Environment and Natural Resources Trust Fund

M.L. 2025 Approved Work Plan

General Information

ID Number: 2025-034

Staff Lead: Mike Campana

Date this document submitted to LCCMR: September 13, 2025

Project Title: Creating Future Leaders in Outdoor and Environmental Leadership

Project Budget: $330,000

Project Manager Information

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Project Reporting

Date Work Plan Approved by LCCMR: September 16, 2025

Reporting Schedule: December 1 / July 1 of each year.

Project Completion: June 30, 2028

Final Report Due Date: August 14, 2028

Legal Information

Legal Citation: M.L. 2025, First Special Session, Chp. 1, Art. 2, Sec. 2, Subd. 05d

Appropriation Language: $330,000 the first year is from the trust fund to the Board of Trustees of the Minnesota State Colleges and Universities for North Hennepin Community College to collaborate with K-12 education, higher education, and outdoor organizations to increase environmental education, leadership, internship, and career opportunities for underrepresented college and high school students.

Appropriation End Date: June 30, 2028

Narrative

Project Summary: Creating Future Outdoor & Environmental Leaders is a collaboration between higher education & outdoor organizations to increase environmental education, leadership, internship and career opportunities for underrepresented college and high school students.

Describe the opportunity or problem your proposal seeks to address. Include any relevant background information.

This program will create 100 skilled outdoor and environmental leaders from underepresented groups. Research shows that racial and underrepresented groups do not have equal access to the outdoors. Several barriers have been identified to wider connection to outdoor places, including lack of awareness and information, as well as lack of time, money, and/or access. These gaps are apparent in Minnesota, as highlighted in recent studies by the YMCA of the North and the University of Minnesota (2021) and the 2014 research by the Metropolitan Council. With an increasingly diverse U.S. population, equitable opportunity for connection with nature will prove critical for individual health and the wellbeing of the planet. Elementary students sometimes participate in activities at outdoor learning centers. However, this opportunity is often not available for high school and college students or, when it is, the costs are prohibitively expensive. This type of immersive, experiential, outdoor learning is very different to students' typical educational experience. The project is also an opportunity for high school students to participate in their first college courses, which creates a pathway for academic success for urban youth, and a pathway to outdoor education/internship/career opportunities with the relationship with the YMCA.

What is your proposed solution to the problem or opportunity discussed above? Introduce us to the work you are seeking funding to do. You will be asked to expand on this proposed solution in Activities & Milestones.

This new outdoor & Environmental Leadership program will create a cohort of diverse youth leaders aged through experiential learning and career exploration with people in the field doing the work. We are intentionally working with staff in outdoor organizations whose employees represent our student cultural groups, including African, African American, Hmong, Latinx, Hmong and American Indian communities. The project is a collaboration between North Hennepin Community College, YMCA Camp Northern Lights, Three Rivers Park District, Minnesota DNR, Wilderness Inquiry, National Park Service, International Wolf Center, Save the Boundary Waters, Change Narratives, and area school districts.

The program's goals are to:

1. Bring urban college students into nature, build community & a stronger connection with mother earth
2. Engage students in environmental justice and education topics
3. Explore issues of equity, access, and inclusion in nature and outdoor spaces movements in Minnesota
4. Create academic, career and internship pathways in the outdoors for student participants through connections with people in the field
5. Create climate literacy among student participants through creation of their own climate change stories
6. Create a diverse, skilled workforce in the environmental education and outdoor recreation industry

What are the specific project outcomes as they relate to the public purpose of protection, conservation, preservation, and enhancement of the state's natural resources?

We protect what we love. Currently,Minnesota's young people do not have equal access to, or enjoyment of, our beautiful outdoor places and spaces. The outcomes are to 1. eliminate barriers in access for underrepresented college students from Minnesota's natural resources

2. Increase historically excluded students' participation in efforts to protect and preserve our shared natural spaces and resources in Minnesota for current and future generations

3.Break down barriers in higher education, K-12, and outdoor education organizations to ensure equitable access, participation, and inclusion of all cultural and ethnic groups in outdoor spaces and outdoor education

Project Location

What is the best scale for describing where your work will take place?

Statewide

What is the best scale to describe the area impacted by your work?

Statewide

When will the work impact occur?

