

Five-Year Strategic Plan (FY 2025 - 2030)

Charlevoix Antrim Kalkaska Emmet Counties.
Cooperative Invasive Species Management Area



Charlevoix, Antrim, Kalkaska, & Emmet Counties
Cooperative Invasive Species Management Area

Mission: The Charlevoix, Antrim, Kalkaska, and Emmet Cooperative Invasive Species Management Area (CAKE CISMA) will protect the natural resources, economy, and human health in Northern Lower Michigan through collaborative outreach and management of invasive species.

Strategic Scope

The Charlevoix, Antrim, Kalkaska, and Emmet Cooperative Invasive Species Management Area (CAKE CISMA) serves the four-county region of northwest Lower Michigan (appendix A).

CAKE CISMA works collaboratively with partners to prevent, detect, manage, and monitor invasive species across the region. The CISMA's principal focus is on invasive plants and invertebrates, both terrestrial and aquatic. However, CAKE also seeks to build and maintain expert knowledge of invasive species more broadly, including aquatic animals, forest pests, terrestrial vertebrates, and species impacting working lands or human health. This is achieved through training, collaboration with partners, and participation in statewide and regional networks such as the Michigan Invasive Species Coalition.

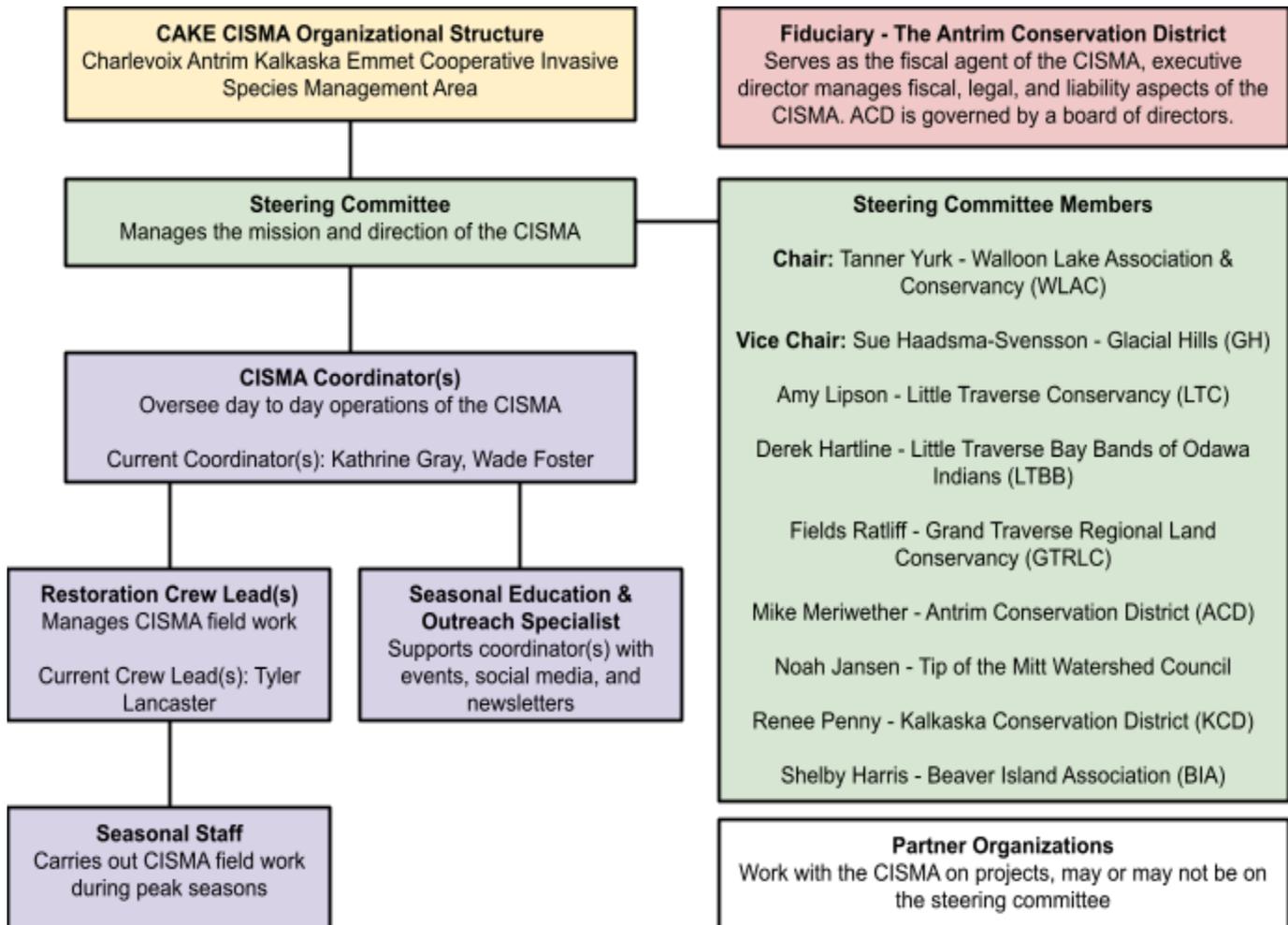
CAKE prioritizes management activities that offer the greatest benefit to ecosystem function and resilience—particularly in areas of high biodiversity and ecological value—while also addressing sites of lower quality when strategic value or demonstration opportunities arise. Decisions on prioritization are guided by the CAKE prioritization framework (appendix B), in combination with partner and steering committee input, ensuring adaptive and effective resource use.

