



Environment and Natural Resources Trust Fund

M.L. 2024 Approved Work Plan

General Information

ID Number: 2024-100

Staff Lead: Lisa Bigaouette

Date this document submitted to LCCMR: June 10, 2024

Project Title: Outdoor Pathways to Environmental Education, Recreation, and Careers

Project Budget: \$1,500,000

Project Manager Information

Name: Meg Krueger

Organization: Wilderness Inquiry

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Project Reporting

Date Work Plan Approved by LCCMR: June 20, 2024

Reporting Schedule: June 1 / December 1 of each year.

Project Completion: June 30, 2027

Final Report Due Date: August 14, 2027

Legal Information

Legal Citation: M.L. 2024, Chp. 83, Sec. 2, Subd. 05j

Appropriation Language: \$1,500,000 the second year is from the trust fund to the commissioner of natural resources for an agreement with Wilderness Inquiry to promote equity in access to outdoor activities, places, and careers by providing Minnesotans with a continuum of outdoor experiences from the backyard to the backcountry, implementing environmental education curriculum for youth, and delivering professional development workshops for educators.

Appropriation End Date: June 30, 2027

Narrative

Project Summary: Wilderness Inquiry engages 20,000 Minnesotans through outdoor adventures, promoting equity in access to outdoor activities, places, and careers and supporting stewardship and conservation values for current and future generations.

Describe the opportunity or problem your proposal seeks to address. Include any relevant background information.

Our youngest generation is less connected to the natural world than any previous generation. Children in the U.S. spend 4-7 minutes a day playing outside and over 7 hours a day in front of a screen. At the same time, researchers report that outdoor learning improves student performance, increases participation in science learning, strengthens attention, and positively impacts STEM career motivation.

Through this project, Wilderness Inquiry will:

Connect youth and families to outdoor activities that teach about stewardship, conservation, and outdoor career pathways.

Equip youth with tools to be future stewards of Minnesota's natural resources and problem solvers in addressing climate challenges.

Build social-emotional capacities in youth through activities focused on outdoor recreation and education.

Additionally, according to a report in The Lancet measuring climate anxiety in youth, 84% of respondents were at least moderately worried about climate change and 59% were very or extremely worried. Of respondents, 50% reported feeling: sad, anxious, angry, powerless, and helpless.

Experiences in nature increase confidence, improve social-emotional capacities, and facilitate deep and meaningful connections to self, community, and our environment. Wilderness Inquiry seeks to support equitable access to the outdoors while empowering climate stewardship and developing social-emotional and skill-building capacities in youth.

What is your proposed solution to the problem or opportunity discussed above? Introduce us to the work you are seeking funding to do. You will be asked to expand on this proposed solution in Activities & Milestones.

As a signatory of the Minnesota Children's Outdoor Bill of Rights, Wilderness Inquiry believes that youth have the inherent right to outdoor experiences that promote physical, social-emotional, and academic wellbeing. Unfortunately, many youth face barriers to participating in outdoor activities, specifically youth from communities historically and currently underrepresented in the outdoors.

Through this project, Wilderness Inquiry will engage 20,000 Minnesotans through a continuum of outdoor experiences that lead to positive engagement and behavior outcomes, instill stewardship ethics, and inspire interest in outdoor careers. Through this increased engagement, our youngest generation of Minnesotans will become more empowered to address the challenges ahead, including actions to mitigate biodiversity loss and climate change. ENRTF funding will support the development and expansion of programs including: day and virtual adventures through Canoemobile that connect youth to waterways and public lands in every region of Minnesota; nearby-nature experiences that provide a gateway for youth and families to experience state parks or an overnight camping experience; extended trips for youth, adults, and families to connect in inclusive, shared experiences in parks and wilderness areas; pathways to careers through fellowship opportunities and engagement with industry professionals; and implementation of STEM-based and climate-education curriculum (including Project WET/WILD).

What are the specific project outcomes as they relate to the public purpose of protection, conservation, preservation, and enhancement of the state's natural resources?

Success includes increasing the knowledge and skills of youth to cultivate sustainable lifestyles and fostering connections to Minnesota's natural environment.

This project will support:

Placed-based, outdoor experiences for 20,000 Minnesotans.

Broad-based partnerships with schools, government partners, faith-based organizations, and nonprofits.

