

INVASIVE SPECIES MANAGEMENT PLAN TEMPLATE:

May, 2025

The Scouting America's National Camp Accreditation Program specifies that Scout camp properties are required to have an invasive species management plan. Since Scout camps manage and depend on the sustainability of their natural areas, an appropriate plan should be developed and implemented to deal with the impacts of invasive species. Invasive species can be defined as an alien (or non-native) species whose introduction does, or is likely to cause economic or environmental harm or harm to human health. Like an invading army, invasive species can take over and degrade natural ecosystems. Invasives disrupt the intricate web of life for plants, animals and microorganisms and compete for limited natural resources. Invasives can impact nature in many ways including growing and spreading rapidly over large areas, displacing native plants including rare or endangered species, reducing food and shelter for native wildlife, eliminating host plants of native insects and competing for native plant pollinators. Some invasives spread so rapidly that they outcompete most other native plants, changing a forest, meadow, wetland or body of water into an invasive species-dominated landscape.

The following Invasive Species Management Plan (ISMP) example is based on criteria established by the National Invasive Species Council (NISC). This template can be customized by Scout councils to conform to the council's resources and capabilities and to meet the local needs to manage invasive species. Ideally, the Invasive Species Management Plan (ISMP) should be part of the overall Camp Conservation Plan, or at a minimum, it should be consistent with and complementary to the Camp Conservation Plan.

Where practical, The Scout Camp ISMP should address key components including 1) Prevention, 2) Early Detection and Response, 3) Control and Management, 4) Restoration, and 5) Organizational Collaboration. These form the main structure of the Invasive Species Management Plan (ISMP).

The ISMP should be updated periodically to accommodate any changing concerns, discovery of new invasive species on camp properties, issues, and local regulations and policies. Ideally, the plan should be prepared with the assistance of a natural resource professional or other skilled individual(s) and the Council Conservation Committee. The ISMP should become part of the overall management program for the camp property, and the plan should be referenced when making camp related management decisions impacting its natural resources.

The contents of the ISMP need to conform to the safety policies of Scouting America, and guidelines identified in the “Guide to Safe Scouting”. Specific directions, such as those found on pesticide manufacturers’ labels must be strictly followed, and local regulations related to integrated pest management, and requirements for pesticide application licensure must be met.

While it may not be possible to eliminate all invasive species of plants, animals, insects and diseases on Scout Camp properties, emphasis needs to be placed on removing new invasions, eradicating small infestations, and dealing with infestations that adversely impact the Camp’s ability to provide the Scouting outdoor program.

Scouting’s conservation and outdoor ethics emphasis and the proper stewardship of our properties and resources dictate that Scouts should strive to prevent the spread of invasive species. Effective management of invasive species will help ensure that Scout Camp properties ethically and professionally manage natural resources that contribute to Scouting’s outdoor programs and other services. Since invasive species do not respect boundary lines, the camp should coordinate invasive species management with state and local environmental agencies, and adjacent landowners whose land may be affected by the approaches used to manage invasive species on Scout camp property, or whose property may be a source for invasives moving onto the Scout camp property.

Camp staff responsible for overseeing Scout service projects or merit badge work are encouraged to coordinate with the camp’s invasive species coordinator or Council Conservation Committee to ensure that invasive species management becomes a focus of camp conservation programs and projects.

Invasive Species Management Plan for _____ Scout Camp/Reservation

_____ Scout Council, Scouting America

Camp Address

Prepared By:

XXX Council Conservation Committee

Xxx XX, 20XX

Overview:

Landscape: The XXX Scout Camp is located in _____ County, State, in a landscape dominated by (describe landscape e.g., fragmented forest, agricultural land and development). The Scout property consists of X total acres and is comprised primarily of _____ (e.g., forestland), including X acres of _____ (e.g., mixed oak hardwood forest and white pine plantations). There are X acres of _____ (e.g., agricultural fields, typically planted in corn and soybeans, and X acres of sports fields) on the property. The property contains numerous bodies of water including _____ (e.g., small streams and wetlands, and a X acre lake).

The property lies within the _____ watershed. (e.g., This watershed provides municipal drinking water for the City/County of _____ .