While CAKE's work centers on ecological outcomes, invasive species that affect agriculture, infrastructure, and public health are addressed as opportunities or needs emerge. In these cases, CAKE evaluates its role based on alignment with strategic outcomes and regional context.

CAKE recognizes that successful invasive species control often requires follow-up restoration, such as native planting or erosion control. While CAKE does not lead these efforts directly, it supports them by connecting land managers and partners to restoration resources and expertise and assisting with restoration projects when appropriate. This Strategic Plan guides CAKE's collaborative work, informs grant development, and

supports impactful, efficient management across the region. It is a living document, reviewed annually and updated as needed to reflect emerging priorities and opportunities.

Figure 1. CAKE CISMA Organizational Chart



Goals, Objectives, and Strategies

Three goals (Function, Management, and Engagement) are outlined to achieve the overall mission of CAKE CISMA, and each is divided into objectives. Each objective includes strategies and associated activities that represent the most effective, efficient, and highest priority processes to achieve the CAKE CISMA mission. This strategic plan encompasses a 5-year timeframe (2025 - 2030), with an annual review that focuses on reviewing if strategies have been implemented or should be adjusted.

Goal 1. CISMA Function: Ensure CAKE CISMA remains a sustainable, collaborative, and effective organization with the staff, resources, and partnerships necessary to protect regional natural resources, economics, and human health.	
Objective 1.1 Staff funding	Maintain or increase funding sufficient to support at least one full-time coordinator, one restoration crew leader, and two seasonal field technicians annually.
Strategies	Apply for at least two state/federal grants annually (e.g. MISGP, GLRI).
	Work with partner organizations to identify cost-sharing opportunities for seasonal crew.
	Maintain relationships with funders through regular updates and success stories.
Objective 1.2 Partnerships	Establish formalized partnerships (eg MOUs or shared agreements) to support shared staffing, equipment or outreach efforts.
Strategies	Offer shared services or crew support in exchange for in-kind contributions.
	By December 2025, establish formalized partnerships with at least three core partners
	Draft and circulate MOU templates and/or partner agreements to streamline agreement processes.
Objective 1.3 Internal Capacity	By December 2026, review and update internal policies and procedures for staff onboarding, grant project tracking, and financial reporting to improve internal operations and institutional memory.
Strategies	Allocate time for staff to review document workflows and procedures.
	Review existing procedures, data storage systems, and internal protocols to identify areas for improvement, drawing on best practices from other CISMAs and guidance from the DNR.
Objective 1.4 Collaboration & Info Sharing	Host at least four steering committee or strategy meetings per year through 2030 to ensure alignment and collaboration across the region. In addition, host at least one annual partner meeting starting in 2026 to strengthen relationships and share progress across the broader network.
Strategies	Establish an annual meeting calendar each December for the upcoming year, including quarterly steering committee meetings and the annual partner meeting
	Develop agendas collaboratively with steering committee members to ensure meetings are focused, actionable, and regionally relevant.
	Use the annual partner meeting to: highlight project successes and lessons learned, gather feedback and input on regional priorities, provide training or guest presentations on emerging issues.
	Rotate meeting locations or host virtually to improve accessibility and encourage broad participation from across the CAKE region.