Engaging diverse and changing demographics – of Wilderness Inquiry participants, 12% identify as having a disability, 48% identify as BIPOC, and 74% receive financial aid.

Building a lasting and action-based conservation ethic through training on wilderness ethics (Leave No Trace, Project WET/WILD) and recreation-based opportunities for youth and families that build tangible skills and increase social-emotional learning capacities.

Project Location

What is the best scale for describing where your work will take place?

Statewide

What is the best scale to describe the area impacted by your work?

Statewide

When will the work impact occur?

During the Project and In the Future

Activities and Milestones

Activity 1: Program Development: Develop and Enhance Outdoor Recreation and Education Programming to Effectively Engage Participants in a Progression of Nature-based Experiences

Activity Budget: \$249,545

Activity Description:

Build capacity to grow and sustain the program including hiring and training seasonal Outdoor Leaders to guide groups and deliver educational content, acquire new boats and trailers for programming, and develop professional development curriculum for educators to integrate nature-based learning modules into their existing lessons.

Tasks/Objectives/Outcomes:

Develop educational curriculum focused on environmental education, stewardship, STEM-learning, and climate-education (e.g., Project Wet/Wild).

Develop and implement Professional Development training for educators to learn how to build in nature-based, STEM learning modules with their existing curricula.

Build capacity necessary to successfully implement programs at scale. This includes:

Acquiring new canoes and a trailer for increased programming

Further developing partnerships with schools across Minnesota

Recruiting, hiring, and training seasonal staff (Outdoor Leader) positions every year

Activity Milestones:

Description	Approximate Completion Date
Develop outreach to 10 Minnesota communities with a high opportunity gap in outdoor program participation.	December 31, 2024
Order six (6) tandem canoes and one (1) single axle canoe trailer for increased programming.	June 30, 2025
Develop and refine environmental education curriculum focusing on environmental stewardship, STEM-learning, climate-education, and career pathways.	June 30, 2025
Develop and refine staff training modules focused on outdoor recreation, wilderness safety, and environmental education.	December 31, 2025
Develop content for professional development workshops to integrate STEM and nature-based learning into existing curriculum.	December 31, 2025
Hire and train Outdoor Leaders to deliver outdoor recreation and education programming statewide. Reported biannually.	June 30, 2027

Activity 2: Program Delivery: 20,000 Minnesotans Experience a Progression Nature-Based Adventures in Their Backyards and the Backcountry

Activity Budget: \$1,164,091

Activity Description:

The Outdoor Pathways project will engage 20,000 Minnesotans across a continuum of backyard to backcountry outdoor experiences that build community in the natural world by breaking down barriers to outdoor education, recreation, and careers. This activity includes a range of experience offerings including introductory day programs, multi-day and overnight extended adventures across a variety of Minnesota outdoor spaces, and skill-building and leadership development opportunities for outdoor careers.

Tasks/Objectives/Outcomes:

Engage 20,000 youth and families in place-based programs demonstrated to promote positive physical, social-

emotional, and academic outcomes.

Of the 20,000 youth and families:

- 19,000 will participate in introductory day experiences in parks and waterways close to their homes.
- 800 individuals will camp overnight in near-nature and backcountry locations.
- 200 youth and young people will receive training relevant to outdoor career pathways.
- 75 teachers and educators will participate in professional development workshops to integrate STEM and nature-based learning into classroom curriculum.

Students gain virtual learning opportunities through Virtual Explorers programs and then join in-person outdoor activities days with their classrooms.

Due to variability in group size on our trips, the milestones reflect an average of anticipated day trips and number participants.

Activity Milestones:

Description	Approximate Completion Date
5,220 participants served / 90 day trips planned and executed in the 2024 season.	December 31, 2024
Engage 30 schools and/or organizations from Minnesota communities with a high opportunity gap.	June 30, 2025
6,670 participants served / 115 day trips planned and executed in the 2025 season.	December 31, 2025
Engage students in online, virtual learning in classrooms with the opportunity to join in-person programming.	June 30, 2026
6,670 participants served / 115 day trips planned and executed in the 2026 season.	December 31, 2026
75 educators participate in professional development workshops to integrate STEM and nature-based learning into curriculum.	December 31, 2026
19,000 individuals participate in day trips and educational programs through day programs. Reported bi-annually.	June 30, 2027
800 individuals participate in overnight camping trips for groups and families. Reported bi-annually.	June 30, 2027
200 youth and young adults participate in outdoor career pathways programming and training. Reported bi-annually.	June 30, 2027

Activity 3: Program Quality, Evaluation, and Dissemination: Programming Outcomes are Evaluated and Communications Developed to Share Program Impact

Activity Budget: \$86,364

Activity Description:

Wilderness Inquiry will annually evaluate and disseminate the results of this project. Activity 3 includes milestones for evaluation and dissemination needed to support successful delivery of the project.

