



Environment and Natural Resources Trust Fund

2025 Request for Proposal

General Information

Proposal ID: 2025-135

Proposal Title: Adult Outdoor Education for Minnesota's Underrepresented Communities

Project Manager Information

Name: Ray Ruiz

Organization: Baztec Fishing & Outdoors

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Project Basic Information

Project Summary: Baztec Fishing & Outdoors is committed to creating fishing and hunting opportunities for underserved and underrepresented communities in the great state of Minnesota.

ENRTF Funds Requested: \$247,000

Proposed Project Completion: June 30, 2027

LCCMR Funding Category: Small Projects (H)

Secondary Category: Environmental Education (C)

Project Location

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

Region(s): Central, Metro,

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

Region(s): Metro, Central,

When will the work impact occur?

During the Project

Narrative

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

The numbers of Minnesota hunters and anglers are declining, posing a threat to established funding mechanisms that directly support natural resource management. In addition, the state's demographics are changing, leading to a lack of representation in the communities that are involved in setting the state's natural resources priorities. To date, authentically engaging new communities at a meaningful level in ways that not only introduces new participants to outdoor activities like hunting and fishing, but keeps them involved and sustains them as they pursue the wealth of outdoor opportunities that Minnesota offers has been lacking - as has the financial support and physical resources (equipment) these activities require. Very little has been done to meaningfully connect underrepresented communities to the entities that set the priorities for Minnesota's natural resources leaving many in BIPOC communities feeling disengaged and left out. This omission creates a gap that is not only contrary to the stated principles of public land recreation that are intended to be "open for all," but also runs the risk of losing future political and social support for these lands and waters and the activities that occur there as communities excluded from these processes fail to see their value.

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.

To combat recent trends in declining participation of hunters and anglers in Minnesota, to increase the demographic composition of Minnesota's hunters, anglers, and other outdoor recreationalists and better reflect the demographics of the state, and to have these underrepresented communities directly connected to the entities, individuals, and processes that shape how Minnesota's outdoors are managed. We will do this by focusing on a cohort model that is the same group of people exposed to a variety of activities and events over the course of a year's time. In addition to teaching the fundamentals of hunting and fishing, we will also teach why these activities are important to the management of Minnesota's natural resources and why it is important that they are engaged with that management. By having the same group of individuals participate in multiple experiences we seek to address gaps that may exist within any one effort, program or experience and create connections that sustain participation into the future. We will also advocate and be the voice for new outdoors enthusiasts and work with multiple partners and participants to effectively engage with existing outdoor entities so that new communities can have a voice in Minnesota's rich outdoors opportunities.

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?

Establish a cohort of BIPOC conservationists that learn the foundations of hunting and fishing activities and build the social support networks that are critical to sustained participation. This cohort model will provide education and experiences to participants using their own cultural conventions and languages by building awareness of Minnesota's outdoors opportunities, promoting stewardship for the state's lands and waters, generating revenue from licenses and permits sales, and connecting underrepresented audiences with the institutions and organizations that manage the state's natural resources. Additionally, participants will receive training to mentor subsequent cohorts within their communities to grow these efforts over time.

Activities and Milestones

Activity 1: BIPOC Fishing

Activity Budget: \$75,000

Activity Description:

Our BIPOC fishing program will consist of a series of fishing events, seminars and workshops that will help educate cohort participants on the following categories: Rod & reel anatomy, proper knot tying, correct cast techniques, identifying fish species along with teaching specific fishing techniques in order to catch and harvest specific fish species. Within every event, topics will be taught that include the rules and regulations that dictate harvest and possession limits, how the ecology of different fish species influences techniques and strategies, best practices to prevent the spread of aquatic invasive species, resources that are available to find a place to fish, angler etiquette, how fishing supports the management of Minnesota's aquatic resources, and how anglers can engage with the management of aquatic resources. All events will be evaluated with questionnaires and the information gathered will inform content delivery of subsequent events.

Activity Milestones:

Description	Approximate Completion Date
Intro to ice fishing seminar/workshop	January 31, 2025
Participants will go ice fishing for the first time and apply what they've learned.	February 28, 2025
Participants will know how to tie a fishing knot & cast properly.	July 31, 2025
Participants will know Minnesota fish species and understand the different rods and reels.	August 31, 2025
Participants will know assemble/rig a panfish rod and how to find fishing spots.	September 30, 2025
Participants will know how to use a variety of artificial lures and soft plastic baits.	October 31, 2025

Activity 2: Firearm Safety and Shooting Sports

Activity Budget: \$47,000

Activity Description:

Our Firearm Safety and Shooting Sports program will consist of a series of events, seminars and workshops that will help prepare and educate cohort participants on the following categories: Firearm safety, firearm anatomy, the different kinds of firearms sold in the marketplace. Participants will learn about ammunition and what ammunition is compatible with what firearm. They will learn the differences in caliber ammunition and when and how to choose the correct caliber ammo based on the kind of shooting they will be doing. Participants will also learn range etiquette and how to use safety equipment to avoid accidents and prevent injuries. In addition, topics will cover how recreational shooting supports the management of Minnesota's natural resources, how to find a place to shoot, and where to purchase supplies. All events will be evaluated with questionnaires and the information gathered will inform content delivery of subsequent events.

