

MONTANA STATEWIDE NOXIOUS WEED AWARENESS AND EDUCATION CAMPAIGN FOR THE GENERAL PUBLIC

Montanans Pull Together To Strengthen Our Healthy Environment

Introduction

Montana's natural resources are at risk from noxious weed invasion. We have approached the problem from a regional perspective collaborating with federal and state agencies, local organizations, and individuals to achieve successful programs that protect our natural resources. We recognize that it will take continuous participation by every state citizen to maintain a proactive and aggressive program designed to keep Montana's lands free from destruction caused by noxious weeds. Without awareness and education, we do as much to spread noxious weeds as we do to control them. Montana's Statewide Noxious Weed Awareness and Education partnership has developed a new statewide campaign structured to reach every Montanan. The strategic campaign is designed to work for all state and federal agencies, local organizations, and individuals in a coordinated effort to generate leaders and workers to protect our native and desirable wildlife and plant populations. The benefit of the campaign to all state and federal agencies is the effective use of combined dollars to reach a broader audience at less cost. Some agencies currently support this partnership with funding for a full-time coordinator who facilitates and implements the campaign. We need these agencies to renew their commitment and work with us to identify more participants to join as partners.

Direct and Indirect Benefits to Agencies, Organizations, and Individuals

Agencies and Organizations directly benefit by this program: 1) guidelines for statewide awareness and education are assets for setting goals and objectives; 2) duplication of effort is minimized by facilitated product development processes; 3) opportunities for integrated weed management training are enhanced; 4) coordination between counties, state, Indian Trust Land through tribal counsel, private land, and federal boundaries within Montana is increased and strengthened; 5) program offers assistance in fund raising and development of action plans; 6) program develops increased support from the general public for noxious weed efforts. Agencies, organizations, and individuals indirectly benefit because the potential for protecting Montana's heritage, our healthy environment, is strengthened as all Montanans pull together to support noxious weed efforts. It is less costly to stop the spread before it gets out of control than to allow it to take over our pristine mountains and undeveloped public lands. Without everyone's support, our lush meadows and rangelands will be replaced with monocultures of noxious weeds and we will experience the beginning of desertification of Montana's lands. Native wildlife will disappear along with hunting and recreation opportunities that our citizens and tourists find meaningful. The economic impact to every Montana citizen will be realized as more and more dollars go into management of noxious weed infestations that are out of control. Our rivers and streams will be buried by soil erosion and sediment from runoff in areas where noxious weeds have destroyed the native ground cover, depleted the soil of its nutrients, and out-competed itself turning our land into a barren wasteland. The

eminent destruction of our natural heritage can be curtailed when we all pull together, understand the problem, and support noxious weed efforts.

Campaign Strategy

The Statewide Noxious Weed Awareness and Education Campaign Partnership is progressively developing an integrated, cohesive education and awareness campaign strategy for the state of Montana. The Montana Noxious Weed Trust Fund provided funding for a one-half time coordinator to work with partners to develop this program. In 1999, Campaign Partners came forward and funded a full time coordinator and operations to implement the campaign. A four-year Memorandum of Understanding (MOU) began July 1, 1999 with six funding partners: U.S.D.I. Bureau of Land Management, U.S.D.A. Forest Service Northern Region, Montana Department of Fish, Wildlife and Parks, Montana Department of Transportation, Montana Noxious Weed Trust Fund administered by the Department of Agriculture, and Dow AgroSciences. Contributions to the MOU will end with the fourth year beginning July 1, 2002. Continuation of campaign activities is critical. Volunteers are in key positions with new communication channels being opened to efficiently and effectively spread awareness and education to all communities throughout Montana. The importance of noxious weeds and the complexity of the campaign warrant a full-time campaign coordinator.

What You Can Do

This proposal solicits participants to renew the MOU and jointly commit for four years to fund a full-time campaign coordinator and operational expenses to implement the statewide campaign.

