



# MINNESOTA WATERSHEDS

*Connecting People. Protecting Water.*

## 10-YEAR STRATEGIC PLAN

December 2, 2022

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### Abstract

This document defines Minnesota Watersheds' mission and vision for the future and identifies goals, objectives, strategies, and tactics.

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# MINNESOTA WATERSHEDS

## STRATEGIC PLAN GOALS AND OBJECTIVES

**MISSION:** To support and advocate for leaders in watershed management.

**VISION:** To establish excellence and innovation in all watershed-based organizations.

### GOALS AND OBJECTIVES:



Fortify the infrastructure of Minnesota Watersheds to ensure reliable delivery of services.

- Ensure Minnesota Watersheds governance and management are aligned with the Strategic Plan.
- Develop concentrated communication efforts.
- Empower Minnesota Watersheds to accomplish its goals and objectives.
- Invest in technological resources to accommodate access to information.
- Better utilize member and executive committees for healthy and sustainable Minnesota Watersheds' operations.



Build a watershed community that supports one another.

- Enhance member engagement through inclusivity.
- Grow membership.
- Expand participation at Minnesota Watersheds' events.
- Increase member involvement on committees and the Minnesota Watersheds Board of Directors to assure member needs are met.



Serve as a liaison to collaborate with statewide agencies and associations.

- Increase collaborative efforts between the Board of Water and Soil Resources and Minnesota Watersheds.
- Increase partnership activities with statewide entities.



Ensure strong legislative policies are in place for watershed management.

- Streamline the resolutions and legislative platform processes.
- Articulate clearly defined legislative policies so members and Minnesota Watersheds' representatives can accurately state our positions.
- Focus and prioritize lobbying efforts.
- Increase member engagement in the legislative process.



Enhance the skills of watershed district and watershed management organization boards.

- Provide guidance and direction for efficient and effective member board operations.

## Introduction

This document is intended to be a **long-range, 10-year Strategic Plan**. Each year the Strategic Plan Committee will make recommendations to the Minnesota Watersheds Board of Directors on the organization's top priorities. The Annual Work Plan for the Minnesota Watersheds Board of Directors will be developed based on the goals, objectives, strategies, and tactics described in this plan, as well as the day-to-day operations described in the Manual of Policy and Procedures. The Tactics Timetable will be developed based upon priorities determined by the Strategic Plan Committee and recommended to the Minnesota Watersheds Board of Directors as follows: ~~annual work plan for the Minnesota Watersheds Board of Directors;~~ two-year work plan for the Executive Director; ~~and five- and 10-year work plans~~ based on Strategic Plan Committee priorities and work accomplished. This process will be done to better ensure accomplishing the goals and setting expectations for member watershed districts, watershed management organizations, the Minnesota Watersheds Board of Directors, and the Executive Director.

## Definitions

Members – dues paying Watershed districts and Watershed management organizations

Non-members – Watershed districts and Watershed management organizations that have chosen not to pay dues

## Strategic Plan

### Mission

To support and advocate for leaders in watershed management.

### Vision

To establish excellence and innovation in all watershed-based organizations.

### Values

**Collaborate:** work with partners to enhance members' watershed management skills and initiatives.

**Efficient:** provide services to maximize effective science-based principles for watershed management.

**Support:** promote and assist members' efforts in watershed management.

**Member-driven:** seek and consider input to ensure the organization's decisions reflect members' voices.

**Transparent:** communicate information about the performance, financial position, and governance of the organization in an open and honest manner.

## Goals, Objectives, Strategies, and Tactics

Goal 1: Fortify the infrastructure of Minnesota Watersheds to ensure reliable delivery of services.

### Objectives, Strategies, and Tactics to Achieve Goal 1

1. Ensure Minnesota Watersheds' governance and management are aligned with the Strategic Plan.
  - Focus the organization's efforts on defined goals, strategies, objectives, and tactics.
    - i. Confirm, each month, that Board of Directors' actions reflect the Strategic Plan.
    - ii. If new issues arise that require significant resources, seek member support before pursuing.

