.

Past Projects/Experience

Describe two projects completed by the Lead Organization in the last 5 years and the results achieved

Project 1

1500 maximum characters

Greater Forest Park Conservation Initiative

FPC is leading a 20-year initiative, the Greater Forest Park Conservation Initiative (GFPCI) to restore and protect 15,000 acres that include the 5,200 acres of Forest Park and the surrounding public and private forested property. The GFPCI will help offset the impacts of climate change and rapid urban development on the region's ecologically critical habitat. The Initiative addresses the serious threats facing the greater Forest Park ecosystem: habitat loss, fragmentation and degradation; invasive species; urban growth; and climate change. So far, the GFPCI partners have successfully restored 3,600 acres of land inside and outside of Forest Park, freed over 33,000 trees from invasive ivy, planted 120,000 trees and shrubs, engaged 20,000 volunteers and collectively invested over \$4 M in the landscape

Project 2

1500 maximum characters

Forest Park for All

This project promotes equitable access for BIPOC (Black, Indigenous, People of Color), LGBTQ+ and low-income communities by breaking down barriers to nature and outdoor recreation and ensuring safe and equitable access to the mental, physical, healing and spiritual benefits that nature provides. Together, in collaboration and partnership, Forest Park Conservancy and Love is King (LIK) will create a network of Volunteer Ambassadors, that through proper training, will set the foundation of a culture in Forest Park, and over time, public lands throughout the region, where individuals can bring their whole selves to their interaction and experience with nature and strengthen and diversify the community of stewards dedicated to caring for and protecting our public lands for generations to come. Ambassadors represent people of all colors that are activated, inspired, and empowered to help raise our collective awareness and recognize and interrupt harmful behavior with love, empathy, respect, and a true sense of personal responsibility without discrimination. Forest Park is a unique, 5,200-acre urban forest with 80 miles of trail all within city limits, providing an urban wilderness experience to its multiple user groups and considered a "gateway" to other parks, natural areas and state and National Forests around the region.

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Google Forms

From: [Renee Myers](#)
To: [PALMERI Davia M * ODFW](#); [Karl Wenner](#)
Subject: Additional Information for OCRF Green Jobs and Internship Program Grant
Date: Tuesday, August 24, 2021 7:43:22 AM

Good morning and happy Tuesday to both of you!

I wanted to send the additional information that you requested Karl and please let me know if you need anything else. Karl, you had mentioned that one of the concerns was the total amount of potential match dollars that would be allocated to FPC projects could be significant. I wanted to shed a little more light on this. I hope this helps.

As an organization, collaboration is at the core of who we are and the most successful initiatives are ones that have multiple committed, engaged partners that work together to have a greater collective impact. That philosophy goes well beyond just the work and effort partners give to support the success of a program. We feel it is just as important to help lift and support our partner organizations financially as well. In all of the grants we write for initiatives where we work with other partners, we always request funding for their time, as none of these larger initiatives and projects would be successful without their voice, skills and heart at the table. Here are some more specific details regarding the financial aspect of our OCRF grants.

The Forest Park fo All initiative is a partnership between Forest Park Conservancy, Love is King and Trailkeepers of Oregon. The budget is large because is it financially divided between three organizations. Trailkeepers of Oregon is a statewide Organization whose impacts from this grant will be implemented statewide, not just local or regional. Love is King has been making an impact at a state level and national level, as well as working with FPC in Forest Park. I would also like to mention that the work we do at FPC, including work implemented under both of these grants has benefits and impacts at a local and state level. The work happening as part of these grants is innovative and models are being developed for these programs that can be shared and replicated across the state. As an organization, we understand how privileged we are to have the opportunity to secure funding to do this work and as a result, have a responsibility to share our learnings and support other organizations trying to do similar things and build a larger community around these types of programs and initiatives.

In regards to the \$350,000 requested over two years for the Green Jobs and Internship Program, a portion of this program, approximately \$50,000 will go to partner organizations who are helping us do this work at the level of funding they, as an organization, have requested. The remaining \$300,000 will go directly towards the salaries and benefits of the interns and fellow participating in the program over the two years. Our curriculum and model for this program has already been replicated by local partners and we hope to continue growing the program and learn how to have an even better program with a broader impact.

NOTE FROM ODFW STAFF
The actual request is \$325,000, the amount for partners would be \$50,000 and \$275,000 for salaries and benefits over two years.

I hope this helps clarify. I am more than happy to provide any additional information. Thank you again for your support and commitment to this important work.