During the Project and In the Future

Activities and Milestones

Activity 1: Environmental Justice and Nature Immersion Youth Cohorts 2025, 2026, 2027

Activity Budget: $105,000

Activity Description:
GCST 1970 Environmental Justice and Nature Immersion is a collaboration between NHCC, the YMCA ,Three Rivers Park District, the DNR which brings 20 urban college students from the Brooklyn Park/Minneapolis area to near nature locations in the Twin cities and Camp Northern Lights or similar OLC as part of an annual 8-week, 4 credit college program. This activity centers around environmental education through Community Building, Stewardship, Advocacy and Action. The 8-week activity is designed to bring under-represented students into near nature and wilderness settings for immersive learning in and from nature, from each other, from NHCC, YMCA and Three Rivers staff, and from local community elders and activists. The goals are to engage urban college students in environmental education topics and issues of equity, access, and inclusion in nature and outdoor spaces movements in Minnesota, and to create both academic and career pathways for student participants in the environmental education field. The activity centers on contemporary environmental justice issues, such as water quality, climate change, proposed pipelines through Minnesota tribal lands, food insecurity, and access for BIPOC and other marginalized groups to nature.

Activity Milestones:

Description	Approximate Completion Date
Cohort 4 Fall 2025 -planning, design, implementation and student recruitment of the Fall 2025 cohort	November 30, 2025
Cohort 5 fall 2026 planning, design, implementation and student recruitment of the Fall 2026 cohort	October 31, 2026
Cohort 6 Fall 2028 -planning, design, implementation and student recruitment of the Fall 2027 cohort	October 31, 2027

Activity 2: Outdoor Program Leadership Cohorts 2025, 2026, 2027

Activity Budget: $60,000

Activity Description:
Building on GCST 1970, this activity GCST 2970, also a collaboration with outdoor organizations, focuses on developing culturally relevant facilitation and leadership skills through participation and engagement in an outdoor, nature-based experiential learning program. This program for 5-10 students aged 17-30 takes place at YMCA Camp Northern Lights, Baker Outdoor Learning Center, or similar outdoor learning facility. Students explore and apply experiential learning models through an indigenous lens, such as Kolb's learning cycle, and outdoor program principles such as Challenge by Choice, Leave No Trace and Zero Waste, as they plan, organize and implement all aspects of the GCST 1970 program, including relationship-building with student participants, community partners, including local tribal nations such as Bois Forte, developing their relationship with and connection to outdoor spaces, exploring environmental justice issues through diverse cultural lenses and indigenous world views, marketing and PR for the program and program-related events, culturally relevant and appropriate outdoor programming, and the grant-writing and reporting process. Students will understand the power dynamics that have created the outdoor adventure gap for BIPOC people in Minnesota and beyond and, through real-world problem-solving, project-based research and hands-on learning, will design and implement strategies for eliminating this

Activity Milestones:

Description	Approximate Completion Date
Outdoor Experiential program Leadership planning, design, implementation and student recruitment of Fall 2025	October 31, 2025

Outdoor Experiential program Leadership planning, design, implementation and student recruitment of Fall 2026	October 31, 2026
Outdoor Experiential program Leadership planning, design, implementation and student recruitment of Fall 2027	October 31, 2027

Activity 3: Outdoor Leadership Internship Cohorts 2026, 2027, 2028

Activity Budget: $80,000

Activity Description:
This Outdoor Leadership Internship enables 5 students aged 16-30 to gain personal and practical experience in the environmental education field. This includes experience and training with local outdoor organizations such as Three Rivers, YMCA, Wilderness Inquiry, DNR, International Wolf Center, Friends of the Boundary Waters, and tribal organizations. This activity is designed to prepare students for transition from classroom to workplace through a semester-long,180 hours of internship/practical work experience at a host site. Students will gain insights on outdoor programs in Minnesota and how organizations are actively addressing barriers in access and representation in the outdoor industry. Student interns will design and implement diverse aspects of outdoor programming, such as fish and wildlife, habitat restoration, nature in the community/neighborhood, youth development, community building, outreach, marketing, and outdoor recreation, learn budgeting, and participate in staff meetings and trainings.. The Outdoor Leadership training activity will help create a dynamic, diverse workforce of the next generation of leaders in the outdoor industry. Through on site training and weekly online coursework/modules, students will learn:
How to network professionally, build resume and letter of interest, and interview.
How to create and implement programming
Outdoor leadership skills

Activity Milestones:

Description	Approximate Completion Date
Outdoor Leadership Internship Cohort 2026	August 31, 2026
Outdoor Leadership Internship Cohort 2027	August 31, 2027
Outdoor Leadership Internship Cohort 2028	June 30, 2028

Activity 4: Dream Big: the Future of Place-based Learning in Minnesota Annual Environmental Education and Leadership Summit

Activity Budget: $30,000

Activity Description:
Many people and organizations are doing excellent work in Minnesota to bring more access and opportunities for youth in the outdoors. However, there is no state-wide movement that brings everyone together. Dream Big is an annual summit to gather 30-40 individuals, organizations, and policy makers for a weekend of community building and knowledge sharing. The goals of this summit are:
• GatherEducation, Legislators, State Agencies, Tribal Nations, Outdoor Learning Centers, Non-Profits, and Community Members
• address the equity gap in outdoor learning and the lack of representation among staff
• Explore results of our state-wide survey for Minnesota State students to identify their relationship with nature and gaps in accessing the outdoors
• Share projects and find opportunities for collaboration
• Discuss funding sources to support this work
Network, collaborate, and create and grow models of success

