

May 27, 2021

Lake Association Capacity Training Discussion

This webinar series is brought to you by the Wisconsin Lakes & Rivers Partnership.

Thursdays
@4:00



FREE WEBINAR

Lake Association Capacity Training Discussion

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

May 27, 2021



Extension Lakes
College of Natural Resources
University of Wisconsin-Stevens Point

Question #1:

Do you feel like your lake organization functions **efficiently**?

1=It takes a **long time** and uses a **lot of resources** to get anything done

10=We achieve **all of our goals** with efficient use of resources (**quick and easy**)

Question #2:

Do you feel like your lake organization functions **effectively**?

1=We don't accomplish anything

10=We accomplish a great deal (and then some!)



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

Organizational: concerns the inner workings of a group

Relational: 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)



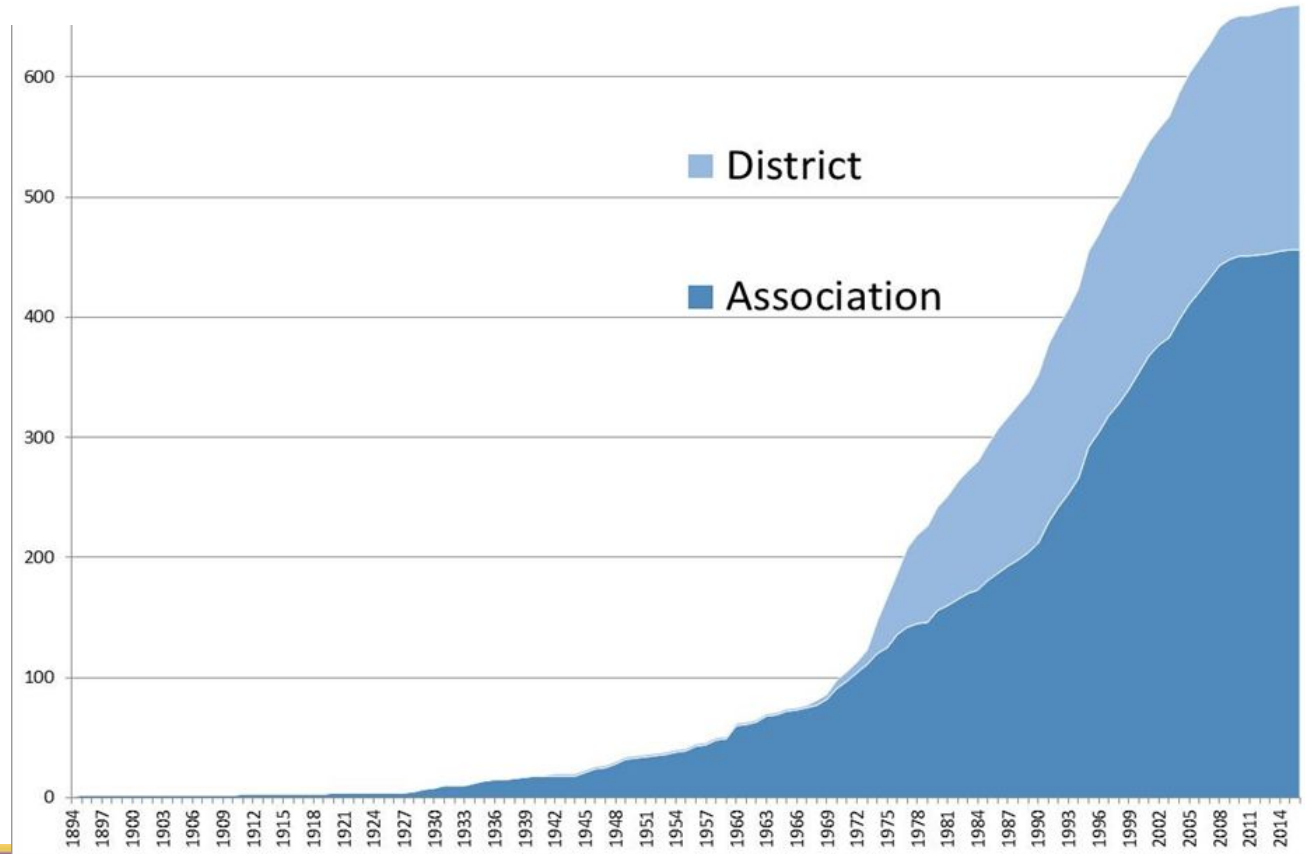
Mae Davenport, Director, MN Center for Changing Landscapes