- iii. Do not adopt major policies or expenditures without staff review and recommendations that consider pros and cons, alternatives, costs, and member perspectives.
2. Develop concentrated communication efforts.
  - Communication plan.
    - i. ~~Develop~~ Maintain the adopted communication plan that brings structure and consistency to all Minnesota Watersheds' communication efforts.
  - Newsletters.
    - i. Adhere to a consistent process for newsletter development and distribution, as well as a process for posting newsletters on the website.
    - ii. Ensure newsletters are distributed to members and non-members.
  - Minnesota Watersheds Board of Directors agendas and meeting packets.
    - i. Distribute agendas and meeting packets directly to each member organization ahead of each meeting and post agendas on the website.
3. Empower Minnesota Watersheds to accomplish its goals and objectives.
  - Sufficient staffing.
    - i. Invest in sufficient staff to complete identified strategies and tactics.
  - Suitable policies.
    - i. Set policies that ensure adequate funding for staffing and technological resources.
    - ii. Develop an annual work plan for the Minnesota Watersheds Board of Directors.
4. Invest in technological resources to accommodate access to information.
  - Robust website.
    - i. ~~Update~~ Maintain the website to be an up-to-date website that is a and complete resource for boards and administrators.
  - Efficient internal communication tool.
    - i. Work with Minnesota Association of Watershed Administrators to launch and house a platform for data sharing and networking.
    - ii. Transition electronic files to the cloud for reliable backup and document sharing among staff.
5. Better utilize member and executive committees for healthy and sustainable Minnesota Watersheds' operations.
  - Member committees.
    - i. Maintain four member committees: Awards, Events/Education, Legislative, and Resolutions/Policy.
    - ii. Adjust Support committee leadership ~~to of~~ one manager and one administrator who serve as co-chairs. Continue to populate ~~the committees~~ with one manager and one administrator from each region.
    - iii. Refine Review committee scopes of work annually.
    - iv. ~~Develop annual work plans for committees.~~
  - Executive committees.
    - i. ~~Form~~ Retain three executive committees: Governance, Personnel, and Finance.
    - ii. Governance Committee: Members include ~~one Minnesota Watersheds Board member from each region~~ the Minnesota Watersheds President, Vice President, Secretary, and except for the Personnel Committee, the Executive Director.
      1. ~~Combine the bylaws, Manual of Policy and Procedures, and Committee into one executive governance committee.~~ This committee would will handle minor day-to-day issues and make recommendations to the board of directors. When ~~major~~ reviews or revisions to the Bylaws, Manual of Policy and Procedures, and/or the Strategic Plan are

- warranted, ~~form the appropriate~~ member committee will meet, as defined above, to perform the assigned work.
- iii. Personnel Committee: Members include the Minnesota Watersheds President, Vice President, Secretary, and Treasurer.
  - iv. Finance Committee: Members include the President, Vice President, Secretary, Treasurer, and Executive Director.
    1. The Executive Finance Committee will prepare a budget, with the assistance of the member finance committee and the accountant, and make the annual recommendation to the board of directors ~~on~~ regarding dues. Form a member committee, as defined above, when major projects are warranted, such as proposing a new dues structure.
  - v. ~~Refine~~ Review committee scopes of work annually.
  - vi. ~~Develop annual work plans for committees.~~

Goal 2: Build a watershed community that supports one another.

