

NORTHERN
GRASSLAND
RESTORATION
INCENTIVE PROGRAM

Policies and Procedures

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Introduction

In 2018 the Northern Great Plains Joint Venture (NGPJV) implemented the Northern-Grassland Restoration Incentive Program (N-GRIP) to provide financial incentives to producers to conserve grasslands. The program targets habitat treatments that address s limiting factors for grassland bird habitat. The treatments are designed to support working lands while providing enhanced wildlife benefits. The NGPJV works with an array of partners to develop and implement habitat conservation practices that are both strategic and effective. We believe that habitat conservation efforts must move forward while the science-foundation for bird conservation strategies are strengthened through biological planning, conservation design, monitoring, research, and adaptive management. We also espouse a **working landscapes approach** that balances producer needs with conservation potential—ones that results in win-win outcomes for both birds and people.

N-GRIP is structured to use partner conservation delivery staff to develop contracts with producers. Since NGPJV is limited in how we handle funds, contracts are developed using funding partners. In short, that means that participating producers will enter into agreements with partners who have the capacity to hold contracts and process invoices for projects. This approach affords the program the flexibility to use diverse funding sources and existing conservation capacity. Our partner field staff develop project proposals with the producer. After projects proposals are reviewed and accepted, they are developed into agreements between the producer and a financial partner on behalf of NGPJV. Alternatively, we may fund partners to carry out projects through existing programs and processes to limit the need for staff to learn two systems that do essentially the same thing.

This direct approach (rather than using requests for proposals as was the case in the first iteration of N-GRIP) allows N-GRIP to function much more simply and swiftly for producers and those delivering on-the-ground projects. N-GRIP is built around key elements of the Natural Resource Conservation Service's (NRCS) programs, like the Environmental Quality Incentive Program (EQIP), to take advantage of—while not being entirely constrained by—established Practice Standards and vetted Practice Payment Schedules. This allows our voluntary program to work more closely with well-funded programs like EQIP and RCPP. N-GRIP normally directly reimburses producers using set payment rates for approved practices; we work to develop consensus with our partners on the specific details of those rates. While we will want to fully explore our needs and options, the practices will generally include things like prescribed grazing, reestablishment of desirable grassland plants, controlling unwanted plants, and restoring functions to mesic and riparian areas.

N-GRIP follows the same basic framework used by NRCS: providing voluntary financial incentives to private producers to institute conservation practices aimed at increasing conservation service outputs. To develop projects, N-GRIP will also engage various field-level conservation delivery personnel—hereafter referred to as **Project Managers**—capitalizing on their existing (or obtainable) relationships with producers. Local Leadership Teams (LLTs) we utilize in each state to provide guidance to the overall application of N-GRIP. Members of the LLTs also serve as **Project Coordinators** to improve the efficacy of N-GRIP in real time.

As mentioned above, N-GRIP is designed to complement established programs by providing multiple funding streams and project design strategies. Staff from any NGPJV partner organization are welcome to develop and deliver projects through N-GRIP. A major rationale for implementing N-GRIP is fostering coordination among conservation delivery staff from NGPJV state and federal wildlife agencies and NGO partners. N-GRIP should be a readily available and flexible tool-in-their-conservation-toolbox that is specifically focused on grassland bird habitat restoration.

The following guiding principles have been used in the development of program policies and procedures:

- a. Ensure that proposal and approval processes are simple and straightforward for producers and project managers. We believe this will do two things: engage the broadest scope of participants, and

- produce return and word-of-mouth new customers who will serve to accelerate conservation efforts.
2. Encourage project-level decision-making and project oversight by local professionals tasked with helping to deliver the program whenever possible. This serves the dual purpose of offering a program that best reflects the social and ecological context of the area while fostering a sense of ownership and empowerment among local staff upon whom the success of the program largely depends.
 3. Provide leadership and transparency (through regular feedback loops) to limit the number of dissatisfied Project Managers and producers. If we hope to scale up conservation outcomes, we absolutely must have enthusiastic Project Managers and producers.
 4. Ensure that the program links planning, conservation delivery, monitoring, and research in the same places, at the same scales, and at the same time. N-GRIP projects are targeted by NGPJV planning efforts and play a role well beyond the scope of the individual projects. It is important that we apply ecological restoration principles and practices with the intent of increasing our knowledge and effectiveness.
 5. Focus on maximizing cost-benefits of a project for targeted grassland birds.

