



2021 ANNUAL WORK PLAN Glacier National Park Conservancy As official philanthropic partner of Glacier National Park



A. PARTIES: This Annual Work Plan is part of the Philanthropic Partnership Agreement between the National Park Service, Glacier National Park (Park) and the Glacier National Park Conservancy (Conservancy), dated March 1, 2018. All terms and conditions of the Philanthropic Partnership Agreement are hereby incorporated by reference.

B. YEAR: The Park and the Conservancy mutually agree to undertake certain projects and programs (Active Grants), in the year starting January 1, 2021, and ending December 31, 2021. In addition, the Park and the Conservancy mutually agree to undertake certain projects and programs previously approved for funding and implementation in 2021, in calendar year 2022 (2022 Identified Projects – Funding Approved), and to undertake certain projects in 2022 (2022 Approved Projects – Funding Pending) for which the Conservancy will conduct fundraising activities.

C. IDENTIFIED PROJECTS, ROLES and SCHEDULE: Identified Projects to be undertaken are described below, in three addenda to this document.

Addendum One includes Identified Projects that are currently active under a grant already funded by the Conservancy. These are categorized as “Identified Projects – Active Grants.”

Addendum Two includes Identified Projects that have approved funding and will be implemented in 2021. Some of these projects were awarded funding in 2020 but are being delayed until 2021 due to the Covid-19 pandemic. These are categorized below as “Identified Projects – Funding Approved.” Additional projects will be added following the final funding allocation for 2021 projects in the spring of 2021.

Addendum Three, provided each year after the grant application process with the Park is completed (Spring of 2021), lists all Identified Projects for which fundraising activities have been authorized by the Conservancy’s Grant’s Committee and Board of Directors. These are categorized as “Identified Projects – Funding Pending.”

In each of these Identified Projects, the Park is responsible for project implementation, the Conservancy is responsible for the philanthropic activities required to solicit financial support in the amounts detailed below. The Park and the Conservancy share responsibility for effective and appropriate communications related to the goals of the Identified Projects and regular project updates. Detailed project agreements are in place for each Identified Project.

D. **AUTHORITIES:** Park has consulted with the DOI Solicitor’s Office re: the authorities to carry out the Identified Projects described above, and to accept the donated funds, goods and services described in Item E.

E. **BUDGET:** The estimated cost to carry out the Identified Projects detailed in this Annual Work Plan is \$974,668 for the Identified Projects - Active Grants, \$896,242 for the Identified Projects – Funding Approved, and \$ TBD for Identified Projects – Approved Grants - Funding Pending as detailed in Addendums One, Two, and Three.

F. **FUNDRAISING:** This Annual Work Plan authorizes the Conservancy to raise funds to support the Identified Projects described above. The Conservancy agrees to comply with all relevant fundraising-related terms, conditions and processes contained in the Friends Group Agreement and in NPS Director’s Order #21.

In order to achieve this goal, the Conservancy will engage in a variety of community and donor engagement activities, continue implementation of a donor recognition plan, and engage in programmatic enhancements as detailed below.

Community and Donor Engagement Activities

- Publication and Distribution of two newsletters and Annual Report including Park project updates.
- Publication and Distribution of 2022 Project Funding Needs Guide detailing all Identified Projects –Funding Pending with Park messaging.
- Regular eblasts, social media posts, and direct community and donor interaction including project updates from Park project staff.
- Regular community building events including Park project staff including on-line and in-person Glacier Conversation events, and Glacier Book Club events.
- Direct interaction with tribal partners to enhance educational programming, and internship and professional opportunities.
- Board Member and Volunteer Visitor Engagement on selected Fee Free Days.
- Hold/Participate in a number of significant fundraising events including:
 - Give Back to Glacier Week (7/12/21 to 7/18/21)
 - Backpack’s Ball (7/15/21 – the Conservancy’s Major Fundraising Activity)
 - Great Fish Community Challenge – (August 5 – September 17)
 - On-Line fundraising through GoFundMe and other platforms
- Develop and Enhance Business Partnerships including:
 - Soliciting Business Sponsorships for Fundraising Events
 - Soliciting Foundation Support for Identified Projects
 - Continue and Expand Existing “Dollar Add On” Programs with Business Partners (consistent with the provisions section 4.5.3 of DO21)
 - Continue and Expand Existing “Round Up” and “Friends of Glacier” programs at Conservancy retail stores at Logan Pass Visitor Center, St. Mary Visitor Center, Apgar Visitor Center, and Belton Train Station (consistent with the provisions section 4.5.3 of DO21)
 - Participate in Appropriate Co-Branded Fundraising Projects (Coffee Sales, Pub Nights, Special Product Labeling (including spirits), etc.)

- Install, Supervise, and Manage Eight Donation Boxes in designated locations in the park consistent with the provisions of section 4.5.2 of DO21.