Campaign Coordinator Salary and Budget Detail

| | |
|---------------------|-------------------------------------|
| \$40,000 - \$45,000 | Full Time Salary |
| \$13,000 | Benefits |
| \$14,000 | Office support, equipment, supplies |
| \$25,000 | Travel including vehicle |
| \$15,000 | Promotion, publications |
| ----- | |
| \$112,000 | Total Budget |

Campaign Coordinator Job Description

The coordinator is supervised by and reports to an executive committee of the Campaign Partners. The responsibilities of the coordinator include facilitation of weed awareness partner meetings, coordination and dissemination of information, assistance with the further development of the campaign and fund development to facilitate implementation of the campaign.

- DUTIES:
- Project Support
 - Represent the Campaign Partnership
 - Communications
 - Implement the Campaign
 - Raise Funds (not salary)
 - Travel (50% of the time)

Maintain an Information Web Site

REQUIREMENTS:

- Personable/Computer Literate/Self Motivated
- Basic Biology, Plant Physiology and/or Natural Resource Management/Agriculture Background
- Proven Track Record Raising Funds, Communications, and Campaign Implementation
- Exceptional Oral Communication Skills
- Exceptional Written Communication Skills
- Media/Marketing/Communications Background

- Montana Wilderness Association
- Montana Trail Vehicle Riders Association
- Montana Audubon
- Montana Native Plant Society
- National Parks and Wildlife Refuges
- Association of Range Science
- Headwaters RC&D, Inc.
- Farm Bureau Federation
- The Nature Conservancy
- Rocky Mountain Elk Foundation

Past and Current Efforts

As a result of meetings over the past few years, the Montana Weed Control Association Education and Integrated Weed Management committee as well as the 20/20 Vision Meeting participants concluded that the highest priority in Montana is to educate the general public about noxious weeds.

Since 1982, a heightened concern over noxious weed issues by many agencies and organizations has prompted dissemination of diverse and helpful information to the general public in the form of videos, PSAs, media campaigns, and direct mail. Recognizing the need to continue the development and distribution of education materials about noxious weeds, the "Statewide Noxious Weed Awareness and Education Campaign Working Group" formed in early 1996. Participants in the weed awareness group have grown in number from 35 in 1996 to 175 today and represent the following agencies, organizations, and individuals:

Statewide Noxious Weed Awareness and Education Campaign Working Group

- Montana Departments of
 - Agriculture
 - Transportation
 - Fish, Wildlife and Parks
 - Natural Resource Conservation Services
- U.S.D.I. Bureaus of
 - Indian Affairs
 - Land Management
 - Fish & Wildlife Service
- U.S.D.A. Forest Service Northern Region
 - Agricultural Research Service
- Montana Associations
 - Counties (MACO)
 - Board of Realty Regulation
 - Office of Public Instruction
 - Stockgrowers
 - Woolgrowers
- Public Utilities
- Western Society of Weed Science
- Montana Weed Control Association
- Montana Weed Districts
- Montana Conservation Districts
- Montana Watershed Committees
- Montana University System
- Montana Extension Service
- Montana Wildlife Federation

Mission Statement

After a series of meetings beginning in October 1996, the weed awareness group developed a Mission Statement:

For the people of Montana to realize the economic and environmental impacts of noxious weeds; to become supportive of all aspects of noxious weed efforts; and implement integrated weed management across Montana.

Messages

The group focused on seven concise messages to be delivered to the general public: 1) Explanation of a noxious weed--identification of individual plants and infestations; 2) How people are affected by noxious weeds; 3) How the environment is affected by noxious weeds. 4) Why the general public needs to support all aspects of noxious weed efforts (including the Noxious Weed Trust Fund); 5) What the general public can do; 6) Successful weed management programs in Montana; and 7) There are many ways to manage weeds.

Target audiences include:

The weed awareness group developed channels for communicating these messages to identified target audiences: 1) Government groups; 2) Utilities/Transportation groups; 3) Public-at-large; 4) Producers; 5) Environmental and Conservation groups; 6) Youth and Youth Educators; 7) Small Landowners, Developers, Realtors, 8) Recreationists, Sportsmen, Tourists; and 9) Reservations and Nations.