N-GRIP Structure

- **Management Board**
 - **NGPJV Coordinator/N-GRIP Administrator**
 - **Local Leadership Teams**
 - **Project Coordinators (individual members of LLTs/supervisors)**
 - **Project Managers**
 - **Producers**

NGPJV Management Board Roles and Responsibilities

The NGPJV Management Board (hereafter referred to as “the board”) is responsible for providing overall direction and oversight for activities undertaken by staff and partners under the banner of the NGPJV. Therefore, in that capacity they are also positioned to provide the same direction and oversight for N-GRIP. The board retains ultimate authority over any actions undertaken by the NGPJV. Their decisions support of the program, or any decisions made regarding program policies and procedures, under the *Migratory Bird Management for the Northern Great Plains Joint Venture: Implementation Plan* (Implementation Plan) and other related NGPJV plans. In recognition of the need for local ownership and buy in, the board encourages much of the decision making regarding specific details of program delivery to be carried out by NGPJV staff and participating partners, limiting itself to making decisions of broader scope and scale.

Although the board retains the authority to make final decisions regarding all aspects of N-GRIP, it limits itself when at all possible, to make decisions that generally fall into the following categories:

1. Program objectives—Through the establishment of the *Implementation Plan* and subordinate plans, the board has identified avian focal species, population objectives for each species, and habitat objectives needed to reach population objectives for each species. These objectives guide all NGPJV conservation delivery efforts and are subject to board revision.
2. Geographic scope—N-GRIP delivery is targeted to priority geographies located within the NGPJV boundaries (BCR 17) of Montana, North Dakota, South Dakota, and Wyoming. Depending on funding source and related objectives, targeting can mean that funding is limited to certain counties or that, when projects are ranked, those in certain counties will receive additional consideration. Targeting is determined with guidance from the NGPJV technical team, Local Leadership Teams, and local experts; ultimately the Management Board approves targeting.

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3. Funding sources—An important role of the Management Board is to work with NGPJV staff to identify and secure funding sources to support continued delivery of N-GRIP and to make decisions regarding which funding sources are appropriate and/or should be pursued.
4. Partner involvement—N-GRIP relies heavily on existing partner conservation delivery capacity to implement projects and fiduciary capacity to manage project funding. Representing their respective organizations, each board member will help decide what role their organization's may play in coordination and promotion of program efforts.

Current NGPJV Management Board Partner Organizations:



NGPJV N-GRIP Administrator Roles and Responsibilities

N-GRIP is administered by the NGPJV Coordinator and/or their designee, called the **Administrator**. The program will be administered in accordance with the will of the Board and in the context of the best science and best management practices. The role of the Administrator is to be the keeper and interpreter of program policies and procedures as well as the administrator of program transactions, data, and associated reporting. Program progress and maintenance will be paramount and inclusive duties.

1. Representation—The Administrator will be the representative of the JV Coordinator and the Board in matters related to N-GRIP.
2. Local Leadership Teams—The Administrator will recruit, assemble, and participate in LLTs whose members will be primarily supervising leaders of partner conservation delivery staff and programs.
3. Training—The Administrator will be the lead on ensuring that Project Coordinators and Project Managers are appropriately trained prior to assuming duties associated with N-GRIP. Additional training will include providing outreach and information for the use of Project Managers and directly to producer audiences.

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4. Program information and forms—The Administrator will maintain N-GRIP forms and policies and make them readily available to LLTs and Project Managers and others associated with the program.
5. Operations—The Administrator will manage day-to-day operations of N-GRIP including managing and maintaining project documentation, managing agreements and expenditures with funding partners, managing the N-GRIP Database, coordinating funding, seeking additional funding, and general oversight.
6. Alternative Funding Arrangements—When deemed appropriate, the administrator will negotiate specific alternative funding arrangements with partners to deliver N-GRIP funding and practices through existing local programs.

NGPJV Local Leadership Team Roles and Responsibilities

NGPJV Local Leadership Teams (LLT) have been established to provide direct programmatic leadership and oversight for N-GRIP at the local level (each state) where on-the-ground expertise is most applicable. The LLTs will be comprised of partner staff who manage the people and programs associated with conservation delivery and programs; some of whom may also be Project Managers. The LLTs will meet virtually or in person whenever it is deemed appropriate to collaborate on management-level matters related to deploying N-GRIP and other similar matters deemed mutually appropriate. This may include personnel deployment, geographic targeting, payment rates, practice standards, project development strategies and project review, all with the intent of making timely and well-informed progress.