Donor Recognition Plan

- Every donor receives an official record of their donation as required by IRS regulations. In addition, each donation of \$500.00 or more is recognized by the Executive Director of the Conservancy with a hand note. Contributions of over \$1,000 are recognized by both a hand note from the Executive Director of the Conservancy and a phone call of appreciation from a Board Member.
- Continue Implementation of Donor Recognition Plan as detailed in Addendum Four
- Update existing Donor Recognition Board at Apgar Visitor Center, install donor recognition signage at Sperry Chalet, and re-install Donor Recognition signage at Logan Pass Visitor Center (Centennial Donors).
- Install and maintain Donor Recognition Signage in park Consistent with Donor Recognition Plan and DO 21.
- Create and implement sponsor recognition program.

Programmatic Enhancements

- Continue and Expand Academic Research Projects Conducted by Conservancy
- Expand Planned Giving Campaign including:
 - Revision of Planned Giving Flyer and Distribution to Wider Audience
 - Targeted Meetings with Tax Professionals, Accountants, and Attorneys
 - Announcement of Creation of Glacier Legacy Circle including Webpage
- Provide Appropriate Donor Recognition Signage at Conservancy Funded Park Events including but not limited to Native America Speaks Events, Star Parties, Hiker-Biker Shuttles, Bear Boxes, Vehicles, Trailers, etc.

G. **PARK PROPERTY:** The Conservancy will follow all Park guidelines regarding the appropriate use of government property including receipt of appropriate permitting as required.

H. **MODIFICATIONS:** Proposed deviations from the signed Annual Work Plan require the concurrence of both parties in writing. Modifications will be subject to all terms and conditions of the Friends Group Agreement.

I. **ADDITIONAL PROVISIONS:**

Cooperative Events

Below are listed a number of events that take place in the park where food is provided by GNPC, that are public in nature, enhance tribal/partner relations, or demonstrate appreciation for volunteers and park staff. None of these events would ever exceed \$5 per person in value and cumulatively no participating government employee would reach the \$50 gift allowance threshold.

- 1) Volunteer and Staff Orientation/Appreciation Events (one east/west one early season, one late)
- 2) Public Weedblitz/Birdcount/Volunteer in the park events in and around the park

Conservancy Property

As requested, and when not otherwise in use by Conservancy staff, the Conservancy makes available its facilities for use by park staff for off-park meetings, retreats, or gatherings. In no case does the Conservancy incur additional expenses related to the park's use of these facilities (Belton Train Station Park Stores Headquarters, Columbia Falls Headquarters Office, and Beta Road property).

Effective Partnership Development

The Conservancy and park staff collaborate in several areas of shared interest. In 2021, these collaborations will include:

- 1) Digital Public Lands Association Convention and Trade Show (February 9-12, 2021 – On-Line)
- 2) National Park Foundation "Friends Alliance" – Meetings (Spring: April 12-15 and Fall: TBD)
- 3) Visits to other sites in the National Park System to explore "Best Practices."
- 4) Joint appearances at speaking engagements, community forums, and conventions.
- 5) Participation in informal and facilitated discussions including strategic planning and values analysis workshops regarding current and future partnership activities.

**Addendum One
Identified Projects – Active Grants**

Description	Project Balance
2016 Bear Mgmt.	\$633
2017 Bear Fund	\$6,000
Wheeler Property Preservation	\$5,306
Chief Mountain Bison	\$1,288
Backcountry Sanitation	\$81,510
2018 Bear Management Fund	\$6,000
Bear Population Modeling	\$14,129
Heritage Resources at Lake McDonald-Waysides	\$324
Wheeler Property Field School - Boys Cabin	\$14,039
Create Chinese and Japanese Translations of Bear Safety Information	\$2,985
Completing the Next Phase of Dark Sky Designation	\$30,346
Hands Across Borders Phase 2	\$646
Mtn Goat Year 3	\$37,380
Young Scholar Research Fellowship	\$7,899
Bear Fund	\$6,000
Archeology Education Trunk	\$1,898
Interpretive Youth Internship	\$14,151
Harlequin Ducks: In the Home Stretch	\$5,742
Black Swifts	\$4,104
Hawk Watch: Keeping it Going	\$11,641
Glacier's Bat Program-Into the Alpine	\$8,428
21st Century Park Ranger	\$34,000
Swiftcurrent Accessible Trail	\$8,198
Ranger Led Field Trips, Distance Learning	\$1,788
Professional Development for Teachers	\$400
Travel Grants for Field Trips	\$9,086
Live Streaming Webcams	\$4,450
2019 Operational Effectiveness	\$2,743
Connectivity in the Crown	\$5,839
Watchable Wildlife Program - Wildlife Viewing Terrace	\$6,347
Glacier Youth Engagement Program	\$26,309
Youth Interpretive Internship and Professional Development	\$29,840
Print Free Park Publications	\$37,145
Middle School Girls STEAM Camp	\$1,885
Glacier's Social Media Summit	\$18,346
Half the Park Happens After Dark	\$33,151
Native American Speaks	\$64,899
Employee Health	\$5,750