Communication Channels

Within each target audience, direct contact channels were established and tasks identified. Members of the group and their respective agencies and associations have come forward to implement some specific tasks. Consistency and follow-through are key elements to the success of the campaign. The campaign is comprised of many tasks that are still to be addressed by the Partners. Opportunities and communication channels are dynamic as members of the group change employment positions. The weed awareness group supported and funded a full-time coordinator to manage the complexity of the noxious weed awareness campaign, establish statewide consistency, and maintain perseverance in the program. A Memorandum of Understanding (MOU) was signed and implemented beginning July 1, 1999. Of the more than one hundred projects identified, thirty seven have been successfully completed and are ongoing. Many projects are underway.

Continuation of the campaign task force and the facilitation process employed by this MOU are essential to achieving the goals of the Montana Weed Management Plan.

Conclusion

Noxious weeds degrade our ecosystems by displacing diverse plant and animal populations that are essential to the ecological and economic stability of our state. Noxious weeds out-compete native and desirable plants for space, water, sunlight, and nutrients, turning once lush and productive fields and meadows into near-monocultures of useless desert. Noxious weeds increase surface runoff and soil sedimentation impacting our streams and rivers. Loss of wildlife and livestock forage, native plant diversity, endangered species, recreational opportunities and value, and the health of the ecosystem occur with the invasion of noxious weeds. If we are going to preserve the natural heritage of Montana, it has

become clear that Montanans must dramatically increase our efforts toward preventing the further invasion of noxious weeds and developing and implementing sustainable noxious weed management strategies. In order to achieve an adequate level of weed management, all Montanans must support noxious weed efforts. Therefore, it is critical that we all become aware of the threat of noxious weeds and how we and our ecosystem will be impacted in the future.

A full time campaign coordinator can implement the strategic awareness and education campaign for the state of Montana and coordinate fund raising activities for implementation of individual tasks and projects. Become a partner and jointly fund the salary for a full time campaign coordinator. Together, we can strengthen support for noxious weed efforts.

MONTANA STATEWIDE NOXIOUS WEED AWARENESS AND EDUCATION CAMPAIGN FOR THE GENERAL PUBLIC

CHARTER

Background

Montana's natural resources are at risk from noxious weed invasion. This problem has been approached from a regional perspective by collaborating with federal agencies, local organizations, and individuals to achieve successful programs that protect our natural resources. Organized in 1995 as a sub-committee of the Montana Weed Control Association, the Statewide Noxious Weed Awareness and Education Group is progressively developing an integrated, cohesive education and awareness campaign strategy for the entire state of Montana. The Montana Noxious Weed Trust Fund administered by the Montana Department of Agriculture provided funding for the development of the campaign which launched the beginning stages of implementation. The campaign has now begun a 4-year interagency funded strategy to disseminate diverse and educational information to the general public. The initial funding for the project is provided by Montana Department of Transportation, Montana Department of Fish, Wildlife and Parks, Montana Noxious Weed Trust Fund, US Department of Interior - Bureau of Land Management, US Department of Agriculture - Forest Service Northern Region, and Dow-AgroSciences.

Noxious weeds degrade our ecosystems by displacing plant and animal populations that are essential to the ecological and economic stability of our state. To preserve the natural heritage of Montana, it is clear that Montanans must dramatically increase efforts toward preventing the further invasion of noxious weeds, and develop/implement sustainable noxious weed management strategies. Therefore, it is critical that we all become aware of the threat of noxious weeds and how the people and the ecosystem will be impacted in the future.

The strategic campaign is designed to work for all state and federal agencies, local organizations, county weed management planners, and individuals in a coordinated effort to generate leaders and workers to protect our native wildlife and plant populations. The benefit of the campaign to all state and federal agencies is the effective use of combined dollars to reach a broader audience at less cost. A full-time campaign coordinator is in place (4-year term) to implement and provide consistency in this statewide campaign.