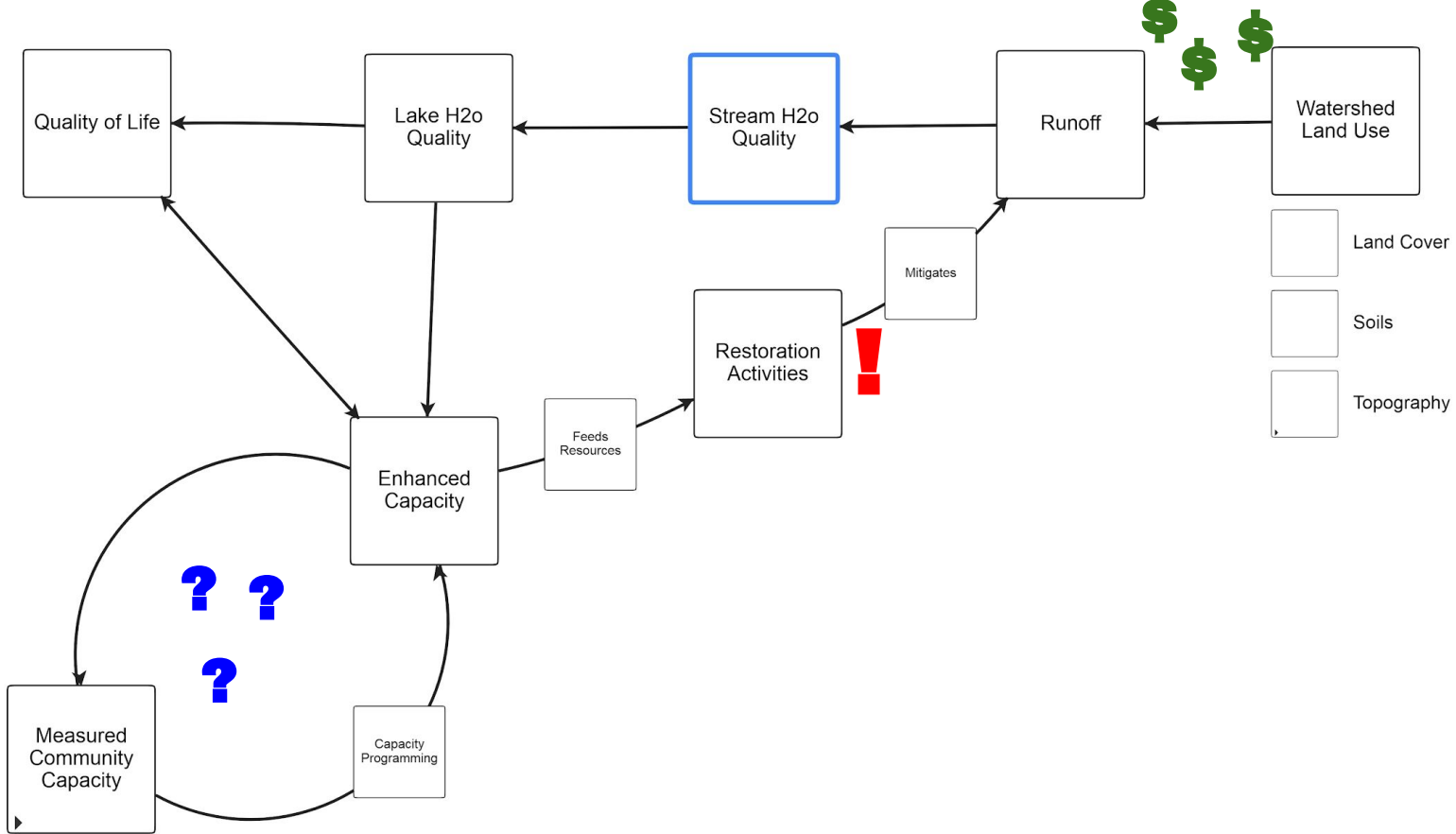
Davenport and Seekamp, 2013 *A Multilevel Community Capacity Model for Sustainable Watershed Management*
Society and Natural Resources



Lake Organizations in Wisconsin

Existence of a local lake organization is necessary but insufficient to explain why some lakes decline and others improve in condition.





