



# **AWES**

**Agroforestry & Woodlot Extension Society**

Agroforestry and Woodlot Extension Society

Annual Report for 2014- 2015

[www.awes-ab.ca](http://www.awes-ab.ca)

## Table of Contents

<b>2014-2015 Project Manager Report .....</b>	<b>3</b>
<b>2014-2015 President Report .....</b>	<b>4</b>
<b>AWES Members (May 2015) .....</b>	<b>5</b>
<b>AGM 2015 Agenda .....</b>	<b>6</b>
<b>2014 Annual General Meeting - Minutes.....</b>	<b>7</b>
<b>Financial Review .....</b>	<b>11</b>
<b>Unaudited Financial Statement 2014-2015 .....</b>	<b>12</b>
<b>AWES Organizational Budget 2015-2016 Overview .....</b>	<b>13</b>
<b>AWES Staff Report Highlights 2014-2015 .....</b>	<b>14</b>
<b>Appendix .....</b>	<b>17</b>

## 2014–2015 Project Manager Report

It is difficult for me to imagine it has been a year since our last annual general meeting. I find often I am so focused on planning for the future, that when I reflect on the accomplishments of the past year I am quite surprised and impressed at what we have achieved. During the past year, we have welcomed new staff, board members, partners, and projects, which have been very welcome and positive additions to the organization.

More often I am encountering new individuals and organizations that are already aware of AWES and our staff without requiring mention of our previous entity, something I consider a tremendous success. Often many of these individuals are referred from members or existing partners and are seeking our extension and/or planting services.

As we welcome these new opportunities we recognize the need to develop appropriate policies, procedures, and technical capacity to ensure we remain both efficient and effective. Already the strategic plan completed late last year has provided our staff with excellent guidance on our programming. However, there is still more work to be done in particular as we seek to increase the size of our tree planting programs.

Another key to our success I believe is our incredible network of partners and members. On a daily basis I find myself working with AWES partners almost as if we are in the same organization. At any point I need technical assistance or support in program delivery I have no shortage of people to contact who are all very willing to help. Inversely, I find myself and Curtis are also often on the other end of this, with no shortage of requests for assistance, which I find both exhausting and exciting!

Lastly I would like to thank everyone; professionals, volunteers, members and partners, for their support and contribution to the goals we work towards. All of you are invaluable to the development of our Society.

Jeff Renton  
*Project Manager*

## 2014–2015 President Report

Last year, my report focused on change and while change is still very much a part of the dynamic of this society and I could probably write another entire report on it, this year I will focus on **Success**. Over the past year some of our successes include:

**Improved Communication**– We were successful in improving and updating our website and we successfully launched a semi-annual newsletter.

**Diversification of Extension Activities**– We expanded our extension services to include work shops on native pollinators, forest grazing and riparian planting.

**Completion of an Alpac Fee for Service Survey Contract**– In addition to successfully completing the project on time and under budget, we were able to help out one of our partners while generating some much needed unrestricted revenue for the society. This project also provided us with some knowledge regarding hybrid poplar plantations. Thank you to Tim and ALPAC for that opportunity.

**Doubling our Tree Planting Program** – We were successful in planting nearly twice as many trees as the previous year. While we had some successful plantations, we also succeeded in documenting and learning from some less desirable outcomes. This is always an important process when trying new ideas or even implementing tried and tested techniques under varying conditions.

**Strategic Plan**– We completed the strategic plan. This was one of the priorities that I mentioned last year and I am happy that we got this completed to help guide our activities over the next year.

**Staffing and Partnerships**– We were able to maintain our staffing with Jeff and Curtis and the Cows and Fish Partnership that involves subcontracting his labour to their organization. We were also successful in securing another intern through our partnership with the Canadian Institute of Forestry and I would like to welcome Svetlana Zeran to our AWES family.

While there are certainly many areas we must improve upon, I think we have have been extremely successful in the things we have accomplished with the resources we have. On behalf of the Agroforestry and Woodlot Extension Society, I would like to thank our members, our partners and our staff for staying committed and focused on the success of AWES.