Species at Risk: The property contains suitable habitat and/or a small population of _____ (e.g. bog turtles, Houston toad, etc.), which are federally or state listed as endangered species, or are federal candidate species or state species of concern). There are no other known rare, threatened or endangered species of plants or animals on the property or in the landscape that could be impacted by activities on the property.

More than _____ Scout Campers/others utilize the property annually and depend on the camp for recreational use.

This Invasive Species Plan is meant to complement the Camp Conservation Plan prepared on _____ (date).

Goal:

Example: The Goal of the XXX Scout Camp ISMP is to provide an assessment of and recommendations for managing the invasive species on the property in order to conserve the natural resources of the camp and maintain a physical environment conducive to Scouting.

Desired Future Condition:

Example: The desired future condition of the XXX Scout Camp Property is to achieve a sustainable and healthy condition in each of the ecosystems on the property, where invasive species are eliminated where possible and minimized at a minimum, to enable the property to fulfill Scouting responsibility to conserve natural resources while providing a continuous flow of benefits including recreation, forest products, wildlife habitat and watershed protection in perpetuity.

Invasive Species Management: *(this section will address the following topics):*

Part 1: Prevention: *(some typical examples follow)*

Camp Firewood:

Scout units are notified by email prior to coming to camp that they will be provided with free firewood upon their arrival at camp, and/or they are encouraged to forage for downed woody debris for campfire use, and they are strictly prohibited from bringing firewood from home or from a prior camp. The use of site provided wood, or on site gathered wood, ensures Scouts do not transport firewood (which could potentially carry invasive insects and diseases) to camp. When units check in at the camp, the check in process should include an inquiry about whether the unit has brought any firewood onto the camp property. Any firewood brought to the camp property shall be burned on site within 24 hours, including any residual chips, bark, or debris. Additional information about moving firewood and related state regulations is found in the appendix of this plan.

Camp Fishing Bait Policy:

To preserve the camp's aquatic ecosystems from the accidental introduction of aquatic nuisance species, no live bait purchased outside the local area may be used in the lake.

Forestry:

Only native and indigenous plant species will be planted. The Council Conservation Committee shall pre-approve any plants being planted on the camp.

Part 2: Early Detection and Monitoring: *(a typical protocol follows)*

Monitoring:

Monitoring will occur annually to track known and existing invasive species occurrences and to identify newly discovered occurrences.

Upon discovery and confirmation of new invasive species occurrences, the species' location will be noted. The Camp Invasive Species Coordinator or other party designated by the Council Conservation Committee in coordination with other appropriate Council committees and personnel will assemble an appropriate group to develop a plan of action to mitigate the invasive species occurrence, and/or to report its existence to the appropriate governmental agencies to seek assistance and guidance.

Part 3: Control and Management: *(a typical protocol follows)*

Inventory/ Assessment of Invasive Species

Example: A thorough initial assessment of the invasive species on XXX Scout Camp was performed by _____, during the months of _____, with monitoring scheduled annually thereafter. Camp staff personnel are taught to recognize current and likely future invasive species and to promptly report any discovery of new invasive species or current invasive species moving into previously uninfected areas to the Council Conservation Committee and camp invasive species coordinator. The following invasive species were identified on the property during the initial assessment held _____(dates)_.

(examples follow)

Insects:

- *Hemlock Woolly Adelgid*

Example Discussion: The hemlock woolly adelgid (HWA) was first noticed on the camp in 2006. The HWA is fully established on the small, .2 acre grove of hemlock trees growing in Hemlock Valley. Many of the trees are in various stages of defoliation and several have died in recent years.



- *Spongy Moth: Discussion...*

- *Emerald Ash Borer...*
- *Add others as appropriate...*

Plants:

- *Multiflora Rose*

Example Discussion: Multiflora rose is the most significant invasive plant on the camp and surrounding properties in the landscape. It forms dense thickets in the forest understory and along field edges throughout the camp property.

Multiflora rose has sharp thorns that reduce the recreational potential and access to the forest, and it has been displacing native vegetation by impeding regeneration of native forest understory plants and tree seedlings.



