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Q1: Name of your organization.	Pollen Circles, Inc
Q2: Grant #	20140822 GIMB
Q3: Grant Period	12/14/14-12/15/15
Q4: Location of your organization	
City	Window Rock
State	Arizona
Q5: Name and Title of person completing evaluation.	Molly Bigknife Antonio, Executive Director
Q6: Phone Number:	928-871-5463
Q7: Email address.	molly@pollencircles.org

PAGE 2: Key Outcomes and Results

Q8: Total number of clients served through this grant funding:	The work region serves approximately 1,443 people.
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Q9: Describe the project's key outcomes and results based on the goals and objectives:

Project Outcome 1: Participants will acquire skills and experiences to help their natural environment and community using environmentally safe and sound practices. As well, the natural environment in this area will see a reduction in invasive Tamarisk/Russian Olive trees and an increase in native Desert Willow species. Result - nine Navajo youth (ages 17-22) worked closely with 3 Navajo former wild land forestry fire fighters as "crew-bosses" to clear invasive Russian Olive trees from the chosen area of Black Creek Wash and erect natural diversion structures to redirect the wash meander pattern to reduce erosion to existing banks and create new banks to plant native Desert Willows. Both youth and adults used hand tools, chain saws, handsaws, Pulaski's and loppers, to clear this section. Two project leaders taught youth and crew bosses sustainable erosion control and water flow restoration methods during this project, which were incorporated into the wash and because of the increase in summer rains, started working right away.

Project Outcome 2: Qualitative information will be gathered from participants regarding their knowledge of invasive species and removal practices prior to each session, and after the session. We will take an approximate count of Tamarisk, Russian Olive and Desert Willows during the project and one year after the project, using maps and GPS to locate and compare results. Observe and record observations before, during and after project. Result - youth participants that had been a part of a previous invasive tree removal project on the Blue River with the US Forestry Service several years ago were aware of the cause and problem of invasive trees. They also had some knowledge and experience with hand removal practices, however, on that project herbicides were painted on the cut stumps to try to prevent re-establishment. Youth participants that had not been on that former project did not know that these were invasive species in our area, or the damage they could cause. By the end of the project they all had hands on experience with, and could articulate the causes and environmental problems with, invasive tree species in our area, as well as ecologically sound methods of removal and repatriation of the removal area. Although we did not get an exact count of the number of standing invasive trees in our removal area, we have a topographical map of the area and marked it's GPS coordinates. We also have photographs showing the landscape before, during and immediately after the project.

Project Outcome 3: Observe and record observations before, during and after project. Methods will be evaluated and modified, if needed during the course of the projects. Result - We have before, during and after photographs of our work area. During the project, some Desert Willow saplings were planted, however, we determined that it would be optimal to allow the new banks to establish themselves first, and then come in and plant more Desert Willows within these newly created banks in mid to late spring 2016, after the threat of frost has subsided in our area. We are currently propagating these willows for introduction in the spring. The saplings will be generously mulched with shredded natural "forest" debris.

Q10: Please describe any challenges/obstacles the organization encountered (if any) in attaining goals & objectives.

Challenge 1 - We needed Navajo Nation EPA approval to begin this project, which required site visits to the chosen location and permit approval, which we received. EPA Surface and Ground Water Protection Department permit regulations required that our work area be less than one acre (the original proposal targeted a 12 mile section of Black Creek Wash).

Challenge 2 - Our region received unusually high rainfall from May to October. Normal "monsoon" rains usually occur from late July through September. This created challenges for the work crew, as water flow in the work area could rise quickly during times of rainfall.

Q11: How did you overcome and/or address the challenges and obstacles?

Challenge 1 - Working with an EPA representative an area encompassing less than one acre within the St. Michaels district was chosen, which was densely choked with invasive Russian Olive trees. This turned out to be advantageous to target a smaller area of Black Creek Wash than originally proposed, as it took a full month for the work crew to clear this area of the invasive trees, and erect and implement the erosion control and water flow restoration methods.

Challenge 2 - The crew adjusted their work schedule based on rainfall. The benefit of increased rainfall during this time revealed itself as the erosion control and water flow restoration methods implemented started to show results right away; with the increased water flow in the wash, new banks immediately started forming in currently eroded areas based on strategically placed natural structures.

Q12: Describe any unintended positive outcomes as a result of the efforts supported by this grant.

All of the youth participants received excellent training from the crew bosses in using and maintaining chain saws, as well as critical safety measures when operating the powerful tool. They also learned how to fell extremely large trees in a safe and effective manner. They learned to heighten their awareness of their surroundings, to ensure safety to all. They learned to work and communicate effectively as a group and in small teams. Both youth and adults learned natural erosion control methods and water flow restoration techniques.