Goal 2. Management: CAKE CISMA and its partners have the capacity and coordination necessary to implement effective, science-based invasive species management strategies across the CISMA service area.	
Objective 2.1 Early Detection/ Rapid Response	Through 2030, CAKE CISMA will respond to detections of new invasive species—reported through MISIN or via public—by coordinating species confirmation within 30 days and initiating response planning or partner notification within 60 days, and management if possible
Strategies	Regularly review the CAKE CISMA priority invasive species list (Appendix D) to determine priority and watchlist species specific to the CAKE region.
	Maintain response protocols and partner communication channels to enable swift action on newly detected species.
	Support training for staff, volunteers, and partners on field ID and reporting of emerging species.
	Review MISIN alerts monthly, follow up promptly with public reports, and partner input to identify potential new threats.
	Collaborate with state agencies and neighboring CISMAs on region-wide rapid response efforts.
Objective 2.2 Invasive Species Control	Through 2030, CAKE CISMA and its partners will reduce and maintain populations of high-priority invasive species to manageable levels at key sites across the region, prioritizing efforts based on ecological impact, feasibility, and partner engagement.
Strategies	Communicate with regional partners, CISMA's, and the DNR to stay up to date on the most effective management strategies for priority invasive species.
	Continue detection surveys to identify the population of the species.
	Obtain consent from landowners and any necessary permits to strategically remove priority invasive species.
	Schedule and carry out removal of priority invasive species.
Objective 2.3 Monitoring and Restoration	By 2030, CAKE CISMA and its partners will monitor at least 75% of treated sites within one year of initial treatment—through staff visits, partner reports, or landowner feedback—to evaluate success and determine if additional management or restoration is needed.
Strategies	CAKE restoration crew will reach out to all landowners who received treatment the following year to schedule site visits/retreatments.
	When returning to new sites, the crew lead will evaluate the site and record the rate of success from the previous year's treatment.
	Crew lead will determine whether further management is necessary and report to the landowner.

Objective 2.4 Manage Data	Management data is collected, stored properly, and shared as necessary with Stakeholders and the public
Strategies	Utilize the latest GIS tools to efficiently and accurately record field data.
	Organize and maintain treatment data in folders or online accounts so they are intuitive to find.
	Report survey and treatment GIS data to MISIN annually.
	Share relevant survey and treatment data with stakeholders on different projects.
	Create maps and GIS tools to be shared on social media, our website, educational events, and CAKE annual meetings.

Goal 3. Engagement: The public and key stakeholders within the CAKE CISMA region are informed, supportive, and actively involved in advancing invasive species prevention and management. Engagement efforts foster awareness, stewardship, and partnerships that contribute to long-term protection of Northern Michigan’s natural resources.

Objective 3.1 Public Awareness	By 2030, CAKE CISMA will increase public understanding of invasive species threats and management solutions by hosting or participating in at least 10 coordinated outreach or education programs annually, and by distributing consistent messaging through multiple communication platforms.
Strategies	Develop shared, branded outreach materials for CAKE CISMA and its partners that clearly communicate invasive species impacts and calls to action.
	Incorporate statewide messaging campaigns such as Go Beyond Beauty, PlayCleanGo and Don't Move Firewood into local outreach.
	Expand digital education offerings via the CAKE CISMA website, social media, and potentially new platforms like YouTube or TikTok to reach broader audiences.
	Develop and implement a youth education strategy that includes school partnerships, lesson plans, and nature-based youth programming.
	Attend, host, or co-host 10 public events (e.g. plant swaps, workshops, fairs) to educate residents on invasive species identification, prevention, and native alternatives annually
Objective 3.2 Promote CAKE CISMA	By 2030, strengthen recognition of CAKE CISMA and the CISMA model by incorporating organizational branding and messaging into 100% of outreach materials, and by securing at least 3 formal mentions annually in partner communications, media stories, or regional planning documents.
Strategies	Promote CAKE CISMA’s mission and programs consistently through all outreach activities, using signage, presentations, print materials, and digital platforms.
	Publicize any newly established tools or programs (e.g. cost-share assistance) that illustrate CAKE’s value to the public and stakeholders.
	Encourage partners to co-brand events and materials with CAKE CISMA when appropriate to expand visibility.