Objectives, Strategies, and Tactics to Achieve Goal 2

1. Enhance member engagement through inclusivity.
  - ~~Change~~ Retain Minnesota Watersheds the name of the organization to accurately represent membership.
    - i. ~~Adopt Minnesota Watersheds as the new name of the organization.~~
2. Grow and sustain membership.
  - Develop and share membership benefits information.
  - Meet individually with members to understand their needs, address concerns, and strengthen the partnership with Minnesota Watersheds.
  - Meet individually with non-members to address concerns and increase the number of watershed districts and watershed management organizations as Minnesota Watersheds members.
    - i. ~~Start~~ Continue discussions with the ~~10-five~~ non-member watershed districts and 15 non-member watershed management organizations on the benefits of membership.
    - ii. Use the Minnesota Watersheds ~~Regional Board of~~ Directors and/or Administrators to advocate for Minnesota Watersheds around the state.
3. Expand participation at Minnesota Watersheds events.
  - Increase the number of members that attend Minnesota Watersheds events.
    - i. Be inclusive of members and non-members for Minnesota Watersheds events and meetings ~~to maintain a sense of fairness, apply discounts to members.~~
    - ii. Hold regional caucuses in conjunction with all Minnesota Watersheds events.
    - iii. Increase the current average attendance of members at Minnesota Watersheds events: ~~Legislative Meeting (75), Summer Tour (130), and Annual Conference (500).~~
4. Increase member involvement on committees and the Minnesota Watersheds Board of Directors to assure member needs are met.
  - Promote the importance of member involvement in the Minnesota Watersheds Board of Directors and on the committees to provide direction and guidance for the organization.
    - i. Ensure members have opportunities to voice concerns and provide input at board and committee meetings.
    - ii. Advocate for Minnesota Watersheds activities through newsletters and the website.

Goal 3: Serve as a liaison to collaborate with statewide agencies and associations.

#### Objectives, Strategies, and Tactics to Achieve Goal 3

1. Increase collaborative efforts between the Board of Water and Soil Resources and Minnesota Watersheds.
  - Work with the Board of Water and Soil Resources leadership to address member concerns.
    - i. Strengthen the working relationship with the Board of Water and Soil Resources by ~~Identify-identifying~~ points of contention, developing a ~~work~~-plan to address issues, and ~~improve develop~~ opportunities for reducing concerns.
2. Increase partnership activities with statewide entities.
  - Identify opportunities to work with the Minnesota Association of Watershed Administrators, Minnesota Association of Soil and Water Conservation Districts, the Association of Minnesota Counties, the League of Minnesota Cities, Local Government Water Roundtable, Drainage Work Group, Clean Water Council, Red River Watershed Management Board, and others as deemed appropriate to promote watershed management.
    - i. Ensure Minnesota Watersheds staff attend Board of Water and Soil Resources, Clean Water Council, and Drainage Work Group meetings and provide updates for members.
    - ii. Strengthen the partnership with the Minnesota Association of Watershed Administrators through the Executive Director's attendance at Minnesota Association of Watershed Administrators meetings and collaboration on education opportunities at Minnesota Watersheds events.
    - iii. Increase opportunities to partner and track collaboration with the Minnesota Association of Soil and Water Conservation Districts, League of Minnesota Cities, Local Government Water Roundtable, and Association of Minnesota Counties.
    - iv. Advocate for the appointment of effective watershed district board members with the Board of Water and Soil Resources and the Association of Minnesota Counties.

Goal 4: Ensure strong legislative policies are in place for watershed management.

#### Objectives, Strategies, and Tactics to Achieve Goal 4

1. Streamline the resolutions and legislative ~~platform-priorities~~ processes.
  - Evaluate the current resolutions and legislative ~~platform-priorities~~ process.
    - i. Identify alternative methods to achieve concurrence on resolutions, adopt a revised process, or reaffirm ~~that~~ the current process works for the membership.
    - ii. Identify alternative methods to achieve concurrence on the legislative priorities, adopt a revised process, or reaffirm that the current process works for the membership.
2. Articulate clearly defined legislative policies so members and Minnesota Watersheds representatives can accurately state our positions and priorities.
  - ~~Develop-Maintain~~ a comprehensive legislative platform of clearly defined policies.
    - i. Work with Minnesota Association of Watershed Administrators and the Legislative Committee, and the Resolutions Committee to annually review develop a full the Legislative policy documentPlatform that ~~is inclusive of~~includes policies and priorities that can remain on the books indefinitely or until members approve changes to those positions, including a process to handle emerging issues at the legislature.