Mikel Jackman  
*President*

## AWES Members (May 2015)

1. Alberta Pacific Forest Industries Inc.
2. Alberta Environment and Sustainable Resource Development
3. Capital Power Corporation
4. County of Grande Prairie
5. Daishowa–Marubeni International Ltd.
6. Vanderwell Contractors Ltd.
7. Weberville Community Forest Association
8. Woodlot Association of Alberta
9. Ainsworth Lumber Company
10. Red Deer County
11. College of Alberta Professional Forest Technologists

## AGM 2015 Agenda

### **AGM 2015 – BUSINESS MEETING AGENDA**

**Annual General Meeting 2014**

**June 12th, 2015**

**Red Deer County Office**

**Chair: Mike Jackman, President**

#### **Agenda**

1. Introduction
2. Quorum
3. Agenda acceptance
4. Minutes 2014 AGM
5. President report
6. Brief staff report
7. Financial report
8. Auditor appointment
9. Members of the Board election
10. Special resolutions
11. Board meetings 2015–2016
12. Questions
13. Adjourn

#### **Day Schedule**

- 9:00am – 11:00am – AGM Business Meeting  
11:15am – 12:00pm – Society Updates  
12:00pm – 12:45pm – Lunch  
12:45pm – 3:30pm – Site Tours

## 2014 Annual General Meeting – Minutes

### Agroforestry & Woodlot Extension Society– AWES Annual General Meeting June 13, 2014– Crop Diversification Centre

#### Attendance:

##### Members

Mikel Jackman– Daishowa–Marubeni International– DMI

Pieter Van der Shoot– Woodlot Association of Alberta

Con Dermott– Vanderwell Contractors

Tim Patenaude– Alberta Pacific Forest Industries

Ken Lewis – Red Deer County

Roy Schmelzeisen – Alberta Conservation Association (new member)

##### Regrets

Jill Henry– Grande Prairie County

##### Directors, Staff and Guests

Gary Bank – AWES

Byron Grundberg– WAA/AWES

Folkert Hoekstra – WAA

Jeff Renton – AWES

Christine Crowe – CAPFT

Gwen Flipsen – AWES

Arla Trueblood– AWES

Toso Bozic– Alberta Agriculture and Rural Development

Doug Macauley – Alberta Agriculture and Rural Development

Dave Feindel – Alberta Agriculture and Rural Development

#### Call for Order– Mikel Jackman– President

Meeting called to order at 10:20 AM

**Introduction:** All present introduced themselves, with a brief description of affiliation and involvement with agroforestry/woodlots and AWES.

**Determination of Quorum:** Requires 25% or 3 members whichever is greater. Brief discussion on members in good standing in regards to 3 members who have not yet paid this year's membership fee yet.

Ken Lewis moved Con Dermott seconded that members in good standing include the three (WAA, DMI, ACA) who have not yet submitted 2014–15 membership fees. Motion carried. There being 6 members in attendance. Mikel declared that quorum was achieved

**Agenda Acceptance:** Ken Lewis made the motion to accept the agenda for the AGM. Con Dermott seconded. Motion carried.

**Adoption of Minutes from last AGM:** Minutes reviewed. Pieter Van der Shoot moved to accept last year's AGM minutes. Con Dermott seconded. Motion carried.

**President's Report:** Mikel Jackman presented the 2013–14 President's report as circulated in the 2013–14 Annual Report, prior to the meeting. For the full report, please see attachment.

Highlights:

- 2013/14 has been a year of successful programming and changes;
- able to make arrangements for two interns (Quentin last year, Courtney currently) who have brought considerable energy to program delivery
- new staff – Jeff Renton (early in 2013/14); Curtis (recently)
- big thanks to Arla for her great job of bookkeeping since the inception of AWES; Arla has resigned (this being her last official meeting)
- welcome to Gwen Flipsen, our new bookkeeper
- Alberta Agriculture is no longer a member of AWES but continue to support us in a wide variety of ways. Thanks to Toso for job well done since inception of program.
- announced resignation of Folkert Hoekstra as Executive Director, effective the end of June – and big thanks to Folkert for his efforts over the last year.

Pieter Van der Schoot moved that we accept President's report. Con Dermott seconded. Motion carried.

**Staff Report:** Folkert Hoekstra presented the 2013–14 Executive Director's report as circulated in the 2013–14 Annual Report, prior to the meeting. For the full report, please see attachment.

Jeff Renton presented the Staff Report 2013–14 as circulated in the 2013–14 Annual Report, prior to the meeting and "AWES report –highlights for 2013–14 fiscal year" which was provided as a hand out. For the full reports, please see attachment.