Activity Milestones:

Description	Approximate Completion Date
Firearm safety completion	August 31, 2025
Introduction to shooting range and trap shooting	September 30, 2025
Trap and skeet shooting event	October 31, 2025
Rifle range and sporting clays event	November 30, 2025

Activity 3: BIPOC Hunting

Activity Budget: \$125,000

Activity Description:

Our BIPOC hunting program will consist of a series of "learn how to hunt" events, seminars and workshops that will help prepare and educate cohort participants on the following categories: hunting licenses, hunting seasons, where to hunt, what can you harvest and what are the possession limits, how to hunt public land, scouting and surveying land and topography, animal biology, hunting safety, best practices, and hunting etiquette. Building off of the shooting skills activities, participants will be taught how to make ethical shoots, as well as the considerations that go into choosing ammunition for hunting. Participants will learn what kind of clothing, apparel, gear and equipment they will need in order to have a successful hunting experience. In addition, information will be taught that covers the history of hunting and conservation in North America, best practices to limit the spread of invasive species or wildlife diseases (e.g., avian flu or chronic wasting disease), how hunting supports the management of Minnesota's natural resources, and ways hunters can engage in the management process. All events will be evaluated with questionnaires and the information gathered will inform content delivery of subsequent events.

Activity Milestones:

Description	Approximate Completion Date
Participants will experience a bird hunt for the first time.	October 31, 2025
Participants will experience a deer hunt for the first time.	December 31, 2025
Participants will experience a turkey hunt for the first time.	April 30, 2026

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?

These efforts are the beginning of a shift towards intentional, organic, and effective engagement to underrepresented communities around Minnesota. Building off of the successful creation of the initial cohort of participants, future efforts will leverage the community networks of participants and expand opportunities around the state. Once established, this model will allow for collaboration and sponsorship with established conservation organizations, as well as a range of grant opportunities at the federal and state level. Annual reports will be generated and published that detail the findings of evaluations for programming and participation over time.

Project Manager and Organization Qualifications

Project Manager Name: Ray Ruiz

Job Title: Executive Director

Provide description of the project manager's qualifications to manage the proposed project.

Ray is the Executive Director and President of Baztec Fishing & Outdoors. This is a nonprofit organization that creates and provides outdoor education activity opportunities to youth and the families of underrepresented youth. Ray is a professional angler and avid hunter with over twenty years of experience. Ray also runs and operates a small fishing business that provides Spanish language fishing education to underserved and underrepresented communities across Minnesota. Ray spent several years working for the MN DNR as a community liaison facilitating fishing and hunting programs to communities of color and non-traditional adult learners. Ray also sits on the Board of Directors for Wild Rivers Conservancy, where his perspectives as a member of the Latino Community provide valuable insights into connecting underrepresented audiences to Minnesota's outdoor resources.

Organization: Baztec Fishing & Outdoors

Organization Description:

Baztec Fishing & Outdoors. This is a nonprofit organization that creates and provides outdoor education activity opportunities to youth and the families of underrepresented youth.

Budget Summary

Category / Name	Subcategory or Type	Description	Purpose	Gen. Ineligible	% Benefits	# FTE	Classified Staff?	\$ Amount
Personnel								
(1) Project Manager		Responsible for the overseeing the staff that will be delivering, implementing and facilitating the community outreach fishing and hunting events.		X	0%	60,000		\$60,000
(1) Senior Administrator & Event Coordinator		Planning meetings and taking minutes answering phone calls and connecting callers to appropriate people developing office policies and procedures acting as a liaison between different departments making travel arrangements for senior managers developing and maintaining a filing system creating presentations and spreadsheets monitoring active projects and developing measurable performance indicators conducting research on the financial requirements of any company projects creating a database of client information and keeping it up to date			0%	30,000		\$40,000
(2) Community Hunting Liaison & Shooting Sports Expert		This individual will be responsible for coordinating & facilitating hunting and shooting range events, workshops and seminars throughout the scope of the LCCMR grant.			0%	30,000		\$30,000
(1) Community Archery & Shooting Sports Liaison		This individual will be responsible for coordinating & facilitating archery hunting and archery shooting range events, workshops and seminars throughout the scope of the LCCMR grant.			0%	10,000		\$10,000
							Sub Total	\$140,000
Contracts and Services								
							Sub Total	-
Equipment, Tools, and Supplies								