Kindly,
Renee

--
She/They



Renée Myers (she/her/hers)

Executive Director
(503) 223-5449, Ext. 105

From: [Mark Stern](#)
 To: [PALMERI Davia M](#); [ODFW](#); [Karl Wenner](#)
 Subject: Forest Park Project
 Date: Monday, August 16, 2021 10:37:18 AM

Davia - passing along
 Karl - Renee's additional info is helpful. Thanks for pursuing this. We're heading off to Mt Rainer for a few days. Back late Thursday.
 Take care,

----- Forwarded message -----
 From: [Mark Stern](#) <marksrnes@gmail.com>
 Date: Mon, Aug 16, 2021 at 10:32 AM
 Subject: Re: Forest Park Project
 To: Renee Myers <renece@forestparkconservancy.org>
 Cc: Karl Wenner <kcwenner@gmail.com>

Hi Renee,
 Yes, thank you. Helps immensely in understanding the moving pieces. Great program, and especially appreciate the longer term-nature of the internships. Makes total sense.
 Thanks,
 Mark

On Mon, Aug 16, 2021 at 9:19 AM Renee Myers <renece@forestparkconservancy.org> wrote:
 Good morning Mark and thank you! Alaska was quite a life-changing experience for them.

Sorry for the misunderstanding. Our Green Jobs and Internship is a year-long (12 month) comprehensive program that starts March 1st and goes until the end of February of the following year. The program we recruit from is only six weeks long. Before we started this program we did a lot of research and due diligence. We found that there is a variety of shorter six-week to three-month programs that graduate higher numbers, but the success rate of graduates finding jobs afterward was very low. Although these programs are wonderful for introducing them to the kinds of jobs out there in this field, they simply can't gain enough professional experience in that period of time.

We wanted to focus on success, not the numbers, and provide these bright, young adults the personal and professional skills they need to find employment following the program and also foster a sense of passion and stewardship for our amazing outdoor spaces. As part of this program, they also have to develop an Individual Development Plan that gives them ownership over the kinds of training and skills they feel they need to learn along with our guidance. If there is a specific skill set they need and/or want to learn for their career path, we will find a partner that can help train them in that specific skill set. It helps empower them and get them excited about the possibilities.

I hope this all provides clarity. Below, I have pasted the two-year program budget that we submitted to Meyer. I recently found out that our total grant from Meyer will be \$100,000. Feel free to reach out or call with any questions. 971-271-1486.

Thank you again for your time.