Why 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.

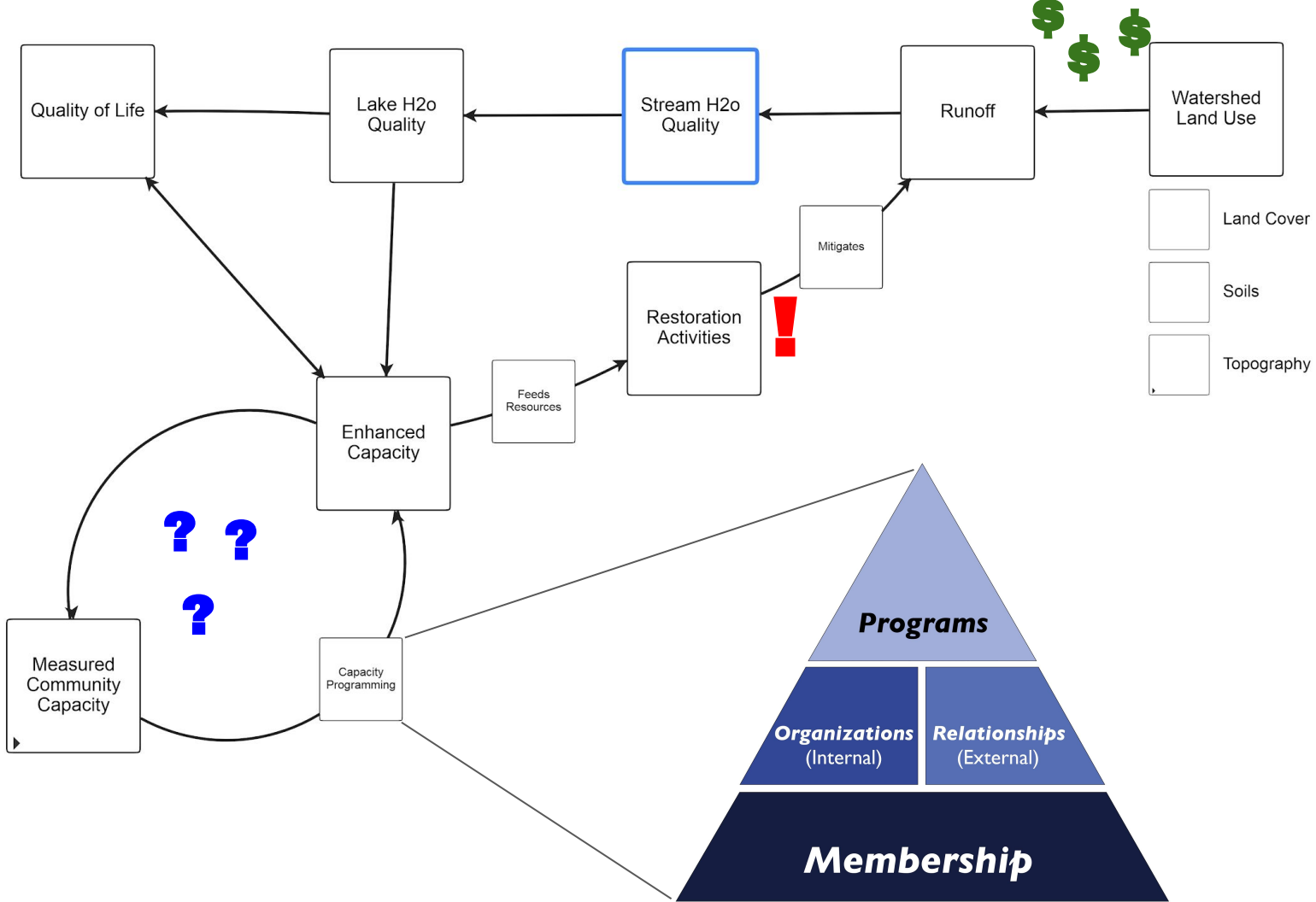


Yahara Watershed
(Dane County):

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





Use the Chat:

What are some examples of high capacity organizations?
Why would these organizations be considered high capacity?