Objective 3.3 Target Strategic Stakeholders	Begin to implement targeted outreach to key audiences whose support is essential to achieving CAKE’s strategic goals.
Strategies	Identify and prioritize engagement with stakeholders such as municipal officials, riparian associations, developers, planners, and recreational user groups
	Provide in-person or virtual presentations to local government boards, watershed councils, and conservation partners upon request or invitation.
Objective 3.4 Partner Outreach	Support CAKE CISMA partners in strengthening their own outreach capacity and engagement efforts.
Strategies	Leverage partner-led training, field days, or events to provide shared learning opportunities and promote coordinated outreach messaging.
	Encourage collaboration among partners by facilitating peer learning opportunities such as workshops, roundtables, or virtual meetups.z
	Maintain a shared repository of customizable outreach materials and templates for partner use.
Objective 3.5 Community Stewardship	Empower individuals and communities through education and hands-on opportunities to actively manage invasive species and participate in ecological restoration.
Strategies	Provide practical educational resources (e.g. native planting guides, disposal instructions, ID tools) that help residents confidently take action on their properties.
	Host volunteer events focused on removal, planting, and site restoration, with clear training and follow-up guidance.
	Offer workshops, field demonstrations, or “train-the-trainer” programs that build landowner confidence in managing invasive species and restoring native habitat.
	Encourage participation in community science programs like MISIN reporting, photo monitoring, or mapping efforts to increase ownership and engagement.
	Highlight local success stories through newsletters, social media, and presentations to inspire action and peer learning.

Appendix A: CAKE CISMA Service Area



Appendix B: Outline for the Operation of CAKE CISMA

1. **Partners:** CAKE CISMA is founded on collaboration and relies on strong partnerships for knowledge sharing, in-kind support, outreach amplification, and coordinated on-the-ground action. In turn, CAKE provides technical support, resources, and a local forum for invasive species management.
 - a. **Active Partners** are those that have signed a Memorandum of Understanding (MOU) and demonstrate a commitment to advancing CAKE's mission. Many serve on the Steering Committee and actively share knowledge, resources, and time.
 - b. **Supporting Partners** may not have signed an MOU but regularly attend meetings, participate in programs, and collaborate with CAKE on projects and initiatives.
 - c. All Partners are invited and encouraged to attend steering committee meetings and the annual meeting to share updates, learn about emerging threats, and plan collaborative activities.
 - d. Communication among Partners is facilitated through a dedicated CAKE CISMA listserv, newsletter, and targeted updates. This ensures two-way communication and timely sharing of opportunities, data, and concerns.
 - e. Partners may include government units (local, state, federal, tribal), non-profit organizations, educational institutions, businesses, local stakeholder groups, or community members at large.
2. **Steering Committee (SC) :** See CAKE CISMA Steering Committee Charter (Appendix C).
3. **Executive Committee (EC):** provides leadership support and timely decision-making between full Steering Committee meetings. It consists of the Steering Committee Chair, Vice-Chair, a representative from the Fiscal Agent, and the CAKE CISMA Coordinator(s).
 - a. The EC is responsible for reviewing and approving the pursuit of grant opportunities, consulting on the hiring of CAKE staff, and conducting annual performance evaluations of the Coordinator(s). Final decisions and actions of the EC are reported to the full Steering Committee.
4. **Staff:** implement the Strategic Plan, lead grant administration, and carry out outreach, treatment, and coordination activities. Staff capacity is key to sustaining effectiveness. All program and seasonal staff report directly to the Coordinator(s), who provide supervision, assign work, and ensure alignment with CAKE's goals and priorities.

- a. **Coordinator or Co-Coordinators** — Responsible for daily operations, overseeing implementation of work plans, staff supervision, grant writing and management, and regional coordination. The Coordinator(s) represent CAKE at state and regional levels when possible.
- b. **Full-time Program Staff — Roles may include:**
 - i. Outreach Specialist: Designs and delivers public education programs, manages digital communications, and builds awareness of invasive species issues.
 - ii. Habitat Management Specialist: Oversees planning and implementation of invasive species treatment and restoration.
 - iii. Restoration Crew Leader: Supports day-to-day field operations, monitoring, and treatment activities.
- c. **Seasonal Staff — Hired as funding allows to support field projects:**
 - i. Restoration Crew — Assists with invasive species treatment and restoration. A Crew Leader may be designated.
 - ii. Survey Technicians — Conduct EDRR and monitoring work to inform future management decisions.
 - iii. Internships — Support program staff and partners through paid and unpaid internships as needed.