- ii. Draft expectations for support and advocacy for Minnesota Watersheds representatives that serve on the Board of Water and Soil Resources Board, Clean Water Council, and the Local Government Water Roundtable.
- 3. Focus and prioritize lobbying efforts.
  - Identify legislative issues impacting the most members.
    - i. Support legislation that promotes watershed management.
    - ii. Fend off legislation that limits member abilities to protect and restore water resources.
    - iii. Ensure the Minnesota Watersheds lobbyist(s) have clear direction on Minnesota Watersheds legislative priorities.
    - iv. ~~Align workload with the resources set aside for lobbying and m~~Manage member expectations regarding the Minnesota Watersheds legislative program.
    - v. Serve as a legislative point of contact for members to answer questions and provide direction.
    - vi. Maintain the adopted Legislative Coordination and Communication Plan that describes how Minnesota Watersheds and the Red River Watershed Management Board coordinate and communicate before, during, and after the Minnesota legislative sessions.
- 4. Increase member engagement in the legislative process.
  - Encourage member involvement on the ~~resolutions and legislative committees~~Resolutions and Legislative Committees.
    - i. Solicit more direct input from members when setting legislative priorities by surveying members or provide another avenue for members to get feedback to the committee before they make a recommendation to the board.
    - ii. Promote committee membership to ensure members' voices are reflected in the legislative platform and legislative priorities.
    - iii. Encourage members to develop personal relationships with legislators.
  - Increase communication with members about legislative activity.
    - i. Provide timely and useful reminders to members about how and when engagement with legislators is needed.
    - ii. Present members with information that describes how they can assist the Minnesota Watersheds ~~lobbyist-lobbying team~~ during and outside of the legislative session.
    - iii. Host an annual event for members to learn about Minnesota Watersheds' legislative platform and priorities and to receive guidance on how to discuss and interact with legislators on issues.
    - iv. Urge members to Personally-personally call-contact and invite legislators to attend their local events as well as Minnesota Watersheds events.
    - v. Set up appointments with members and legislators.

Goal 5: Enhance the skills of watershed district and watershed management organization boards.

Objectives, Strategies, and Tactics to Achieve Goal 5

- 1. Provide guidance and direction for efficient and effective member watershed district and watershed management organizations board operations.
  - Offer comprehensive training for watershed district and watershed management organizations boards.
    - i. Provide training sessions at all Minnesota Watersheds events.
    - ii. Increase opportunities for the sharing of knowledge between members at Minnesota Watersheds events.



- iii. Maintain an up-to-date watershed handbook by reviewing the handbook annually and revising it as warranted.
- iv. Work collaboratively with [BWSR-the Board of Water and Soil Resources](#) to provide regional training.
- v. Utilize the expertise, knowledge, and experience of Minnesota Watersheds staff and the Minnesota Association of Watershed Administrators in the development of education and training for watershed district and watershed management organization boards.

## Supporting Resources

In addition to the Strategic Plan, Minnesota Watersheds has developed supporting resources for its governance and management. The Bylaws and Manual of Policy and Procedures will be reviewed annually and updated as necessary. The Minnesota Watersheds Board of Directors can update all documents except the bylaws which require adoption by the membership. For the most up-to-date versions of these documents, visit [Minnesota Watersheds \(mnwatersheds.com\)www.mnwatershed.org](#).

### Bylaws

Bylaws are the written rules for conduct of the organization. The Bylaws can be found [herehere](#).