The Group initially focused on seven concise messages to be delivered to the general public and identified target audiences to channel these messages to. These messages are:

- 1) Explanation of noxious weed-identification of individual plants and infestations;
- 2) How people are affected by noxious weeds;
- 3) How the environment is affected by noxious weeds;
- 4) Why the general public needs to support all aspects of noxious weed efforts (including the Noxious Weed Trust Fund);
- 5) What the general public can do;
- 6) Successful weed management programs in Montana;
- 7) There are many ways to manage weeds.

Messages are being developed for specific actions that the general public can take.

Membership

Since 1982, a heightened concern over noxious weed issues by many agencies and organizations prompted action to develop and distribute educational materials about noxious weeds. Membership is open to all interested individuals, agencies, and organizations. The current membership is listed in Appendix I.

Purpose and Objectives

The Statewide Noxious Weed Awareness and Education Campaign Group developed a mission statement which reads "For the people of Montana to realize the economic and environmental impacts of noxious weeds, to become supportive of all aspects of noxious weed efforts, and to implement integrated weed management across the state."

Target audiences include:

- * government groups
- * utilities/transportation groups
- * public-at-large
- * environmental community
- * youth
- * landowners (not federal and state), developers, realtors
- * recreationists, sportsmen, tourists
- * nations and reservations

Tenure of Team Members and Their Responsibilities

The Group Partners will be represented by members of their organization on a continuous basis. The Partner Group will have the capability of increasing/decreasing its membership to meet the needs of the mission.

Responsibilities of the Group Partners will include:

- * Attend scheduled meetings deemed necessary by the Board and scheduled by the Coordinator
- * Support the mission of the campaign
- * Share the workload necessary to implement strategic plans
- * Give progress reports of committee assignments

Executive Committee:

A nine-member Executive Committee will meet two times per calendar year and serve in the following capacity:

- * Attend regularly scheduled Campaign meetings
- * Schedule meetings, when necessary to accomplish executive subcommittee related business
- * Maintain the Group Charter
- * Responsible for progress reports necessary to keep agency authorities/representatives informed of Campaign initiatives
- * Supervise/oversee the duties/performance of the Campaign Coordinator position

The structure of the Executive Committee is listed in Appendix II.

The Executive Committee representatives are appointed for two year terms.

Goals:

Assist agencies/partners in meeting their education goals

Promotion of the Campaign and recruit more partners to actively participate in the mission

Focus on the awareness and education aspects of the Campaign utilizing the messages to achieve the mission

The approval of this Charter is effective by the signature of the following representing the Campaign Group:

Lorrene Schardt, Jim Olivarez, Barbra Mullin, Phil Johnson, Fred Tubb, Fred King, Linda Ellison, Jeff Jacobsen

APPENDIX I CAMPAIGN WORKING GROUP

Individuals

K. Lynn Bennett, Amy Black, Don Bowen, Celestine Duncan, Joe Elliott, Susan Gardner, Don Greytak, Ken Hassler, Kris Hugulet, Chuck Jarecki, Don Jones, Roland Kroos, Jim Larson, Peter Lesica, Paul Miller, Ed Mott, Gary Olsen, Wayne Pearson, Jim Phalen, David Grimland and/or Kathleen Ralph, Pam Rein, Warren J. Ririe, Toni Schneider, Gloria Sundquist, Lila Taylor, Nancy E. Thuesen, Ole Ueland, Joane Waigand, Rebecca Wood, Jo Lamey

