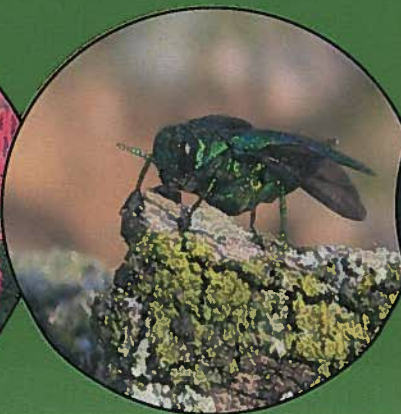
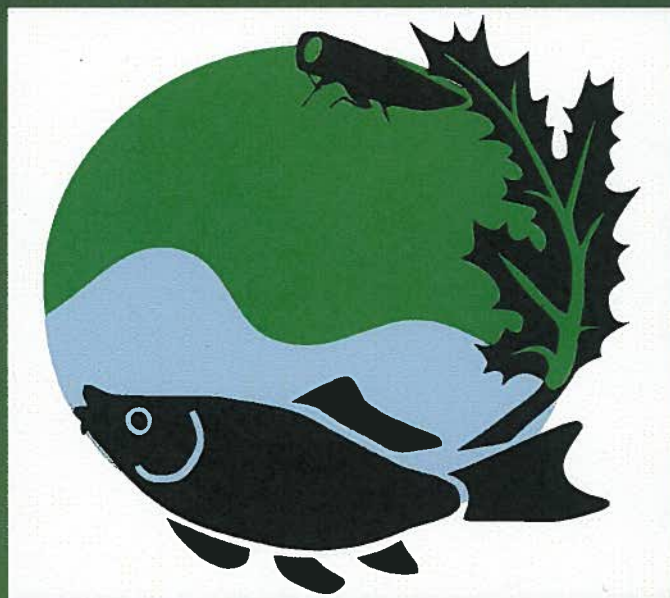


Invasive Species Council of Manitoba

Five Year Strategic Plan
2014-2019



AMENDMENT RECORD – this Strategic Plan has been reviewed and approved at the following:

Amendment Number / Document Version	Amended by:	Date Amended:	Purpose of Amendment
1	ISCM	June 2008	Initial Five Year Strategic Plan - Expired
2	ISCM Board	February 2014	Draft revised by Board of Directors
3	ISCM AGM	April 30 2014	Approved at ISCM AGM

This Strategic Plan will be widely communicated including:

1. Posting on the ISCM website
2. Providing copies to ISCM stakeholders and funders
3. Providing a copy to every Board Member



*This Strategic Plan has been developed by the Invasive Species Council of Manitoba in order to provide a disciplined approach to the Council's activities over a five year period. The **ISCM Board of Directors** (current April 2013) involved in developing this Strategic Plan were:*

Co-Chair - Julie Pelc
Co-Chair - Candace Parks
Treasurer - Fiona Ross
Vice-President - Jane Thornton

Doug Cattani
Cameron Meuckon
Michelle Ammeter
Lisette Ross
John Johnson
Bev Dunlop
Wybo Vanderschuit
Cory Lindgren

Nature Conservancy of Canada
Manitoba Conservation and Water Stewardship
Manitoba Conservation and Water Stewardship
Manitoba Agriculture Food and Rural Development

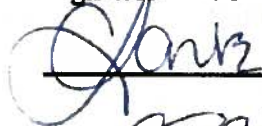
University of Manitoba
Manitoba Conservation and Water Stewardship
Manitoba Weed Supervisors Association
Native Plant Solutions - Ducks Unlimited Canada
Leafy Spurge Stakeholders Group
Agriculture and Agri-Food Canada
Riding Mountain Biosphere Reserve
Canadian Food Inspection Agency

This ISCM Strategic Plan was approved by the Board of Directors and ISCM Stakeholders on:

Date August 26

Year 2014

Signature of ISCM Chair(s)

 Candace Parks

 Julie Sveinson Pelc



An Invasive Alien Species Strategy for Canada (2004)

The introduction and spread of Invasive Alien Species is affecting Canada's environment, economy, and society, including human health.

The current threats posed by existing and potential invasive alien species are significant and are growing at an alarming rate.

The need for Canada to take measures to address invasive alien species and protect and conserve Canada's natural resources and associated industries as well as the health of wildlife and humans, is essential.