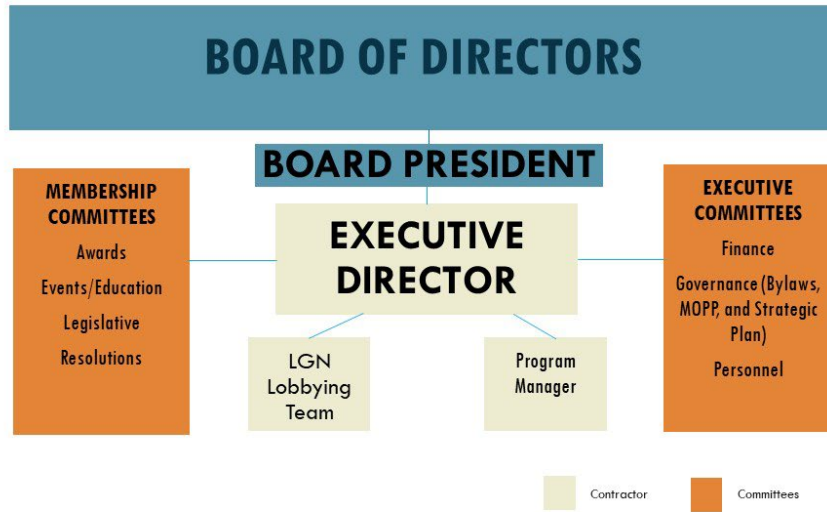
### Manual of Policy and Procedures

The Manual of Policy and Procedures is designed to regulate all major decisions, actions, and principles of Minnesota Watersheds. The Manual of Policy and Procedures can be found [herehere](#).

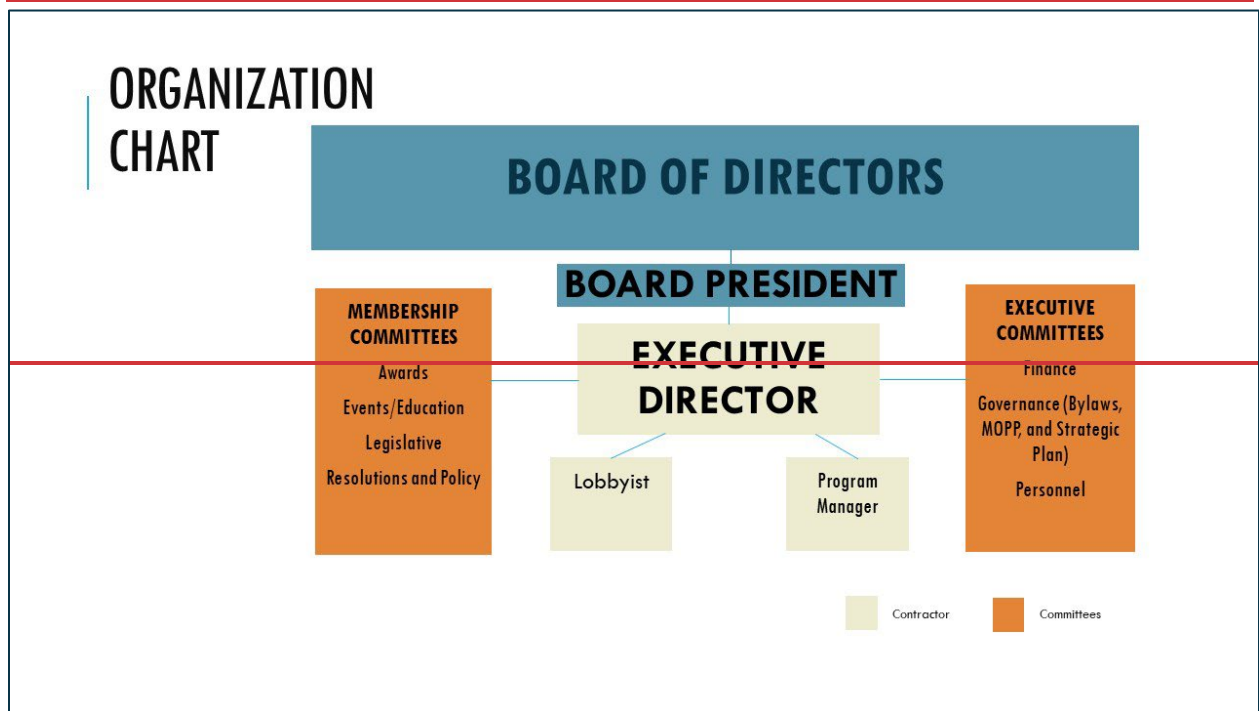
### Organizational Chart

An organizational chart shows the chain of command within an organization and can be found below.