Tasks/Objectives/Outcomes:

Measure the impact of programs on personal development and social-emotional learning (SEL) capacities among participants. Strong SEL capacities are foundational to youth experiencing positive wellbeing and academic outcomes. Wilderness Inquiry has four measurable program goals: 1) to build positive connections between participants and trusted adult leaders; 2) to increase connections between participants and the natural world; 3) to help participants connect with their inner selves; and 4) to provide stronger connection to community.

Measure the impact of the program on teachers and educators who report positive outcomes after programming. Wilderness Inquiry disseminates annual project results through Annual Reports, blogs and on website, using social media accounts, through direct communications with our audiences, and via media releases in communities statewide.

Activity Milestones:

Description	Approximate Completion Date
Evaluation results show 70+% of participants reporting positive outcomes after programming. Reported bi-annually.	December 31, 2024
70+% of educators participating in teacher PD report positive outcomes after programming. Reported bi-annually.	June 30, 2027
70+% of educators report positive outcomes after programming. Reported bi-annually.	June 30, 2027
Project results disseminated through Wilderness Inquiry platforms and communications. Reported annually.	June 30, 2027

Project Partners and Collaborators

Name	Organization	Role	Receiving Funds
Educators, teachers, and principals	Minnesota School Districts	Minnesota school districts, principals, and educators are key program partners who: coordinate programs; recruit participants; share important details with students, parents, and families; attend programs as trip chaperones; and participate in WI professional development workshops.	No
Dan Dressler	USDA Forest Service	USFS supports program implementation in national forests and USFS-managed lands across MN, connection to stewardship education and hands-on conservation opportunities, and pathways to outdoor careers.	No
Tucker Blythe	National Park Service - Mississippi National Rivers & Recreation Area	NPS provides in-kind support of staff time for curriculum development and program implementation along the Mississippi National River and Recreation Area across programming sites.	No
Maggie Lorenz	Lower Phalen Creek Project	Indigenous-led program partner to co-develop programs and curriculum, integrating teaching on Traditional Ecological Knowledge with Western Scientific Knowledge. Collaborative programming includes environmental stewardship and building connections to nature, culture, and self.	No
Cathy Jordan, Ph.D.	Children & Nature Network and University of Minnesota - Institute on the Environment	Will provide guidance on professional development for educators and teachers. Also serves as a primary research partner to increase integration of existing STEM and nature-based learning into curriculum. Will support program evaluation framework for this project.	No

Dissemination

Describe your plans for dissemination, presentation, documentation, or sharing of data, results, samples, physical collections, and other products and how they will follow ENRTF Acknowledgement Requirements and Guidelines.

Through the hands-on learning experiences of the Outdoor Pathways to Environmental Education, Recreation, and Careers, we are equipping the next generation with the tools, information, and opportunities for lifelong understanding, engagement, and action on behalf of Minnesota’s environment and natural resources.

WI utilizes both internal and external evaluation methods to measure our success and program impact. In addition to our internal staff, we work with teams mentioned above including Wilder Research Foundation and HelloInsight. We involve our board, staff, community members, and consultants in designing, implementing, and analyzing evaluations and research.

We publish evaluations and results on our website, through print and social media (including Annual Reports, direct communications with educators, and others), conduct briefings, present at conferences, and disseminate results in other manners. In addition, we share evaluations and quantitative results with our funders, board of directors, staff, and community members. Ongoing impact stories and news articles are posted and shared on our website. The Environment and Natural Resources Trust Fund will be acknowledged through use of the Trust Fund logo or attribution language on project print and electronic media, publications, signage, and other communications.

Long-Term Implementation and Funding

Describe how the results will be implemented and how any ongoing effort will be funded. If not already addressed as part of the project, how will findings, results, and products developed be implemented after project completion? If additional work is needed, how will this work be funded?

