

# Monthly Wisconsin Lake Org Chats

*Monthly chats, tentative topics include...*

- Organizational Capacity
- Communicating Effectively
- Annual Meetings
- Budget Cycle
- Finances
- Committees
- Lake District Boundaries
- Insurance
- Membership
- and more! (what are your ideas?)

Goal: Introduce important & timely topics to the lake organization community in Wisconsin in a fun and engaging way while pointing the way to additional resources.



# Episode 1: Developing Organizational Capacity for Lake Groups

Eric Olson, Director  
Extension Lakes,  
University of Wisconsin-Stevens Point

Sara Windjue, Leadership and Capacity  
Development Specialist  
Extension Lakes,  
University of Wisconsin-Stevens Point

Peter Jensen, Eagle Spring Lake Management  
District, Waukesha County

Dave Quady, Sand Lake Association,  
Rusk County



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College of Natural Resources  
**University of Wisconsin-Stevens Point**

# What is the capacity of an organization?

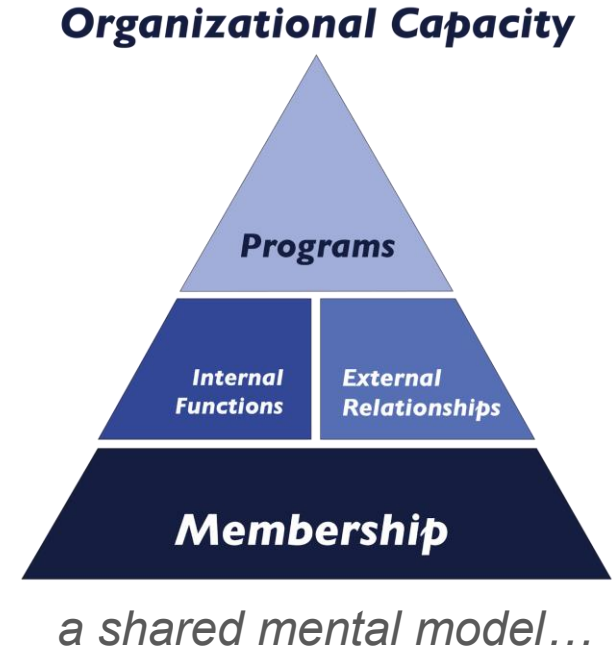
*Collaborative capacity: the conditions needed for coalitions to promote effective collaboration and build sustainable community change (Goodman et al., 1998).*

**Membership:** reflects the value of an organization to the population of its possible supporters

**Internal Functions:** concerns the inner workings of a group

**External Relationships** focuses outward towards groups and individuals who can be of assistance to a lake group and/or benefit from collaborating with a lake group

**Programs:** demonstrated by achieving results (the doing)



# Why Lake Org Capacity?

## PLAN 2020: A CLEAR PATH FORWARD

Clean Lakes Alliance will accelerate work to reduce phosphorus runoff and ignite individual action to protect our lakes as part of eight focus areas: farmland & manure management, leaf management, innovative solutions, construction erosion reduction, education, volunteerism, monitoring, and citizen action.

Memorial Union



### FOCUS AREAS FOR PHOSPHORUS REDUCTION

- 1 FARMLAND MANAGEMENT
- 2 LEAF MANAGEMENT
- 3 INNOVATIVE SOLUTIONS
- 4 CONSTRUCTION EROSION REDUCTION

### FOCUS AREAS FOR COMMUNITY ENGAGEMENT

- 1 EDUCATION
- 2 VOLUNTEERISM
- 3 MONITORING
- 4 CITIZEN ACTION

Yahara Watershed  
(Dane County):