A Five Year Strategic Plan 2014-2019

Introduction

Invasive alien species are those harmful alien species whose introduction or spread threatens the environment, the economy, or society, including human health.

(Canada's National Invasive Alien Species Strategy 2004)

Invasive species impact Manitoba's economy, environment, trade, and society including human health. Invasive species impact Manitoba's agricultural, fisheries and forestry sectors, riparian areas, the vast aquatic areas such as Lake Winnipeg and Lake Manitoba, as well as biological diversity, and species at risk. Therefore, responding to invasive species is a shared responsibility by all Manitobans.

In Manitoba there are at least 257 invasive plant species that significantly impact Manitoba's agricultural sector.¹ These invasive plants have invaded agricultural, aquatic, and forested habitats. These weeds cost Manitoba's agricultural sector millions of dollars annually in control efforts. The various ecozones, large human populations, and similar climates to other countries which Manitoba trades with (e.g., China) have led to a high numbers of invasive plants being introduced into Manitoba. Manitoba's ability to access trade markets in other countries is often restricted when new invasive weeds establish in the province.

Several Manitoba lakes, rivers and wetlands are already impacted by a number of aquatic invasive species including the rusty crayfish, spiny waterflea, invasive giant reed, purple loosestrife and most recently zebra mussels, which were found in the south basin of Lake Winnipeg.

Manitoba's urban, commercial and recreational forests are also impacted by invasive diseases such as Dutch elm disease, and threatened by invasive insects such as the emerald ash borer, gypsy moth, Asian longhorn beetle and the mountain pine beetle that are spreading from infested areas in Canada and the United States.

To provide strategic direction on how the Invasive Species Council of Manitoba (ISCM) can respond, a 5-year Strategic Plan was developed.

¹ Canadian Food Inspection Agency. 2008. Invasive Alien Plants in Canada, CFIA. Ottawa. ON.

Province of Manitoba TomorrowNow Action Plan

STRONGER INVASIVE SPECIES MEASURES

Invasive species threaten forests, agricultural lands, aquatic habitat, fisheries, infrastructure and valuable recreational resources. Manitoba is implementing measures to control their spread, including:

- supporting the Dutch elm disease management program
- completing preparedness plans for invasive forest pests such as the emerald ash borer and mountain pine beetle
- promoting integrated and environmentally sustainable control programs for noxious weeds
- strengthening efforts to prevent and mitigate invasion of zebra mussels and other aquatic invasive species such as spiny water flea and Asian carp through inspection, monitoring and public education programs

Synergies with Existing Strategies

The work of the ISCM is consistent with and aligns with both federal and provincial government strategies and Acts.

Federal: Canada's National Strategy

The work of the Invasive Species Council of Manitoba (ISCM) is consistent with, and aligns with, the Government of Canada's approach to addressing invasive species as outlined in [Invasive Alien Species Strategy for Canada](#)² (2004) and its *Action Plans*. This National Strategy was approved by the Provincial and Territorial Ministers with responsibility for Fisheries, Aquaculture, Wildlife, and Forestry in September 2004. Canada's IAS Strategy provides a framework for addressing invasive species within Canada. It is important that any approach employed by the ISCM be consistent and aligned with the National and Provincial Strategies.

Provincial: Manitoba TomorrowNow Action Plan

The work of the ISCM is consistent with the Province of Manitoba [TomorrowNow Action Plan](#). The document calls for stronger measure to address invasive species in Manitoba (see side text box).

Provincial: Manitoba Fishery Regulations

The ISCM supports Schedule IX of the *Manitoba Fishery Regulations, 1987* which lists aquatic species prohibited possession in Manitoba and bans the transport of these species into or within the province. Currently, this list contains 87 species of which fourteen are invertebrate aquatic invasive species (AIS) such as zebra mussels, spiny waterflea and rusty crayfish.

Provincial: Manitoba's Forest Health Protection Act

The education and awareness work of the ISCM supports Manitoba's new [The Forest Health Protection Act](#). The purpose of the Act is to protect the health of all trees and forests in Manitoba by (a) preventing forest diseases and insects that are not native to Manitoba from entering or becoming established in the province; (b) detecting, containing, suppressing and eradicating forest diseases and insects in Manitoba; and (c) developing programs to protect and promote the overall health of trees and forests and their ecosystems in Manitoba. The Act received Royal Assent in November of 2009.