6-10 Students aged 16-30 from the OEL program will assist in the planning and implementation of the summit, including: designing and organizing the programming, panels and speakers, advertising event and helping with registration. Students will attend and facilitate the summit

Activity Milestones:

Description	Approximate Completion Date
Organize/Attend/P Dream Big: Place-based Learning in Minnesota Annual Environmental Education and Leadership Summit	June 30, 2026
Organize/Attend Dream Big: Place-based Learning in Minnesota Annual Environmental Education and Leadership Summit 3	June 30, 2027
Organize/Attend Dream Big: Place-based Learning in Minnesota Annual Environmental Education and Leadership Summit 4	June 30, 2028

Activity 5: Participation in Camping, Canoeing, Creativity and Careers in the Great Outdoors

Activity Budget: $24,000

Activity Description:
This week-long summer camp at Baker Outdoor Learning Center or similar OLC engages 10-15 underrepresented and historically excluded youth aged 15-25 in outdoor activities, career exploration, and the opportunity to learn from tribal leaders through a week of intensive, hands on learning activities ("tasks"). Students will fish and bird with the DNR, participate in canoeing, archery, rock climbing and art, photography, and nature writing with Three Rivers Park District staff, and enjoy field trips to the Shakopee Mdewakanton Sioux Community Cultural Center and Cedar Creek, the University of Minnesota Science Ecosystem reserve, where they will learn about buffalo, woodpeckers, ecosystems, etc. Students will explore barriers in access to nature and the outdoors in Minnesota and how organizations and tribal communities are working to create more outdoor opportunities. Students will also explore ecosystems and care-taking of Mother Earth from Indigenous perspectives. Students will also have the opportunity to complete the National Outdoor Leadership Schools Wilderness First Aid Training. Students will complete the "tasks" listed above with assistance and guidance from staff.

Activity Milestones:

Description	Approximate Completion Date
Participation in Camping, Canoeing, Creativity and Careers in the Great Outdoors 2026	August 31, 2026
Particpation in Camping, Canoeing, Creativity and Careers in the Great Outdoors 2027	August 31, 2027
Participation in Camping, Canoeing, Creativity and Careers in the Great Outdoors 2028	June 30, 2028

Activity 6: Minnesota Association of Environmental Education Conference Attendance and Participation

Activity Budget: $21,000

Activity Description:
5 Students aged 16-30 and 1 staff mentors from the Outdoor and Environmental Leadership program will plan, attend, participate and present at the annual Minnesota Environmental Education Conference and 9 Students aged 16-30 and 1 staff mentors will attend a similar state or national conference that is held in Minnesota. These "tasks" include designing and submitting a conference proposal, registering, attending all daily scheduled conference activities, participating in our presentation (if selected), and sharing our work with other conference attendees. Students will learn about education, career, and internship opportunities in Minnesota and internationally through attending conference sessions

and discussions with conference attendees. This provides students with further opportunities to develop and demonstrate their leadership and communication skills, gives historically excluded students a voice and platform at state and national conferences, and propels Minnesota's commitment to outdoor education for all students forwards. This will also help us share our model of success for eliminating barriers in access to nature and the outdoors and creating a diverse cohort of skilled outdoor and environmental leaders.

Activity Milestones:

Description	Approximate Completion Date
MAEE or similar Conference Attendance and Participation 2025-26	June 30, 2026
MAEE or similar Conference Attendance and Participation 2026-27	June 30, 2027
MAEE or similar Conference Attendance and Participation 2027-28	June 30, 2028

Activity 7: Web App for Connecting Students with people, jobs, and internships during and beyond their participation in Outdoor and Environmental Leadership

Activity Budget: $10,000

Activity Description:

We propose to develop a web application aimed at enriching outdoor education, leadership skills and connection among our students, as well as staff. This application will act as a critical educational resource, enabling tudents access to programs, activities, internships, educational and career pathways that promote engagement with nature and instill environmental stewardship during and beyond their particpation in the OEL program. With role-based access, the application will offer customized functionalities for students, professors, and outdoor organizations. Students will have the ability to create profiles, engage with program-related activities and document their educational journey, and access internships and job opportunities from host site/partner organizations. Professors will be able to track student progress and extract valuable insights from an analytics dashboard.