- *Japanese Stiltgrass: Discussion...*
- *Oriental Bittersweet...*
- *Phragmites...*
- *Bradford Pear...*
- *Add others as appropriate*

Animals:

- *Asian Carp*

Example Discussion: Located in the XXX Camp Lake, Asian Carp is believed to have arrived in the lake from an upstream source. This fish species has the potential to compete with native fish species. This fish is fully established and is successfully reproducing in the lake.

Diseases:

There are no major diseases noted on the XXX Scout Camp Property at this time, however Thousand Cankers Disease on black walnut has been discovered in a neighboring county.

Management of Invasive Species *(Enter the plan and action items for each species listed separately. The emphasis here is on removal of the invasive species.)*

Example...

Multiflora Rose: Multiflora rose is fully established on the property and on adjacent properties. Camp XXXX will prioritize its removal efforts of multiflora rose to high use recreational areas and along sports field edges where the species could negatively impact the recreational potential.

Multiflora rose will be managed following any timber harvest or reforestation activity. Mechanical removal of multiflora rose serves as a valuable unit conservation project in forest management, wildlife habitat enhancement or invasive species control. Scouts performing mechanical removal of multiflora rose will use work gloves, long sleeve shirts, long pants and eye protection. Scouts will be instructed to use caution working around multiflora rose to avoid injuries from thorns, and proper techniques for using appropriate hand tools should be demonstrated. Multiflora Rose removal projects could be considered for a qualifying Distinguished Conservation Service Award Project for Scouting youth.

*Chemical herbicide treatments are effective and can be performed by camp maintenance personnel if they are licensed, and in accordance with the manufacturer's label as appropriate, **however chemical herbicides should not be handled or used in any way by Scouts.** Additional information about multiflora rose control can be found in the appendix of this plan.*

Similar recommendations should be provided for each invasive species identified.

Part 4: Restoration: *(a typical protocol follows)*

Budgets may preclude expansive replanting or restoration, but the camp will include replanting of native plant species in the planning phase of all restoration efforts following invasive plant removals. Restoration work and any replanting should be consistent with the Camp Conservation Plan.

Part 5: Organizational Collaboration: *(a typical protocol follows)*

The Council Conservation Committee will collaborate and partner with state and local environmental agencies with responsibilities for or interest in invasive species management.

Responsibilities: *(a typical protocol follows)*

1. Council Conservation Committee
 - Provides primary leadership for the development of ISMPs at council camps
 - Reviews and approves all ISMP and their updates
 - Serves as the primary source for technical information on invasive species identification and control
 - Establishes partnerships with state and local environmental organizations that have a mission dealing with invasive species.
 - Serves as the Council point of contact with partner organizations.
 - Reviews and approves the selection of the Camp Invasive Species Management Coordinator
 - Provides technical support to the Camp Invasive Species Management Coordinator
 - Provides recommendations to Scout Executive or staff personnel designated to make management decisions
2. Camp Invasive Species Management Coordinator
 - Implements the camp ISMP
 - Reports sightings of new invasive species to the Council Conservation Committee and other appropriate parties
3. Campmasters/ Camp Rangers
 - Maintain a list of conservation service projects including invasive species
 - Ensure units are aware of the projects and camp policies during check in
 - Provide guidance to units or organizations interested in doing invasive species-themed conservation service projects including species identification, location, methods needed, and safety precautions.

Invasive Species Management Schedule: *(example)*

Date	Action
6-8/20XX	<i>Summer Camp conservation projects work to mechanically remove Multiflora rose from border of sports field and Yorktown Campsite.</i>
9/20XX	<i>Camp Ranger treats remaining Multiflora rose with chemical herbicide around border of sports field and Yorktown Campsite when no camp users are present.</i>
5/20XX – 5/20XX	<i>Monitor spread of Multiflora rose to prevent its spread beyond currently infected areas, continue to perform mechanical and chemical treatments as needed in priority use areas and newly impacted areas.</i>
5/20XX – 5/20XX	<i>Monitor camp for invasive species</i>
<i>...Add recommendations for other invasive species as appropriate...</i>	
6/20XX	<i>Update Invasive Species Management Plan</i>

Approval:

Council Conservation Committee Signature: _____

Date: _____

Camp Director Signature: _____

Date: _____

Scout Executive Signature: _____

Date: _____

Management Activity Documentation Table

[illegible]

Appendix: Invasive Species Fact Sheets



Weed of the Week



Multiflora Rose

Rosa multiflora Thunb. ex Murr.