Breakout Rooms - 5 minutes

What might it look like to have high capacity?

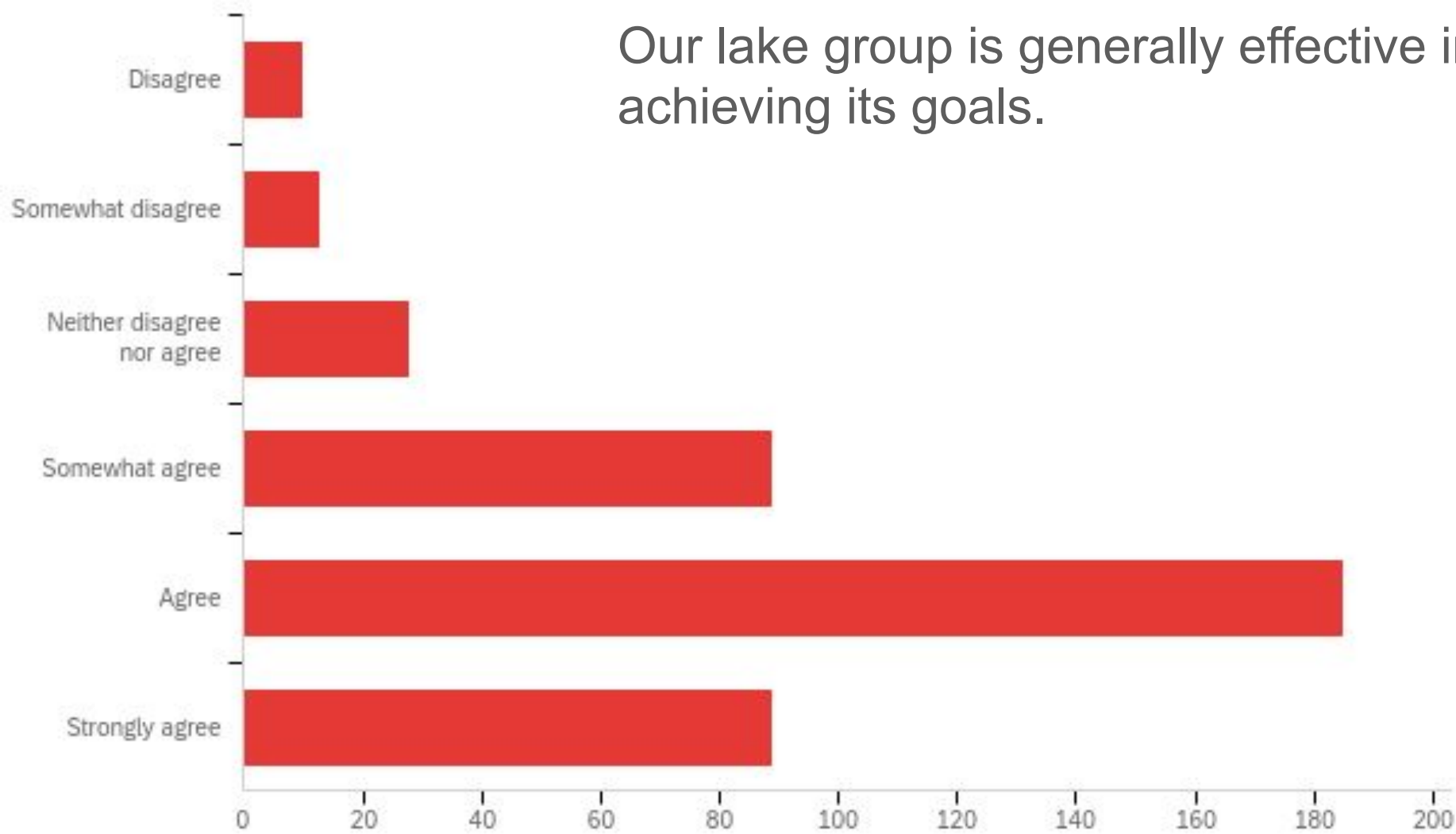
<https://docs.google.com/spreadsheets/d/1s9ERJ1ynAGtzC1R8pGH7assFJN4RVfaSK7fmL-PjjQM/edit?usp=sharing>

Each group will need to identify:

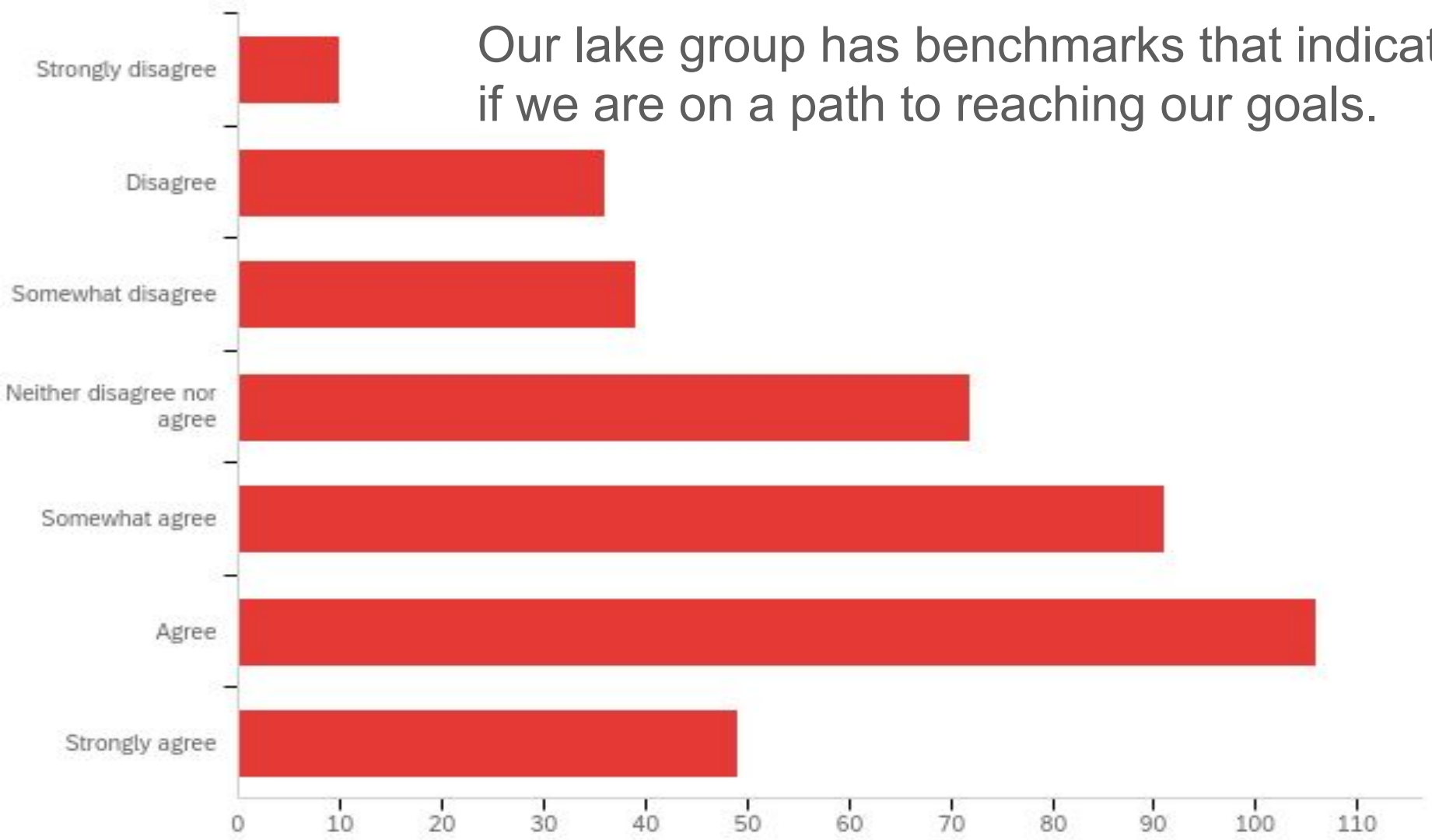
- 1) Notetaker
- 2) Facilitator
- 3) Questioner
- 4) Reporter