Our development approach will focus on creating an intuitive and user-friendly design to maximize student participation. By gathering essential data on student activities, responses, and advancements, we can fine-tune environmental educational content based on real-time feedback. The professors' analytics dashboard is designed to illuminate significant trends, response rates, and opportunities for enhancing the curriculum. We are dedicated to establishing a robust infrastructure to ensure a seamless and dependable user experience, which encompasses reliable hosting, database management, and consistent technical

Activity Milestones:

Description	Approximate Completion Date
Finalize initial design and workflow. Deploy a prototype to collect preliminary feedback	January 31, 2026
Develop and implement secure authentication processes. Define and set up distinct roles for students	February 28, 2026
Build and launch the survey functionality. Enable response storage for subsequent analysis	March 31, 2026
Design and program the analytics dashboard for educators and Integrate interfaces for monitoring engagement	March 31, 2026
Enhance the dashboard with sophisticated analytics capabilities. Fine-tune features based on user interaction insights	April 30, 2026
Execute comprehensive user testing. Resolve identified issues to optimize app performance and experience	April 30, 2026
Maintain and update the app regularly. Adapt and evolve the platform to align with needs	December 31, 2026

Project Partners and Collaborators

Name	Organization	Role	Receiving Funds
Isaac Patterson	YMCA of the North Camp Northern Lights	Executive Director	Yes
Jessica Allen	Three Rivers Park District	Supervisor	Yes
Erika Rivers	Wilderness Inquiry	Executive Director	Yes
Jothsna Harris	Change Narratives	Executive Director	Yes
Danami Maurice-Champion	Bair Stories	Director	Yes

Dissemination

Describe your plans for dissemination, presentation, documentation, or sharing of data, results, samples, physical collections, and other products and how they will follow ENRTF Acknowledgement Requirements and Guidelines.

Our program is creating future leaders in outdoor and environmental leadership. There is a lack of diversity in the outdoor and this program breaks down barriers in access, awareness, and cost for youth participants. We will disseminate information about the program through:
marketing at NHCC-blogs, press releases, emails to participating students and potential students
Promoting the program with partner school districts' students, families and administrators
Film screenings and panels discussions in Minnesota and at national and international conferences
networking events for student participants and outdoor organizations
presentations at local and national conferences.
Environment and Natural Resources Trust Fund will be acknowledged through use of the trust fund logo or attribution language on project print and electronic media, publications, signage, and other communications per the ENTRF Acknowledgment Guideline
We are collecting data to better understand the barriers and how to eliminate them. We are also investigating the program's value to diverse youth participants in academic success, knowledge about and connection to nature and conservation, and increasing access to outdoor internships and careers. We collect data in the following ways:
1. Student learner profile to identify students' reasons for participating, any anxiety they have about being away from home
2. Pre immersion survey to assess knowledge and attitudes toward the environment before the experience
3. Post immersion survey to assess knowledge and attitudes toward the environment after the experience
4. Student reflection papers - students reflect on their experiences, including skills and knowledge acquired
5. Documentary created by youth participants - to share with their families, communities, and wider environmental/ academic community.
6. We have also created a disaggregated survey to measure students' connection to place/the outdoors and what are the barriers, which we are currently using to survey all Minnesota State students enrolled in the Goal Area 10 courses People and The Environment.

Connecting Students to Place through the Minnesota State Goal Area 10 course: A Survey of Students' Environmental Knowledge, Attitudes, and Behaviors
This is part of a larger multi-campus collaboration called "Connecting Students to Place through Goal Area 10: Gidibendaagozim in akiing/Gidinawedaamin aki (we are part of the land/the land is a part of us)" to develop and expand a network of faculty, students, and community members to engage in place-based learning and equity-focused environmental programming. The survey analyzes environmental attitudes and behaviors of Minnesota State students taking a Goal Area 10: People and the Environment course. This information will be used to inform and improve future environmental education initiatives.
Research Objectives:
• Identify how students previously and currently interact with nature and discern if there are any significant correlations with their demographic characteristics;
• Identify students' attitudes toward nature and discern if there are any significant correlations with their demographic characteristics;
• Identify students' environmental behaviors and discern if there are any significant correlations with their demographic characteristics;
• Identify students' barriers and incentives to being in nature and discern if there are any significant correlations with their demographic characteristics;
• Identify Goal Area 10 courses in the Minnesota State system that students find transformative.
The data is organized to continue improving and developing the program for future students.

Long-Term Implementation and Funding

Describe how the results will be implemented and how any ongoing effort will be funded. If not already addressed as part of the project, how will findings, results, and products developed be implemented after project completion? If additional work is needed, how will this work be funded?