Provincial: Noxious Weed Act

The early detection and rapid response (EDRR) work and Weed Spotters Program of the ISCM supports Manitoba's [Noxious Weed Act](#), helping to protect Manitoba's agricultural sector from invasive weeds.

² This Strategy represents the collective efforts of several federal government departments and agencies as well as numerous provinces.

Intent of this Strategic Plan

The intent of this Strategic Plan is to set the direction of the ISCM and to provide a framework with regards to decisions on allocating resources and focus towards identified priorities. It is a blueprint for action to impact change within Manitoba. It is based on a realistic assessment of resources and commitment by ISCM Board Members and their respective organizations.

Purpose of the Council

The ISCM is a multi-stakeholder, non-profit organization providing a forum to engage Manitobans in taking action against invasive species. The ISCM was formed out of the demand for collaboration among stakeholders in December of 2006 and continues to grow and gain momentum. The ISCM has representatives from federal, provincial and municipal governments, industry, non-government organizations and the community at large. Since its inception, the ISCM has created a network of over 600 stakeholders. It is the only such organization in Manitoba.

The ISCM represents all major stakeholders in Manitoba concerned about invasive species and plays a unique and important role in coordination, collaboration, provisions of advice and delivery of education and outreach materials.

Mission Statement

To promote awareness, education, cooperation and stimulate action to prevent the introduction and spread of invasive species in Manitoba. To build capacity and develop a network of partnerships and stakeholders to address invasive species issues in Manitoba. To facilitate information sharing and promote education and awareness that leads to preventing introductions of invasive species in Manitoba.

Vision Statement

Our vision is to maintain a healthy, bio-diverse landscape through the prevention, early detection, and fostering education and awareness of invasive species.

Principles

To achieve the goals of this Strategic Plan, it is agreed that:

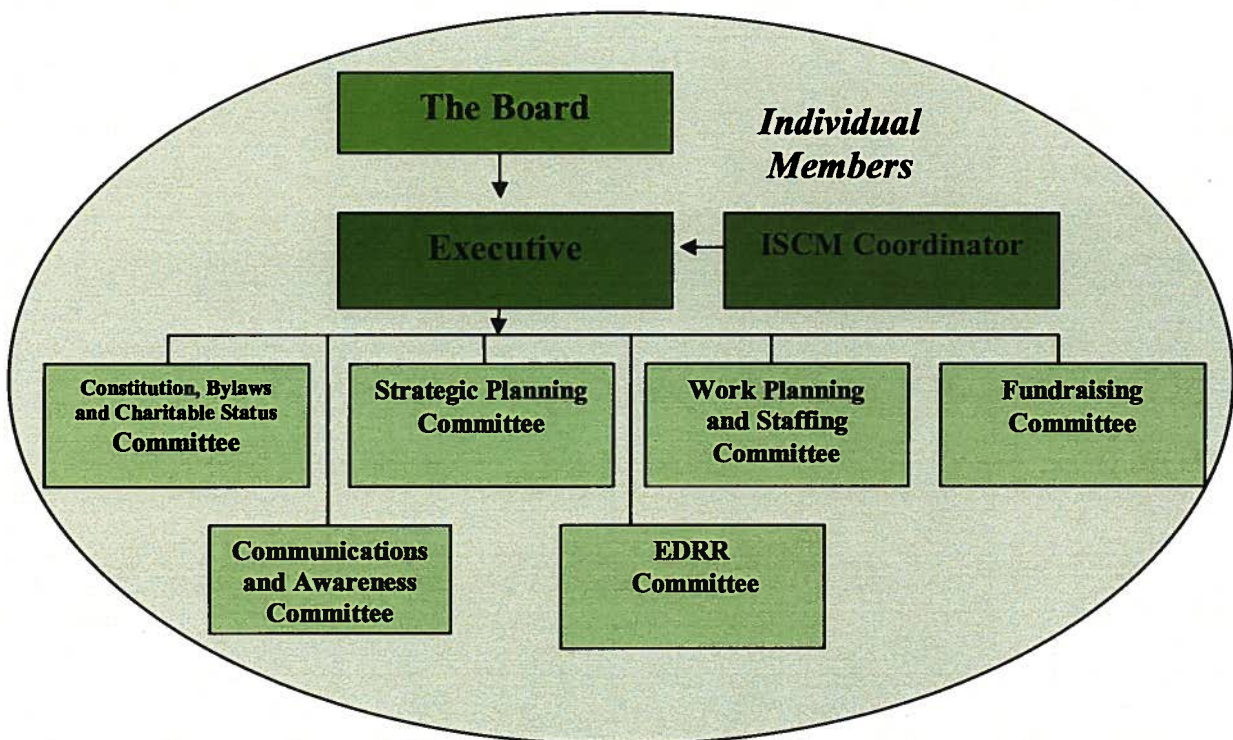
- *All Manitoban's have a role in addressing invasive species as it's a shared responsibility*
- *Stable and sufficient funding is critical to meet ISCM goals*
- *Increased education and awareness will lead to prevention*
- *Collaboration is the cornerstone principle and is fundamental to success*