5. Funding: CAKE CISMA is primarily funded through grants but seeks diversified and sustainable financial models

- a. **Current Funding Sources include:**
 - i. Michigan Invasive Species Grant Program (MISGP)
 - ii. U.S. Forest Service and Environmental Protection Agency grants
 - iii. Partner contributions, contracts, and private donations
- b. **Future Funding Goals:**
 - i. Develop a sustainability/business plan
 - ii. Explore alternative funding models (e.g., fee-for-service, special assessments, cost-share programs)
 - iii. Maintain transparency and collaboration among partners when applying for grants

6. Fiscal Agent/Fiduciary: provides administrative oversight and legal liability for CAKE staff and activities.

- a. Responsibilities include managing employment policies, financial oversight, insurance, and legal compliance.

- b. Funding applications for CAKE-related work must be reviewed and approved by the Executive Committee and signed by the Coordinator.

7. Prioritization: CAKE CISMA uses a prioritization framework to focus efforts where they are most impactful.

- a. *A Priority Invasive Species List* is maintained and reviewed annually, with a focus on high-impact and EDRR species.
- b. *Priority Habitats* include:
 - i. High-quality ecosystems (e.g., uninvaded wetlands)
 - ii. High-risk areas (e.g., boat launches, trailheads)
 - iii. Key restoration sites post-treatment

Appendix C: CAKE CISMA Steering Committee Charter

Updated: May 2, 2025

Approved by Steering Committee: Aug 4th, 2025

Purpose

The CAKE CISMA steering committee is to ensure that invasive species management efforts are well-coordinated, scientifically informed, and focused on protecting ecosystems, human health, and local economies from the negative impacts of invasive species.

Committee Type

The CAKE CISMA Steering Committee is a standing committee which meets quarterly to decide on the priorities or order of business of the CAKE CISMA and manage the general course of its operations.

Steering Committee Composition

The Steering Committee will be composed of up to nine (9) members nominated from Partner organizations or interested individuals and the fiduciary. Partners who wish to be on the committee may indicate this through a letter of interest to the Steering Committee. Steering Committee members will be elected at committee meetings, with an eye toward equitable geographical representation across the 4-county region.

Terms for the Steering Committee members will be three (3) years. These will be on a rotating schedule, where at any one election we will have no more than three (3) members up for election (see Appendix A: steering members and terms). Steering Committee resignation: If a member wishes to resign they must notify the committee chair in writing. The Steering Committee can also remove a member by majority vote. If any member is removed they will be notified in writing by the Committee chair.

Vacancies will be filled by appointment by the chair with approval by the committee until the next election.

Steering Committee Member Duties

The Steering Committee determines the priorities, scope and breadth of official CAKE CISMA actions.

Steering Committee members will follow the strategic plan in developing an outline of work for CAKE staff.

Additional Steering Committee Duties are as follows:

1. Attend all steering committee meetings.
2. Provide constructive comments on all material sent out to Steering Committee members for review.
3. Review the strategic plan annually.
4. Review the annual work plan.
5. Act in a professional manner at all meetings and when representing CAKE CISMA.

6. Provide project ideas and potential grants to CISMA staff.
7. Assist in planning and carrying out events when called upon by CAKE Staff or other members.
8. Provide feedback on staff performance via the Executive Committee.
9. Support the financial well-being of the organization through budget oversight at committee meetings.
10. Support the financial well-being of the organization through matching funds, including both in kind contributions and direct monetary support.

Steering Committee Officers

The Steering Committee shall elect from its membership a Chair and Vice-Chair. The Chair presides at all meetings of the Steering Committee and of the CAKE CISMA general membership. The Chair is the contact person for CISMA staff to bring issues to the Steering Committee. The Vice-Chair acts as Chair in the absence of the Chair.

Meetings

The Steering Committee will hold regular quarterly meetings; with dates posted in advance on the CAKE CISMA website. These meetings are open to the public and will focus on discussing ongoing projects and planning the future direction of the CISMA. The agenda will be developed by the CAKE Coordinator(s) and Chair and sent to committee members one week before the scheduled meeting. Members wishing to add an agenda item must submit their request to the committee Chair. Meeting minutes will be recorded by the Chair.

The CISMA Annual Meeting will be held annually in January. All partners and general members will be invited to this meeting.

The Steering Committee may convene more frequently when necessary to oversee CISMA operations. Any additional meetings outside of the regularly scheduled quarterly meetings shall be called by the Chair, with all current committee members receiving at least 48 hours notice.