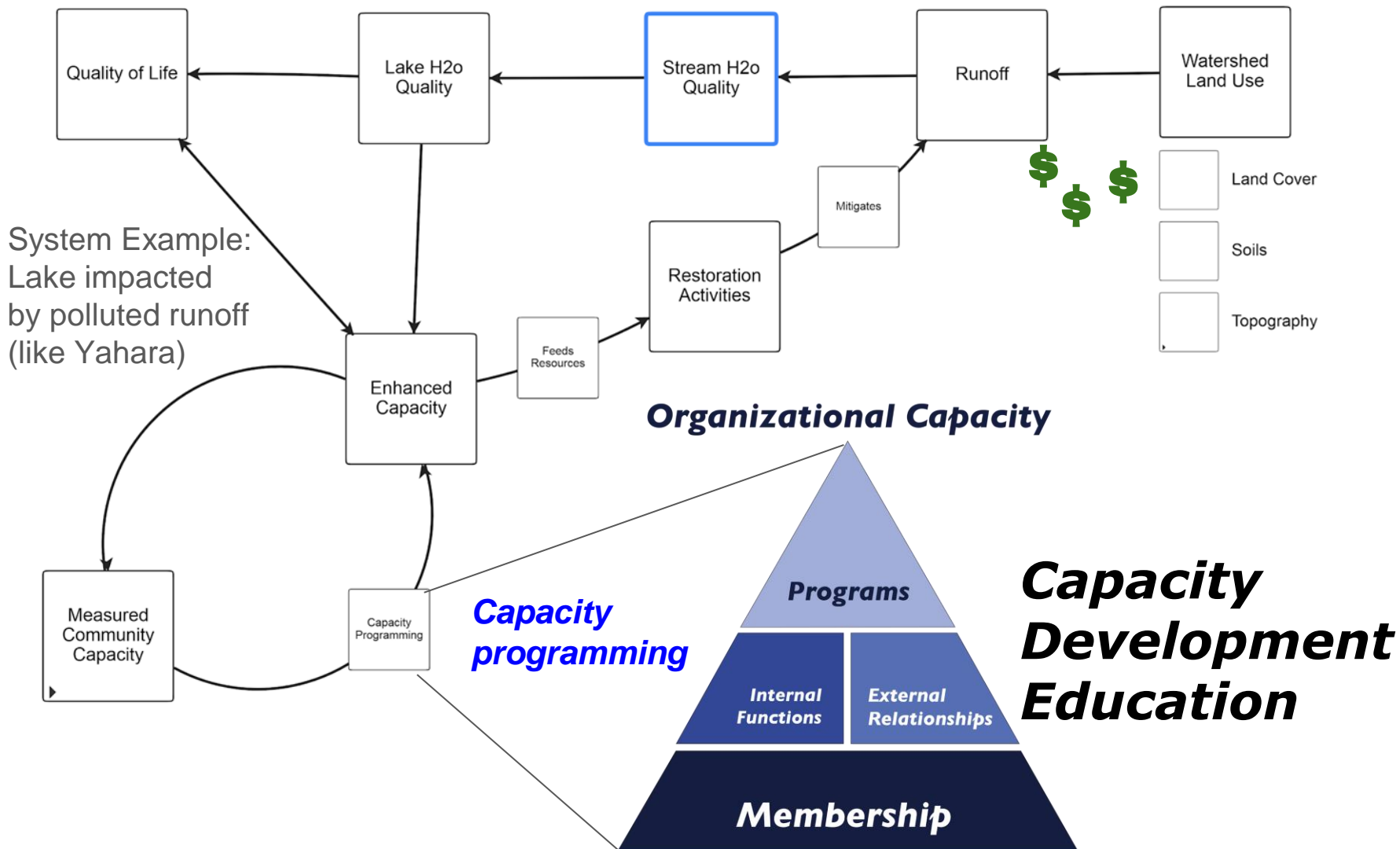
Reduce 46,000 lbs of P  
\$130,000,000 over 20  
years (\$7M/year)

Most of the Wisconsin River  
Watershed needs to reduce  
P by 60% to 70%, or about  
1,000,000 lbs/year

**20x!**

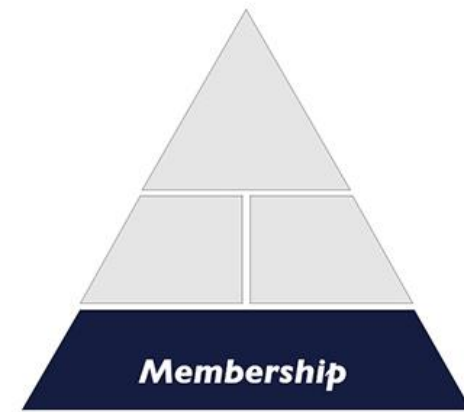


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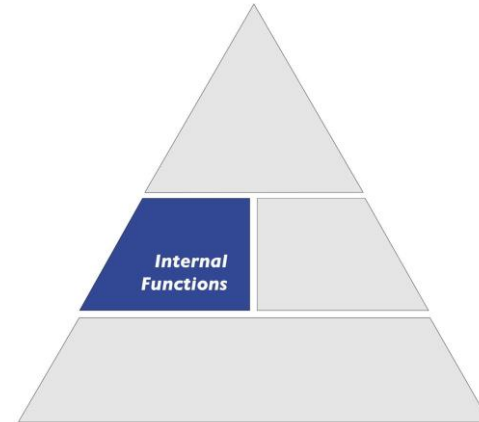
# Membership