The project is implemented through monthly planning collaboration meetings between NHCC, school districts, community partners, and students. We have articulation and pathway agreements with 4-year institutions (BSU, Mankato, Augsburg & Hamline) so students can continue their environmental education degrees. We created an Outdoor Leadership Internship class that starts Spring 2025, providing hands-on learning and career exploration experiences for students at statewide host sites We have created a disaggregated survey to assess the impact of these programs on students' learning, connection to place, and educational attainment. We are exploring ongoing funding for this work through the Minnesota State system and outside

Budget Summary

Category / Name	Subcategory or Type	Description	Purpose	Gen. Ineligible	% Benefits	# FTE	Classified Staff?	$ Amount
Personnel								
Outdoor and Environmental Education Program Coordinator		Coordinate, organize, plan and implement all aspects and activities of the Outdoor and Environmental Education Program, including design, planning, implementation, student recruitment and marketing. This would be a $3000 per semester stipend from 2025-2028. The stipend is language used in the MSCF union contract and $3000 is the maximum allowed per semester. The stipend amount is consistent with the number of hours needed to coordinate, organize, plan, and implement the activities described in the work plan.			0%	0.3		$27,000
Student worker		Student worker to assist with work tasks, project organization delivery. Assist program coordinator Coordinate, organize, plan and implement all aspects and activities of the Outdoor and Environmental Education Program, including design, planning, implementation, student recruitment and marketing. Student workers are currently paid $15 an hour, plus fringe, and are eligible to work up to 20 hours per week during the semester,			0%	0.3		$23,000
							Sub Total	**$50,000**
Contracts and Services								
Dahlia Jones	Service Contract	Song writing and music performance to connect students with nature for Environmental Justice and Nature Immersion and Outdoor Leadership cohorts 2026-2028. Dahlia Jones is an award winning youth engagement worker, who has particpated in the program since its incpetions. She works with youth to bring out their voices and createsongsandperfomancesconnectedtonature.				0.3		$7,500
TBD	Service Contract	American Indian elder provides indigenous teachings and relationship to the land from an Indigenous perspective Environmental Justice and Nature Immersion, Outdoor Leadership, and Camping, Canoeing, Creativity and Careers in the Great Outdoors cohorts 2026-2028				0.3		$7,500
TBD	Service Contract	Stipend for African / African American environmental education/ sustainability expert to accompany 5-day trip				0.3		$7,500

		as a mentor and leader for Environmental Justice and Nature Immersion, Outdoor Leadership, and Camping, Canoeing, Creativity and Careers in the Great Outdoors cohorts 2026-2028						
Bair Stories	Service Contract	Creating Digitial Story/Short documentaries of activities from Environmental Justice and Nature Immersion, Outdoor Leadership, or Camping, Canoeing, Creativity and Careers in the Great Outdoors cohorts 2026-2028 (one documentary per year)				0.3		$30,000
National Parks Service employee	Service Contract	NPS employee attends and participates in the annual program as a mentor and career guide for students. This stipend covers their costs of travel and any overnight ccommodation in Minneapolis prior to or after the program for Environmental Justice and Nature Immersion and Outdoor Leadership cohorts 2026-2028				0.3		$2,500
TBD	Service Contract	Ojibwe tribal member will provide teachings about the cultural significance of wolves and the relationship between wolves and people from an Ojibwe perspective for Environmental Justice and Nature Immersion, Outdoor Leadership, and Camping, Canoeing, Creativity and Careers in the Great Outdoors cohorts 2026-2028				0.3		$4,500
Change Narratives	Service Contract	Students from Outdoor leadership program will participate in 90-minute facilitated Climate Change Story telling workshops and create their own climate change story. Students will share their story with audiences in the schools, the community, and Three Rivers Park District locations Environmental Justice and Nature Immersion, Outdoor Leadership, cohorts 2026-28				0.3		$3,000
TBD	Service Contract	Develop a web application aimed at enriching outdoor education and leadership skills among our students. This application will act as a critical educational resource, enabling access to surveys and activities that promote engagement with nature and instill environmental stewardship.				0.2		$10,000
YMCA Camp Norther Nlights or similar OLC	Service Contract	use of Camp Northern Lights or similar OLC for Fall 2025, Fall 2027 and Fall 2027 cohorts. Costs for 4 days $575 per person for Food, accommodation and YMCA (or OLC) staff programming for 2025, 2026 and 2027 cohorts. Estimate 10-30 students per cohort, plus staff				0		$51,750
Three Rivers Park District	Service Contract	Bring underrepresented students to Three Rivers Baker Outdoor Learning Center for 4-5 days of immersive outdoor learning in 2026, 2027, 2028. Cost includes food,				-		$10,050