LLT members may also serve as Project Coordinators. These coordinators essentially serve as someone to provide regular and insightful guidance, feedback, and program transparency to Project Managers. They are the N-GRIP mentors and the primary means for ensuring quality control and program improvements. An important intent for having Project Coordinators is to reduce the number of submitted projects that eventually get rejected and to ensure that adaptive management is continuous. Project Coordinators will present project proposals from their affiliated Project Managers to the LLT.

LLTs are made up of local conservation delivery experts who also are generally supervisors of the Project Managers and related conservation programs. They are encouraged to consult regularly with grassland bird biologists, grassland ecologists, producers, range management professionals and others as they consider recommendations for improvements to N-GRIP. Many of these consulting professionals will be employed by an NGPJV partner organization, but this is not required.

While LLT are encouraged to provide input on various aspects of program delivery and effectiveness, there are a number of specific decision-making elements for which LLTs are tasked; these include:

1. Program practices—Selected generally from (but not limited to) the list of NRCS EQIP conservation practices and specifications, the LLT shall recommend the appropriate practices that are to be funded through N-GRIP based on their utility in addressing limiting factors for grassland bird habitat suitability. Where necessary, this may also include the addition of new practices not included in the NRCS docket and the modification of practice standards to better meet local needs.
2. Practice payment rates—The LLTs shall recommend payment rates offered through N-GRIP. They shall review published practice payment rates (based on annually published NRCS rates in each state) to ensure that the program effectively incentivizes the approved practices in an acceptable and vetted manner. While the published rates are the basis for N-GRIP payment rates, if deemed necessary, rates may be incrementally raised or lowered to meet program needs; the need for such changes will be well documented to be defensible. Rates may be validated with known local rates via actual invoices and other methods as needed.

3. Project eligibility and scoring requirements—All project proposals are subject to an initial screening process via the N-GRIP Project Proposal Screening Form maintained by the Administrator. This form will be completed and shared with the LLT prior to Project Review Meetings for each project by a member of the LLT (preferably by one who has acted as the Project Coordinator or is closest to the project). The LLTs shall consider the efficacy, size and proximity, and other characteristics that will ensure both satisfactory impact on the landscape and sufficient producer eligibility based on local land use characteristics. The LLTs will also make recommendations to NGPJV staff as to how to improve the Project Proposal Screening Tool based on its iterative use in the review process. This process should serve less to reject projects and more to provide helpful feedback to Project Managers as to how future projects can be designed in a more ecologically beneficial manner and ultimately to score higher.
4. Project proposal review and selection—The LLTs (or an available subset thereof) will meet virtually or in person whenever it is deemed appropriate to review projects with the intent of making timely progress. They will review each Project Proposal and its associated Project Proposal Screening Form. They will discuss the merits of the project and determine one of the following recommendations: a) approved, b) approved with recommended changes, and c) rejected. This recommendation will be provided to the Project Manager by the Administrator or the LLT member closest to the Project Manager.
5. The LLTs should meet at least once annually to take a broader view of N-GRIP program status, policies, procedures, and effectiveness at which time they may invite Project Managers, local experts, and others to collaborate.

Project Manager Roles and Responsibilities

Potential Project Managers include any natural resource professional who is an employee of an NGPJV partner organization. Project Managers are generally individuals who work directly with producers to deliver technical guidance and program support aimed at encouraging cooperators to improve wildlife habitat on the property that they own or manage. Given their experience with wildlife habitat needs, land management practices and local relationships, Project Managers play a vital role in ensuring the effectiveness of N-GRIP.