- 1) Membership Recruitment Plan
- 2) Engage members in multiple ways
- 3) Communicate successes; tell the story



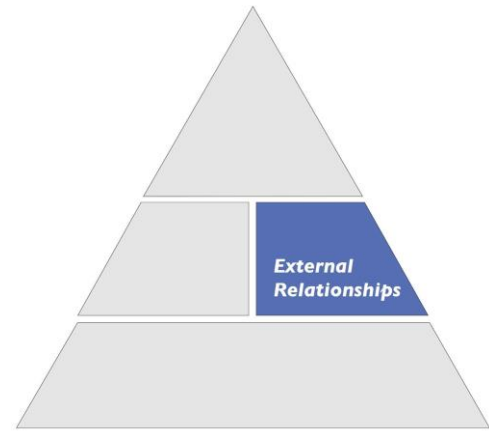
# Internal Functions

- 1) Skills gap analysis/board matrix
- 2) Position descriptions
- 3) Grants/Funding



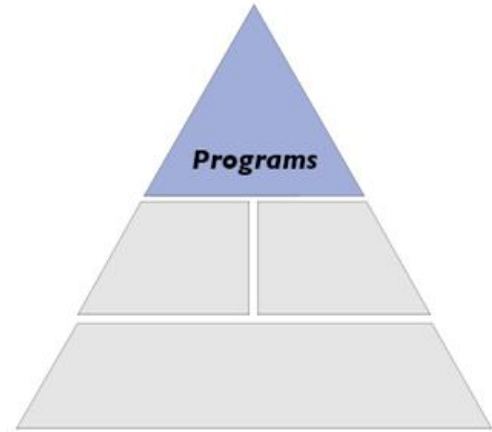
# External Relationships

- 1) Identify potential partners; invite them to contribute
- 2) Partner with others on projects - reciprocate
- 3) Develop relationships with local and state elected officials



# Programmatic Capacity

- 1) Healthy Lakes and Rivers
- 2) Clean Boats, Clean Waters
- 3) Citizen Lake Monitoring Network
- 4) Land protection
- 5) Others





## Rethinking Lake Organization Capacity

By Eric Olson, Director, UW-Extension Lakes

How do "wicked problems" get solved? How can we better understand the relationships between people, organizations and lake health? What are good starting points for lake organizations that want to step up their game when it comes to protecting and restoring waterway health? The University of Wisconsin and the Wisconsin Department of Natural Resources (DNR) collaborated over the past year to explore these questions and develop a model for understanding the connections between lake organization capacity and lake health using systems thinking (read about this concept on page 4). The UW and DNR are engaging with local lake associations and districts to develop new tools for enhancing community capacity.

Community capacity building is defined as the "process of developing and strengthening the skills, instincts, abilities, processes and resources that organizations and communities need to survive, adapt, and thrive in the fast-changing world."

The effort began with an idea: get several DNR resource managers and university applied researchers together to think a bit more critically about the way we engage lake organizations in planning for lake protection and restoration. The team included Buzz Sorge, Mark Hazuga, and Brian Weigel from the DNR and Eric Olson (UW-Extension Lakes), Nels Paulson (UW-Stout) and Aaron Thompson (UW-Stevens Point). The opportunity to collaborate and dig deep came about through ThinkWater, a national educational effort supported by the U.S. Department of Agriculture to help people of all backgrounds and ages think and care deeply about water. ThinkWater applies systems thinking to existing water education and research efforts by actively engaging, educating and empowering a world of Systems Thinkers to solve wicked water problems.

The wicked water problems in Wisconsin that drew this team together are evident in the numerous lakes and rivers in the state that fail to meet water quality standards. State, local and national programs have spent millions of dollars on best management practices (BMPs) to restore water quality by working at the watershed scale and with individual lakefront property owners, but that takes time. For folks in Menominee,



(Continued on page 2) Advanced Lake Leaders are clearly engaged during an activity at the Leopold Center in early October.