Baker or similar OLC		space rental fees and OLC staff time. 10 students x $335 = $10,050						
Three Rivers Park District, YMCA, Wilderness Inquiry,or other OLC or tribal entity	Service Contract	Programming at local outdoor sites such as Three Rivers Parks/ YMCA Locations or tribal reservations with naturalists/biologists. 3-4 per year for 20-25 people per experience. Connects participants to each other, local nature, and staff working in those places, creates networking and community building opportunities, connects students to professionals				-		$3,200
							Sub Total	**$137,500**
Equipment, Tools, and Supplies								
							Sub Total	**-**
Capital Expenditures								
							Sub Total	**-**
Acquisitions and Stewardship								
							Sub Total	**-**
Travel In Minnesota								
	Other	3 xRound trip transportation from Minneapolis to YMCA Camp Northern Lights or similar OLC for 1970/2970 program (activities 1 &2)	56 passenger round trip bus, cost is $6000 per trip					$18,000
	Conference Registration Miles/ Meals/ Lodging	Minnesota Association for Environmental Education 2026, 2027, 2028 6 participants for each conference (5 students, 1 staff)	Student participants and staff mentor from the Outdoor and Environmental Leadership: higher education collaboration will plan, attend and participate in the MAEE conference. This gives students hands on leadership opportunities, connects them with staff and mentors throughout the state in the outdoor learning field, and provides the opportunity to share their learning and work with	X				$9,000

			others. Approx cost for 3 day conference $500 ($200 registration, $300 lodging, meals and transportation) per person (6 attendees per year - 5 students 1 staff))					
	Conference Registration Miles/ Meals/ Lodging	Dream Big Annual Conference for 9 students and 1 staff mentor registration, lodging and travel in 2026, 2027, 2028	Dream Big is an annual summit to bring individuals, organizations, and policy makers together for a weekend of community building and knowledge sharing around environmental education, eviornmental stewardship, and career opportunities. This will cover registration, lodging and shared transportation from the Twin Cities to an Outdoor Learning Center/ YMCA camp or similar for 9 student participants and 1 staff person	X				$4,500
	Conference Registration Miles/ Meals/ Lodging	Student participants and staff mentor from the Outdoor and Environmental Leadership: higher education collaboration will plan, attend, participate and present at a state conference connected to outdoor and environmental leadership and / or outdoor recreation. These could include: The Annual Will Allen training hosted by the Women's Environmental Institute, the annual GLIFWC conference, or the annual Minnesota Outdoor Recreation Summit.Conference location varies in Minnesota, costs would cover registration, accommodation, food and travel for one staff person and 9 students per year (10 particpants at $500 per person per year. $500 covers $200 registration, $300 lodging, meals and travel).)	Students will also have the opportunity to learn about education, career, and internship opportunities throughout Minnesota and internationally. This provides students with further opportunities to develop and demonstrate their leadership and communication skills, gives historically excluded students a voice and platform at state and national conferences, and propels Minnesota's commitment to outdoor education for all students forwards,	X				$15,000
	Miles/ Meals/ Lodging	Transportaton costs (UBER/Lyft) for students without access to a car to partipate in internships at host sistes where there is no public transportation	Students often have no access to transportation and therefore are unable to participate in internship opportunities in Three Rivers, YMCA camp locations, state parks, etc. Thsi funding would remove that barrier by providing round trip					$6,000

			transportation from student's home to work site during semester long internship, for example, round trip uber 4 times per week for 15 weeks					
							Sub Total	**$52,500**
Travel Outside Minnesota								
							Sub Total	**-**
Printing and Publication								
							Sub Total	**-**
Other Expenses								
		Entrance into cultural centers	Entrance fees to tribal cultural centers such as Bois Forte Heritage Center, Hoċokata Ṫi Cultural Center, etc, so that student participants from Activities #1-5 learn more about Indigenous history, culture, and connection to and relationship with, the land. Bois Forte Heritage Center 30 x $10 = $300 x 3 = $900 Hoċokata Ṫi Cultural Center 30x $7 = $210 x 3 = $210 Lower Sioux Agency (LSA) Historic Site 30 x $6 = $180 x 3 = $540 Prairie Island Bison Tour 30 x $7.83 = $783 x 3 = $2350					$4,000
		Wilderness First Aid Training	Prepare for the unexpected in this hands-on introduction to wilderness medicine program.NOLS is a nationally recognized trainer of Wilderness First Aid. Students in Activities 2, 4 or 5 will have the opportunity to gain this valuable 2-day certification, which literally					$12,500

			saves lives. 40 students x $312.50 = $12,500					
		Entrance fees Ely International Wolf Center	This will enable students from Acitivities 1-5 to see real wolves and participate in the education programs offered on site by wolf center staff 100 students at $20 each = $2000					$2,000
		snacks and lunch for the activities throughout the program for student participants	Lunch and snacks during classroom or outoor learning programs at Three Rivers locations and community events (25-50 participants per event)	X				$15,000
		Scholarships for student participants	An OEL student could be eligible for one $900 scholarship (the cost of the credits for 1 x 4-credit classes listed in this grant (activities 1, 2, 3 &5), per semester of the OEL program. The tuition is a separate cost and does not cover any of the other costs presented in this budget. These scholarships would help cover the credit costs only for up to 40 students over the life of the LCCMR funding. Any high school or college student with a finanical need would be eligible for the scholarship, provided their tuition costs have not been covered by PSEO. In other words, the scholarship would only be for students who would otherwise being paying the tuition costs out of pocket and this would be a barrier to participation.	X				$36,000
		Facility Rental Dream Big Conference 2026, 2027, 2028	Dream Big Facility Rental space for summit (Long Lake, YMCA Camp) or other Environmental Learning Center/Camp/Tribal facility) 2 nights 3 days (Friday – Sunday) = $5313 x 3 years = $15,940					$15,940

