St. Paul's FOREST RESTORATION

5-Year Invasive Species Management Plan

***DRAFT 10/26/2026** — for internal review and site-specific adaptation*

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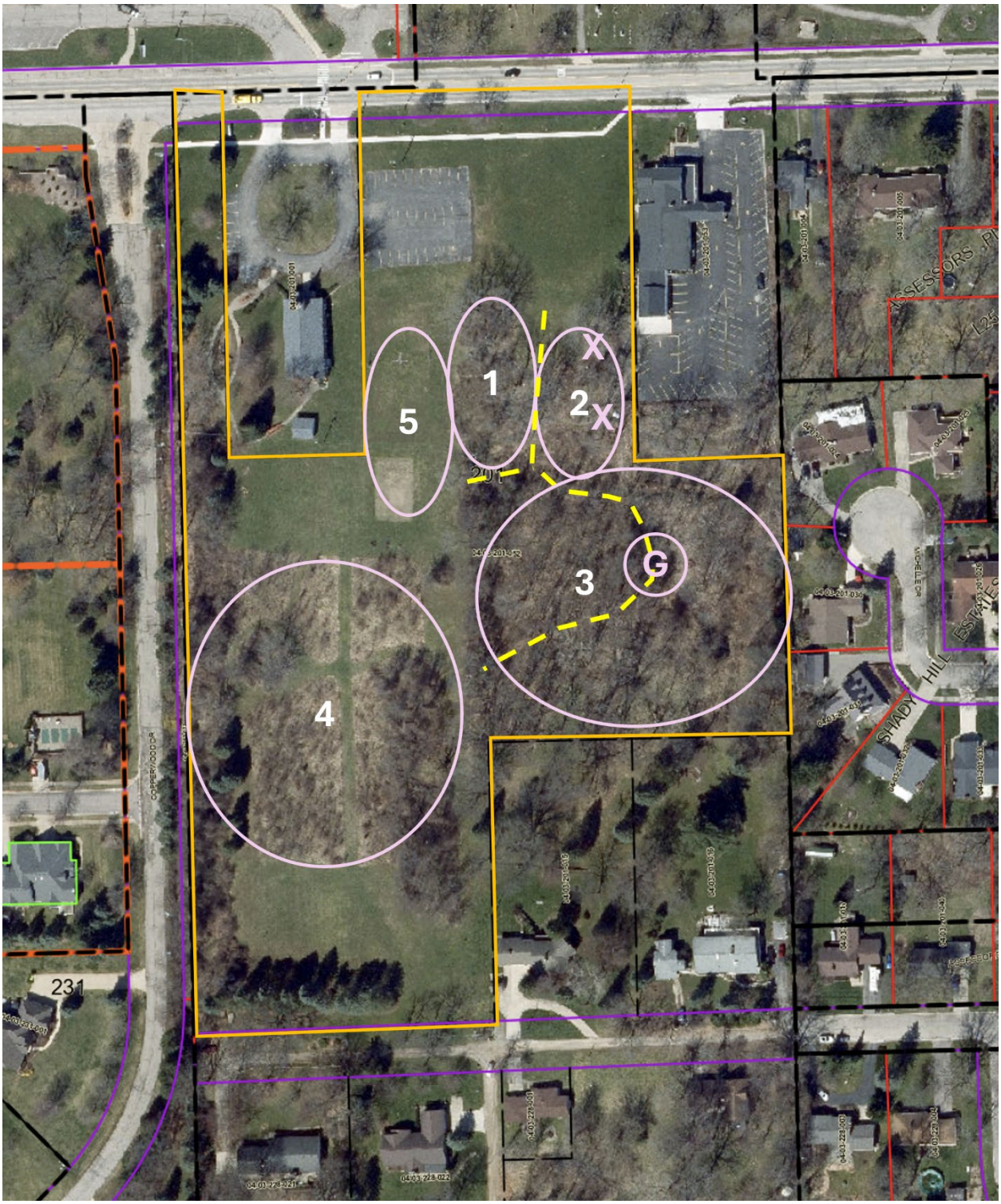
1. St. Paul's Episcopal Church Property