# ORGANIZATION CHART



# ORGANIZATION CHART



## Board of Directors Annual Work Plan

The Board of Directors Annual Work Plan was developed based on the goals, objectives, strategies, and tactics identified in the Strategic Plan, as well as the day-to-day operations described in the Manual of Policy and Procedures.



## Minnesota Watersheds Board of Directors 2025 Work Plan

<b>Purpose</b>	The Minnesota Watersheds Board of Directors will work with the Executive Director to ensure the Bylaws, Manual of Policies and Procedures (MOPP), and Strategic Plan of the organization are kept up to date and adequately guide the organization.
<b>Tasks</b>	<p><b>Goal 1. Fortify the infrastructure to ensure reliable delivery of services</b></p> <ul style="list-style-type: none"> <li>• Work together to ensure daily operations align with the Bylaws, MOPP, and Strategic Plan.</li> <li>• Review the Communication Plan annually</li> <li>• Provide funding for website maintenance</li> <li>• Provide funding for a platform for data sharing</li> <li>• Support the committee framework as described in the Strategic Plan</li> <li>• Read weekly communication</li> <li>• Review recommendations from committees</li> </ul> <p><b>Goal 2. Build a watershed community that supports one another</b></p> <ul style="list-style-type: none"> <li>• When requested, meet individually with non-members to address concerns with the goal of increasing membership</li> <li>• Provide for and participate in the Legislative meeting, Summer Tour, and Annual Conference</li> </ul> <p><b>Goal 3. Serve as a liaison to collaborate with statewide agencies and associations</b></p> <ul style="list-style-type: none"> <li>• Support the work of the executive director to strengthen the working relationship with the Board of Water and Soil Resources and the Minnesota Association of Watershed Administrators</li> <li>• Support the executive director’s attendance at Board of Water and Soil Resources, Clean Water Council, and Drainage Work Group meetings</li> <li>• Support opportunities to partner with the Local Government Water Roundtable, Red River Watershed Management Board, and other entities</li> </ul> <p><b>Goal 4. Ensure strong legislative policies are in place for watershed management</b></p> <ul style="list-style-type: none"> <li>• Ensure the legislative platform is provided to all member organizations</li> <li>• Support the executive director’s work with representatives on the Board of Water and Soil Resources and Clean Water Council</li> <li>• Provide for lobbying services</li> </ul> <p><b>Goal 5. Enhance the skills of watershed district and watershed management organization boards</b></p> <ul style="list-style-type: none"> <li>• Provide for watershed handbook maintenance</li> <li>• Provide funding for training opportunities at Minnesota Watersheds events</li> </ul>
<b>Meeting Logistics</b>	The Minnesota Watersheds Board of Directors will meet in person at the Legislative event, Summer Tour, and Annual Conference. They will meet as needed throughout the remainder of the year.

## Minnesota Watersheds Representatives Expectations for Support and Advocacy

Goal 4 of the Minnesota Watersheds Strategic Plan is to ensure strong legislative policies are in place for watershed management. Objective 2 under this goal is to articulate clearly defined legislative policies so members and Minnesota Watersheds representatives can accurately state our positions.

At the 2023 Annual Business Meeting, the membership adopted a comprehensive platform of clearly defined policies that was developed in partnership with the Minnesota Association of Watershed Administrators and the Resolutions Committee. Tactic 2 under this objective is to draft expectations for support and advocacy for Minnesota Watersheds representatives that serve on the Board of Water and Soil Resources (BWSR) Board, Clean Water Council (CWC), and Local Government Water Roundtable (LGWRT).

Review of the BWSR and CWC websites indicates that each entity is supported by several committees. These committees meet at least annually. However, there is little or no interaction between the watershed representatives on these committees and the Minnesota Watersheds Executive Director.