The Project Manager's responsibilities include:

1. Developing proposals—Each N-GRIP proposal is required to be developed in coordination with a trained and approved Project Manager. Project proposals are only accepted from approved Project Managers (not directly from producers or other natural resource professionals). Approval can be obtained from the Administrator. Often, partner professionals have existing working relationship with a given producer, including varying degrees of conservation planning that is already in place. The Project Manager's knowledge of the local ecology, producers, and support from other local resource professionals makes them an important first filter for identifying quality N-GRIP projects.
2. Project guidance—As practices are implemented, producers frequently require continued guidance and support. Project Managers are expected to ensure that treatments lead to their intended outcomes. Those who are in direct contact with cooperating producers on a regular basis (as well as their local Project Coordinator) are the best suited for providing such guidance.
3. Project environmental and historical compliance—Project Managers are tasked with ensuring that project they oversee undergo appropriate environmental and historical review processes. Any related documentation must be appropriately filed for the project. Third-party consultants may be required to complete the compliance review; if so, this must be coordinated with the Administrator.
4. Verify project completion—When projects are completed, it is the Project Manager's responsibility to verify that the agreed upon work was conducted in the way it had been described and that the producer

exercised “good faith” efforts to achieve the intended results. The appropriate form and associated project photos should be submitted to the Administrator.

5. Reimbursement—Upon verification of work that has been conducted and a completed, the Project Manager shall complete and submit the Reimbursement Request form to NGPJV for processing.
6. Project tracking—Project Managers are responsible for tracking the viability of their projects for the life of the project (a minimum of 10 years). This requires site visit in years 1, 2, 5 and, 10 after the completion of the project followed by the submission of a brief report the Administrator. Photos should be submitted at these intervals as well.
7. Project monitoring—As a part of our adaptive management strategy, projects may need to be monitored (with producer permission) to help improve N-GRIP. Project Managers will be consulted and engaged when such opportunities become available because they likely have the strongest relationship with the producer. As a part of the proposal process, the producer will be asked about their willingness to allow monitoring. Monitoring will not be an eligibility requirement.

Financial Partner Organization’s Roles and Responsibilities

N-GRIP is made possible in large part by the partner organizations that share in the administration of grants, producer agreements, and invoicing on behalf of the NGPJV partnership. As the NGPJV is neither an agency in and of itself nor a legally incorporated organization, it has limited ability to directly receive and distribute grants and other financial contributions. Therefore, it is necessary for willing partners to serve as fiscal agents for the administration of N-GRIP.

The administration of N-GRIP funding by third-party organizations is a key factor in the program’s ability to deliver financial incentive payments to producers in an efficient manner. This often contrasts with agency financial incentive programs, which can be more challenging due to ridged administrative processes, regulations, reviews, and restrictive timelines.

The responsibilities of financial administration organizations include:

1. Collaborating on funding requests—Working through the board and with the NGPJV staff, these organizations are often encouraged to take an active role in pursuing funds either through direct fundraising or preparing requests for grants. NGPJV staff often play a lead role in developing grant requests, although involvement of personnel from partner organizations is often vital.
2. Producer agreements—Funding partner organizations may enter into the contractual agreement with producer. Through such an agreement the producer accepts the responsibility of conducting certain practices on their property in exchange of an agreed upon financial incentives to be paid by the partner organization (on behalf of NGPJV) upon project completion (or, at times, after partial completion). The process of developing these agreements is facilitated by NGPJV staff after the project proposal is vetted and approved.
3. Grant management—Significant portions of N-GRIP funding will be derived from reimbursable grants. This may require some level of grant management by partner organizations. It may also require the ability of the partner to carry a balance of cash for the expenditures until reimbursement can be requested from and provided by the grantor. Grant management can include providing progress reports, invoices, and final reports. NGPJV staff provide information and support for grant management and reporting.
4. Payments to producers—Perhaps the single most important step in the N-GRIP process is the payment of incentives to producers. As mentioned, given the reimbursable nature of most grants, these payments are often made first from the standing resources of our financial partner organizations. A

period of time will expire between the producer receiving payment and when the reimbursement request is submitted and remitted by the granting organization. This is a significant contribution to the process by our partners to the broader partnership. Producers are also required to bear certain financial burdens. From the time they begin paying for any goods or services for the project until the invoice is processed through the funding partner, the producer must bear the burden of the project-related expenditures. Therefore, it is particularly important that invoices are submitted, and payments made, in a timely manner.

