

Start with the outcomes.

Model follows an “If...then...” sequence: If I have these resources (overcome these barriers), I can do this programming. If I do this programming, I expect to see these outputs. If I see these outputs, I can achieve these outcomes. If I achieve these outcomes, I will have these impacts.

Resources (&/or barriers): enable or limit program effectiveness

i.e. funding, existing organizations, potential collaborating partners, networks, staff/volunteers, time, facilities, equipment, supplies, attitudes, policies, regulations, geography, etc.

Programming: processes, techniques, tools, events, technology, actions

i.e. products [promotional materials, education curricula], services [education & training, counseling], infrastructure [structure, relationships, capacity]

Outputs: direct results of programming—size & scope of services/products delivered

i.e. # of classes, # of materials produced/distributed, participation rates, demography, hours of each service provided

Outcomes: specific changes in attitudes, behaviors, knowledge, skills, status, or level of functioning (think short-term [1-3 years], and long-term [4-6 years])

Impacts: organizational, community &/or system-level changes (think longer-term [7-10 years or more])

i.e. improved conditions, increased capacity &/or changes in policy

COMMUNITY EDUCATION: The experience at Saint John's Arboretum gives all guests improved environmental literacy and emotional connectedness to the natural world, which will motivate responsible environmental decisions.

<u>Resources</u>	<u>Activities/Tools</u>	<u>FY 2011 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<p>Staff/Volunteers</p> <ul style="list-style-type: none"> • S. Gainey • J. O'Reilly • EE fellowship (2) • Student staff: naturalists & naturalist aides • Ed committee • Volunteers: community, CSB/SJU • Guest instructors <p>Partners</p> <ul style="list-style-type: none"> • Abbey support/lands • MN Master Naturalist • CSB/SJU ES, ED & BIO depts. • RT&S, GRRL, AHI <p>Funding, assets, etc.</p> <ul style="list-style-type: none"> • EE Endowment • Edison Found. Grant • General membership • Member benefits, marketing & merchandise <p>Limiting Resources</p> <ul style="list-style-type: none"> • Additional FTE • Criteria for prioritizing programming • General evaluation for programs • Knowledge of Arboretum • General funding 	<ul style="list-style-type: none"> • Advertising • Annual Events: <ul style="list-style-type: none"> AHI conference Owl hoot Maple Syrup Fest. Plant Sale Birding Day Wildflower walk Dutch oven dinner Homecoming Collegetown Colors Open House • Individual requests for programming <ul style="list-style-type: none"> Library programs Science Rocks State park visits Audubon Master naturalist Natural history • Quarterly newsletter • Opportunities/lectures from guest instructors • Web site • Monthly member emails 	<ul style="list-style-type: none"> • At least 2750 recorded participants in programs • 75 presented external programs (programs held off-site, i.e. library programs) • 50 presented internal programs • At least 15 guest instructors offer programs (not incl. conferences) 	<ul style="list-style-type: none"> • Enhanced environmental literacy • Enhanced emotional connectedness to the environment 	<ul style="list-style-type: none"> • Increased ability to make environmentally responsible decisions

CSB/SJU EDUCATION: The experience at Saint John's Arboretum gives all guests improved environmental literacy and emotional connectedness to the natural world, which will motivate responsible environmental decisions.

<u>Resources</u>	<u>Activities/Tools</u>	<u>FY 2011 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<p>Staff/Volunteers</p> <ul style="list-style-type: none"> • S. Gaine • J. O'Reilly • EE fellowship • Student staff: naturalists & naturalist aides • Ed committee • Volunteers: community, CSB/SJU, service learning, EE pedagogy, interns <p>Partners</p> <ul style="list-style-type: none"> • Abbey support/lands • CSB/SJU student senate reps on AAC • CSB/SJU ES, ED & BIO depts. <p>Funding, assets, etc.</p> <ul style="list-style-type: none"> • EE Endowment • Edison Found. Grant • General membership • Member benefits, marketing & merchandise <p>Limiting Resources</p> <ul style="list-style-type: none"> • Additional FTE • Criteria for prioritizing programming • Knowledge of Arboretum • Fed. Funding requirements for student staff • Competing with other CSB/SJU programs 	<ul style="list-style-type: none"> • At least 1 event per month targeted to CSB/SJU students • Volunteer opportunities for students • Outreach to professors • Partnerships with other clubs, organizations & departments • Web-based resources for professors who use the Arboretum • Arboretum as guest lecturers/lead class tours • Student memberships • Hands on the Land • Develop comprehensive internship program • Student employment opportunities • Education department service learning opportunities • Weekly Nature Notes emails 	<ul style="list-style-type: none"> • 2500 CSB/SJU students participate in Arboretum programming • 20 classes participate in Arboretum programming each year • 30 students have employment, internship and service learning opportunities • 25% of events collaborate with other campus groups • Contact 10% faculty/staff every year • Contact all new faculty every year 	<ul style="list-style-type: none"> • Enhanced environmental literacy • Enhanced emotional connectedness to the environment • Experiences create deeper bonds with the land/landscape 	<ul style="list-style-type: none"> • Increased ability to make environmentally responsible decisions

preK-12 EDUCATION: The experience at Saint John's Arboretum gives all guests improved environmental literacy and emotional connectedness to the natural world, which will motivate responsible environmental decisions.