Common Names: multiflora rose, rambler rose

Native Origin: Eastern Asia (Japan, Korea and eastern China) introduced for ornamental purposes in the mid to late 1800's

Description: Multiflora rose is a thorny, perennial shrub in the rose family (*Rosaceae*) growing 10–15 feet in height and 9–13 feet in width. Stems are wide arching canes covered with hard thorns. Leaves are alternate, pinnately compound, and have five to eleven sharply toothed oval leaflets. Clusters of showy, fragrant, white to pink flowers begin blooming in May or June. Flowers are 0.5–1 inch wide and have 5 petals. Small bright red fruits, or rose hips, develop during the summer, becoming leathery, and remain on the plant through the winter. It reproduces by seed and by forming new plants that root from the tips of arching canes that contact the ground. Fruits are readily sought after by birds which are the primary dispersers of its seed. It has been estimated that an average plant may produce a million seeds per year, which may remain viable in the soil for up to twenty years.



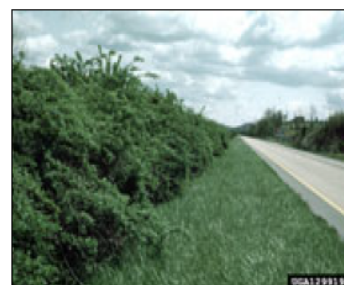
Habitat: It grows in old fields, pastures, prairies, roadsides, and open woods. It thrives in full and partial sun with well-drained soils. It cannot tolerate winter temperatures below -28°F.

Distribution: This species is reported from states shaded on Plants Database map. It is reported invasive in AR, CA, CO, CT, DC, DE, GA, IL, IN, KY, LA, MA, MD, ME, MI, MO, MS, NC, NH, NJ, NY, OH, OR, PA, RI, SC, TN, VA, VT, WI, and WV.

Ecological Impacts: Multiflora rose is extremely prolific and can form impenetrable thickets that exclude native plant species. It invades a large number of habitats such as hillside pastures, fence rows, right-of-ways, roadsides, forest edges, margins of swamps and marshes.

Control and Management:

- **Manual-** cutting or mowing at the rate of three to six times per growing season, for two to four years is effective
- **Chemical-** It can be effectively controlled using any of several readily available general use herbicides such as glyphosate or triclopyr. Because of the long-lived stores of seed in the soil, follow-up treatments may be necessary. Follow label and state requirements.
- **Biological Control-** Four agents show potential for biological control in the US. Multiflora rose is vulnerable to defoliation by Japanese beetles. It also suffers from rose rosette disease, a virus like disease that causes plants to turn a deep red color, sprout broom-like growth, and produce more thorns than usual.



Roadside Infestation

References: www.forestimages.org, <http://plants.usda.gov>, www.nps.gov/plants/alien, <http://tncweeds.ucdavis.edu/esadocs/rosamult.html>, Czarapata, Elizabeth J. Invasive Plants of the Upper Midwest, An Illustrated Guide to their Identification and Control, 2005 p. 43-45, Biological Control of Invasive Plants in the Eastern United States p. 280

DON'T MOVE FIREWOOD

Our forests are threatened by nonnative insects that can kill large numbers of trees. Three recently introduced insects—emerald ash borer, Asian longhorned beetle, and Sirex woodwasp—are wood-infesting species that can be transported long distances in firewood. Once transported into new areas, these insects can become established and kill local trees. We must **STOP THE SPREAD** of these insects and protect our forests and trees.

How you can help:

- Leave firewood at home—do not transport it to campgrounds or parks.
- Use firewood from local sources.
- If you have moved firewood, burn all of it before leaving your campsite.



Inset photo: Asian longhorned beetle larva (courtesy of Thomas B. Denholm, New Jersey Dept. of Agriculture; www.forestryimages.org)

HELP STOP INVASIVE PESTS

For more information, visit the following Web sites:
www.emeraldashborer.info
www.na.fs.fed.us/fhp
www.aphis.usda.gov/ppq/ep



USDA Forest Service
Northeastern Area
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NA-PR-02-06
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