Best,
 Renee

PROJECT EXPENSES	GRANT PERIOD						Notes/Description/Calculations
	Project Year 1	Meyer Funding for Year 1	Project Year 2	Meyer Funding for Year 2	Total Project Expenses	Total Meyer Funding	
Project Personnel Expenses							
<i>FPC Green Jobs Internship Program Manager (FTE)</i>	\$14,313.00	\$0.00	\$14,313.00		\$28,626.00	\$0.00	For 40 hours/week over 52 working weeks. Calculated at \$23/hour. Time focused in managing program and coordinate interns' activities
<i>Green Jobs Program Interns (4)(FTE)</i>	\$128,700.00	\$50,000.00	\$128,700.00	\$80,000.00	\$257,400.00	\$130,000.00	For 40 hours/week over 52 working weeks. Calculated at \$20/hour.
<i>Green Jobs Program Fellow (FTE)</i>	\$43,680.00	\$15,000.00	\$43,680.00	\$15,000.00	\$87,360.00	\$30,000.00	For 40 hours/week over 52 working weeks. Calculated at \$21/hour.
<i>FPC Conservation Director (FTE)</i>	\$10,400.00		\$10,400.00		\$20,800.00	\$0.00	For 5 hours/week over 52 working weeks. Calculated at \$40/hour. Time for overall strategic support, fundraising and relationship building with partners and sponsors
<i>FPC Communications manager (FTE)</i>	\$1,664.00		\$1,664.00		\$3,328.00	\$0.00	For 1 hour/week over 52 working weeks. Calculated at \$32/hour. Time for development and implementation of communications strategy for program
<i>FPC Fieldwork Manager (FTE)</i>	\$4,992.00		\$4,992.00		\$9,984.00	\$0.00	For 4 hours/week over 52 working weeks. Calculated at \$24/hour. Time for Intern training and supervision
<i>FPC Executive director (FTE)</i>	\$3,858.66		\$3,858.66		\$7,717.32	\$0.00	For 2 hours/week over 39 working weeks in 9 months. Calculated at \$56/hour.
<i>Blueprint Foundation program officer (FTE)</i>	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00	\$3,600.00	\$3,600.00	Total of 30 hours a year at \$60/hour. For 2 hours six times a year for a total of 12 hours a year to support program evaluation and participate in working groups; 10 hours to support program communications; and for 8 hours a year to support plannign and implementation of field event with Greenworkforce Academy participants.
<i>Ecotrust Program Officer (FTE)</i>	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00	\$3,600.00	\$3,600.00	Total of 30 hours a year at \$60/hour. For 2 hours six times a year for a total of 12 hours a year to support program evaluation and participate in working groups; 10 hours to support program communications; and for 8 hours a year to support plannign and implementation of field event with Greenworkforce Academy participants.
<i>Wisdom of the Elders Program Officer (FTE)</i>	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00	\$3,600.00	\$3,600.00	Total of 30 hours a year at \$60/hour. For 2 hours six times a year for a total of 12 hours a year to support program evaluation and participate in working groups; 10 hours to support program communications; and for 8 hours a year to support plannign and implementation of field event with Greenworkforce Academy participants.
<i>Columbia Land Trust Stewardship Manager (FTE)</i>	\$7,200.00	\$3,600.00	\$7,200.00	\$3,600.00	\$14,400.00	\$7,200.00	Total of 10 hours a month at \$60/hour to provide intern training and supervision
<i>West Multnomah Soil and Water Conservation District, Urban Conservationist (FTE)</i>	\$7,200.00	\$3,600.00	\$7,200.00	\$3,600.00	\$14,400.00	\$7,200.00	Total of 10 hours a month at \$60/hour to provide intern training and supervision
Taxes and Benefits (10%)	\$15,727.17	\$5,000.00	\$15,727.17	\$8,000.00	\$31,454.33	\$13,000.00	
Sub Total Personnel Expenses	\$243,134.83	\$82,600.00	\$243,134.83	\$115,600.00	\$486,269.65	\$198,200.00	
Non-Personnel Expenses							
Contractual/Professional Services - Career counseling	\$2,250.00	\$2,250.00	\$2,250.00	\$2,250.00	\$4,500.00	\$4,500.00	Career counseling consulting fees calculated at \$150/consultation per intern 3 times a year for 2 years
Contractual/Professional Services - Graphic Design Services	\$500.00	\$500.00	\$500.00	\$500.00	\$1,000.00	\$1,000.00	
Contractual/ Professional Services - Equity and/or workforce developmet consultant	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$10,000.00	\$10,000.00	To facilitate discussions and events with partners, and community organizations
Travel (5 Trimet year transit passes)	\$7,500.00		\$7,500.00		\$15,000.00	\$0.00	Includes 5 Trimet annual transit passes (\$1,300/pass) for 2 years (\$13,000) For other transportation solutions, including ride-

Travel - additional solutions	\$1,500.00		\$1,500.00		\$3,000.00	\$0.00	shares, car rental, tolls, etc. (\$3,000)
Meetings and Training (venue, food, etc.)	\$2,000.00	\$1,000.00	\$2,000.00	\$1,000.00	\$4,000.00	\$2,000.00	includes meetings and trainings expenses including venue and food at \$2000/year
Interns' training	\$7,500.00	\$5,000.00	\$7,500.00	\$5,000.00	\$15,000.00	\$10,000.00	Includes fees for paid training and licensing for interns, calculated at \$1,500/intern and to cover subject matters such as First Aid/CPR, Mental health First Aid, Herbicide Application licensing, chainsaw use, and DEI training
Technology/Equipment (1 laptop computer to be shared by interns)	\$1,500.00	\$1,500.00			\$1,500.00	\$1,500.00	
Cel phone stipend	\$1,200.00		\$1,200.00		\$2,400.00	\$0.00	Calculated at \$30/month per intern
Printing and office supplies	\$500.00		\$500.00		\$1,000.00	\$0.00	Calculated at \$1,000/intern and includes work boots, pants, rain jacket, first layer, gloves,
Gear and protective equipment	\$5,000.00		\$5,000.00		\$10,000.00	\$0.00	winter hat, 2 t-shirts
Sub Total Non-Personnel Expenses	\$34,450.00	\$15,250.00	\$32,950.00	\$13,750.00	\$57,400.00	\$29,000.00	
Indirect/Overhead	\$27,758.48	\$9,785.00	\$27,608.48	\$12,935.00	\$54,366.97	\$22,720.00	FPC overhead is 10%
TOTAL PROJECT EXPENSES	\$305,343.31	\$107,635.00	\$303,693.31	\$142,285.00	\$598,036.62	\$249,920.00	

On Mon, Aug 16, 2021 at 8:33 AM Mark Stern <marks@forestparkconservancy.org> wrote:

Hi Renee,
Thanks for your response, much appreciated. The trip and gathering in Alaska sounds both quite interesting for all.