<u>Resources</u>	<u>Activities/Tools</u>	<u>FY 2011 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<p>Staff/Volunteers</p> <ul style="list-style-type: none"> • S. Gainey • J. O'Reilly • EE fellowship • Student staff: naturalists & naturalist aides • Ed committee • Volunteers: community, CSB/SJU, service learning, EE pedagogy, interns <p>Partners</p> <ul style="list-style-type: none"> • Abbey support/lands • RT&S, SRWD, DNR • CSB/SJU Ed. Dept. • Funding for transportation reimbursement <p>Funding, assets, etc.</p> <ul style="list-style-type: none"> • EE Endowment • ELM grant • Edison Found. grant • Gannet Found. grant • Equipment, trunks <p>Limiting Resources</p> <ul style="list-style-type: none"> • Additional FTE • Criteria for prioritizing programming • Comprehensive database for tracking program participation • 	<ul style="list-style-type: none"> • Field trips to Arb. • Teacher education: provide at least 5 opportunities <ul style="list-style-type: none"> • Digital Photo • Nat. history series • PLT/WW • Pre/post trunks (742 & non-742) • Staff meet with teachers • Project Earth (Oct. 10) • In school visits to classrooms (i.e. pre/post-visits) • Env. Issues Investigations • Pre/post tests for students 	<ul style="list-style-type: none"> • 4200 ISD 742/2000 non-742 students visit Arboretum • 50 teachers participate in training • 10% of students have more than 3 hours Arb contact • 1000 students participate in non-field trip programming at the Arb • Reach at least 250 students through classroom visits • 15% total guests are 6th-8th graders • Non-742 trunks checked out and used at least twice • Increased use of ISD 742 trunks • 20% increase in scores between pre/post tests 	<ul style="list-style-type: none"> • Enhanced environmental literacy • Enhanced emotional connectedness to the environment 	<ul style="list-style-type: none"> • Increased ability to make environmentally responsible decisions

LANDSCAPE PROTECTION: Saint John’s permanently protects its current holdings and nearby properties, through strategies such as conservation easements and purchases, so that they function as the core of a 40,000-acre Avon Hills landscape that retains 70 percent of its rural character and biological diversity. This includes connecting CSB and SJU campuses with an I-94 green corridor.

<u>Resources</u>	<u>Programs & Activities</u>	<u>FY 2011 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<ul style="list-style-type: none"> • T Kroll .1 FTE • Bill Fahrney .1 FTE • Avon Hills Initiative Exec. Com. • St. Joe Action Group • MN Land Trust (MLT) • Stearns Co. Env Services • TNC • OSB • Sisters of the Order SB • CSB • SJU • \$337,000 LCCMR grant 	<ul style="list-style-type: none"> • Personal visits with landowners • Conferences / education for landowners • Education for public officials • AHI newsletters • Involvement in City / Township/County comp plans and ordinance development 	<ul style="list-style-type: none"> • Publish 3 AHI newsletters to 250 readers. • Sponsor AHI conference for 120 people. • Visit with 15 landowners about easements. • Purchase lands adjacent /protecting OSB as opportunities arise. • Have 2 AHI representatives at all County Planning meetings. • Attend St. Joe City Planning meetings. 	<ul style="list-style-type: none"> • 10 conservation easements acquired between 2008 and 2011 in cooperation with MLT. • Inclusion of “green” provisions in County & Township & City comp plans and ordinances to conserve resources and open space. • Saint John’s and Saint Ben’s borders buffered from development pressures. • Conservation easements in place on existing OSB land. • Create green corridor to connect CSB/SJU campuses along I-94. 	<ul style="list-style-type: none"> • Retention of 40,000 acres in the Avon Hills, which remains 70% undeveloped and retains its rural character and biological diversity. • Preservation of the unique setting of the monasteries and CSB/SJU as rural and biologically rich making the campuses attractive to future generations. • Increased land stewardship activity community-wide.

ARBORETUM LAND STEWARDSHIP: The land is used for multiple uses and the land management decisions are driven by long-term sustainability and good stewardship. The Arboretum land base is owned and controlled by the Abbey. The final decisions on use remain with the Abbey. Inner campus management is controlled by the Grounds Department.

