

## **Logic Model Format**

**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

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.

**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 2012 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<p>Staff/Volunteers</p> <ul style="list-style-type: none"> <li>• S. Gainey</li> <li>• J. O'Reilly</li> <li>• AmeriCorps Promise Fellow (2) potential</li> <li>• Student staff: naturalists &amp; naturalist aides, PRP, OLC</li> <li>• Ed committee</li> <li>• Volunteers: community, CSB/SJU</li> <li>• Guest instructors</li> </ul> <p>Partners</p> <ul style="list-style-type: none"> <li>• Abbey support/lands</li> <li>• MN Master Naturalist</li> <li>• CSB/SJU ES, ED &amp; BIO depts.</li> <li>• RT&amp;S, GRRL, AHI</li> </ul> <p>Funding, assets, etc.</p> <ul style="list-style-type: none"> <li>• EE Endowment</li> <li>• General membership</li> <li>• Member benefits, marketing &amp; merchandise</li> <li>• OLC Equipment</li> </ul> <p>Limiting Resources</p> <ul style="list-style-type: none"> <li>• Additional FTE</li> <li>• Criteria for prioritizing programming</li> <li>• General evaluation for programs</li> <li>• Knowledge of Arboretum</li> <li>• General funding</li> </ul>	<ul style="list-style-type: none"> <li>• Advertising</li> <li>• Annual Events: <ul style="list-style-type: none"> <li>• AHI conference</li> <li>• Owl hoot</li> <li>• Maple Syrup Fest.</li> <li>• Plant Sale</li> <li>• Birding Day</li> <li>• Wildflower walk</li> <li>• Dutch oven dinner</li> <li>• Homecoming</li> <li>• Collegeville Colors</li> <li>• Open House</li> <li>• Botany Day</li> <li>• Fruit @ Finish</li> </ul> </li> <li>• Individual requests for programming <ul style="list-style-type: none"> <li>• Library programs</li> <li>• Science Rocks</li> <li>• State park visits</li> <li>• Audubon</li> <li>• Master naturalist</li> <li>• Natural history</li> </ul> </li> <li>• Quarterly newsletter</li> <li>• Opportunities/lectures from guest instructors</li> <li>• Web site</li> <li>• Monthly member emails</li> </ul>	<ul style="list-style-type: none"> <li>• At least 3000 recorded participants in programs</li> <li>• 60 presented external programs (programs held off-site, i.e. library programs)</li> <li>• 30 presented internal programs</li> <li>• At least 15 guest instructors offer programs (not incl. conferences)</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced environmental literacy</li> <li>• Enhanced emotional connectedness to the environment</li> </ul>	<ul style="list-style-type: none"> <li>• Increased ability to make environmentally responsible decisions</li> </ul>