Highlights:

- Considerable progress on new Strategic Plan. Unfortunately not completed in time for AGM but work continues.
- CAAP Bioenergy Project ended 2013 – lots of factsheets, articles, etc. and large symposium “Using Biomass Now”
- Ongoing extension work through Growing Forward, AIP
- Riparian Planting Research Project
- Tree planting projects with counties and landowners
- A couple of new prospects (neither confirmed yet):
  - Ag Initiatives – agroforestry proposal with emphasis on biodiversity, role of pollinators and forest grazing
  - Proposal with ESRD to provide information and management services to landowners and investigate their management issue

Ken Lewis moved that we accept President’s report. Tim Patenaude seconded. Motion carried.

**Financial Report:** Gary Bank presented the financial report and the unaudited financial statements as of March 31, 2014. For the full report, please see attachment.

Roy Roy Schmelzeisen moved that we accept President’s report. Con Dermott seconded. Motion carried.

**Appointing Auditors:** Gil Dubrule has been AWES auditor since 2012; however, with Arla’s resignation, Gil has also resigned as his office is in the same general vicinity as Arla’s. Mikel Jackman made a motion to appoint Barb Surrey the auditor for review of AWES financials for 2014/15. Ken Lewis seconded. Motion carried.

**Board Elections:** The terms for the President and Directors are 2 years long. Mikel Jackman (President) and 5 Directors – Jill Henry, Gary Bank, Byron Grundberg, Tim Patenaude and Con Cermott – were elected last year. There were no resignations. Bylaws call for a minimum of 3 and maximum of 7 Directors.

Mikel Jackman called for nominations from the floor.

Tim Patenaude nominated Ken Lewis. Mikel Jackman seconded. Ken agreed to accept nomination.

Ken Lewis nominated Pieter Van der Schoot. Tim seconded. Pieter agreed to accept nomination.

Con Dermott nominated Roy Schmelzeisen. Ken Lewis seconded. Roy agreed to accept nomination.

There were no further nominations. As there are three Director positions available, Ken, Pieter and Roy were acclaimed for 2-year terms which expire at the 2016 AGM.

**Special Resolutions:** There were no special resolutions put forward.

### **Board Meetings 2014–2015**

A schedule for 2014/15 Board meetings was established as follows:

- Friday, September 12<sup>th</sup>
- Friday, December 12<sup>th</sup>
- Friday, March 13<sup>th</sup>
- Friday, June 12<sup>th</sup>.

June 12<sup>th</sup> will also be our AGM, hosted by County of Red Deer to facilitate a field tour of some of our projects there. The other three Board meetings will be at Crop Diversification Center North.

### **Question Period:**

A general round table discussion of opportunities and issues ensued.

Highlights:

- Need to be less dependent on government funding sources only, particularly funding from Alberta Agriculture and Rural Development;
- Jeff continues to get many requests to make presentations in class rooms. Is that our mandate? Can we afford to fund Jeff to do this? Pros and cons.
- Dave Feindel offered Crop Diversification Center North as potential venue for meetings and outdoor training events
- Trees, Bees and Beetles Workshop July 14<sup>th</sup> at Ruzicka farm SW of Viking
- Christine Crowe talked about continuing competence program of CAPFT and opportunities to link AWES workshops to CAPFT members also the possibility of making connections to Junior Forest Ranger program.

Con Dermott moved to adjourn the meeting at 12:15 PM.

## Financial Review

### Agroforestry and Woodlot Extension Society

#### Annual General Meeting

June 12, 2015

#### FINANCIAL REPORT

As the new Treasurer for AWES, I am pleased to submit the following Financial Report. I've reviewed the financial material as provided by staff, and all seems to be in order. Some highlights include:

- 1. AWES Unaudited Financial Statements for April 1, 2014 to March 31, 2015**
  - a) Our review engagement report shows that our financial statements are sound, according to Gil Dubrule, CMA.
  - b) We have a net excess of revenue over expenditures for Fiscal Year 2014–2015, of \$9,753, up from a significant deficit for Fiscal Year 2013–2014.
- 2. Comparative Income Statement for Fiscal Year 2014–2015 vs. Fiscal Year 2013–2014**
  - a) Total revenue is up by \$62,190 year–over–year
  - b) Total expenses are down by \$18,075 year–over–year
- 3. Budget for Fiscal Year 2015–2016**
  - a) Our projections are for a net excess of revenue over expenses of \$6,852

As has been noted before by the AWES Board, it is important for AWES to continue searching out new sources of funding for the future. I am aware that staff have been actively involved in this, both on the grant–writing front (for example, the “WRRP–AWEP”) and on opportunities that are not grant–based.