Wilderness Inquiry maintains a diversified budget, wherein funding from state government sources is matched 4:1 by other contributed and earned revenue. Additional funding includes earned revenue from trip sales (unique to Wilderness Inquiry's model), corporate and foundation support, individual contributions, and proceeds from endowments we maintain with JP Morgan Private Bank. Matching (in-kind) contributions to this project include costs associated with planning, delivery, and administrative and other investments needed to successfully deliver on programming. We will continue to develop these contributed and earned sources of revenue to sustain the impacts of this work beyond the life of this project.

Other ENRTF Appropriations Awarded in the Last Six Years

Name	Appropriation	Amount Awarded
Urban Environmental Education Engaging Students in Local Resources	M.L. 2014, Chp. 226, Sec. 2, Subd. 09c	\$1,093,000
Connecting Youth to Minnesota Waterways through Outdoor Classrooms	M.L. 2017, Chp. 96, Sec. 2, Subd. 05a	\$1,200,000
Minnesota Freshwater Quest: Environmental Education On State Waterways	M.L. 2021, First Special Session, Chp. 6, Art. 5, Sec. 2, Subd. 05b	\$500,000
Minnesota Freshwater Quest: Environmental Education For 15000 Youth	M.L. 2021, First Special Session, Chp. 6, Art. 6, Sec. 2, Subd. 05c	\$699,000

Budget Summary

Category / Name	Subcategory or Type	Description	Purpose	Gen. Ineligible	% Benefits	# FTE	Classified Staff?	\$ Amount
Personnel								
Outdoor Leaders (multiple personnel)		Serve as trip guides and leaders of on-the-ground program delivery and direct-service work with youth and families.			0%	12		\$450,000
Part-time warehouse staff (multiple personnel)		Warehouse and logistical support, trip pack-in and pack-out, canoe and inventory maintenance and repairs, evaluation data entry.			0%	0.6		\$25,500
Operations Coordinator		Coordinates operational aspects of project, including gear and equipment maintenance, warehouse coordination, and trip logistics.			0%	1.5		\$77,273
Outreach Program Coordinator		Coordinates partnerships with organizations and individuals - including outreach to core audiences served by this project.			0%	0.9		\$46,364
Youth Program Coordinator		Coordinates program logistics and supports program delivery statewide. Responsible for administering curriculum and evaluations.			0%	1.5		\$77,273
Program Manager		Manages implementation and delivery of programs and relationships/partnerships with educators and youth and families statewide.			0%	1.8		\$129,818
Program Director		Oversees all aspects of operations and program development, implementation, and delivery for Wilderness Inquiry.			0%	1.5		\$162,272
Staffing Manager		Manages recruitment, hiring, training, and supervision of seasonal staff (Outdoor Leaders) responsible for program delivery.			0%	1.2		\$92,727
Finance and Administration Coordinator		Coordinates payroll, collective of expenses and invoices, billing, and finance database needs.			0%	0.75		\$39,406
Full-time Outdoor Leader		Supports LCCMR program development, Outdoor Leader training, and on-site programming.			0%	3		\$126,000
Extended Trip Program Coordinator		Coordinates campsite permits and reservations, supports with curriculum development and account management.			0%	0.63		\$32,454

							Sub Total	\$1,259,087
Contracts and Services								
TBD	Professional or Technical Service Contract	Contract for project evaluation to demonstrate success of implementation of the project throughout the state. Contracts selected through a competitive bidding process.				0.6		\$40,000
							Sub Total	\$40,000
Equipment, Tools, and Supplies								
	Tools and Supplies	Programmatic equipment and educational supplies: water safety gear replacement, camping gear replacement, first aid supplies, adaptive gear, STEM activity supplies and water quality testing materials, Project WET/WILD materials (\$12,000/year x 3 years = \$36,000).	Materials and supplies to conduct environmental education programming with youth.					\$36,000
	Equipment	Equipment and vehicle maintenance and repair - this program primarily utilizes existing equipment such as 10-person North canoes, vans, and trailers, however these require annual maintenance and repair to use safely across the state. (\$15,000/year x 3 years = \$45,000).	Maintenance needed to keep equipment safe for direct environmental education programming with youth.					\$45,000
	Equipment	6 Kevlar tandem canoes (\$2,000/canoe x 6 canoes = \$12,000)	Tandem canoes are essential to deliver extended program opportunities statewide, so that youth and families who don't otherwise have access to canoes and recreational gear can participate in place-based educational programming.					\$12,000
							Sub Total	\$93,000
Capital Expenditures								
		1 single-axle tree trailer to carry and transport tandem canoes (1 trailer x \$15,000)	Remackel Trailers based in Minnesota has created a specialized trailer to safely haul six of our tandem canoes at a time.	X				\$15,000