A meeting of all partners may be called by the Chair as needed for communication and dissemination of information.

Executive Committee

The executive committee (EC) shall consist of the Chair, Vice-Chair, Fiduciary representative, and CAKE Coordinator(s). EC shall be responsible for approving the pursuit of grant opportunities and consulting on the hiring of coordinator(s) and other CAKE staff. The EC will also provide annual performance reviews of CAKE coordinator(s) in the first quarter (October, November, or December).

Sub and Ad-Hoc Committees

The Steering Committee may establish committees as needed to study, review, or propose items. Each committee must include at least one Steering Committee member, while additional members may be general CISMA partners or members of the public, as determined by the Steering Committee.

Amendment

This charter shall be reviewed by the Steering Committee annually. Revisions and amendments may be made by a majority vote of the committee at any duly called and advertised meeting of the committee.

Declared ADOPTED this __4__ day of ____August____, 2025



Committee Chair

Appendix D: CAKE CISMA Priority Species List

The Charlevoix, Antrim, Kalkaska, and Emmet counties Cooperative Invasive Species Management Area (CAKE CISMA) has created the following framework to organize invasive species concerns relevant to the geographic area served by the CISMA in collaboration with the CAKE CISMA steering committee. CAKE CISMA defines an invasive species as a non-native species to the ecosystem under consideration whose introduction causes or is likely to cause economic or environmental harm or harm to human health. The priority species list is sorted into aggregate tiers intended to be used as a framework to guide management decisions throughout the four-county service area. Rankings are subject to change at a county level, depending on the spatial distribution of certain species within each county. This list is a living document and is reviewed and updated annually by CAKE CISMA staff to be approved by a majority vote from the CAKE CISMA steering committee.

Tier 1- Prevention/Early Detection

These species are not yet present in the service area. They pose a great ecological threat to the region if introduced. Tier 1 species are a high priority to the State of Michigan and are either very limited in their presence or not yet detected in Michigan. Management actions for these species include detection surveys, rapid response, and eradication if effective tools exist. Prevention, education, and outreach are important for Tier 1 species.

Tier 2- Eradication - Rapid Response

Species that are not yet present in the service area or confined to a limited area. Small, localized populations make eradication possible for these species. Management actions for Tier 2 species are delimitation, containment, and eradication where feasible.

Tier 3- Containment

Species that are rapidly increasing in distribution throughout the CISMA region. Managed on a site-by-site basis based on ecological importance. Management actions for Tier 3 species are determined through project-based planning with the objective to slow spread and improve existing habitat function.

Tier 4- Local Control/ Asset Protection

Species that are widespread throughout the State of Michigan and can no longer be eradicated. As such, these species are managed by CISMA only on sites of high ecological value and where partnerships exist. CISMA will assist the public with Tier 4 species through education and outreach.

Terrestrial Invasive Plant Species Priority List

Common Name	Scientific Name	Habitat
Tier 1 - Prevention Early Detection		
Amur cork tree	<i>Phellodendron amurense</i>	Terrestrial
Asiatic sand sedge	<i>Carex kobomugi</i>	Terrestrial
Black jetbead	<i>Rhodotypos scandens</i>	Terrestrial
Butterbur	<i>Petasites hybridus</i>	Terrestrial
Chinese yam	<i>Dioscorea oppositifolia</i>	Terrestrial
Chocolate vine	<i>Akebia quinata</i>	Terrestrial
Coltsfoot	<i>Tussilago farfara</i>	Terrestrial
Giant hogweed	<i>Heracleum mantegazzianum</i>	Terrestrial
Golden loosestrife	<i>Lysimachia vulgaris</i>	Terrestrial
Himalayan balsam	<i>Impatiens glandulifera</i>	Terrestrial
Himalayan blackberry	<i>Rubus bifrons</i>	Terrestrial
Japanese chaff flower	<i>Achyranthese japonica</i>	Terrestrial
Japanese hedge parsley	<i>Torilis japonica</i>	Terrestrial
Japanese hops	<i>Humulus japonicus</i>	Terrestrial
Japanese stiltgrass	<i>Microstegium vimineum</i>	Terrestrial
Kudzu	<i>Pueraria montana var. lobata</i>	Terrestrial
Lyme grass	<i>Leymus arinareus</i>	Terrestrial
Mile-a-minute weed	<i>Persicaria perfoliata</i>	Terrestrial
Pale Swallow-wort	<i>Cynanchum rossicum</i>	Terrestrial
Porcelain berry	<i>Ampelopsis brevipedunculata</i>	Terrestrial
Reed manna grass	<i>Glyceria maxima</i>	Terrestrial
Slender false brome	<i>Brachypodium sylvaticum</i>	Terrestrial
Wine raspberry	<i>Rubus phoenicolasius</i>	Terrestrial
Lesser celandine , fig buttercup	<i>Ficaria verna</i>	Terrestrial
Tier 2 - Rapid Response & Eradication		
Black Alder	<i>Alnus glutinosa</i>	Terrestrial
Black swallow-wort*	<i>Cynanchum louiseae</i>	Terrestrial
Daphne *	<i>Daphne mezereum</i>	Terrestrial
Japanese honeysuckle*	<i>Lonicera japonica</i>	Terrestrial