Respectfully submitted,

Ken Lewis, Conservation Coordinator, Red Deer County

AWES Treasurer

**Unaudited Financial Statement 2014-2015**

Document Attached

## AWES Organizational Budget 2015–2016 Overview

	Budget	Quarter			
		Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar
<b>REVENUES</b>					
<b>Project</b>					
Administration	\$ 5,500.00	\$ 5,500.00	\$ -	\$ -	\$ -
GF2 Extension	\$ 50,000.00	\$ -	\$24,000.00	\$ -	\$26,000.00
Riparian - Planting	\$108,841.18	\$ 25,000.00	\$13,073.63	\$ 70,767.55	\$ -
Riparian - Extension	\$ 35,000.00	\$ 35,000.00	\$ -	\$ -	\$ -
County Tree Planting	\$ 39,725.65	\$ 32,125.65	\$ 7,600.00	\$ -	\$ -
AIP	\$ 40,000.00	\$ -	\$ -	\$ 40,000.00	\$ -
AlPac	\$ 15,054.29	\$ 15,054.29	\$ -	\$ -	\$ -
Cows and Fish	\$ 4,800.00	\$ 1,200.00	\$ 2,160.00	\$ 720.00	\$ 720.00
<b>Revenues</b>	<b>\$298,921.12</b>	<b>\$113,879.94</b>	<b>\$46,833.63</b>	<b>\$111,487.55</b>	<b>\$26,720.00</b>
<b>EXPENSES</b>					
<b>Project</b>					
Administration	\$ 52,575.31	\$ 16,810.00	\$12,250.60	\$ 11,664.09	\$11,450.60
GF2 Extension	\$ 29,570.24	\$ 6,080.39	\$ 7,174.45	\$ 8,082.35	\$ 8,233.05
Riparian - Planting	\$ 88,049.16	\$ 32,411.47	\$25,459.27	\$ 25,799.16	\$ 4,379.25
Riparian - Extension	\$ 35,047.92	\$ 6,783.98	\$ 6,366.47	\$ 11,460.69	\$10,436.78
County Tree Planting	\$ 41,565.89	\$ 29,402.10	\$ 4,206.58	\$ 4,149.13	\$ 3,808.08
AIP	\$ 36,528.36	\$ 9,002.06	\$ 9,517.40	\$ 9,302.89	\$ 8,706.02
AlPac	\$ 4,439.22	\$ 4,439.22	\$ -	\$ -	\$ -
Cows and Fish	\$ 4,292.83	\$ 948.21	\$ 2,206.77	\$ 568.92	\$ 568.92
<b>Expense</b>	<b>\$292,068.91</b>	<b>\$100,490.00</b>	<b>\$64,974.78</b>	<b>\$ 70,458.30</b>	<b>\$47,013.78</b>
<b>Balance</b>	<b>\$ 6,852.21</b>	<b>\$ 13,389.94</b>	<b>-\$ 18,141.15</b>	<b>\$ 41,029.24</b>	<b>-\$ 20,293.78</b>

## AWES Staff Report Highlights 2014–2015

### ***AWES Organization***

- The current organization is currently comprised of the following staff:
  - *Jeff Renton*, Project Manager (June 2013), responsibilities include:
 

▪ General administration	▪ Staff/ contractor supervision
▪ Financial management	▪ Extension and consultation services
  - *Curtis Vieville*, Project Technician (April 2014) , responsibilities include:
    - Extension and consultation
    - Procurement and coordination of riparian planting projects
    - Tree and shrub planting
  - *Svetlana Zeran*, CIF/AWES Intern (May 2015), responsibilities include:
 

▪ Extension services	▪ Tree and shrub planting
▪ General communication (i.e. website and newsletters)	
  - *Gwen Flipsen*, Contract Bookkeeper (Making Cents, June 2014)
 

▪ Account Reporting	Expense Tracking
▪ Payroll	Year-End Reporting

### ***Planning and Policy Updates***

- The strategic planning committee has completed the 2015–2019 strategic plan. The document is currently being implemented.
- AWES staff and board members have been reviewing existing current policies and will be updating them over the upcoming year.