	Tools and Supplies	1 - Stack-On 18 Gun for trailer	To carry the guns on the trailer safely					\$200
	Equipment	1 - Cannon 64 Gun For Home Storage	To store and lock up the guns in the office safely					\$1,100
	Tools and Supplies	36 Gun cases - \$50 each	To travel and carry the guns properly					\$1,800
	Tools and Supplies	1 - Cannon 20 Gun for ammo Storage	To store the ammo away from the rifles and guns safely					\$500
	Tools and Supplies	5 - Gun storage - 5 MTM Case Gards -\$50 each	To travel and store guns properly and safely					\$250
	Tools and Supplies	12 Cocking devices - 15.00 per unit	To spring load a crossbow					\$200
	Tools and Supplies	12 Bow Release - \$50.00 per unit	Instrument to help the participants pull back the compound bow safely					\$600
	Tools and Supplies	8 Bolts: Gold Tip Swift Pro (6 bolts) - 8 packages - each on is \$70	Will be used with the bows to practice bow hunting					\$560
	Tools and Supplies	4 sets Arrows: Gold Tip Hunter (12 arrows) \$130 each set	To be used for bow hunting					\$520
	Tools and Supplies	4 Crossbow target tips \$50.00 each	To practice hunting skills					\$200
	Tools and Supplies	4 - Crossbow hunting tips (6 pack) - \$50.00	To practice bow hunting skills					\$200
	Equipment	3 - 3-D Archery targets \$150.00	To practice bow hunting skills					\$450
	Equipment	6 - CubeTargets: Rineheart - \$200.00 each	To practice bow hunting skills					\$1,200
	Equipment	12 - Crossbow Cases - \$80	To store the crossbows safely					\$960
	Equipment	12 - Bow Cases \$40.00	To store the bows safely					\$480
	Tools and Supplies	12 - Archery Multi-wrench tool - \$20.00 each	To fix and modify the bow as needed					\$250
	Tools and Supplies	Cleaning supplies for guns/rifles such as: hand wipes, bore cleaner, bore snakes, gloves, and cleaning kits	These will be used to teach how to properly take care of and clean a rifle and gun.					\$1,400
	Equipment	12 Target Stands - birchwood casey - \$45/each	These will be used to hold the targets during instruction and practice.					\$550
	Equipment	3 -Target Stand for Clay Shooters - Champion \$330	These will be used to hold the clay shooters during practice and instruction					\$990
	Equipment	15 Rifle Birchwood Casey Shoot N C Target \$23	These will be used for instruction and practice of shooting					\$350
	Equipment	12 Clay Targets - \$50	These will be used for target practice during instruction of shooting.					\$600

	Equipment	12 Birchwood Casey Rifle Rest - \$45	These will be used for instruction of shooting						\$540
	Equipment	1 -Workbench for Trailer - Husky 46" Base Cabinet \$250	This will be used in the trailer to help organize and store materials						\$250
	Equipment	6 Hunting Blinds - Primous Double Bull Blinds - Non See through \$400	These will be used during instruction and actual hunting						\$2,400
	Equipment	6 Hunting Blinds - Baronnet Big Cat Blinds \$300	These will be used for hunting						\$1,800
	Equipment	2 Spotting Scope: Vortex Diamondback 16-48x65 - \$500	Used to spot game while hunting						\$1,000
	Equipment	10 Binoculars: Vortex Diamondback 8x42 \$300	These will be used to look for game and terrain while hunting						\$3,000
	Equipment	6 - Range Finder: Vortex Crossfire HD 1400 - \$300	These will be used to determine range while hunting and to work on techniques for hunting.						\$1,800
	Equipment	12 - Shimano Sienna, Sedona or Spheros Combo - \$100	Rods will be used to teach rod anatomy and all fishing skills						\$1,200
	Equipment	12 - Pflueger President Combo \$100	Rods will be used to teach fishing skills						\$1,200
	Tools and Supplies	Line for Reels - Braid \$10 per rod	Rods will be rigged with Braid on them for all types of fishing						\$200
	Equipment	12 Tackle Box - Plano Weekend Bag - \$35	Each participant will receive a tackle box to store their materials for fishing						\$400
	Tools and Supplies	Terminal Tackle - including hooks, lures, weights, bobbers, bobber stoppers etc	These will be used for fishing and the instruction of fishing.						\$1,600
	Tools and Supplies	12 Pliers, Clipper, Hook Sharpener - \$30	Used to fish and help take fish off						\$360
	Tools and Supplies	12 - Live bait - worms - \$10	Live bait will be used to catch fishing during fishing programs						\$120
	Equipment	2 Flags - Feather \$300	These will be used for signage to show participants where we are located and gather attention of others						\$600
	Equipment	4 A Frame Signs - \$100	These will be used to guide participants to the location of the Hunting, shooting or fishing activity						\$400
	Tools and Supplies	24 - Rod Sleeves - \$10	These will be used to cover rods during transport						\$250
	Equipment	4 - Coolers and ice packs - \$30	Coolers will be used to bring water and snacks along with the team						\$120
	Equipment	10 Rod Racks for Trailer - \$10	These will be used to transport rods in the trailer						\$100
								Sub Total	\$30,700