Oregon grape *	<i>Mahonia aquifolium</i>	Terrestrial
Poison Hemlock	<i>Conium maculatum</i>	Terrestrial
Tree of Heaven	<i>Ailanthus altissima</i>	Terrestrial

Tier 3 – Containment

Asiatic bittersweet *	<i>Celastrus orbiculatus</i>	Terrestrial
Baby's breath *	<i>Gypsophila paniculata</i>	Terrestrial
Barberries *	<i>Berberis thunbergii</i>	Terrestrial
Common Teasel *	<i>Dipsacus sylvestris</i>	Terrestrial
Dame's rocket *	<i>Hesperis matronalis</i>	Terrestrial
Invasive buckthorns *	<i>Rhamnus spp.</i>	Terrestrial
Knotweeds *	<i>Fallopia spp.</i>	Terrestrial
Russian/Autumn olive *	<i>Elaeagnus spp.</i>	Terrestrial
Wild parsnip *	<i>Pastinaca sativa</i>	Terrestrial

Tier 4 - Local Control & Asset Protection

Bittersweet nightshade *	<i>Solanum dulcamara</i>	Terrestrial
Bladder Champion *	<i>Silene vulgaris</i>	Terrestrial
Bush honeysuckle *	<i>Lonicera spp.</i>	Terrestrial
Garlic mustard *	<i>Alliaria petiolaria</i>	Terrestrial
Invasive thistles *	<i>Cirsium spp.</i>	Terrestrial
Multiflora rose *	<i>Rosa multiflora</i>	Terrestrial
Periwinkle *	<i>Vinca major</i>	Terrestrial
Scots pine *	<i>Pinus sylvestris</i>	Terrestrial

* Denotes species present in the CAKE service area.

Aquatic Invasive Plant Species Priority List

Common Name	Scientific Name	Habitat
Tier 1/Prevention Early Detection		
Brazilian Elodea	<i>Egeria densa</i>	Aquatic
Brittle water nymph	<i>Najas minor</i>	Aquatic
Carolina Fanwort	<i>Cabomba caroliniana</i>	Aquatic
European frogbit	<i>Hydrocharis morsus-ranae</i>	Aquatic
European Waterclover	<i>Marsilea quadrifolia</i>	Aquatic
Flowering rush	<i>Butomus umbellatus</i>	Wetland
Hydrilla	<i>Hydrilla verticellata</i>	Aquatic
Ornamental Jewelweed	<i>Impatiens glandulifera</i>	Wetland
Parrot feather	<i>Myriophyllum aquaticum</i>	Aquatic

Spiny naiad	<i>Najas marina</i>	Aquatic
Starry stonewort	<i>Nitellopsis obtusa</i>	Aquatic
Yellow floating-heart	<i>Nymphoides peltata</i>	Aquatic
Water chestnut	<i>Trapa natans</i>	Aquatic
Water lettuce	<i>Pistia stratiotes</i>	Aquatic
Water soldier	<i>Stratiotes aloides</i>	Aquatic

Tier 2 - Rapid Response & Eradication

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Tier 3 - Containment

Eurasian watermilfoil*	<i>Myriophyllum spicatum</i>	Aquatic
Invasive Phragmites*	<i>Phragmites australis ssp. australis</i>	Wetland
Purple loosestrife*	<i>Lythrum salicarium</i>	Wetland
Curly-Leaf Pondweed*	<i>Potamogeton crispus</i>	Aquatic