**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 2012 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<p>Staff/Volunteers</p> <ul style="list-style-type: none"> <li>• S. Gainey</li> <li>• J. O'Reilly</li> <li>• AmeriCorps Promise Fellow (2) potential</li> <li>• Student staff: naturalists &amp; naturalist aides</li> <li>• Ed committee</li> <li>• Volunteers: community, CSB/SJU, service learning, EE pedagogy, interns</li> <li>• OLC and PRP Staff</li> </ul> <p>Partners</p> <ul style="list-style-type: none"> <li>• Abbey support/lands</li> <li>• CSB/SJU student senate reps on AAC</li> <li>• CSB/SJU ES, ED &amp; BIO depts.</li> </ul> <p>Funding, assets, etc.</p> <ul style="list-style-type: none"> <li>• EE Endowment</li> <li>• General membership</li> <li>• Member benefits, marketing &amp; merchandise</li> </ul> <p>Limiting Resources</p> <ul style="list-style-type: none"> <li>• Additional FTE</li> <li>• Criteria for prioritizing programming</li> <li>• Knowledge of Arboretum</li> <li>• Fed. Funding requirements for student staff</li> <li>• Competing with other CSB/SJU programs</li> </ul>	<ul style="list-style-type: none"> <li>• At least 1 event per month targeted to CSB/SJU students</li> <li>• Volunteer opportunities for students</li> <li>• Outreach to professors</li> <li>• Partnerships with other clubs, organizations &amp; departments</li> <li>• Web-based resources for professors who use the Arboretum</li> <li>• Arboretum as guest lecturers/lead class tours</li> <li>• Student memberships</li> <li>• Hands on the Land</li> <li>• Develop comprehensive internship program</li> <li>• Student employment opportunities</li> <li>• Education department service learning opportunities</li> <li>• Weekly Nature Notes emails</li> <li>• Collegebound and other trips</li> <li>• OLC Clinics, rentals and events</li> <li>• Eco-Challenge, Triathlon, Banff, Outdoor / Earth / Winter Weeks</li> </ul>	<ul style="list-style-type: none"> <li>• 2500 CSB/SJU students participate in <b>educational programming and events</b></li> <li>• 20 classes participate in <b>environmental programming</b> each year</li> <li>• <b>20 classes participate in challenge courses each year</b></li> <li>• <b>At least 10 new students/year receive training in challenge course and Collegebound facilitation</b></li> <li>• <b>60 students have employment, internship and service learning opportunities</b></li> <li>• 25% of events collaborate with other campus groups (other than OLC and PRP)</li> <li>• <b>Contact at least 1 department each year to create outreach opportunities</b></li> <li>• Contact all new faculty every year</li> <li>• <b>Provide at least 2 wilderness trip opportunities for CSB/SJU students every year.</b></li> <li>• <b>50 freshman participate in Collegebound.</b></li> <li>• <b>Develop more defined assessment tools for tracking our outcomes and impacts</b></li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced environmental literacy</li> <li>• Enhanced emotional connectedness to the environment</li> <li>• Experiences create deeper bonds with the land/landscape</li> <li>• <b>Develop confident and responsible leaders with enhanced facilitation skills</b></li> </ul>	<ul style="list-style-type: none"> <li>• Increased ability to make environmentally responsible decisions</li> </ul>

**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 2012 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<p>Staff/Volunteers</p> <ul style="list-style-type: none"> <li>• S. Gainey</li> <li>• J. O'Reilly</li> <li>• AmeriCorps Promise Fellow (2) potential</li> <li>• Student staff: naturalists &amp; naturalist aides</li> <li>• Ed committee</li> <li>• Volunteers: community, CSB/SJU, service learning, EE pedagogy, interns</li> </ul> <p>Partners</p> <ul style="list-style-type: none"> <li>• Abbey support/lands</li> <li>• RT&amp;S, SRWD, DNR</li> <li>• CSB/SJU Ed. Dept.</li> <li>• Funding for transportation reimbursement</li> </ul> <p>Funding, assets, etc.</p> <ul style="list-style-type: none"> <li>• EE Endowment</li> <li>• Equipment, trunks</li> </ul> <p>Limiting Resources</p> <ul style="list-style-type: none"> <li>• Additional FTE</li> <li>• Criteria for prioritizing programming</li> <li>• Comprehensive database for tracking program participation</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Field trips to Arb.</li> <li>• Teacher education: provide at least 5 opportunities <ul style="list-style-type: none"> <li>• Digital Photo</li> <li>• Nat. history series</li> <li>• PLT/WET/WILD</li> </ul> </li> <li>• Pre/post trunks (742 &amp; non-742)</li> <li>• Staff meet with teachers</li> <li>• Project Earth (Oct. 11)</li> <li>• In school visits to classrooms (i.e. pre/post-visits)</li> <li>• Env. Issues Investigations</li> <li>• Pre/post tests for students</li> </ul>	<ul style="list-style-type: none"> <li>• 4400 ISD 742/3000 non-742 students visit Arboretum</li> <li>• 50 teachers participate in training</li> <li>• 10% of students have more than 3 hours Arb contact</li> <li>• 300 students participate in non-field trip programming at the Arb</li> <li>• Reach at least 200 students through classroom visits</li> <li>• 20% total guests are 6th-8th graders</li> <li>• Non-742 trunks checked out and used at least twice</li> <li>• Increased use of ISD 742 trunks</li> <li>• Pre-post tests available for at least 1 class in each grade grouping</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced environmental literacy</li> <li>• Enhanced emotional connectedness to the environment</li> </ul>	<ul style="list-style-type: none"> <li>• Increased ability to make environmentally responsible decisions</li> </ul>