Capital Expenditures								
		12 - Shotguns - 870 Express Combo 20ga \$540	Used for hunting	X				\$6,500
		12 Rifles - Rim Fire \$560	Rifles will be used for hunting	X				\$6,800
		12 - Rifles - Center Fire - \$600 each	Rifles will be used for hunting	X				\$7,200
		Ammo - 22lr, 20Ga, 243/.308	To use for hunting	X				\$10,000
		12 - Crossbow Package (scope, bolts) - \$900 per unit	Participants will use these when bow hunting and practicing archery skills	X				\$10,800
		12 Compound Bow (10 right hand and 2 left hand) - \$850 each	Participants will use these when learning how to hunt and do shooting sports	X				\$10,200
		2 7x16 Enclosed Trailer - \$6400	Trailer will be used for storage and for bringing supplies to each event	X				\$12,800
		Insurance	We need insurance to make sure all programs are covered and all participants are covered as needed	X				\$8,000
							Sub Total	\$72,300
Acquisitions and Stewardship								
							Sub Total	-
Travel In Minnesota								
	Other	12-15 trips around the Twin Cities and WMAs. 2-4 vehicle used for transportation.	Mileage reimbursement					\$4,000
							Sub Total	\$4,000
Travel Outside Minnesota								
							Sub Total	-
Printing and Publication								
							Sub Total	-
Other Expenses								

							Sub Total	-
							Grand Total	\$247,000

Classified Staff or Generally Ineligible Expenses

Category/Name	Subcategory or Type	Description	Justification Ineligible Expense or Classified Staff Request
Personnel - (1) Project Manager		Responsible for the overseeing the staff that will be delivering, implementing and facilitating the community outreach fishing and hunting events.	n/a
Capital Expenditures		12 - Shotguns - 870 Express Combo 20ga \$540	n/a Additional Explanation : These shotguns can be used from year to year with new cohorts each cycle.
Capital Expenditures		12 Rifles - Rim Fire \$560	n/a Additional Explanation : Rifles will be used and reused with each new cohort.
Capital Expenditures		12 - Rifles - Center Fire - \$600 each	n/a Additional Explanation : Rifles will be used from year to year with each new cohort.
Capital Expenditures		Ammo - 22lr, 20Ga, 243/.308	n/a Additional Explanation : This will be used throughout the cohort and events to teach people how to hunt and shoot a rifle and gun safely.
Capital Expenditures		12 - Crossbow Package (scope, bolts) - \$900 per unit	n/a Additional Explanation : These will be used from year to year with new cohorts each cycle
Capital Expenditures		12 Compound Bow (10 right hand and 2 left hand) - \$850 each	n/a Additional Explanation : These will be reused from year to year with new cohorts.
Capital Expenditures		2 7x16 Enclosed Trailer - \$6400	n/a Additional Explanation : This trailer will be used from year to year for each cohort.
Capital Expenditures		Insurance	n/a Additional Explanation : Insurance is needed to maintain safety for all

Non ENRTF Funds

Category	Specific Source	Use	Status	Amount
State				
			State Sub Total	-
Non-State				
			Non State Sub Total	-
			Funds Total	-

Total Project Cost: \$247,000

This amount accurately reflects total project cost?

Yes

Attachments

Required Attachments

Visual Component

File: [5da24d83-9c1.pdf](#)

Alternate Text for Visual Component

IRS letter 947...

Financial Capacity

Title	File
letter	7236f88c-3dc.pdf

Board Resolution or Letter

Title	File
Resolution Letter	0f47eed1-493.pdf

Supplemental Attachments

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

Title	File
Baztec Fishing & Outdoor Media Kit	d46775e0-f95.pdf
IRS letter 947	ab0b4953-ffe.pdf

Administrative Use

Does your project include restoration or acquisition of land rights?

No

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")?

No

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

n/a