The Structure of the ISCM

Figure 1 summarizes the current structure of the ISCM. The current Board of Directors represents a wide variety of organizations. The ISCM generally employs a project coordinator to administer its day-to-day activities. The ISCM members are individual citizens and representatives of organizations including conservation groups, non-profit groups, aboriginal groups, First Nations groups, stewardship networks, consultants and industry, as well as municipal, provincial and federal levels of government. The ISCM Executive includes the Chair, Treasury/Secretary and Vice-Chair positions.

Much of the ISCM's work is undertaken through committees or working groups which have been the cornerstones for guiding the ISCM's operations since inception. Committees are created based on the needs of the ISCM and are composed of Board Members. Committees and working groups currently include:

- **Strategic Planning Committee**
- **Work Planning and Staffing Committee**
- **Fundraising Committee**
- **Constitution, Bylaws and Charitable Status Committee**
- **Communications and Awareness Committee**
- **EDRR Committee and Working Groups:**
 - **Weed Risk Assessment Working Group**
 - **Knapweed Working Group**
 - **Aquatic Invasive Species Working Group**
 - **Invasive Giant Reed (*Phragmites*) Working Group**



Moving Forward - Strategic Goals and Priorities 2014-2019

This plan provides a strategic-level approach to guide the activities and priorities of the ISCM.

The following priorities (Table 1) are intended to direct the efforts and resources of the ISCM from 2014-2019 and the focus is on medium and long-term goals. These priorities are intended to guide the day-to-day operations of the ISCM, the ISCM coordinator/staff, as well as the ISCM Board Members. The status of the implementation of this plan will be monitored and reviewed by the ISCM Board Members at regular board meetings.

These are hierarchical priorities, with the first and foremost priority being for the ISCM to become strong and resilient. In the event that such funding is acquired, time and resources would then shift accordingly to the other priorities with direction provided by the Board of Directors.

Table 1. Summary of ISCM goals and priorities 2014-2019.

Priority	Time & Resources	Goals
Goal #1.	30%	A Strong Functional ISCM
Goal #2.	25%	Provide Leadership by being a Provincial Coordinating body
Goal #3.	20%	Foster Innovative Education and Awareness
Goal #4	15%	Prevent New Introductions through EDRR
Goal #5.	10%	Maintain a Provincial Invasive Species Database - EDDMaps

Goal #1. A Strong Functional Invasive Species Council of Manitoba

To be a strong functional ISCM able to fulfill its mission statement and meet its goals. In meeting this goal, the ISCM needs to secure appropriate funding and maintain a coordinator position.

Goal: *To become a strong resilient ISCM coordinating provincial activity*

ISCM Strategies:

- *ISCM coordinator will spend at least 30% of his/her time applying for project and core funding. Leverage support across impacted sectors of Manitoba's economy. Secure core*

funding that allows hiring a coordinator who provides continuity for the ISCM and can deliver on the Strategic Plan.

- *The ISCM will foster potential partnerships with the Government of Manitoba and the Federal Government of Canada to engage in new partnership agreements wherein the ISCM can deliver products on behalf of these governments. Examples include facilitating, developing, and implementing a Manitoba Invasive Species Strategy and hosting an Invasive Species Forum.*
- *The ISCM will actively pursue charitable status to expand both the range of funding agencies to which it may apply to secure base funding and to open itself to accept charitable donations towards base funding and to supply resources where matching funding is a requirement.*

Goal #2. Serve as an Invasive Species Provincial Coordinating Body

There is no one agency or body that coordinates IAS related activities of all stakeholders in Manitoba. The ISCM, through its Board of Directors (which has Federal, Provincial, Industry and NGO representation) and stakeholders, is in a unique position to serve as a provincial coordinating body. Coordination of activities between provincial, federal, industry, First Nations, and non-government (NGO) agencies is essential in preventing and responding to invasive species in Manitoba.