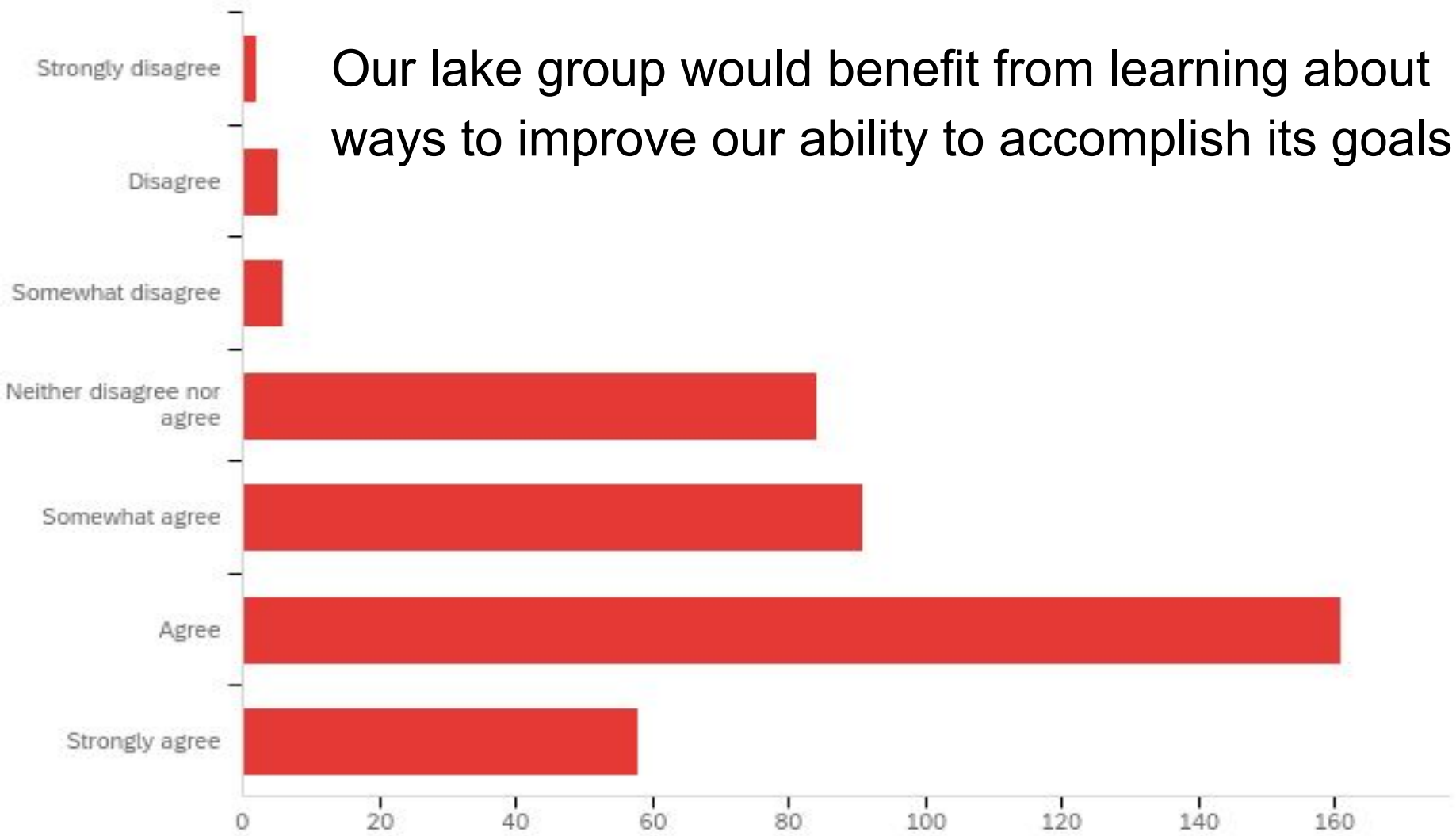
Our lake group is generally effective in achieving its goals.



Our lake group has benchmarks that indicate if we are on a path to reaching our goals.



Our lake group would benefit from learning about ways to improve our ability to accomplish its goals.



In your opinion, what kind of help is needed most by your lake group right now?