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Wisconsin Lakes Partnership

## Newsletter & E-Newsletters (sign up!)

## Webpage

### Extension Lakes

College of Natural Resources

University of Wisconsin-Stevens Point > CNR Associated Programs > Extension Lakes > UWSP | UW Extension Lakes - Resources - Capacity Corner

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- Membership
- Internal Functions
- External Relationships
- Programs

### Capacity Corner



### Organizational Capacity



Organizational capacity encompasses the membership or support base of an organization, how a lake association or lake district functions internally, and how it develops external relationships. Lake groups leverage these three types of capacity to increase their ability to get things done.

Whether you are part of a lake association, lake district, or watershed group, you have a chance to contribute your time and skills to make an organization more effective. Extension Lakes is working to make your path up the "capacity ladder" as easy as possible by sharing freely available tools, ideas, and resources for capacity development. We have adopted a framework that includes four distinct facets of capacity: Membership, Internal Functions, External Relationships, and Programmatic.

Learn more about our effort in the [Capacity Overview](#)



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# Resources

## Extension Lakes

College of Natural Resources

University of Wisconsin-Stevens Point > CNR Associated Programs > Extension Lakes > Lake List Directory

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Citizen Lake Monitoring Network

Lake Leaders

Lake Organizations

Lake Organizations

Lake Organization Search

Capacity Corner

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People of the Lakes: A Guide for Wisconsin Lake Organizations

Lake Story Map

Bookstore

Newsletter

You can use the Wisconsin Lake List to find a lake organization or an officer, to find out how folks deal with lake management issues by checking out their management profile, and to find contact information for many businesses that service the needs of lake organizations.

[Search our list of Lake-Related Businesses](#)

### Find a Lake Organization

Organization Name:

Lake Name:

Wisconsin County:

Organization Type:

### Or find organizations by county...

Click on a County to see a list of lake organizations for that county.



## Extension Lakes

College of Natural Resources

University of Wisconsin-Stevens Point > CNR Associated Programs > Extension Lakes > People of the Lakes Guide

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## People of the Lakes: A Guide for Wisconsin Lake Organizations

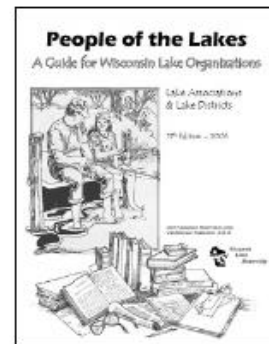
[People of the Lakes: A Guide for Wisconsin Lake Organizations - 12th Edition - 2018](#) (full pdf 2.4 MB)

- [Cover page, Table of Contents, Preface and Introduction](#) (pdf 439 KB)
- [Chapter 1-Lake Organizations](#) (pdf 547 KB)
- [Chapter 2-Starting A Lake Organization](#) (pdf 443 KB)
- [Chapter 3-Operating A Lake Association](#) (pdf 509 KB)
- [Chapter 4-Forming A Lake District](#) (pdf 1,170 KB)
- [Chapter 5-Operating A Lake District](#) (pdf 991 KB) - updated 2018
- [Chapter 6-Sanitary Districts](#) (pdf 455 KB)
- [Chapter 7-Insurance](#) (pdf 633 KB)
- [Appendix A - Model Bylaws for Lake Associations](#) (pdf 192 KB)
  - [Model Bylaws](#) (in MS Word format)
- [Appendix B - Articles of Incorporation](#) (pdf 547 KB)
  - [Articles of Incorporation](#) (in MS Word format)
- [Appendix C - Sample Map & Description](#) (pdf 575 KB)
- [Appendix D - Publications](#) (pdf 178 KB) - updated 2018
- [Appendix E - Lake Contacts](#) (pdf 234 KB) - updated 2018
- [Appendix F - Sample Lake District Budget](#) (pdf 212 KB)
- [Index](#) (pdf 254 KB)
- [Full printed guide also available for purchase.](#)

[Chapter 33 - Wisconsin State Statutes](#) (exit site)

[Sample petition for lake district formation](#) Microsoft Word Format

[Sample petition for lake district formation](#) Adobe Acrobat .pdf format



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*Coming next month...*

- Effectively Communicating with your members: Email, websites, and more!



Please let us know what you think of these monthly lake org video chats. We appreciate your feedback and thank you for your time.

[Monthly Lake Organization Video Chats](#)