***Goal:** Act as a coordinating body in addressing invasive species in Manitoba. Foster new partnerships and agreements to advance efforts towards education and outreach. Examples include partnerships with the Government of Manitoba (e.g., to develop a Provincial Invasive Species Strategy or conduct risk analysis) or the Government of Canada (e.g., to assess the impact of invasive species on Manitoba's Species at Risk or Biodiversity). Efforts need to be expanded to coordinate the efforts of a broad array of partners with invasive species responsibilities.*

ISCM Strategies:

- *Host a provincial forum to engage all levels of government and industry in discussions on Manitoba's invasive species and priorities for action*
- *Prepare and publish a report from the provincial forum*
- *Develop an Invasive Species Strategy for Manitoba from forum data*
- *Coordinate the delivery of the above provincial Strategy*

Goal #3. Fostering Innovative Education and Awareness

Many Manitobans' are unfamiliar with the impacts of invasive species. Fostering awareness will help Manitobans understand what they can do to reduce the risks of invasive species and what they can do once detected.

Education, awareness and outreach are effective tools in changing the behavior, or culture, of individuals. For example, educating water users such as anglers on the importance of not dumping water and unused bait into Manitoba's lakes, rivers, and wetlands prevents new invasives from being introduced. Education and awareness are also important because knowledgeable landowners, hunters, anglers, and outdoor enthusiasts play a critical role in the early detection and reporting of new invasive species.

Goal: Increase overall awareness of invasive species in Manitoba.

Invasive Species Strategies:

- *Develop a provincial Invasive Species Awareness Week*
- *Attend trade shows*
- *Develop educational materials*
- *Develop Best Management Practices (BMPs)*
- *Develop and maintain a website highlighting key invasive species in Manitoba*
- *Develop and circulate a quarterly newsletter*
- *Deliver invasive species workshops and presentations*

Goal #4. Preventing New Introductions through Early Detection Rapid Response (EDRR)

The most effective strategy to address introductions of invasive species is to prevent them from entering Manitoba. There are numerous pathways through which invasive species can enter Manitoba, as identified in the 2004 *Invasive Alien Species Strategy for Canada*. Pathways include unintentional (e.g., movement of invasive species with watercraft and firewood, garden plants jumping the garden fence), intentional (e.g., dumping of bait buckets, releasing horticultural and aquarium species) and natural dispersal (e.g., seeds blowing in the wind).

Various agencies and governments in Manitoba have identified invasive species of concern, however, there is not comprehensive list of invasive species of concern in Manitoba. There is a need to establish a prioritized list of invasive species based on anticipated impacts on Manitoba's biodiversity, economy and trade. Adopting a risk-based approach to identify species of highest risk could be used to prioritize species for early detection and rapid response (EDRR). The ISCM has developed an EDRR plan for invasive plants which has two categories:

- **Category 1: Not in Manitoba:** Invasive Species that are deemed to be high-risk, and that are not yet established in Manitoba, and a pathway exists
- **Category 2: Localized Presence:** Invasive Species that are deemed to be high-risk and are already established locally in Manitoba, and a pathway exists

Preventing Introductions and Protecting Manitoba's Forestry Sectors

Mountain Pine Beetle

If the mountain pine beetle were to arrive in Manitoba it has the capacity to decimate all pine species found in Manitoba. This would represent hundreds of million dollars in lost opportunity costs plus the social costs associated with the loss of employment in single industry towns or towns which rely heavily on the forest sector.

In terms of control costs, Alberta has spent an average of over \$40 million per year for the last eight years for survey and control work (fell and burn).

The Federal *Plant Protection Act* does not apply to native invasives species.

Emerald Ash Borer (EAB)

Municipalities and landowners are facing costs in the millions of dollars to survey, cut and replace ash trees killed by the Emerald Ash Borer if it establishes in Manitoba.