### ***Project Activities***

- a. *Growing Forward 2 Extension (September 2013 – April 2016):*  
Woodlot and business development extension. During 2013–2014 fiscal year AWES staff provided, and/or or was present at 8 tradeshow, 14 workshops, 4 radio interviews, and various factsheets and articles.
- b. *Riparian Planting Research Project (January 2014 – December 2016):* Project is funded through GF2, Counties, Industry and Federal Government to provide extension on riparian planting techniques and restore riparian areas.
  - i. Provided 14 workshops since the beginning of the project.
  - ii. Planted 12 demonstration sites across six counties with a total of approx. 48,000 seedlings and stem cuttings.
- a. *Agricultural Initiatives Program (2014–2015):*  
Project is funded through lottery monies collected by the Provincial Government. This project aims to provided landowners and managers with information on

- importance of native pollinators and how to develop/improve their habitat as well as management of forest grazing systems.
- I. Provided 8 workshops on native pollinator habitat importance and improvement, and forest grazing to 231 individuals including: county staff, NGO's, acreage owners, and farmers.
  - II. AWES staff and contractors developed extension materials (i.e. reports, articles, and factsheets) on related subjects.
- c. ALPac Hybrid Poplar Surveys*  
 Conducted hybrid poplar survival surveys for ALPac in Edmonton and Athabasca regions during March – May 2015.
- i. AWES had significant logistical and labour support from both DMI and ALPac.
  - ii. Contacts were delivered ahead of schedule and under budget. Profits earned from project have significantly increased AWES unrestricted cash reserves.
- d. Tree Planting Projects:*  
 AWES staff was involved in two relatively larger planting projects:
- i. Nature Conservancy of Canada – Flemming property, planted white spruce, lodgepole pine, and Saskatoons (approx. 6,700) on fallow oat field. Funding was provided by NCC and Forests Ontario/Honda
  - ii. Parkland County/ALUS – Ian Park property, planted lodgepole pine, white spruce, black spruce, and balsam fir seedlings (approx. 7,000) on an abandoned hay field. Project was primarily sponsored by Parkland ALUS program, which pays for afforesting marginal farm lands.

***Projects under Development***

- AIP – Extension Services on Forest Grazing and Native Pollinators; Application (\$40,000) proposes to provide extension on agroforestry topics pollination, eco-buffers, alley cropping and silvopasture. Application is currently being reviewed.
- ACA – Development/Improvement of Wildlife Habitat; Application proposed providing ten workshops in the Province. Application was unsuccessful.
- Agricultural Watershed Enhancement/Watershed Resiliency and Restoration Program; Application (\$789,754.03) proposed to plant trees on 450 acres of land in central Alberta, develop management plans for riparian areas, and provide extension to landowners on riparian health.

***Project Development and Partnership Building***

Throughout the year, and as of today, efforts for fundraising, project acquisition and partnership building have been undertaken:

- The following companies and organizations and its staff have been actively engaged with AWES in projects through either funding and/or in-kind contributions during the past year: AWES members, a several of Municipalities and Counties, Canadian Institute of Forestry, ARD, Nature Conservancy of Canada, ARECA and members (WCFA, NPARA, and MARA), Trees Ontario/Forest Recovery Canada, several watershed societies and watershed planning committees, and University of Alberta.
- Cows & Fish have reduced the allotment of Curtis' time allocated to their projects by 60%. The venue has built the strength of our partnership, and had led to partnering on grant applications, with more planed in the future.