Your additional detail was quite helpful, thank you. Again, as Karl mentioned, I'm impressed with the program and favorably inclined for the opportunity for OCRF to help and participate. If you have a moment, I'm still looking to clarify a couple points.

- You mentioned 5 interns, when do they start?
- You mention it's a 6-week program; and also state that interns do 1,280 hours of work. Six weeks isn't enough time to gain 1,280 hours, so I'm misunderstanding something. Can you clarify?
- Budget - I would be interested to see the budget/timeline for the "program" (\$598K), and for the \$350K requested from OCRF, whatever you have readily available and are comfortable sharing will be helpful.

Again, sounds like great work and impressive that the "graduates" from last year's program all have natural resource related jobs and/or going on w their schooling. Nicely done!

Best,

Mark

On Wed, Aug 11, 2021 at 6:58 PM Renee Myers <renee@forestparkconservancy.org> wrote:

Good evening Karl and Mark,

Sorry for my delay in getting this to you earlier today. I am currently in Fairbanks Alaska with our Green Team (Interns) and our partner Love is King (our other project funded by the OCRF). They are participating in Love is King's Advanced Leadership and Environmental Social Justice Program. The Arctic being ground zero for climate change they have had the opportunity to spend 12 days in the Arctic National Wildlife Refuge learning about the impacts it has on the ecosystem and the Indigenous Peoples and tribes that depend on the land. The US Fish and Wildlife Service and BLM have been integral in helping them learn more about the impacts on the Fish and Wildlife. As I meet with all the partners, it is amazing what they are learning up here that could be replicated in Oregon.)

Now on to your questions. Mark, thank you so much for these great, thoughtful questions. I have answered them below, but please feel free to reach out with any other questions you may have. Thank you again for taking the time to review our application.

- How many interns? When do they start? How are applicants recruited? Who supervises/oversees/manages the effort?
The current program includes five interns and a fellow. The fellow is chosen from the previous year's cohort to stay on for another year and learn more in-depth career skills including project management, budget management, supervision, etc, and earns a higher wage with full health benefits. This position also helps supervise and onboard the next year's cohort. Interns are recruited from an existing introductory workforce development program run by our partners at the Blueprint Foundation, Wisdom of the Elders and Ecotrust called the Green Workforce Academy. It is a 6-week program that introduces them to the different kinds of conservation and environmental jobs that are out there.

When we developed our program in collaboration with these three partners, we did not want to re-invent the wheel but rather create a program that would act as a stepping stone for young adults coming out of that program to be able to gain the necessary professional skills to successfully secure a job in their field or choose a path of higher education. Our first cohort was very successful and every intern either found a full-time position or decided to pursue their four-year degree in Natural Resources. It was very exciting!

As for supervision, FPC oversees the entire program in close coordination with our founding partners. We also work closely with partners who take on interns during the year, which is currently Columbia Land Trust, West Multnomah Soil and Water Conservation District, Portland Water Bureau, and a private consulting firm ESA. The list is also growing, as we build capacity in the program to take on more interns. We have a full-time position that coordinates all aspects of the program.

- Measurables - they provide physical outputs (acres restored, trees planted, trails) which is good. But this proposal is about hiring interns, and also needs a measure tied to their project objective - hiring BIPOC interns.

The ultimate goal and measure of success for this program is for each intern to either gain full time employment or seek higher education in a specialized field. We also have graduation and training requirements which are listed below. We also have interns taking other classes, such as GIS, chainsaw training, forestry classes, etc. It is not limited to the ones mentioned below and depends on their career path. The ones below are just minimum requirements to graduate.

Additionally, Interns are required to complete:

- a) first aid, CPR, plant identification and financial literacy training.
- b) Develop five-year career road map
- c) Produce draft project plan for trails, conservation, wildlife, or another similar kind of project
- d) Write a professional resume
- e) Earn three letters of recommendation from GFPCI partners
- f) Work at least 1,280 hours in on the ground conservation and restoration work
- g) Complete 120-hours of office work and/or job shadowing of a natural resources professional.

- Budget - needs a little detail - what's the \$598K being spent on and over what period of time?

Would it be helpful Mark, for me to send you the organizational budget we have for this program? Happy to send it if you want to see it.