Cooperating Producer Roles and Responsibilities

The purpose of N-GRIP is to encourage private landowners, ranchers, and farmers (hereafter referred to as producers) to implement habitat enhancements on their properties for the benefit of focal grassland bird species in the context of their working land. To best accomplish this, N-GRIP is designed to be user friendly with a simple enrollment process. However, there still are significant responsibilities that fall to the producer since they are the ultimate means of achieving improved habitat. N-GRIP is designed such that generally, the producer is considered the project's general contractor. They are responsible for completing the work, after which they can be reimbursed for agreed upon expenses. In some cases, the producer may sub-contract the work with other parties. There are no restrictions on how the producer chooses to get the work done, as long as it is completed in a timely manner and within agreed upon specifications. Therefore, their responsibilities include:

1. Developing proposals—Each N-GRIP project is required to have a proposal developed by an approved Project Manager in coordination with producer. Project proposals are not accepted directly from producers, but from Project Managers who provide valuable and free technical guidance. The producer should be mindful and realistic about what work they are able to be achieve in the allotted project time frame, taking into consideration the capacity and resources they have at their disposal.
2. Program agreements—Producers enter into agreements with NGPJV through our funding partner organizations. They agree to accomplish designed work in exchange for agreed upon financial assistance upon successful completion of the work. Agreements must be fully executed by all parties before any work is conducted. An IRS W-9 form is always required to process reimbursements.
3. Match—In many cases, grants that provide the funding for N-GRIP will require substantial local match. One way to provide match is to ask the producer to formally identify project elements that they are contributing to the effort. Acceptable match can come in the form of contributed labor, equipment usage, supplies, materials, or other goods and services for which a monetary value can be easily ascribed. In some cases, the opportunity to use a simplified and standardized method for ascribing monetary value to contributed project elements may be utilized. This simplified method is based on the NRCS approach that practice cost rates are generally based on a 50% producer contribution and assuming that projects are carried out by a contractor. Producers will be asked to submit a Producer Contribution Form (available from NGPJV) to document their in-kind contributions. This may eliminate the need for them to provide receipts and should increase the reach of N-GRIP.
4. Conducting work—Once the agreement is fully executed, work can begin. Producers have discretion over how work gets done provided it follows the appropriate specifications for each practice and the recommendations of the Project Manager. If changes to plans need to be made, the Project Manager must be consulted. Major changes are subject to formal contract modifications. Payment rates for agreed upon practices will not vary with costs of doing the work.
5. Data collection and monitoring—In some cases Project Managers or NGPJV staff may need to collect bird or vegetation data after treatments are completed. In such cases, producers are encouraged to allow a reasonable amount of access by Project Managers or NGPJV staff and monitoring partners, with

Project Manager escort if requested by the producer. Any such access or data collection will only be conducted with notification and permission from the producer.

6. Maintain habitat suitability—N-GRIP producers must agree to make a “good faith” effort to suitability of the habitat achieved for at least 10 years after project is completed and reimbursed.

Development and Submission of Project Proposals

Project proposals should be developed with considerable collaboration between a Project Manager and a producer and should follow recommendations described in any relevant conservation planning documents. Such documents may include wildlife management plans, conservation plans, and grazing plans. It is not required that a plan be in place before a proposal can be developed, but it is highly recommended. In some respects, the Project Proposal is a conservation planning document.

Qualifying practices are listed in the current Project Proposal and the Practice Payment List (available on the NGPJV website). These practices and associated published payment rates will change regularly, so producers and Project Managers should be sure to use updated versions when in their planning process, which can be found at: Current N-GRIP Payment Schedule. Practices generally follow NRCS specifications as identified in the NRCS Field Office Technical Guide (<http://efotg.sc.egov.usda.gov/>) unless determined otherwise by NGPJV or the project manager.

The proposal submission process is administered through the fillable N-GRIP Proposal Form. Project Managers can access N-GRIP forms on the NGPJV website.

1. Acquire the most current on the NGPJV website.
2. In coordination with the participating producer, fill out the N-GRIP Project Proposal for the proposed project. If your proposed project has more than one treatment area, please complete project addenda for each treatment area.
3. Have the producer’s contact information ready as you will be asked for it in the proposal. This may include their agent’s contact information when appropriate.
4. Include an overview map of the project area and a second treatment map that clearly details each practice that will be implemented through N-GRIP.
5. Include pre-project photos. It may be useful to establish photo points (GPS) that can be used for future iterations of photos. It is recommended that at least two pre-project photos be provided.
6. It is advisable to have the producer complete an IRS W-9 Form at this juncture to expedite the future reimbursement process.
7. Once the N-GRIP Proposal, any necessary addenda, and the Producer Contribution form are completed, submit them to the N-GRIP Administrator for processing. Please don’t hesitate to contact NGPJV staff or a Project Coordinator for assistance.
8. Project effectiveness monitoring is important to assess the outcomes of N-GRIP. The project manager will want to encourage the producer to allow future monitoring and a form will be provided to allow them to pledge their intent to allow monitoring. This pledge/form is not an eligibility requirement for N-GRIP