For example, the City of Toronto estimates it has spent close to \$37 million over five years to replace city-owned trees killed by EAB.

The ISCM has partnered with provincial and federal agencies in delivering EAB Awareness Days in Manitoba in 2012.

Over the past several years the ISCM has worked with federal and provincial governments, industry and the public to help stop the introduction of new invasive species. For example, it hosted emerald ash borer educational day in 2013. Hence, the ISCM is in a unique position to work with key partners to:

- **Prevent** new invaders from arriving and establishing in Manitoba
- **Slow the spread** of existing invasive species; and,
- **Reduce the harmful impacts** of existing invasive species

***Goal:** Deliver Early Detection Rapid Response programs that strive to prevent introductions of new invasive species.*

ISCM Strategies:

- *Identify new or emerging invasive species threatening Manitoba.*
- *Continue to develop an EDRR Strategic Document that prioritizes invasive plants.*
- *Develop a Risk Analysis approach that uses Risk Assessment to add invasive plants to the EDRR document.*

Goal #5. Maintain a Provincial Invasives Database – Monitoring

There is no one agency or organization in Manitoba that maintains a database on which invasive species are in Manitoba, or where. Monitoring where invasive species are is critical in planning and designing effective prevention and control strategies.

***Goal:** To develop and maintain a provincial database for invasive species, initially starting with invasive plants, using EDDMapS, a web-based mapping system.*

ISCM Strategies:

- *Continue to develop EDDMaps;*
- *Upgrade and support a provincial inventory of existing and threatening invasive species in Manitoba ensuring standardized protocols.*

Table 2. Strategic goals, implementation and expect outcomes 2014-2019.

Strategic Goals				
Strong Functional ISCM	Serve as a Provincial Coordinating Body	Foster Innovative Education and Awareness	Preventing New Introductions - EDRR	Build a IAS Mapping Application and Database
KEY ACTIONS – IMPLEMENTATION				
<p>Apply for -</p> <ul style="list-style-type: none"> • Grants • Contracts • Sponsorships • Partnership agreements <p>Focus on -</p> <ul style="list-style-type: none"> • Securing Core-Funding (> \$80,000 annually) • Developing new revenue streams • Charitable status <p>Meet with Government of Manitoba impacted Ministers to explore “how we can help you”</p>	<ul style="list-style-type: none"> • Improve communications and coordination across jurisdictions and governments • Provide provincial leadership • Hold monthly meetings of the ISCM Board of Directors • Hold an Annual General Meeting each fiscal • Organize a Provincial Forum or Summit on IAS • Develop Provincial IAS Network • Host an IAS Summit • Adopt Risk Analysis • Initiate status of IAS in MB Project • Impact of IAS on Species at Risk in MB • Survey Coordination 	<ul style="list-style-type: none"> • Develop educational materials to inform Manitoban’s about IAS and ways to protect Manitoba • Develop Toolbox of Best Management Practices • Develop a Weed Spotters Program • Presentations to local groups and governments • Workshops to local groups and governments • Develop IAS calendars, e-Bulletins and Newsletters • Maintain an Active Website • Develop Fact Sheets on key IAS • Host a MB Invasive Species Week 	<ul style="list-style-type: none"> • Work towards preventing new invaders from arriving and establishing in Manitoba • Support eradication of new invaders • Support slow the spread programs for invasive plants already in MB • Help prepare IAS response plans as required • Develop an EDRR network of experts • Develop a Weed Spotters Program 	<ul style="list-style-type: none"> • Develop EDDMapS and Database • Populate database with invasive species distributional information • Find and Secure EDDMaPs User-Groups • EDRR - Improve monitoring programs by developing an EDRR network of experts
EXPECTED OUTCOMES				
<p>A Strong, Financially Stable ISCM</p> <p>Maintain a Full Time ISCM Coordinator</p>	<p>Enhanced provincial Coordination Engagement and Capacity Building Protecting Natural Areas; Rivers, Lakes and Wetlands; Agricultural Lands, Forest Lands</p>	<p>Protecting Manitoba’s International Trading Markets</p> <p>Protecting Manitoba’s environment</p>	<p>New invaders are prevented from arriving in Manitoba.</p> <p>Enhanced EDRR</p> <p>New IAS are Detected within Manitoba</p>	<p>Increased invasive species data and information</p> <p>Information on species distributions</p>