- **Property Description**
  - Address: 11100 32 Mile Road, Romeo, Michigan 48065
  - The property consists of two parcels located within both Washington Township and the Village of Romeo.
    - Parcel A 04-03-201-052 (10.394 acres)
    - Parcel B 04-03-201-001(1.39 acres) contains the church building
  - Township 4 North, Range 12 East
  - North Branch Subwatershed of the Clinton River Watershed
- **Property History**
  - PRE-SETTLEMENT: Based on the notes of surveyor Joseph Wampler sent out by the General Land Office in 1818, we know that St. Paul's green space was part of a larger oak-hickory forest. Wampler's observation of "burnt timber land" is indicative of land management with fire by the Anishinaabek who lived here.
  - LAND PATENT: In 1832, George Perkins of Albany, NY purchased a land patent on 95.92 acres of property, comprising the West ½ of the Northeast ¼ of Section 3, T4N, R12E. These original 96 acres were resold and split into smaller parcels dozens of times over the following 100+ years.
  - AGRICULTURE: The first aerial photograph available from 1949 shows a complete transition from the "hilly oak lands" described by Wampler to plowed fields surrounded by orchards.
  - CHURCH HISTORY: Alex and Mary Galton bought the property in 1950 and in 1961 donated the property to the Episcopal Diocese for the purpose of rebuilding a church after the original in Romeo burnt down in 1960. Aerial photographs starting in 1980 show the gradual conversion of areas of the property from open fields to the second-growth forest we see in the 2024 aerial.



Aerial photos above: Left – 1949 (DTE); Right – 2024 (Macomb County

- **Statement of Need** – These 11 acres of open green space are a rare resource in this urban /suburban community. The landowner, St. Paul's Episcopal Church, is a small congregation that is self-sustaining but has limited resources for land management beyond contracting for mowing of turf areas and volunteer management of church gardens. Both St. Paul's and the regional Episcopal Diocese have indicated they have no intention of selling the property for development. St. Paul's welcomes community members as guests to walk the trails and enjoy the woods, making this a valuable community resource. It is also an opportunity for the local and regional organizations to step up and ensure this resource is preserved and sustainable.
- **Restoration Area** – brief narrative / identify areas on full page map



LEGEND

1 – Northwest area – focus of work in 2026

2 – Northeast area – focus of work in 2026

3 – Main forested area

4 – Old field growth with invasive trees

5 – Former community garden area

X – Brush piles

G – Seating and garden area

Trail

Property line

2. Goals and Metrics

Restoration Goals

- Prevent spread of targeted invasive species across all management area, beginning with high-priority units and working out to lower quality areas.
    - Targeted invasive species include Privet, Invasive Honeysuckles, Roundleaf bittersweet, Japanese Barberry, Multi-flora rose, Garlic Mustard, Dame's rocket, Lily of the Valley and Callery pear.
    - Additional invasive species may be identified and included into restoration plans as needed.
- Protect and/ or reestablish oak (Quercus spp.) and hickory (Carya spp.) species that have historically been documented on the property but have been outcompeted, shaded, or girdled by invasive shrubs and vines.
- Reestablish a native, multi-layered forest structure (canopy, subcanopy, shrub, herbaceous) through a combination of targeted management, native plant reestablishment, and planting.
- Continue to build a monitoring dataset (photo points and management plots) to guide the management plan.
- Engage volunteers and regional partners to build both capacity and community support.