Weed and Conservation Districts, and Extension

Big Horn County WD, Scott Bockness
Broadwater County WD, Ann Rauser
Park County Extension/WD, Marty Malone, Clay Williams
Butte-Silver Bow County WD, John Moodry
Cascade County WD, Jim Freeman
Fergus County, Dave Philips, Rosemary Koch
Gallatin CD, Michelle LeBeau
Gallatin County, Dennis Hengel
Granite County Courthouse, Bob Brister
Green Mountain CD, Mary Naegeli
Judith Basin County Extension, Jim Moore
Lake County Extension Office, Jack Stivers
Lewis & Clark County Extension Office, Larry Hoffman
Lewis and Clark Conservation District, Chris Evans
Liberty County Weed District, Jim Ghekiere
Madison County Weed District, Margie Edsall
Madison County Weed District, Kelly Leo
McCone County Extension Office, Nels Boe
Meagher County Weed District Weed Board
Missoula County Weed District, Marijka Haverhals
Missoula County Weed District, Alan Knudsen
Missoula County Weed District, Bill Otten
Ravalli County Weed District, John Day
Rosebud County Weed District, Amy Adler
Stillwater Weed Team, Kevin Arthun
Sweetgrass County Weed District, Stacey Barta
Valley County Weed District, Rick Stellflug
Yellowstone County Weed District, Pamela Converse

Conservation and Environmental Community

Benton Lake Wildlife Refuge, Bob Johnson
 Enviro Tech Watershed Consultant, Allan Rollo
 Big Hole River Foundation, Jennifer Dwyer
 Greater Yellowstone Coalition, Dave Cowan and Michael Scott
 Headwaters RC&D, Judie Tilman
 Kirk Environmental, Scott Payne
 Montana Audubon, Susan Lenard
 Montana Native Plant Society, Kathy Lloyd, Drake Barton
 Montana Wilderness Association, John Gatchell
 Montana Wildlife Federation, Dave Dittloff
 National Wildlife Federation, Sue Scaggs
 Rocky Mountain Elk Foundation, Dave Torell
 The Nature Conservancy, Paul Belangier, Bee Hall, Brian Martin
 The Nature Conservancy of Oregon, Brian Lipinski

Federal Bureaus and Agencies

Natural Resource Conservation Service, Larry Holzworth,
 Lori Valadez, Ray Beck, Sue Noggles, Susan Sakaye
 USDA-ARS, Beth Redlin
 U.S.D.A. Forest Service Northern Region--Jim Olivarez,
 George Markin, Bill Bandy, Reggie Clark, Frank V. Guzman,
 Larry Timchak
 Flathead National Forest, Maria Mantas
 Pintler District, USFS, Maureen Connor
 Pintler Ranger District, Kathy SweetBeaverhead, Mark Petroni
 Townsend Ranger District, Diane Johnson
 Bitterroot National Forest, Julie Shrect
 Rocky Mountain Ranger District, Brad McBratney
 U.S.D.I. Bureau of Land Management, Hank McNeel, John
 Simons, Elizabeth Rieben, Lorrene Schardt
 U.S.D.I. Bureau of Indian Affairs, Larry Beneker, Emerson Pickett
 U.S.D.I. Bureau of Reclamation, Stan Huhtala
 U.S.D.I. Fish and Wildlife Services, Alison Rowland

Regional Centers

Center for Invasive Weed Management, Janet Clark

Montana Departments

Natural Resources and Conservation
 Conservation & Resource Development Division,
 Frank Mastandrea, Carol Massman, David Martin, Mike Lesnick
 Fish, Wildlife, and Parks, Rick Johnson, Fred King, Ray Paige,
 Tom Reilly, Tom Greason, Adam Brooks
 Montana Department of Agriculture, Barbra Mullin, Dave Burch
 Montana Department of Transportation, Phil Johnson,
 Dan Williams
 Montana Lewis & Clark Bicentennial Commission, Rita Cortright
 Montana Noxious Weed Trust Fund, Linda Ellison, Mona Ehnes
 Montana Tourism and Recreation Initiative, Carol Crockett

Schools, Universities, Educators

Agriculture in Montana Schools, Marge Thompson
 Custer County District High School, Jim Bott
 Montana State University
 Land Resources and Environmental Sciences, Jeff Jacobsen,
 Tom Keck
 Extension Noxious Weed Specialist, Roger Sheley
 Idaho Noxious Weed Education, Roger Batt
 Montana Science Institute - Weed Mgmt Services, Melissa Brown
 Montana Watercourse, Drew Overholser

OPI Montana FFA Association, David E. Hall
 University of Montana, Marilyn Marler
 University of Montana, Kate Sullivan
 City of Helena, Melanie Lafley