		Food for participants of Dream Big Summit 2026, 2027, and 2028	Lunch $13/person x 2 days x 40 x 3 = $3120 and snacks/light refreshments = $6 /person x2 days x 40 people x 3 years = $1440 =$4560	X				$4,560
							Sub Total	**$90,000**
							Grand Total	**$330,000**

Classified Staff or Generally Ineligible Expenses

Category/Name	Subcategory or Type	Description	Justification Ineligible Expense or Classified Staff Request
Travel In Minnesota	Conference Registration Miles/Meals/Lodging	Minnesota Association for Environmental Education 2026, 2027, 2028 6 participants for each conference (5 students, 1 staff)	Often at educational and outdoor learning conferences, student voices are missing, despite these conferences being centered around increasing youth engagement. Furthermore, educational insititutions do not have funding for students to attend. Students will specfically: help promptoe the conference through social media and their networks, plan and organize the conference schedule, including speakers, events, panels and activities. Students will present on their experiences on this OEL program to conference attendees. Students will help check participants in and help lead outdoor activities, such as bird watching, plant id, etc. This will give students leadership opportunities, enable them to develop networking experience, and meet people in Minnesota in the field. This builds connection between professionals and students and creates greater access for internships, careers, and other opportunities.
Travel In Minnesota	Conference Registration Miles/Meals/Lodging	Dream Big Annual Conference for 9 students and 1 staff mentor registration, lodging and travel in 2026, 2027, 2028	There are currently no regular, coordinated annual events for environmental experts, students, community members and policy members to netwrok and collborate in an intentional way. This event brings people together and connects students to professionals in the field. Porfessionals also get the opportunity to hear and learn from youth voices. This will help strengthen both environmental eductaion in Minnesota, and career and access to/ knowledge about career and networking opporunities in the field. Costs: Registration and lodging ($110) and travel ($40) for 1 staff and 9 student participants = $150 per person x 10 = $1500 x 3 years = $4500
Travel In Minnesota	Conference Registration Miles/Meals/Lodging	Student participants and staff mentor from the Outdoor and Environmental Leadership: higher education collaboration will plan, attend, participate and present at a state conference connected to outdoor and environmental leadership and / or outdoor recreation. These could include: The Annual Will Allen training hosted by the Women's Environmental Institute, the annual GLIFWC conference, or the annual Minnesota Outdoor Recreation Summit.Conference location varies in Minnesota, costs would cover registration, accommodation, food and travel for one staff person and 9 students per year (10 particpants at	There is no current funding to provide conference attendance for students to attend environmental and outdoor recreational conferences in Minnesota, which are excellent ways to network with career/industry professionals, learn about internship and job opportunities, and share info about our new program. This opportunity gives students the invaluable experience of networking with industry professionals and educational leaders in this field, learning about many different educational and career pathways, and the opportunity to participate in panel discussions and conference presentations. Students in community colleges rarely receive these kind of opportunities for conference attendance, which puts them at a further disadvantage in attaining careers in the DNR, NPS, etc. Conference attendees also rarely have the opportunity to listen to and learn from students. This also provides the opportunity to highlight students' leadership work in this field to more Minnesotans.

		$500 per person per year. $500 covers $200 registration, $300 lodging, meals and travel).)	
Other Expenses		snacks and lunch for the activities throughout the program for student participants	Food line-item is limited to snacks and lunch. These meals will be in the same manner and in no greater amount than provided for in the current Commissioner's Plan promulgated by the Commissioner of Management of Budget. Food provided at events where food is otherwise not readily available. Events are longer than 3 hours For example, going on a field trip for the day or camping overnight for the weekend, or hosting students for a career day. Building and maintaining community throughout the program between students and industry professionals is a critical component to the success of this OEL program. Food and refreshments will be reasonable and proportionate to the type of event being held. For example, simple lunches / meals and snacks of approximately $10-15 per person. Students do not always have access to food, and it is not reasonable to expect students to be able to fully particpate in outdoor activities without providing healthy sustenance. Food also bring people together in community.
Other Expenses		Scholarships for student participants	Students could not afford to take the class without the scholarship that would cover their tuition. It will be a needs-based scholarship. These scholarships could be provided under an application form or free and reduced lunch eligibility or similar criteria.
Other Expenses		Food for participants of Dream Big Summit 2026, 2027, and 2028	For each conference day with a duration of over 3 hours, coffee/tea and light snack (muffins, bagels, fruit, cheese & crackers, etc.) will be available to particpants Because this is at an environmental learning center in a remoter location, food is otherwise not readily available. Events are longer than 3 hours and there are no other meal options nearby and particpants are away from home for the weekend. Building and maintaining community throughout the program between students and indutrys professionals is a critical component to the success of this OEL program. Food and refreshments will be reasonable and proportionate to the type of event being held. For example, simple lunches / meals and snacks of approximately $10-13 per person. Students do not always have access to food, and it is not reasonable to expect students to be able to fully particpate in outdoor activities without providing healthy sustenance. Food also bring people together in community. Lunch $13/person x 2 days x 40 x 3 = $3120 and snacks/light refreshments = $6 /person x2 days x 40 people x 3 years = $1440 =$4560 will be in the same manner and in no greater amount than provided for in the current Commissioner's Plan promulgated by the Commissioner of Management of Budget.