## Appendix

**Table 1: Events Attended by AWES Staff June 1, 2014 - June 8, 2015**

Date	Event	Location	Project	Attendance
18-Jun-14	Medicine River Watershed Society Tradeshow	Gilby, AB	Riparian	63
19-Jun-14	Westlock Pond Days	Westlock County, AB	Growing Forward Extension	50
14-Jul-14	Trees and Bees Field Day	Viking, AB	AIP	30
16-Jul-14	Cample Kindle Riparian Education Day	West of Water Valley, AB	Riparian	30
30-Jul-14	Mushroom and Forest Management Workshop	Rocky Mountain House	AIP	30
8-9 Aug 14	2nd Annual Mackenzie County Agricultural Fair	Fort Vermillion, AB	Growing Forward Extension	26
1-Oct-14	Silvopasture workshop	Bergen, AB	AIP	25
08-Oct-14	Clearwater County Success Stories Event	Rocky Mountain House, AB	Riparian	30
09-Oct-14	Chochrane Hignschool Riparian Planting Day	Cochrane, AB	Riparian	32
14-Oct-14	Sawmilling workshop	DeBolt, AB	Growing Forward Extension	6
15-Oct-14	Silvopasture workshop	Thorsby, AB	AIP	60
16-Oct-14	Pollinator Workshop	Manning, AB	AIP	12
16-Oct-14	Alley Cropping Workshop	Manning, AB	AIP	5
22-Oct-14	CIF E-Lecture	Edmonton, AB	Growing Forward Extension	499
28-Oct-14	Friends of Fish Creek Provincial Park Riparian Planting Day	Calgary, AB	Riparian	25
15-Nov-14	NCC Willow Harvesting Workshop	Pine Lake, AB	Riparian	30
20-Nov-14	Explore More	Camrose, AB	Growing Forward Extension	146
24-Nov-14	Green Acreages Workshop	Grande Prairie	Growing Forward Extension	20
02-Dec-14	Ag Fieldmen Training - Tradeshow	Edmonton, AB	Growing Forward Extension	45
04-Dec-14	Ag Fieldmen Training - Presentation	Edmonton, AB	Growing Forward Extension	160
21-23 Jan 14	AAAF Board Conference	Edmonton, AB	Growing Forward Extension	100
28-Jan-14	Tree Pruning Workshop	Yellowhead County	Growing Forward Extension	41
25-Feb-15	Sturgeon County Shelterbelt Workshop	Morinville, AB	AIP	38
26-Feb-15	Barrhead County Shelterbelt Workshop	Westlock, AB	AIP	41
05-Mar-15	WCFA AGM - Tradeshow	Entwistle, AB	Growing Forward Extension	52
10-Mar-15	Firewood workshop	Clearwater County, AB	Growing Forward Extension	45
10-Mar-15	Producer Learning Day: Shelterbelts, GF2 and EFP	Eureka River, AB	Growing Forward Extension	12
12-14 March 15	Peace Country Agri-Classics	Grande Prairie, AB	Growing Forward Extension	150
21-Apr-15	Explore More	Killam, AB	Riparian	85
21-May-15	Envirothon	Hinton, AB	Growing Forward Extension	45
28-May-15	GP Spring Tour	Grande Prairie, AB	Riparian	48
28-May-15	MRWS Youth Plant	Lacombe, AB	Riparian	20
30-May-15	NCC Pine Lake Planting Workshop	Pine Lake, AB	Riparian	20
08-Jun-15	Afforestation Workshop	Genesee, AB	Tree Planting Program	12
<b>Total</b>				<b>2033</b>

**Table 2: AWES Project Staff Time Allocation**

#	Project	Staff		
		Project Manager	Technician	Intern
<b>842001</b>	<b>Administration</b>			
	Budget Management	10	1	0
	Board Meetings and Preparation	8	2	2
	Monthly Reporting	0.5	0	0
	Year End Reporting	10	1	0
	General Communications	15	10	15
	Professional Development	5	5	8
	Grant and Partnership Development	20	5	5
<b>842016</b>	<b>Growing Forward</b>			
	Factsheets (2) and Articles (4)	10	5	15
	Radio Interviews (2)	6	0	2
	Tradeshows and Workshops (20)	45	16	5
<b>842018-1</b>	<b>Riparian Planting Project - Planting</b>			
	Secure Planting Sites	5	25	0
	Secure Tree Seedlings (Ordering, Pickup, Storage)	5	3	0
	Secure Willow Stock (Site selection, cutting, storage)	3	15	5
	Site Preparation/Maintenance	0	5	1
	Plant Sites	4	15	18
<b>842018-2</b>	<b>Riparian Planting Project - Extension</b>			
	Develop Literature Review	5	20	5
	Determine General Site Design/Prep for Year 2	5	10	2
	Determine General Site Design/Prep for Year 3	5	10	0
	Submit Growing Forward Report	3	1	0
	Workshops (10)	5	18	3
	Factsheets (1) and Articles (2)	5	20	15
	Evaluate Planting Success	3	20	5
<b>842019</b>	<b>Agricultural Initiatives Program</b>			
	Factsheets (1) and Articles (3)	10	0	15
	Workshops (13)	25	5	5
	Demonstrations Sites (2)	8	4	3
<b>842020</b>	<b>Planting Projects</b>			
	Consultation and Planning	12	3	0
	Planting/Contractor Supervising	5	2	2
	Business Development (Advertising, Site Visits/Consultation)	10	2	0
<b>842021</b>	<b>Cows and Fish Staff Sharing</b>			
		0	20	0
<b>842022</b>	<b>AIPac Forest Surveying</b>			
		5	13	7
<b>Total</b>		<b>252.5</b>	<b>256</b>	<b>138</b>