Montana Associations

Montana Association of Realty, Fred Bell
 Montana Innkeepers Association, Mary Kay Minor
 Montana Association of Counties, Chuck Egan, Gordon Morris,
 Harold Blattie
 Montana Contractors Association, Gina Stinchfield
 Montana Stockgrowers, Steve Pilcher
 Montana Weed Control Association, Becky Kington
 Montana Wool Growers Association, Pachy Burns
 Travel Montana, Sara Waller

Non-Profit Organizations

Citizens for a Weed Free Future, Dusty Deschamps and Cynthia
 Kingston

Industry

American Cyanamid Company, Mike Carrigan
 Dow Agro-Sciences, Tim Playford
 Dow AgroSciences, Mary Halstvedt
 Dow AgroSciences, Steve Saunders
 DuPont - Vegetation Management, John Cantlon
 HUD's Weed Control, Hud (Gordon) Huddleston
 Montana Land Management and Landscaping, LLC, Jackie
 Corday and Daniel Dickey
 Novartis Crop Protection, Jeff Achondo
 Riverdale Chemical Company, Joe Purchase
 Town Pump Corporate Office, Roger Hovis
 Wilbur-Ellis, Bob Ullom

Producers

Farm Bureau Federation, Lorna Karne, Montana Farm Bureau
 Federation, Ray Baker, Chris King, Bill Meadows, Casey Mott,
 Fred Tubb
 Idaho Rangeland Resource Commission, Gretchen Hyde
 Madison Valley Ranchlands Association, George Beimel

Utilities and Transportation

Montana Power Company, Scott Bernhardt
 Montana RailLink, Steve Warner
 QWest Communications, Edwin Pryor
 Touch America, John Potter

National Parks

Glacier National Park Headquarters, Dawn La Fleur
 Grand Teton National Park, Niki Tippets
 Yellowstone National Park, Craig McClure

Sportsmens and Recreation Community

International Fly Fishing Center, Matt Willhelm
 Montana Trail Vehicle Riders Association, Linda Ellison
 and Mona Ehnes
 National Off Highway Conservation Council, Russ Ehnes

Realtors

Leah Olson Real Estate, Leah Olson
 Fred Bell Real Estate, Fred Bell

Media

Bozeman Daily Chronicle, Ray Ring

**APPENDIX II
EXECUTIVE SUB-COMMITTEE**

Lorraine Schardt, Chr., USDO, Bureau of Land Management
Jim Olivarez, USDA, Forest Service Northern Region
Barbra Mullin, Montana Department of Agriculture
Phil Johnson, Montana Department of Transportation
Fred Tubb, Montana Farm Bureau Federation
Fred King, Montana Department of Fish, Wildlife, and Parks
Linda Ellison, Montana Noxious Weed Trust Fund
Jeff Jacobsen, Montana State University



Carla Hoopes, Project Coordinator
Statewide Noxious Weed Awareness and Education Campaign
MSU LRES - P. O. Box 173120 - Bozeman, MT 59717-1302
Telephone 406-994-5683 FAX 406-994-7755
Email: choopes@montana.edu Web Site: www.weedawareness.org

MONTANA STATEWIDE NOXIOUS WEED AWARENESS AND EDUCATION CAMPAIGN FOR THE GENERAL PUBLIC
MEMORANDUM OF UNDERSTANDING

BETWEEN THE
Montana Departments of
Agriculture
Transportation
Fish, Wildlife and Parks
Natural Resource Conservation Services
U.S.D.I. Bureaus of
Indian Affairs
Land Management
Fish & Wildlife Service
U.S.D.A. Forest Service Northern Region
Agricultural Research Service
Montana Associations
Counties
Board of Realty Regulation
Office of Public Instruction
Stockgrowers
Woolgrowers
Public Utilities
Western Society of Weed Science
Montana Weed Control Association
Montana Weed Districts
Montana Conservation Districts
Montana Watershed Committees
Montana University System
Montana Extension Service
Vegetation Management Corporations
Association of Range Science
Headwaters RC&D, Inc.
Farm Bureau Federation
National Parks and Wildlife Refuges
Montana Trail Vehicle Riders Association
Montana Audubon
Montana Native Plant Society
The Nature Conservancy

Authority

Federal Noxious Weed Act of 1974 (7 U.S.C. 2801-1813), As Amended by Section 15, Management of Undesirable Plants on Federal Lands, 1990; The Montana Weed Control Act (80-7-701 *et. seq.* MCA); and The County Weed Control Act (Title 7 Chapter 22 2101-2153 and 4101 *et. seq.* MCA).