- Funding Request \$325K - need clarifications of what they want from OCRF, and what their total funding need is. I recognize this may be vague partly due to discussion about a "match" - that said, I'd prefer this applicant, and others like the North Coast Land Trust, simply say they are requesting \$X amount from OCRF, and will match it with an additional \$XXX amount... i.e. Forest Park Conservancy is requesting \$45K from OCRF, and will match that with \$150K that they anticipate receiving and directing to OCRF from the Meyer Memorial Foundation, for a total project package of \$195K from OCRF that will help in their efforts to raise the outstanding \$325K need to do this project. Or something to that effect.

Our total cost for the program is \$598K. We were hoping to apply for \$350K to the fund and we already have Meyer Committed at \$125K. We will continue to fundraise and bring other funders to the OCRF to meet the \$350K requested.

-The proposal mentions Forest Park for All - but unclear how that connects with the proposal.

Forest Park For All is another initiative funded by the OCRF focused on equitable access to outdoor recreation opportunities and public lands. Our partner for that initiative, Love is King is also partnering with us on this program. As I mentioned above, they are currently in Alaska with them doing an Advanced Leadership Program.

Please feel free to reach out with any other questions.

Best,
Renee

On Tue, Aug 10, 2021 at 12:05 PM Karl Wenner <kcwenner@gmail.com> wrote:

Renee,
Here is a response from one of the committee members about the proposal. He sounded generally favorable but had some thoughtful questions. Please take a look at his email below and let me know what you think and how we can get some answers for him.

Karl C. Wenner, MD
Chair
Oregon Conservation and Recreation Advisory Committee



----- Forwarded message -----

From: **Mark Stern** <marks@forestparkconservancy.org>
Date: Tue, Aug 10, 2021 at 11:24 AM
Subject: Re: Forest Park Project
To: Karl Wenner <kcwenner@gmail.com>
Cc: Maret Pajutee <mpajutee@gmail.com>, Chris Hager <chager@anws.org>, Davia M Palmeri <Davia.M.Palmeri@state.or.us>

Karl,
Thanks for sending along the Forest Park proposal. I like the concept, and the project seems like a good opportunity. A bit more detail would be helpful.

Here's a few quick initial reflections -
- How many interns? When do they start? How are applicants recruited? Who supervises/oversees/manages the effort?

- Measurables - they provide physical outputs (acres restored, trees planted, trails) which is good. But this proposal is about hiring interns, and also needs a measure tied to their project objective - hiring BIPOC interns.
- Budget - needs a little detail - what's the \$598K being spent on and over what period of time?
- Funding Request \$325K - need clarifications of what they want from OCRF, and what their total funding need is. I recognize this may be vague partly due to discussion about a "match" - that said, I'd prefer this applicant, and others like the North Coast Land Trust, simply say they are requesting \$X amount from OCRF, and will match it with an additional \$XXX amount... i.e. Forest Park Conservancy is requesting \$45K from OCRF, and will match that with \$150K that they anticipate receiving and directing to OCRF from the Meyer Memorial Foundation, for a total project package of \$195K from OCRF that will help in their efforts to raise the outstanding \$325K need to do this project. Or something to that effect.
- The proposal mentions Forest Park for All - but unclear how that connects with the proposal.

Glad to discuss more.

Mark

On Thu, Aug 5, 2021 at 11:42 AM Karl Wenner <kwenner@gmail.com> wrote:

To the Project Selection sub-committee,

Please find attached the application for the project we discussed on the phone. This is submitted by Renee Myers from Forest Park Conservancy and is for a project connected to the Forest Park for All project we selected last biennium. We received a large donation from Keen on that one and they are actively working to get further donations for that project.

As we discussed, there is a little bit of a timing issue with this project as one of the potential funders has a fiscal deadline of September 30. We have put this on the agenda for the September 17 commission meeting but will, of course, have to review this project and decide if we are going to recommend it to the full committee. If we do decide to do that then I will call a very short Zoom meeting of the full committee with this as our agenda.

I am also trying to coordinate our subcommittee meeting with a discussion with Katie Voelke about the Rainforest Reserve. She is on vacation until the 11th. We had some questions about that project so I thought that might be the simplest way to get them answered.

In any event, look for me to call a meeting of our subcommittee sometime in the 10 days or so. Please take a look at the project before then so we can have a good discussion.

Thanks!

Karl C. Wenner, MD
Chair
Oregon Conservation and Recreation Advisory Committee



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She/They



Renée Myers (she/her/hers)

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