To improve communication, watershed representatives on the BWSR Board, CWC, and LGWRT are asked to inform the Minnesota Watersheds Executive Director in advance of each committee and monthly board meeting. If necessary, the representative(s) and Minnesota Watersheds Executive Director will meet to discuss agenda items to ensure our position(s) on a topic or topics is accurately presented. The watershed representative will take meeting notes and follow up with the Minnesota Watersheds Executive Director after each meeting. Updates will be provided to the Minnesota Watersheds Board of Directors when requested.

<b>BWSR Committees</b>	<b>Watershed Representative</b>
Administrative Advisory	
	Joe Collins
	Jill Crafton
	LeRoy Ose
Audit and Oversight	
	Joe Collins
Buffers, Soils, and Drainage	
	LeRoy Ose
Dispute Resolution	
	Joe Collins
Grants Program and Policy	
	Jill Crafton
	LeRoy Ose
RIM Reserve	
	LeRoy Ose
Water Management and Strategic Plan	
	Joe Collins
Wetland Conservation	
	Jill Crafton
Drainage Work Group	
	None

Clean Water Council Committees	Watershed Representative
Budget and Outcomes	
	None
Policy	
	Marcie Weinandt
Steering	
	None

## Tactics Timetable

The Tactics Timetable<sup>1</sup> was developed based upon priorities determined by the Strategic Plan Committee and recommended to the Minnesota Watersheds Board of Directors as follows: ~~annual work plan for the Minnesota Watersheds Board of Directors~~; two-year work plan for the Executive Director<sup>2</sup>; ~~and five- and 10-year work plans~~ based on work accomplished. This is done to better ensure accomplishing the goals and setting expectations for member watershed districts, watershed management organizations, the Minnesota Watersheds Board of Directors, and the Executive Director.

Goal 1. Fortify the infrastructure to ensure reliable delivery of services	Start Date	Completed	Process	2025 Hours	2026 Hours
<b>Tactics</b>					
<i>Governance and Management</i>					
Confirm, each month, that Board of Directors actions reflect the Strategic Plan (#8 priority)	1/1/2023		Staff review	5	5
Staff review and recommendations for major policies or expenditures	1/1/2023		Staff review	12	12
<i>Communication</i>					
Maintain a communication plan (#3 priority)	3/7/2023	5/22/2023	Staff development Board approval	8	8
Adhere to a consistent process for newsletter development and distribution	1/1/2023		Staff development	75	75
Distribute meeting packets directly to members	1/1/2023		Board approval	2	2
Post agendas on website	1/1/2023		Board approval	2	2
<i>Technological Resources</i>					
Maintain website	1/1/2023		Board approval Staff development	15	15
Work with Minnesota Association of Watershed Administrators to launch a platform for data sharing (#6 priority)	2/15/2023		Board approval Staff development	20	20
<i>Committees</i>					
Events-Education	1/1/2023		Co-chairs and staff	15	15
Resolutions	4/12/2023		Co-chairs and staff	19	19
Awards	8/1/2023		Co-chairs and staff	1	1
Legislative	6/7/2023		Co-chairs and staff	9	9
Finance	8/5/2023		Co-chairs and staff	6	6
Governance (Bylaws-MOPP and Strategic Plan)	1/1/2023		Co-chairs and staff	19	19
Personnel			Executive Committee	0	0

<sup>1</sup> Hours in the Tactics Timetable are ESTIMATED.

<sup>2</sup> In addition to the information contained in the Tactics Timetable, the Executive Director also carries out the daily operations of Minnesota Watersheds as shown in the table on page 10. The Tactics Timetable and Daily Operations tables together form the two-year Work Plan for the Executive Director. All hours are ESTIMATED and based on an average time commitment of 1,750 hours per year ~~40-hour work week containing 2,088 work hours.~~