**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 &amp; Activities</u>	<u>FY 2012 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<ul style="list-style-type: none"> <li>• T Kroll .1 FTE</li> <li>• Bill Fahrney .1 FTE</li>   <li>• Avon Hills Initiative Exec. Com.</li> <li>• St. Joe Action Group</li> <li>• MN Land Trust (MLT)</li> <li>• Stearns Co. Env Services</li> <li>• TNC</li>   <li>• OSB</li> <li>• Sisters of the Order SB</li> <li>• CSB</li> <li>• SJU</li> </ul>	<ul style="list-style-type: none"> <li>• Personal visits with landowners</li> <li>• Conferences / education for landowners</li> <li>• Education for public officials</li> <li>• AHI newsletters</li> <li>• Involvement in City / Township/County comp plans and ordinance development</li> <li>• Promotion of conservation easements</li> <li>• Protection of Saint John’s core land base through easements, purchase, and free management assistance on adjacent lands.</li> </ul>	<ul style="list-style-type: none"> <li>• Publish 1 AHI newsletters to 250 readers.</li> <li>• Sponsor AHI conference for 300 people.</li> <li>• Purchase lands adjacent /protecting OSB as opportunities arise.</li> <li>• Pursue funding sources for MAPLE bidding process for paid conservation easements within the Avon Hills.</li> </ul>	<ul style="list-style-type: none"> <li>• Inclusion of “green” provisions in County &amp; Township &amp; City comp plans and ordinances to conserve resources and open space.</li> <li>• Saint John’s and Saint Ben’s borders buffered from development pressures.</li> <li>• Conservation easements in place on existing OSB land.</li> <li>• Create green corridor to connect CSB/SJU campuses along I-94.</li> </ul>	<ul style="list-style-type: none"> <li>• Retention of 40,000 acres in the Avon Hills, which remains 70% undeveloped and retains its rural character and biological diversity.</li> <li>• Preservation of the unique setting of the monasteries and CSB/SJU as rural and biologically rich making the campuses attractive to future generations.</li> <li>• Increased land stewardship activity community-wide.</li> </ul>

**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 &amp; Activities</u>	<u>FY 2012 Outputs</u>	<u>Outcomes</u>	<u>Long-Term Impacts</u>
<p>Staff</p> <ul style="list-style-type: none"> <li>• D Vogel 1.0 FTE</li> <li>• T Kroll .5 FTE</li> <li>• Br. W. Kieffer .2 FTE</li> <li>• G Pflueger .1 FTE</li> <li>• J Evander .1 FTE</li> </ul> <p>Student Workers</p> <ul style="list-style-type: none"> <li>• 2 CSB/SJU .25 FTE</li> <li>• 3 in summer .7 FTE</li> </ul> <p>Volunteers</p> <ul style="list-style-type: none"> <li>• Monastic</li> <li>• Public</li> <li>• Student</li> <li>• Neighbors</li> </ul> <p>Consultants</p> <ul style="list-style-type: none"> <li>• Abbey Forest &amp; Lands Committee</li> </ul> <p>Funding</p> <ul style="list-style-type: none"> <li>• L&amp;M Schwietz Endow</li> <li>• Abbey EMPC</li> </ul> <p>Equipment</p> <ul style="list-style-type: none"> <li>• Skidder, Bobcat, Pick-ups</li> </ul> <p>Barriers:</p> <ul style="list-style-type: none"> <li>• No grader, no dump truck</li> <li>• Limited funding</li> </ul>	<ul style="list-style-type: none"> <li>• Land mgt planning</li> <li>• Green Certification</li> <li>• Prairie estab/maintain</li> <li>• Tree planting &amp; regen</li> <li>• Seedling protection</li> <li>• Timber harvest</li> <li>• Firewood production</li> <li>• Lumber production</li> <li>• Trail maintenance</li> <li>• Bridge &amp; Boardwalk maint</li> <li>• Ag land activities</li> <li>• Non-native weed control</li> <li>• Maple syrup operation</li> <li>• Habitat creation/maint</li> <li>• Deer density control</li> <li>• Lakeshore protection/maint</li> <li>• Wetland protection/maint</li> <li>• Educational facility estab/maint</li> <li>• Utility maintenance</li> <li>• Inner campus assist</li> </ul>	<ul style="list-style-type: none"> <li>• Fence 12,000 feet of perimeter of oak stands.</li> <li>• Plant 2000 seedlings</li> <li>• Harvest 150 cords</li> <li>• Deer harvest 20-25</li> <li>• Praire burns 3</li> <li>• Buckthorn control 5 ac. (\$500)</li> <li>• Tree Tubes 500 (\$1500)</li> <li>• Chapel trail maint (1300 feet near Chapel)</li> <li>• Install Chapel Trailhead</li> <li>• Boardwalk repair (\$2000)</li> <li>• Mow 16 miles of trails</li> <li>• Replace sap pan on evaporator. (\$15,000)</li> <li>• Print new trail maps.</li> <li>• Ski trail maintenance w/ Athletics</li> </ul>	<ul style="list-style-type: none"> <li>• Water quality is address in all inner campus and land activities.</li> <li>• The development area footprint is minimized and consideration for aesthetics in all land activities.</li> <li>• The forest management activities are independently certified as sustainable.</li> <li>• Maintained trails are well-used by monastics, students, staff, and visitors.</li> <li>• The Abbey wood shop is provided with adequate quantities of renewable wood products.</li> <li>• <u>Diverse habitats for flora and fauna are maintained.</u></li> <li>• Outdoor opportunities for student research and learning are provided.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintains the Benedictine tradition of land stewardship, education, and environmental respect.</li> <li>• The OSB land base remains geographically and ecologically intact and provides a welcoming natural reserve for spiritual renewal and recreation.</li> <li>• The Arboretum is a model of sustainable land use practices.</li> <li>• The inner campus and surrounding land are integrated and complimentary of each other.</li> </ul>