Community Goals

- Long-term management of the green space is a project embraced by the community and is sustained with community volunteers, with continued direction from GSR and CISMA.
- Green space is used as a living classroom and a service opportunity by teachers and students at Romeo Middle School.
- St. Paul's Episcopal congregation puts into action God's call to be good stewards of the planet and the principles of the Episcopal Creation Care initiative. https://www.episcopalchurch.org/who-we-are/ministries/creation-care/
- St. Paul's Episcopal welcomes the community to stroll the grounds, pray in the meditation garden and discover God in nature.
- If St. Paul's Episcopal decides to re-establish the community garden, support its development and help promote within the community.

3. Partners, Roles and Contacts

Primary Partners

- St. Paul's Episcopal Church – property owner
  - Rector Chas Kipp – 248-633-4546, rector@stpaulsromeo.org
  - Ellie Stryker / project liaison - (586) 453-3982, elliestryker22@gmail.com
- Green Space Romeo – lead community partner
  - Donna Folland / chair - 248-736-1649, greenspaceromeo@gmail.com
- Lake St. Clair CISMA – lead science and technical partner
  - Amanda Ruffini / director - (989) 326-1413, aruffini@sixriversrlc.org

Collaborating Partners

- Macomb County Master Gardeners – shares workday information with master gardeners, grants available
  - Dave Putt - dputt5@yahoo.com
- Michigoat – contractor, goat farm that provides goats for conservation projects
  - Jessica Scavo - mymichigoat@gmail.com
- Romeo and Juliet Garden Club – shares workday information and project updates with members at monthly meetings, funding available
  - Elizabeth Miller - emillerromeo@gmail.com
- Romeo Area Optimists Club – shares workday information and project updates with members at bi-weekly meetings, funding available
  - Dave Putt - dputt5@yahoo.com
- Romeo Middle School (RMS) – engaged with Green Space Romeo through the Romeo Middle School Academy
  - Jennifer Raicevich, RMS Academy Coach - jennifer.raicevich@romeok12.org

4. Budget Forecast

Agency	Item	Resource	Year 1 2026	Year 2 2027	Year 3 2028	Year 4 2029	Year 5 2030
CISMA	Staff time	Six Rivers	in-kind	in-kind	in-kind	in-kind	in-kind
CISMA	Supplies and tools	DNR grant	in-kind	in-kind	in-kind	in-kind	in-kind
CISMA	Volunteer hours	Workdays	in-kind	in-kind	in-kind	in-kind	in-kind
GSR	Volunteer hours	Workdays	in-kind	in-kind	in-kind	in-kind	in-kind
GSR	Printing & supplies	GSR general fund	$500	$1,000	$1,000	$1,000	$1,000
GSR	Field supplies	GSR general fund		$500	$500	$500	$500
GSR	Liability insurance	GSR general fund	$500	$500	$500	$500	$500
GSR	Supplies and tools	Optimists grant	$500				
GSR	Contracted forestry	Four County grant		$10,000			
CISMA	Native trees and shrubs	Macomb County	in-kind	in-kind	in-kind	in-kind	in-kind
GSR	Native seeds and plugs	Garden Club grant		$3,000			
GSR	Native seeds and plugs	WAM / Master Gardener			$3,000	$3,000	$3,000
GSR	Goat management	GSR fundraising/ Episcopal Church grant	$2,400	$5,000	$3,000	$3,000	$3,000
		Preliminary total	$3,900	$20,000	$8,000	$8,000	$8,000

Grant Notes

- Optimists - no formal grant program or due date; based on available funds
- Romeo and Juliet Garden Club grants – no formal grant program or due date; based on available funds
- Four County Community Foundation - due January 1, April 1, July 1, October 1
- Master Gardeners - due March 15; limit - $250
- Wildflower Association of Michigan (WAM) - due December1; limit - $1,250
- Episcopal Church Creation Care - $5,000 requested by St. Paul’s for goats in 2027