Non Native Plant and Animal Infestation	\$42,890
Citizen Science Opportunities	\$2,000
Greening Transportation	\$24,782
Monitoring Avian Production and Survivorship	\$14,900
Great Gray and Boreal Owl Surveys	\$9,635
Restoring Keystone Species	\$9,757
Glacier Conservation Corps	\$121,277
2020 Operational Effectiveness	\$10,000
Next Generation Park and NPS Leaders	\$7,989
Enhance the Hiker/Biker Experience	\$27,500
Science Based Visitation Impacts	\$18,500
Ranger Led Field Trips	\$25,373
Professional Dev for Teachers	\$13,060
Winter Propagation Specialist	\$1,785
Recycling Communication	\$5,000
Lynx - Year 2	\$12,201
Citizen Science Wild and Scenic North Fork	\$19,500
Sperry Chalet Post Rehabilitation Activities	\$36,030
West Side Visitor Center Value Analysis	\$16,003
Utilize NPF Funds for Iinnii Baseline Studies Year 1	\$4,145
Logan Pass Web Cams	\$1,715
TOTAL IDENTIFIED PROJECTS - ACTIVE GRANTS	\$974,668

**Addendum Two
Identified Projects – Funding Approved**

Description	Project Balance
2019 linnii Initiative Impacts to Elk Herds	\$70,750
Backcountry Weeds	\$20,000
2020 linnii Initiative Impacts to Elk Herds	\$70,750
Investigating Vegetation in Fire Disturbed Areas	\$12,000
Many Glacier Valley Partnership	\$17,000
Jerry O'Neal Fellowship	\$7,101
Black Swifts: Monitoring and Sharing Results	\$23,006
Travel Grants for Field Trips	\$17,600
Wildlife Blinds at Oxbow	\$5,000
Conservation Intern	\$8,000
Fuel Reduction Greater Apgar Area	\$40,000
Glacier Institute Scholarship for NPS Staff	\$3,500
Remove Creosote Lumber from Quartz Lake Trail	\$500
Tribal Tourism Outreach Partnership	\$10,000
Hwy 2 Goat Lick Improvements	\$111,000
Glacier Youth Corps	\$49,400
Youth Interpretive Internship and Professional Development	\$14,021
Half the Park Happens After Dark	\$49,760
Native America Speaks and Tribal Community Engagement	\$54,297
Ranger Led Field Trips, Distance Learning and Classroom Visits	\$151,376
Improve Citizen Science Outreach & Communication	\$24,747
Lynx Study - Year 3	\$73,293
Glacier Summer Youth Engagement Program	\$9,517
Winter Propagation Specialist	\$4,000
Native Plant Recovery in Two Dog Flats - Phase 2	\$7,500
FVCC Native Fish Conservation Intern	\$10,000
Collaboration for Tomorrow's Leaders	\$24,278
Partnering with GNPC to Achieve Shared Goals in Many Glacier Valley	\$3,000
Griz/Moth Study - Year 3	\$4,845
TOTAL IDENTIFIED PROJECTS - FUNDING APPROVED	\$896,242

NOTE: Additional projects will be added following the final funding allocation for 2021 projects in the spring of 2021.

**Addendum Three
2022 Identified Projects – Funding Pending**

Description	Fundraising Amount
Native America Speaks and Tribal Community Engagement	\$ 113,487
Connecting With Park History	\$ 45,088
Half The Park Happens After Dark	\$ 94,251
Ranger-Led Education Programs	\$ 236,614
MCC Glacier Conservation Corps	\$ 78,327
Glacier Institute Scholarships for NPS Staff	\$ 4,000
Glacier in Focus	\$ 12,166
Preservation of Native Plant Communities Through Youth Engagement	\$ 60,200
STEAM Camp for Middle School Girls	\$ 11,000
Develop New Technologies for Citizen Science Engagement	\$ 164,500
GNPC - Jerry O'Neal Young Scholar Fellowships	\$ 16,000
Headwaters Podcast Season Three	\$ 66,841
Print Free Park Publications	\$ 53,000
Partnering to Achieve Shared Goals in the Many Glacier Valley	\$ 22,000
Preserving an Icon: Understanding Nutrient Threats to Lake McDonald Water Quality	\$ 40,000
Rare Plant and Grassland Health Monitoring and Restoration	\$ 44,760
Preserving Glacier's Recommended Wilderness and Wild and Scenic Rivers	\$ 132,250
Wilderness Program Data Steward	\$ 75,000
Saving all the Pieces: Translocation of Imperiled Westslope cutthroat and bull trout	\$ 132,500
The GNP Wolverine Survey: Canada to Colorado!	\$ 40,000
Keystone Species: Clark's Nutcracker, Whitebark Pine, and Limber Pine	\$ 16,000
Songbird and Harlequin Duck Research and Monitoring	\$ 35,000
Establish A Surveillance Program Baseline Data, and Management Plan for Emerging Wildlife Diseases	\$ 100,000
Iinnii Initiative Baseline Natural and Cultural Resource Inventory and Modeling	\$ 107,000
Total 2022 Identified Projects – Funding Pending	\$ 1,699,984