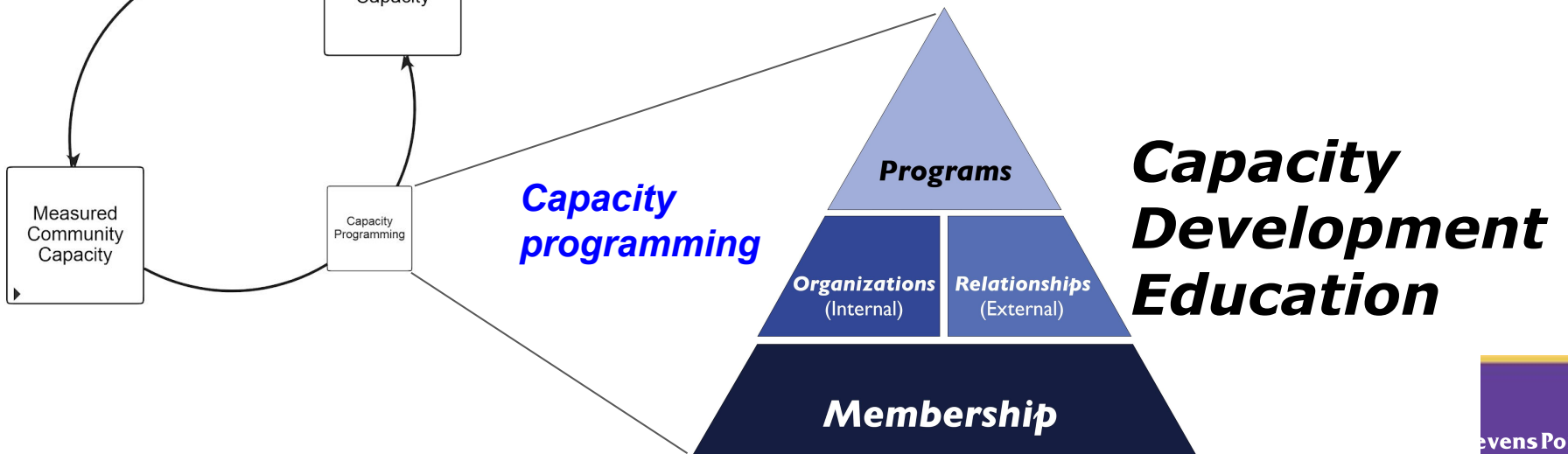
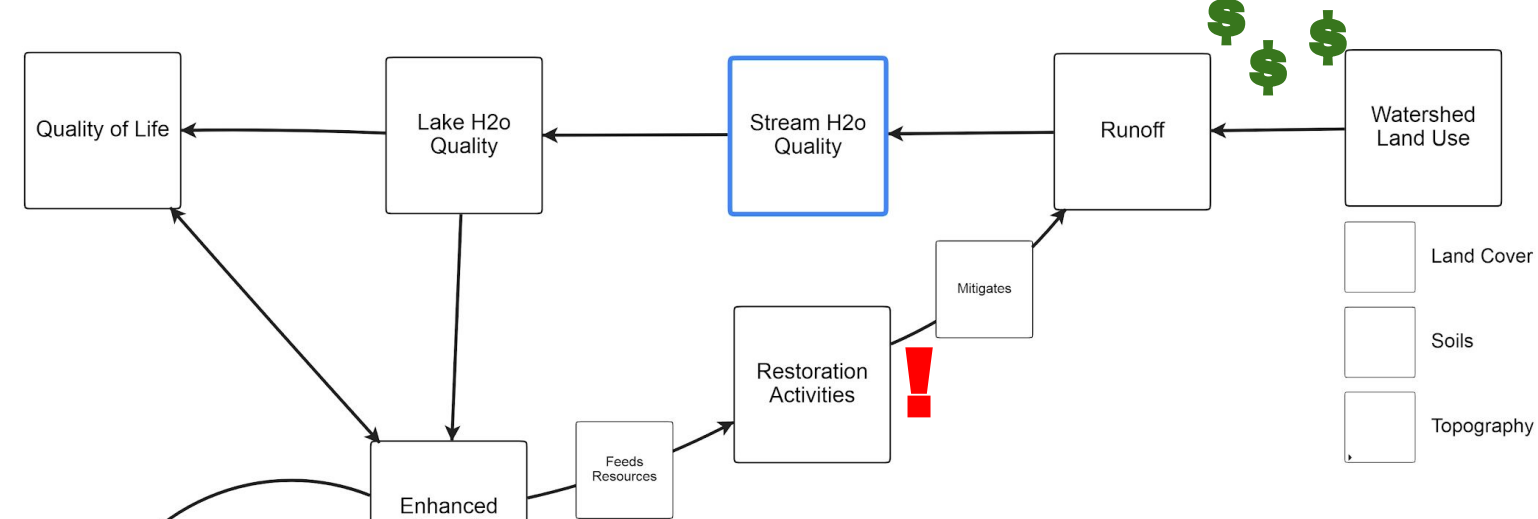
- Membership/volunteers; succession planning (43)
- Funding (27)
- Lake/project management (planning and doing) (26)
- AIS (25)
- Communication (with external groups and amongst lake groups); Education/information (for members and property owners; public) (23)
- Regulations; legal help (16)
- Water levels/Shoreline protection/erosion (12)
- Internal processes/goal development/records/leadership (11)
- Fishery (3)
- Water quality (2)