Project Proposal Review

Proposals (including all relevant supporting documents) are submitted directly to the Administrator either by the Project Manager or through the Project Coordinator. Project evaluators are provided a completed Project Screening Form for each project to aid in review and consistency; this form will generally be prepared by the Project Coordinator or NGPJV staff.

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Proposals are reviewed and funded on a first come, first served basis contingent on a favorable review from the Local Leadership Team (LLT). Reviewers are given a limited time to review the proposals before a scheduled project review meeting with the LLT members. After the meeting, the Administrator will compile the recommendations, determine the appropriate funding source, and either provide the recommendations to the NGPJV Coordinator or handle them in accordance with their instructions.

Once a determination is made, the Project Manager is informed of the review results and whether project will be provisionally funded. Assigned Project Coordinators will pass along suggestions from the LLT to Project Managers as appropriate. For approved projects the Project Manager will then initiate project implementation with the producer.

Project Implementation/Agreement

To develop a project agreement, NGPJV staff identify the best funding source or funding organization for each project (if multiple exist), recognizing that in some cases funding has geographic or treatment restrictions beyond those imposed by N-GRIP itself. Once a project is paired with a funding source, the Administrator will use the information from the proposal and other information provided by the Project Manager to draft the agreement with the appropriate forms for the selected fund source. The agreement is sent to both parties for their signatures. Once all parties have signed the agreement, it is considered fully executed and work can begin.

Environmental and historical compliance may be required before the commencement of project work. The project manager may need to work with the Administrator to ensure the review process is complete before directing the producer to commence project work. This will be made clear during the agreement phase.

It is important to note that project agreements generally contain a clause that requires a minimum 10-year maintenance period. This means that the producer is responsible to maintain (if not improve upon) the work that was completed through N-GRIP. Habitat suitability must be maintained at the level that was intended by the implementation of the project. This is to ensure the greatest possible impact on target wildlife species and the greatest possible return on investment for the funder and the context of the producer's objectives.

Project Reimbursement

When a project is completed, the producer (the official general contractor) must contact the Project Manager to schedule a project site visit. During the site visit the Project Manager must certify the project to verify that the work described in the agreement was indeed completed as proposed. In some cases, asynchronous treatments (i.e., planting native seed followed by a grazing rest period) will be contracted under a single agreement, certain treatments will be completed while others will not yet be completed or are only partially completed. In such cases, a partial payment in a pro-rated amount may be processed to lessen the financial burden of the producer. Correspondingly, a certifying site visit may be required for each reimbursement check that is processed.

To request a reimbursement, the Project Manager will work with the producer to submit the Reimbursement Request Form (available from NGPJV), which both the Project Manager and producer must sign prior to submission to the N-GRIP Administrator. Because program payments are generally based on predetermined rates, receipts, invoices, or cancelled checks may not be required for reimbursement unless such is the agreed upon approach. There may be a need to document in-kind match with receipts.

The N-GRIP Administrator will work with the funding partner organization to process requests and deliver payments in an expedited manner. Payment processing time may vary depending on funding partner, workload, and time of year. Producers should allow 3-4 weeks for payment after submission of the invoice. Our goal is to be able to provide payments in 2 weeks from the date reimbursement requests are received by NGPJV, but this will not always be possible.

Tracking and Monitoring

To track the progress of N-GRIP conservation activities, the N-GRIP Administrator maintains the projects in a database. Those data will be used to populate a map available online that will provide anonymized project information and program accomplishments.