5. Historical Baseline Conditions

- St. Paul's Episcopal Church is sited on what used to be classified as a dry-mesic southern forest based on the Michigan Natural Features Inventory's *Vegetation Circa 1800*.
  - Dry-mesic southern forests are categorized as:
    - A fire-dependent, oak or oak-hickory forest type
    - Soils are sandy loam to loam, and slightly acidic to neutral
    - Moderate and balanced amount of moisture exists
    - Canopy layer generally dominated by White and Black oak, with red oak, hickories, maples, black cherry and sassafras as codominant species
- In fire-suppressed systems, as currently experienced on the site, mesophytic trees and shrubs will often dominate the subcanopy and shrub layers





6. Present Baseline Conditions

- Based on visits to the site, several observations have been made:
  - There is a limited number of oaks and hickories within the forest. Sweetgum, Black cherry, and Black walnut have become the dominate species for the canopy layer.
  - Invasive shrubs have aggressively established in the subcanopy, including Privet and Honeysuckle, with woody vines densely growing on trees.
  - Invasive Garlic mustard, Lesser celandine, and Lily of valley are widely established are crowding out the native herbaceous layer.
- Soil layer remains sandy loam – to loam, with no flooding conditions observed.
- There is evidence of fire suppression in forest community.
- A trail system has been established through the forest, beginning at the front of the property and winds through the back and out the side onto manicured lawn. Trail system at the time, was apparent with overgrowth occurring throughout the summer.
- Several rock gardens were previously created throughout trail system and will require a combination of removal and maintenance.






Above: Photos taken March 2026

7. Identification & Control Reference

The table below summarizes industry standard, best management practices for each target species. Herbicide rates are based on extension guides and current research but should be confirmed against the chosen product label to ensure all restrictions are followed. The product label direction is the legal standard.

A. Priority Invasive Species

Species	Life form	Optimal treatment window	Primary control method
Privet (Ligustrum spp.)	Shrub	Cut-stump: fall–winter (dormant season). Foliar: early spring or fall, after natives senesce.	Cut-stump with 20–25% triclopyr or 25% glyphosate (basal ester in bark oil for basal bark); foliar spray 2–3% glyphosate/triclopyr on regrowth.
Bush honeysuckle (Lonicera spp.)	Shrub	Cut-stump: fall–winter. Foliar: early spring (leafs out before natives) or late fall.	Cut-stump herbicide application within minutes of cutting; foliar spray on seedlings/resprouts when native canopy is dormant.
Callery/Bradford pear (Pyrus calleryana)	Tree/shrub	Cut-stump or hack-and-squirt: any time except spring sap flow. Basal bark: fall–winter.	Cut-stump or basal bark with triclopyr ester in oil carrier; girdle/hack-and-squirt for larger trees; do NOT mow mature stands (root sprouting).
Roundleaf bittersweet (Celastrus orbiculatus)	Woody vine	Cut-stump: May–March (avoid spring sap flow). Foliar: after full leaf-out, before frost.	Cut climbing vines at chest height and near root collar; treat both cut surfaces with 75–100% glyphosate; foliar spray for ground-layer patches.
Dame's rocket (Hesperis matronalis)	Biennial/ perennial forb	Hand-pull or treat basal rosettes in fall and again in early spring before bolting.	Hand-pull before seed set (bag flowering stems); spot foliar herbicide on rosettes in fall/late winter for dense patches.
Garlic mustard (Alliaria petiolata)	Biennial forb	Hand-pull April–May before flowering; treat basal rosettes in fall and late winter; cut flowering stalks at ground level as a fallback.	Hand-pulling of satellite populations; low-cut string-trimming or mowing of core stands at flowering; spot foliar herbicide on rosettes where infestation is too dense to pull.
Lesser Celandine (Ficaria verna)	Perennial forb	Mechanical removal February - April	Mechanical removal through trowel or shovel, ensuring all plant parts (roots, tubers, stem or flower parts) are bagged as any remaining parts can cause the plant to resprout.