Community members who stopped by to see what the group was doing were skeptical at first about the project, but once it was fully explained to them, all were very pleased and excited to see this area restored to "what it used to look like a long time ago". One community member was losing the edges of his land to the erosion that the wash was causing. You could see a line of his fencing dangling over the edge of one of the soil cliffs along the wash because of this erosion. He was very excited to know that there was a way to redirect the water so that he would not lose any more of his land. We were successful at redirecting the water from this area.

Q13: Briefly describe the impact this grant has had on the organization and community served.

Several years ago when the EPA sprayed herbicides in this area to poison the Russian Olive and Tamarisk trees, residents were told that this herbicide would only target these species. However, the reality was that many native willow species died along the wash, as well. Only some of the invasive trees actually died, leaving many areas still choked with these trees. Thus, this area was poisoned without accomplishing the initial goal of eliminating the evasion trees. In the short term, we were able to show local people, representatives from the EPA, and former Forestry personnel, that there are more environmentally friendly methods of invasive tree removal and with "Many Hands" and time, areas can be restored. As well, we now have a group of young people who will carry forward skills and knowledge in their community. In time, we are confident that this project will have a positive impact on the local environment. Our organization is please that we can continue to help the human and non-human environment and empower our youth.

PAGE 3: Budget

Q14: Please provide a brief narrative on how the funds were used to fulfill grant objectives.

The entire \$23,000 grant from The Community Foundation's S.L. Gimbel Foundation Fund was used to support this project. Line item costs from this grant are as follows:

Human Resources: crew leaders received \$100 per day (\$5700 total); youth received a volunteer stipend of \$25 per day (\$2600 total); 2 project leaders were compensated a total of \$5000 for the entire project. Total Human Resources \$13,300

Equipment: \$1779.90 total expenditure for chain saws (receipts for "equipment" will be emailed to The Community Foundation as requested in initial award letter)

Maintenance costs to a small dump trailer and used chipper: \$1625.25

Project Supplies: \$2692.97

Gas: \$1537.75

Food: \$2064.13

Total cost from the S.L. Gimbel Foundation Fund grant: \$23,000

PAGE 4: Success Stories

Q15: Please relate a success story:

Some of the Navajo elders from the project area were overjoyed to see the wash clear of the invasive trees. They told stories about how that was what the wash looked like "a long time ago" when they were growing up. They said the wash flowed year round then, but now it is dry too often. They were touched to see Navajo young people working to improve their community. Hearing their stories brought pride and happiness to all of those working on the project (since these invasive trees absorb much of the water from the wash, hopefully with continued environmentally friendly removal practices, the water will begin to once again flow nearly year round).

Historically, so much has been taken from the Navajo people, and elders in particular have lived through much trauma and heart break. It is empowering to our youth to be able to give back to their elders and their community, as reveal from this interaction between the elders and the youth.

Q16: Please relate a success story here:

The youth participants come from many small communities around the Navajo reservation. Those that live in areas with washes that are choked by invasive trees said that they want to take what they learned and start removing the trees from their home areas. They also want to show their families what their new skills. As well, these young people learned how to use and maintain a chain saw, as well as a multitude of safety skills related to using a chain saw and cutting down trees. The youth participants were excited that they could include this skill on a job application, as well as use this skill to provide wood for their family to heat their homes (many families in our rural communities don't have running water, electricity, or a heat source other than a wood burning stove).

Q17: Please relate a success story here:

Respondent skipped this question

PAGE 5: Organizational Information

Q18: Which category best describes the organization. Please choose only one.

Youth Development,
Other (please specify)
Youth Development utilizing culture, education and the environment

Q19: What is the organization's primary program area of interest?

Youth

Q20: Percentage of clients served through grant in each ethnic group category. Total must equal 100%

African American	1
Asian/Pacific Islander	0
Caucasian	7
Native American	91
Hispanic Latino	0
All Ethnicities	0
Other	1
Unknown	0

S.L. Gimbel Foundation Fund

Q21: Approximate percentage of clients served from grant funds in each age category.

Children Birth-05 years of age	8
Children ages 06-12 years of age	16
Youth ages 13-18	16
Young Adults (18-24)	11
Adults	42
Senior Citizens	7

Q22: Approximate percentage of clients served with disabilities from grant funds.

No clients served with disabilities	195
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Q23: Approximate percentage of clients served in each economic group.

At/Below Poverty Level	23
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Q24: Approximate percentage of clients served from grant funds in each population category.

Single Adults	19
Families	51
Single Parent Families	26
Ethnic Minority	92