							Sub Total	\$15,000
Acquisitions and Stewardship								
							Sub Total	-
Travel In Minnesota								
	Other	Student transportation and busing	When needed, and in order to make programming accessible to youth from low-income backgrounds, Wilderness Inquiry assists with student buses to program locations near the school. (\$300/day x 50 events = \$15,000).					\$15,000
	Miles/ Meals/ Lodging	Transportation for Wilderness Inquiry staff to deliver environmental education events across the state via van with trailer and boats (205 day/local events x avg. 50 miles round trip x .58 = \$7,250; 45 greater MN evts = 9 tours // 1500 miles round-trip/tour x 9 tours x .58 = \$7,830; 75 overnight/extended trips x avg. 200 miles round-trip x \$0.58 = \$8,700).	In order to deliver environmental education programming, Wilderness Inquiry staff must travel across the state (with boats and equipment) in order to reach students in the communities where they live.					\$22,500
	Miles/ Meals/ Lodging	Food for participants on events - includes food during day programming for youth and meals on extended/overnight trips for youth and families (600 participants x 4 days x \$10/day per pax = \$24,000); Day: (19,400 pax x \$.50/pax = \$9,700)	In order to make our programs accessible, funding supports costs associated with purchase of food for program participants during day and extended trips.					\$33,700
							Sub Total	\$71,200
Travel Outside Minnesota								
							Sub Total	-
Printing and Publication								
							Sub Total	-
Other Expenses								
		Program reservations and rentals (permits, campsite and shelter reservations, biff rentals, etc.)	In order to conduct programming in state and national parks and on					\$21,713

			public lands, we purchase permits and reservations for campsites. Additionally, during large day programs and when needed for groups, we will provide portable toilets to make programming accessible.					
							Sub Total	\$21,713
							Grand Total	\$1,500,000

Classified Staff or Generally Ineligible Expenses

Category/Name	Subcategory or Type	Description	Justification Ineligible Expense or Classified Staff Request
<p>Capital Expenditures</p>		<p>1 single-axle tree trailer to carry and transport tandem canoes (1 trailer x \$15,000)</p>	<p>This trailer is essential to safely transport canoes to program locations statewide, so that youth and families who don't otherwise have access to canoes and recreational gear can participate in place-based educational programming.</p> <p>Additional Explanation : As canoes and human-powered watercraft are the foundational tool of Wilderness Inquiry programs, the need to transport them to site locations is necessary in order to deliver programming. A tree trailer purchased with ENRTF funds will be used for the entirety of its lifespans to connect Minnesota youth to place-based educational opportunities in the outdoors.</p>

Non ENRTF Funds

Category	Specific Source	Use	Status	\$ Amount
State				
			State Sub Total	-
Non-State				
Cash	Carolyn Foundation	Funding specifically to connect Minneapolis youth to a progression of immersive outdoor experiences. Supports overall LCCMR program goals to connect youth & families to environmental education programming.	Secured	\$22,000
Cash	H.B. Fuller	Funding specifically to connect Saint Paul youth to a progression of immersive outdoor experiences. Supports overall LCCMR program goals to connect youth & families to environmental education programming.	Secured	\$5,000
Cash	Linsmayer Foundation	Funding specifically to connect Minneapolis youth to a progression of immersive outdoor experiences. Supports overall LCCMR program goals to connect youth & families to environmental education programming.	Secured	\$25,000
In-Kind	National Park Service	NPS provides program staff and Rangers in-kind to support programs, deliver educational materials, and guide students through place-based environmental education lessons on the Mississippi River.	Secured	\$60,000
In-Kind	USDA Forest Service (USFS)	USFS provides program staff in-kind to support programs, deliver educational and career pathway content, and guide students through place-based environmental education lessons in Forest Service-managed areas statewide.	Secured	\$15,000
In-Kind	Wilderness Inquiry	Wilderness Inquiry will contribute the following in-kind support to this project: staff benefits; additional staff support including from the Executive Director, Business Operations Director, External Relations Director, and Executive Assistant; equipment and facilities; staff food and lodging; insurance; and vans for program transportation.	Secured	\$270,000
Cash	Minnesota Public School Districts	When able, school districts and schools contribute a small amount of fee for service funding to support Canoemobile programs in their community. Additionally, school districts and teachers contribute valuable time and resources to this project through staffing field trips/place-based programming, providing substitute teachers, recruiting and contacting students, and planning and prep time.	Pending	\$210,000
Cash	National Park Service	Funding specifically to connect Twin Cities youth to educational and recreational programming on the Mississippi River. Supports overall LCCMR program goals to connect youth to environmental education programming.	Secured	\$18,000