> *When following an adaptive management framework and Integrated Pest Management practices, an order of sequences may occur for several of the target species: prioritize population spread through seed/fruit prevention (hand-pulling or seed cutting) first, then move to targeted herbicide treatments (foliar spray, cut-stump, etc) during the optimal treatment window to prevent non-target exposure or risk.*

B. Additional Species Control – Poison Ivy

Species	Life form	Optimal treatment window	Primary control method
Poison Ivy (Toxicodendron radicans)	Herbaceous/ Woody	Foliar Spray; Mid-summer, before the end of August Or Mowing; throughout growing season	Foliar spray leaves with Triclopyr at 3% - 5%. A second application roughly 3 weeks apart must be conducted. For persistent plants, a spot treatment can be applied in Spring (late April – early May). Poison ivy can be managed through active mowing. Mowing should be done bi-weekly to ensure substantial growth occurs.

> *Poison Ivy, a native plant in Michigan, thrives in woodlands, forest edges and backyards. While this plant is naturally occurring in our communities, it can pose a risk to the general public due to the Urushiol oil it produces. This oil, when it comes into contact with skin, can produce a red, itchy or blistering skin rash. Managing this native plant along the trail system can prevent accidental contact and allow for trail users to safety navigate the trails.*
>
> **Important Note - Never burn poison ivy, as airborne urushiol smoke can cause severe lung damage and rashes.*

8. Approved Plant List

Narrative.

A. Woody Species

Species	Life form		

Narrative

B. Grasses and Wildflowers

Species	Life form		
Seed mix			

Narrative

9. Five-Year Phased Work Plan

The plan below takes into consideration the target species during different treatment windows, priority areas based on desired outcomes and easily accessible and treated areas. This will also take into consideration stewardship volunteer opportunities and staffing available of certified pesticide applicators.

	Type	Priority Actions	Year 1 2026	Year 2 2027	Year 3 2028	Year 4 2029	Year 5 2030
Winter (Jan-Mar)	Admin	Review & planning					
	Assessment	Assessment & monitoring					
	Woody invasives	Forestry mowing					
		Winter mowing					
		Cut stump treatments					
	Herbaceous invasives						
	Native trees & shrubs						
	Native plants	Plant seed					
	Trails						
Spring (Apr-May)	Assessment	Assessment & monitoring					
	Woody invasives	Hand cut & pull regrowth					
		Goat management of regrowth					
	Herbaceous invasives	Hand pull					
	Native trees & shrubs						
	Native plants	Mow new growth					
	Trails	Mow trails					
Summer (Jun-Aug)	Assessment	Assessment & monitoring					
	Woody invasives	Cutting & removal					
	Herbaceous invasives	Hand pull					
	Native trees & shrubs						
	Native plants	Plant plugs					
		Weed & mulch					
	Trails	Mow trails					
		Treat Poison ivy					
Fall (Sep-Dec)	Assessment	Assessment & monitoring					
	Woody invasives	Cutting & removal					
		Cut stump treatments					
		Goat management in new areas					
	Herbaceous invasives	Treat rosettes					
	Native trees & shrubs	Plant trees & shrubs					
	Native plants						
	Trails	Mow trails					

A. Year 1 – 2026

Narrative on goals/focus/actions for year.

Season	Priority actions	Target species / notes
Late Winter (Jan–Mar)	Conduct baseline inventory: map infestation density and canopy gaps by GPS/GIS; photo-point stations established; identify high-quality remnant oak-hickory patches to protect first.	All species — establish monitoring baseline.
Spring (Apr–May)	Hand-pull Garlic mustard and Dame's rocket in highest-quality, most accessible areas before seed set; bag and remove seed heads. Dig up Lesser celandine clusters in its entirety and bag.	Garlic mustard, Dame's rocket, Lesser celandine
	Begin trail maintenance through mowing	Trail Maintenance
Summer (Jun–Aug)	Begin canopy-gap assessment and light-availability mapping to plan future native plantings; spot-treat any bittersweet or privet resprouts from prior cutting.	Bittersweet, Privet
	Treat Poison Ivy along trail system. Second treatment will be conducted roughly 3 weeks later.	Poison Ivy
Fall–Winter (Sep–Dec)	Initiate first-pass woody removal: cut-stump/basal-bark treat privet, honeysuckle, and Callery pear in Priority Zone 1 (highest-quality remnant, easiest access). Cut and treat bittersweet vines at root collar.	Privet, Honeysuckle, Callery pear, Bittersweet
	Treat garlic mustard/dame's rocket rosettes.	