Additional ways to measure lake org capacity...

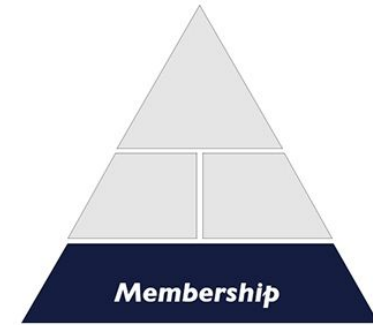
- Durability of organization (age in years)
- Scale of organization's budget (tracked over time)
- Participation in DNR & Partnership programs (grants, Citizen Lake Monitoring Network, Clean Boats, Clean Waters)
- Recorded partnerships with farmer-led watershed groups and/or land trusts
- Actual restoration activities (Healthy Lakes & larger-scale; mapped and documented)
- Actual protection activities (% of watershed in public ownership or conserved with easements)





Membership Capacity

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



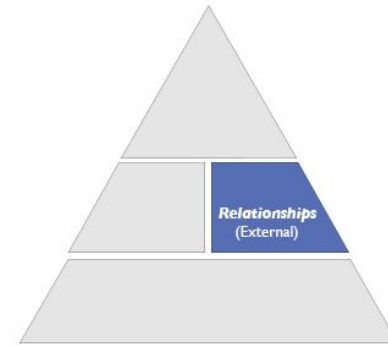
Organizational Capacity

- 1) Skills gap analysis/board matrix
- 2) Position descriptions
- 3) Evaluation process



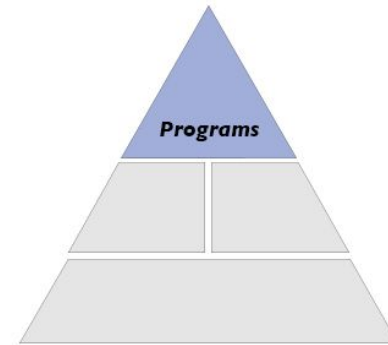
Relational Capacity

- 1) Identify potential partners; invite them to contribute
- 2) Partner with others on projects
- 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



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 Menomonee,



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

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the district is formed, the landowners become compulsory "members" of the district.

Wisconsin's surface water grant program has long recognized the importance of membership capacity for ensuring that grant funds are used wisely. Lake districts and other local governments are automatically eligible for grants; lake associations must meet the DNR's qualified lake association. Several of the standards focus on membership aspects of the lake group, specifically:

- The lake association must have at least 25 members
- Membership fees must be no less than \$5 or more than \$50
- Any individual who owns real estate or resides (seasonally or year-round) within one mile of the lake must be allowed to become a member
- Members cannot be denied the right to vote in lake association affairs

The overall thrust of these requirements is that a qualified lake association should be relatively open and non-discriminatory with respect to becoming a member. Many lake associations choose to be even more open, allowing anyone who wishes to support or improve the lake to become a member.

What next?

- Advisory Group?
- Office hours?
- Watch for a survey

Contact us:

Eric Olson,
eolson@uwsp.edu

Sara Windjue,
swindjue@uwsp.edu

Poll: Do you feel like your organization has an opportunity to grow capacity?



In progress: Targeted county-scale efforts to boost capacity of entire lake organization boards

<https://beta.plectica.com/maps/O9US3NR5W>