Cash	RBC Wealth Management	Funding specifically to connect Twin Cities youth to a progression of immersive outdoor experiences. Supports overall LCCMR program goals to connect youth & families to environmental education programming.	Secured	\$7,500
Cash	USDA Forest Service	Funding specifically to connect Minnesota youth in urban areas to a progression of immersive outdoor experiences. Supports overall LCCMR program goals to connect youth & families to environmental education programming.	Pending	\$150,000
			Non State Sub Total	\$782,500
			Funds Total	\$782,500

Attachments

Required Attachments

Visual Component

File: [b1dee930-8c3.pdf](#)

Alternate Text for Visual Component

Alt text for Visual Component:

Header: Outdoor Pathways to Environmental Education, Recreation, and Careers

Body: Program description and goals

Footer: Learn more at [wildernessinquiry.org](#)

Sidebar: Quote from program partner

Photos: Showing youth participating in Wilderness Inquiry programs

Image: Map of Minnesota communities served by Wilderness Inquiry...

Financial Capacity

File: [620d6e5d-e20.pdf](#)

Board Resolution or Letter

Title	File
Wilderness Inquiry Board Authorization for LCCMR application	727b4862-5f0.pdf

Supplemental Attachments

Capital Project Questionnaire, Budget Supplements, Support Letter, Photos, Media, Other

Title	File
Letter of Support for Wilderness Inquiry from NPS	ddbaf3a7-4d1.pdf

Difference between Proposal and Work Plan

Describe changes from Proposal to Work Plan Stage

May 2024 Workplan clarification: All personnel listed in the budget are funded with ENRTF dollars. Personnel time funded with ENRTF dollars will not be spent conducting work outside the state of Minnesota. The personnel time funded with ENRTF dollars is proportional to the personnel time funded through the WI operating budget.

Jan 2024 Workplan Updates: Revised activities and milestones

Aug 2023 Updates: Requested a change of status update schedule to reduce the pinch point of the June update coinciding with seasonal summer staff training.

Reduced Program Manager allocation and added Extended Trip Coordinator position to personnel tab. This change had no effect on the overall budget or personnel line item.

Additional Acknowledgements and Conditions:

The following are acknowledgements and conditions beyond those already included in the above workplan:

Do you understand and acknowledge the ENRTF repayment requirements if the use of capital equipment changes?

Yes

Do you agree travel expenses must follow the "Commissioner's Plan" promulgated by the Commissioner of Management of Budget or, for University of Minnesota projects, the University of Minnesota plan?

Yes, I agree to the Commissioner's Plan.

Does your project have potential for royalties, copyrights, patents, sale of products and assets, or revenue generation?

No

Do you understand and acknowledge IP and revenue-return and sharing requirements in 116P.10?

N/A

Do you wish to request reinvestment of any revenues into your project instead of returning revenue to the ENRTF?

N/A

Does your project include original, hypothesis-driven research?

No

Does the organization have a fiscal agent for this project?

No

Does your project include the pre-design, design, construction, or renovation of a building, trail, campground, or other fixed capital asset costing \$10,000 or more or large-scale stream or wetland restoration?

No

Do you propose using an appropriation from the Environment and Natural Resources Trust Fund to conduct a project that provides children's services (as defined in Minnesota Statutes section 299C.61 Subd.7 as "the provision of care, treatment, education, training, instruction, or recreation to children")?

Yes

Do you certify that background checks are performed for background check crimes, as defined in Minnesota Statutes, section 299C.61, Subd. 2, on all employees, contractors, and volunteers who have or may have access to a child to whom children's services are provided by your organization?

Yes