B. Year 2 – 2027

Narrative on goals/focus/actions for year.

Season	Priority actions	Target species / notes
Late Winter (Jan–Mar)	Continue woody invasive species removal through cut-stump treatments.	Privet, Honeysuckle, Callery pear, Bittersweet, Garlic mustard, Dame's rocket
	Conduct Photo Monitoring through photo points	Photo Monitoring
Spring (Apr–May)	Hand-pull Garlic mustard and Dame's rocket in highest-quality, most accessible areas before seed set; bag and remove seed heads. Dig up Lesser celandine clusters in its entirety and bag.	Garlic mustard, Dame's rocket, Lesser celandine
	Conduct Biological Assessment and compared to established baseline for Year 1	Biological Assessment
	Begin trail maintenance through mowing	Trail Maintenance
Summer (Jun–Aug)	Treat Poison Ivy along trail system. Second treatment will be conducted roughly 3 weeks later.	Poison Ivy
	Conduct Photo Monitoring through photo points	Photo Monitoring
	Continue Biological Assessment	Biological Assessment
Fall–Winter (Sep–Dec)	Continue woody invasive species removal through cut-stump treatments.	Privet, Honeysuckle, Callery pear, Bittersweet
	Conduct Photo Monitoring through photo points	Photo Monitoring

C. Year 3 – 2028

Narrative on goals/focus/actions for year.

Season	Priority actions	Target species / notes
Late Winter (Jan–Mar)	Continue woody invasive species removal through cut-stump treatments.	Privet, Honeysuckle, Callery pear, Bittersweet
	Conduct Photo Monitoring through photo points	Photo Monitoring
	Begin looking into seeding and planting options	Seed and Tree Considerations
Spring (Apr–May)	Hand-pull Garlic mustard and Dame's rocket in highest-quality, most accessible areas before seed set; bag and remove seed heads.	Garlic mustard, Dame's rocket
	Dig up Lesser celandine clusters in its entirety and bag.	Lesser celandine
	Conduct Biological Assessment and compared to established baseline for Year 1	Biological Assessment
	Begin trail maintenance through mowing	Trail Maintenance
Summer (Jun–Aug)	Treat Poison Ivy along trail system. Second treatment will be conducted roughly 3 weeks later.	Poison Ivy
	Conduct Photo Monitoring through photo points	Photo Monitoring
	Continue Biological Assessment	Biological Assessment
Fall–Winter (Sep–Dec)	Continue woody invasive species removal through cut-stump treatments. Conduct Photo Monitoring through photo points	Privet, Honeysuckle, Callery pear, Bittersweet, Photo Monitoring

D. Year 4 – 2029

Narrative on goals/focus/actions for year.

Season	Priority actions	Target species / notes
Late Winter (Jan–Mar)		
Spring (Apr–May)		
Summer (Jun–Aug)		
Fall–Winter (Sep–Dec)		

E. Year 5 – 2030

Narrative on goals/focus/actions for year.

Season	Priority actions	Target species / notes
Late Winter (Jan–Mar)		
Spring (Apr–May)		
Summer (Jun–Aug)		
Fall–Winter (Sep–Dec)		

10. Debris Management Plan

Narrative

Table

11. Community Engagement Plan

Narrative

Table

12. Workday Safety Protocol

Appendix A. Management Plan Approvals

Sign off from St. Paul's, GSR and CISMA. Renewed annually.

Appendix B. Access Agreement