Goal 2. Build a watershed community that supports one another	Start Date	Completed	Process	2025 Hours	2026 Hours
<b>Tactics</b>					
<i>Enhance member engagement through inclusivity</i>					
Retain Minnesota Watersheds as the name of the organization (#7 priority)	1/1/2023	3/14/2023	Membership approval	0	0
<i>Grow membership (#5 priority)</i>					
Develop and share membership services information	2/2/2023		Staff development	2	2
Meet individually with non-members to address concerns and increase membership	12/23/2022		Staff development Partnership with MW BOD & MAWA	10	10
<i>Expand participation at Minnesota Watersheds events</i>					
Legislative Meeting	1/4/2023		Staff and committee	25	25
Summer Tour	2/2/2023		Staff and committee	60	60
Annual Conference	4/12/2023		Staff and committee	120	120

Goal 3. Serve as a liaison to collaborate with statewide agencies and associations	Start Date	Completed	Process	2025 Hours	2026 Hours
<b>Tactics</b>					
<i>Increase collaborative efforts between Board of Water and Soil Resources and Minnesota Watersheds (#4 priority)</i>					
Strengthen the working relationship with BWSR by identifying points of contention, developing a plan to address, and reduce concerns	1/1/2023		Staff development	50	50
<i>Identify Opportunities to Partner to Promote Watershed Management</i>					
Attend Board of Water and Soil Resources, Clean Water Council, and Drainage Work Group meetings and provide updates (#10 priority)	1/1/2023		Staff attendance	200	200
Strengthen partnership with Minnesota Association of Watershed Administrators through the Executive Director's attendance at Minnesota Association of Watershed Administrators meetings and collaboration on education opportunities at Minnesota Watersheds' events	1/1/2023		Staff attendance	60	60
Increase opportunities to partner and track collaboration with Minnesota Association of Soil and Water Conservation Districts, League of Minnesota Cities, Local Government Water Roundtable, Association of Minnesota Counties, and Red River Watershed Management Board	1/1/2023		Staff development	65	65

Goal 4. Ensure strong legislative policies are in place for watershed management	Start Date	Completed	Process	2025 Hours	2026 Hours
<b>Tactics</b>					
<i>Develop Comprehensive Platform of Policies</i>					
Maintain a comprehensive legislative platform (#1 priority)	3/9/2023	12/1/2023	Staff development Partnership with MW BOD & MAWA	5	5
Draft expectations for representatives on BWSR board, CWC, LGWRT			Staff development Partnership with MW BOD & MAWA	25	25
<i>Identify Legislative Issue Impacting Members (#2 priority)</i>					
Support legislation that promotes watershed management	1/1/2023		Staff time	40	40
Fend off legislation that limits abilities to protect and restore water resources	1/1/2023		Staff time	40	40
Ensure lobbyist(s) have clear direction on legislative priorities	1/1/2023		Staff time	75	75
Align workload with the resources set aside for lobbying and manage member expectations			Staff time	20	20
<i>Evaluate Current Resolutions and Legislative Platform Process (#2 priority)</i>					
Identify alternative methods, adopt revised process, or reaffirm current process			Staff development Partnership with MW BOD & MAWA	5	5

Goal 5. Enhance the skills of watershed district and watershed management organization boards	Start Date	Completed	Process	2025 Hours	2026 Hours
<b>Tactics</b>					
<i>Offer comprehensive training for watershed district and watershed management organization boards</i>					
Maintain an up-to-date watershed handbook by reviewing it annually and revising it as warranted (#9 priority)	1/1/2023	10/2/2023	Staff development Partnership with MW BOD & MAWA	65	65
Work with BWSR on regional training				25	25
Utilize the expertise of staff and Minnesota Association of Watershed Administrators in the development of education and training for watershed officials (#11 priority)	3/7/2023		Staff development in partnership with MAWA	10	10

				2025 Hours	2026 Hours
				<b>1110</b>	<b>1110</b>
Administration	1/1/2023			259	259
General Communication	1/1/2023			300	300
MW Board Meetings	1/13/2023			68	68
Meetings with Program Manager	1/3/2023			13	13
<b>TOTAL HOURS</b>				<b>1750</b>	<b>1750</b>