## PROGRAM ADMINISTRATION, PR & FUNDRAISING:

<u>Resources</u>	<u>Activities/Tools</u>	<u>FY 2012 Outputs</u>	<u>Outcomes</u>	<u>Long-term Impacts</u>
<p>Staff/Volunteers</p> <ul style="list-style-type: none"> <li>• J. Kutter</li> <li>• T. Kroll</li> <li>• S. Gainey</li> <li>• J. O'Reilly</li> <li>• AmeriCorps Promise Fellow (2) potential</li> <li>• Student staff: naturalists, naturalist aides, OLC, and PRPs</li> <li>• AAC &amp; Committees</li> </ul> <p>Partners</p> <ul style="list-style-type: none"> <li>• Institutional Advancement</li> <li>• CSB/SJU</li> <li>• Abbey support</li> </ul> <p>Assets</p> <ul style="list-style-type: none"> <li>• Grant databases</li> <li>• Ed committee plans &amp; priorities</li> <li>• Lands committee plans &amp; priorities</li> </ul> <p>Limiting resources:</p> <ul style="list-style-type: none"> <li>• Data-tracking/evaluation program</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Early info about potential grants is discovered &amp; shared with staff</li> <li>• Writing grants</li> <li>• Executing grant follow-up</li> <li>• Writing/editing newsletter</li> <li>• Update/maintain web site</li> <li>• Advertisements/Press releases               <ul style="list-style-type: none"> <li>• The Record</li> <li>• SC Visitor</li> <li>• Radio ads</li> <li>• Local papers</li> <li>• E-mails</li> <li>• Targeted web sites</li> </ul> </li> <li>• Review membership benefits</li> <li>• Review &amp; implement volunteer management system</li> </ul>	<ul style="list-style-type: none"> <li>• 4 Sag Seasons/year =guaranteed educ. &amp; comm. about Arb. (600+ readers)</li> <li>• Increased participation in events</li> <li>• Increased use of on-line marketing and sales.</li> <li>• 10% increase in family memberships</li> <li>• More effective volunteerism (increased hours, retention, engagement, satisfaction)</li> <li>• \$10-20,000 grants</li> <li>• Development &amp; execution of sponsorship plans and agreements to fund Arb events and education</li> <li>• 200 total student members</li> <li>• Gain 50 new student memberships</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Priority projects for ed &amp; lands committees funded and supported each year</li> <li>• Members and community are fully informed about Arboretum and activities</li> </ul>	<ul style="list-style-type: none"> <li>• Fully supporting all Arboretum needs</li> <li>• Short and Long-term Impacts of lands, education, and identity committees are being met.</li> </ul>