Tier 4 - Local Control & Asset Protection

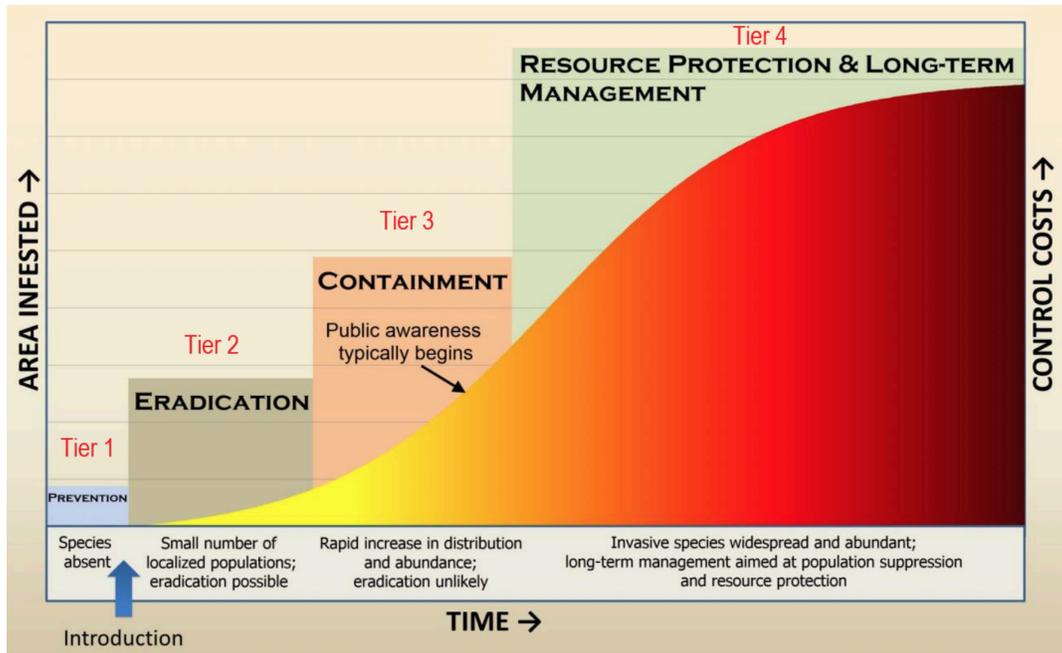
Narrow-leaf cattail*	<i>Typha angustifolia</i>	Wetland
Didymo*	<i>Didymosphenia geminata</i>	Aquatic

* Denotes species present in the CAKE service area.

Invertebrate Invasive Species Priority List

Common Name	Scientific Name	Habitat
Tier 1/Prevention Early Detection		
Balsam Woolly Adelgid	<i>Adelges piceae</i>	Balsam fir trees
Fishhook Waterflea	<i>Cercopagis pengoi</i>	Aquatic
Hemlock Woolly Adelgid*	<i>Adelges tsugae</i>	Eastern hemlock trees
Jumping Worms	<i>Amyntas agretis</i>	Forest/urban landscapes
Spiny Waterflea	<i>Bythotrephes longimanus</i>	Aquatic
Spotted Lantern Fly	<i>Lycorma delicatula</i>	Variety of plant hosts
Thousand Canker Disease	<i>Geosmithia morbida</i>	Forest/Black walnut trees
Tier 2 - Rapid Response & Eradication		
New Zealand Mudsail*	<i>Potamopyrgus antipodarum</i>	Streams
Tier 3 - Containment		
-	-	-
Tier 4 - Local Control & Asset Protection		
Zebra & Quagga Mussels*	<i>Dreissena sp.</i>	Lakes, ponds, and streams

* Denotes species present in the CAKE service area.



Appendix E: Current board members with terms

Steering Committee Term	Steering Committee member name and affiliation		
3 year (Jan 2025-Dec 2027)	Tanner Yurk (Walloon Lake Association and Conservancy)	Mike Meriwether (Antrim Conservation District)	Renee Penny (Kalkaska Conservation District)
2 year (Jan 2025-Dec 2026)	Noah Jansen (Tip of the Mitt Watershed Council)	Derek Hartline (Little Traverse Bay Band of Odawa Indians)	Shelby Harris (Beaver Island Archipelago)
1 year (Jan 2025-Dec 2025)	Amy Lipson (Little Traverse Conservancy)	Fields Ratliff (Grand Traverse Regional Land Conservancy)	Sue Haadsma-Svensson (Glacial Hills Pathway and Natural Area)