<u>Resources</u>	<u>Programs & Activities</u>	<u>FY 2011 Outputs</u>	<u>Outcomes</u>	<u>Long-Term Impacts</u>
<p>Staff</p> <ul style="list-style-type: none"> • D Vogel 1.0 FTE • T Kroll .5 FTE • Br. W. Kieffer .2 FTE • G Pflueger .1 FTE • H Becker .1 FTE • J Evander .1 FTE <p>Student Workers</p> <ul style="list-style-type: none"> • 2 CSB/SJU .25 FTE • 3 in summer .7 FTE <p>Volunteers</p> <ul style="list-style-type: none"> • Monastic • Public • Student • Neighbors <p>Consultants</p> <p>Funding</p> <ul style="list-style-type: none"> • L&M Schwietz Endow <p>Equipment</p> <ul style="list-style-type: none"> • Skidder, Bobcat, Pick-ups <p>Barriers:</p> <ul style="list-style-type: none"> • No tractor, no dump truck • Limited funding 	<ul style="list-style-type: none"> • Land mgt planning • Green Certification • Prairie estab/maintain • Tree planting & regen • Seedling protection • Timber harvest • Firewood production • Lumber production • Trail maintenance • Bridge & Boardwalk maint • Ag land activities • Non-native weed control • Maple syrup operation • Habitat creation/maint • Deer density control • Lakeshore protection/maint • Wetland protection/maint • Educational facility estab/maint • Utility maintenance • Inner campus assist 	<ul style="list-style-type: none"> • Plant 2000 seedlings • Harvest 150 cords • Deer harvest 20-25 • Aerial deer survey (\$1,000) • Praire burns 3 • Buckthorn control 5 ac. (\$500) • Tree Tubes 500 (\$1500) • Chapel trail maint (1300 feet near Chapel) • Boardwalk repair (\$2000) • Mow 16 miles of trails • County 51 coordination • Renovation of the maple shack. (\$5,000) 	<ul style="list-style-type: none"> • Water quality is address in all inner campus and land activities. • The development area footprint is minimized and consideration for aesthetics in all land activities. • The forest management activities are independently certified as sustainable. • Maintained trails are well-used by monastics, students, staff, and visitors. • The Abbey wood shop is provided with adequate quantities of renewable wood products. • <i>Diverse habitats for flora and fauna are maintained.</i> • Outdoor opportunities for student research and learning are provided. 	<ul style="list-style-type: none"> • Maintains the Benedictine tradition of land stewardship, education, and environmental respect. • The OSB land base remains geographically and ecologically intact and provides a welcoming natural reserve for spiritual renewal and recreation. • The Arboretum is a model of sustainable land use practices. • The inner campus and surrounding land are integrated and complimentary of each other.

PROGRAM ADMINISTRATION, PR & FUNDRAISING:

<u>Resources</u>	<u>Activities/Tools</u>	<u>FY 2011 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<p>Staff/Volunteers</p> <ul style="list-style-type: none"> • J. Kutter • T. Kroll • S. Gainey • J. O'Reilly • EE Fellow • Student staff: naturalists & naturalist aides • AAC & Committees <p>Partners</p> <ul style="list-style-type: none"> • Institutional Advancement • CSB/SJU • Abbey support <p>Assets</p> <ul style="list-style-type: none"> • Grant databases • Ed committee plans & priorities • Lands committee plans & priorities <p>Limiting resources:</p> <ul style="list-style-type: none"> • Data-tracking/evaluation program • 	<ul style="list-style-type: none"> • Early info about potential grants is discovered & shared with staff • Writing grants • Executing grant follow-up • Writing/editing newsletter • Update/maintain web site • Advertisements/Press releases <ul style="list-style-type: none"> The Record SC Visitor Radio ads Local papers E-mails • Review membership benefits • Review & implement volunteer management system 	<ul style="list-style-type: none"> • 4 Sag Seasons/year =guaranteed educ. & comm. about Arb. (600+ readers) • Increased participation in events • 10% increase in family memberships • More effective volunteerism (increased hours, retention, engagement, satisfaction) • \$10-20,000 lands grants • \$12-18,000 bussing grants • \$2000 substitute teachers • \$1000 grants to update teaching trunks • Grants for teacher education • 200 total student members • Gain 50 new student memberships • ___% alum members 	<ul style="list-style-type: none"> • Priority projects for ed & lands committees funded and supported each year • Members and community are fully informed about Arboretum and activities 	<ul style="list-style-type: none"> • Fully supporting all Arboretum needs • Short and Long-term Impacts of lands, education, and identity committees are being met.