Purpose

The purpose of this Memorandum of Understanding is to coordinate and support the Montana Statewide Noxious Weed Awareness and Education Campaign and Awareness and Education Coordinator to increase the education and awareness of the threat and destruction of Noxious Weeds on public and private lands in Montana and encourage the implementation of action plans to prevent, control and contain Noxious Weeds through integrated weed management systems.

The Undersigned Parties Mutually Agree To:

1. Create and participate in a Montana Statewide Noxious Weed Awareness and Education Campaign Working Group. The Campaign Working Group will consist of one representative from each of the signing agencies, companies, organizations or individuals as designated by the respective parties.
2. Utilize the Statewide Noxious Weed Awareness and Education Guidelines and other noxious weed program guidelines to develop and implement:
 - Goals and Objectives
 - Education and Training
 - Action Plans
 - Program Assessments
3. Be responsive to a Memorandum of Understanding signatory's request for involvement and information for the Montana Statewide Noxious Weed Awareness and Education Campaign.
4. Provide opportunities to outside interest groups and the public for involvement in carrying out the Montana Statewide Noxious Weed Awareness and Education Campaign activities within Montana.
5. Utilize assistance and expertise for the Awareness and Education Campaign as determined to be appropriate by each signatory.
6. Include County Weed Districts in the Awareness and Education

Campaign plans. The Montana Statewide Noxious Weed Awareness and Education Campaign does not replace the work done by the County Weed Districts, but ensures that cooperation extends across county, state, Indian Trust Land through tribal counsel, private land, and federal boundaries within Montana.

7. Conflicts arising from preparation or administration of the Montana Statewide Noxious Weed Awareness and Education Campaign Plans prepared under the scope of this agreement will be resolved by the Campaign Working Group. Conflicts, which can not be resolved by the Campaign Working Group, will be resolved by the signatories.

Administration:

1. This Memorandum of Understanding will become effective as soon as it is signed by all parties and shall continue in force for a period of four years at which time it will expire, unless extended or renewed.
2. Additional signatories may join this Memorandum of Understanding at any time.
3. Any signatory may propose changes to this Memorandum of Understanding. Such changes will be in the form of an amendment and may be negotiated at any time following at least 30 days notice to the other signatories. Changes will become effective upon signature of all parties.
4. Nothing in this Memorandum of Understanding will be construed as affecting the authority of the signatories, or as a binding beyond their respective authority, or to require any of the signatories to obligate or expend funds in excess of available appropriations.
5. During the performance of this Memorandum of Understanding, the signatories agree to abide by the terms of Executive Order 11246 on non-discrimination and will not discriminate against any person because of race, color, religion, sex, or national origin. The signatories will take affirmative action to ensure that applicants are employed without regard to their race, color, religion, sex or national origin.
6. No member or delegate to Congress, or resident Commissioner, shall be admitted to any share of this Memorandum of Understanding, or to any benefit that may arise therefrom, but this provision shall not be construed to extend to this Memorandum of Understanding if made with cooperation for its general benefit.

SPECIAL NOTATION: Agency and stakeholder directors' signatures were secured by Lorrene Schardt, Jim Olivarez, Barbra Mullin, Phil Johnson, Fred Tubb, Fred King, Linda Ellison, and Jeff Jacobsen. Duplicate documents were mailed individually at the request of the signatories to eliminate delay and potential loss of the original document routed from one signatory to the next. The Campaign Executive Committee through its Chair is responsible to maintain the Charter and Memorandum of Understanding.