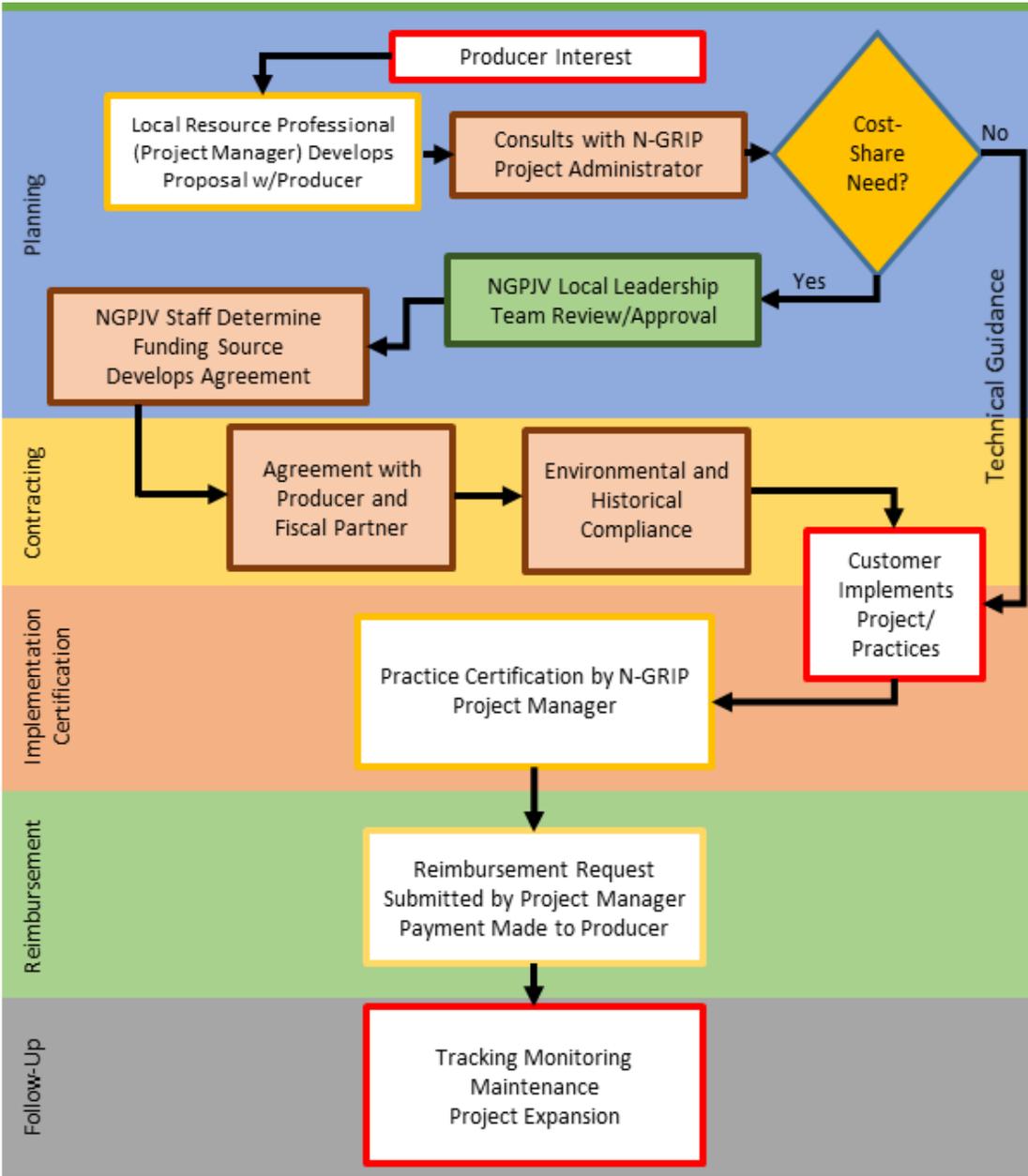
Monitoring comes in two distinct forms. We need to ensure that the project is maintained for the duration of the project. We will refer to this as Stewardship Monitoring. NGPJV will work with producers and Project Managers to ensure project stewardship durability.

We also need to measure the impact of habitat management efforts on priority bird populations and other designed project outcomes. This will be referred to as Conservation Outcome Monitoring. NGPJV partners will work together to establish local coordinated bird population monitoring protocols.