Non ENRTF Funds

Category	Specific Source	Use	Status	$ Amount
State				
Cash	faculty and staff salary	faculty and staff salary (nhcc)	Secured	$100,000
Cash	school district staff costs	school district liasions and staff costs/ time	Potential	$75,000
			State Sub Total	**$175,000**
Non-State				
In-Kind	Three Rivers provides fee reductions, staff time and assists with transportation	Sites, staff, transportation	Potential	$50,000
In-Kind	YMCA provides fee reductions, staff time	accommodation and program costs, staff time	Potential	$100,000
			Non State Sub Total	**$150,000**
			Funds Total	**$325,000**

Total Project Cost: $655,000

This amount accurately reflects total project cost?

Yes

Attachments

Required Attachments

Visual Component

File: e10167c0-cde.pdf

Alternate Text for Visual Component

flier...

Supplemental Attachments

Capital Project Questionnaire, Budget Supplements, Support Letter, Photos, Media, Other

Title	File
Letter of Support Three Rivers	82a01953-f0e.docx
Letter of Support Wilderness Inquiry	b6be0764-43a.pdf
Links to Media	ba7b5500-034.docx
Photo 1	c0f44c67-1ea.jpe
Photo 2	72792893-c19.jpe
Student testimony	9862fd1d-c4c.pdf
Letter of Support Anoka Hennepin American Indian Education Program	8b8e3c79-f52.pdf
Teacher Testimony	a21666fb-44d.docx
Letter of Support YMCA Camp Northern Lights	aa4615ed-a02.docx
Student Testimonies Cohort 1 (2022)	7a42b6bf-b55.docx
GCST 1970 Itinerary	f1898f83-7d5.docx

Difference between Proposal and Work Plan

Describe changes from Proposal to Work Plan Stage

I reduced the budget by $15,000 to align with LCCMR's budget of $330,000 - my original proposal was $345,000

Additional Acknowledgements and Conditions:

The following are acknowledgements and conditions beyond those already included in the above workplan:

Do you understand and acknowledge the ENRTF repayment requirements if the use of capital equipment changes?

N/A

Do you understand that travel expenses are only approved if they follow the "Commissioner's Plan" promulgated by the Commissioner of Management of Budget or, for University of Minnesota projects, the University of Minnesota plan?

Yes, I understand the Commissioner's Plan applies.

Does your project have potential for royalties, copyrights, patents, sale of products and assets, or revenue generation?

No

Do you understand and acknowledge IP and revenue-return and sharing requirements in 116P.10?

N/A

Do you wish to request reinvestment of any revenues into your project instead of returning revenue to the ENRTF?

N/A

Does your project include original, hypothesis-driven research?

No

Does the organization have a fiscal agent for this project?

No

Does your project include the pre-design, design, construction, or renovation of a building, trail, campground, or other fixed capital asset costing $10,000 or more or large-scale stream or wetland restoration?

No

Do you propose using an appropriation from the Environment and Natural Resources Trust Fund to conduct a project that provides children's services (as defined in Minnesota Statutes section 299C.61 Subd.7 as "the provision of care, treatment, education, training, instruction, or recreation to children")?

Yes

Do you certify that background checks are performed for background check crimes, as defined in Minnesota Statutes, section 299C.61, Subd. 2, on all employees, contractors, and volunteers who have or may have access to a child to whom children's services are provided by your organization?

Yes

Provide the name(s) and organization(s) of additional individuals assisting in the completion of this project:

n/a

Do you understand that a named service contract does not constitute a funder-designated subrecipient or approval of a sole-source contract? In other words, a service contract entity is only approved if it has been selected according to the contracting rules identified in state law and policy for organizations that receive ENRTF funds through direct appropriations, or in the DNR's reimbursement manual for non-state organizations. These rules may include competitive bidding and prevailing wage requirements

Yes, I understand