[Shortcut to N-GRIP Public File Folder](#)

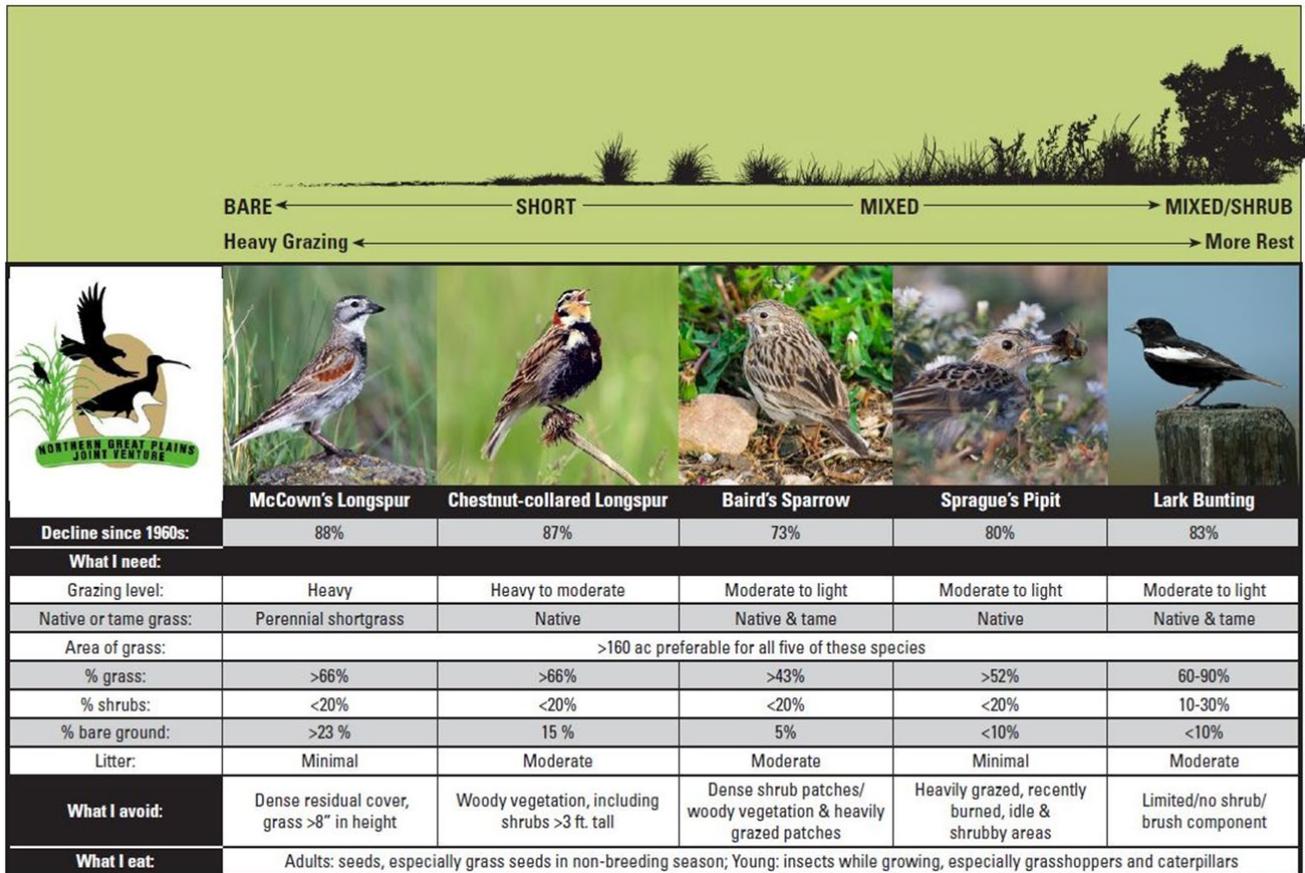
NORTHERN GRIP POLICIES AND PROCEDURES

N-GRIP Workflow



NGPJV Priority Grassland Birds

Grassland Birds and Habitat Requirements



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NGPJV Priority Bird Species (Top Priority in Bold)

Baird's sparrow

- Black-billed cuckoo
- Black-billed magpie
- Brewer's sparrow
- Burrowing owl

Chestnut-collared longspur

- Ferruginous hawk
- Grasshopper sparrow
- Greater sage-grouse

Lark bunting

- Loggerhead shrike
- Long-billed curlew
- Mallard

Marbled godwit

- Mountain plover
- Northern pintail
- Red-headed woodpecker
- Sharp-tailed grouse
- Short-eared owl
- Spotted towhee

Sprague's pipit

Swainson's hawk

Thick-billed longspur

- Upland sandpiper
- Wild turkey
- Wilson's phalarope