2024

Anoka Conservation District

Implementation Plan

The Anoka Conservation District will take measureable steps to conserve and enhance the quantity and quality of surface water, groundwater, soil, and ecological resources.

Our Keystone Endeavors Are:

Strong Partnerships. Innovative Solutions.
Healthy Environments

COMMUNITY SERVICE FOR 78 Years

CONTENTS

An Invitation from the Chair

We are proud of the approach we take in our planning and workload development to address all of our core natural resources: surface water, ecological resources, groundwater, and soils as well as our human resources, the community. Thoughtfully looking forward while planning is best paired with reflection on our past successes and our shortcomings. During the creation of this plan, we did just that and the elected ACD Board identified Groundwater as the most neglected core natural resource. In 2024, we plan to advocate for investment of time and financial resources to Anoka County's groundwater resource. Why Groundwater? Why Anoka County?

Anoka County has the richest groundwater supply of all MN Counties in its underlying aquifers. This is pure and ancient water that most of our 370,000 residents drink, as well as the residents of many other metro communities. That is unless you live near one of the superfund dumpsites - then it is bottled water for you.

Why are our aquifers threatened by what goes on at the surface? When the glaciers receded, they dumped an enormous pile of sand on Anoka and a few nearby counties. Sand being one of the most permeable soil types, pollution on the surface can quickly infiltrate into the ground. We increased this vulnerability by piercing the landscape with 53,000 wells, exposing previously isolated deep aquifers to contamination from the surface.

The first step to protecting our vital groundwater resource is to hire a dedicated Groundwater Specialist. Once on board, they can address the knowledge gaps about groundwater quality and movement, engage partners to develop strategies, and forge alliances to secure funding and take action.

As we protect and improve groundwater quality and quantity, we will also benefit our wetlands, lakes and rivers because one thing we are certain of is that all of our water resources are connected.

Check out our website AnokaSWCD.org and reach out to our staff, who are well equipped to help you find answers.

Mary Jo Truchon,

Chair, Board of Supervisors

"A goal without a plan is just a wish."

Antoine de Saint Exupéry

About Anoka Conservation District

Established in October 1946 by petition and a vote of the electorate, Anoka Conservation District (ACD) is a special purpose unit of government charged with providing technical and financial assistance to willing landowners to implement projects and practices to improve water quality, enhance fish and wildlife habitat, conservation water quantity, minimize infrastructure costs, and protect property values. ACD evolves the programs and services offered over the years to address ever-changing natural resource issues and strives to provide a well-rounded suite of conservation services to meet the needs of Anoka County residents and achieve holistic natural resource stewardship goals.

MISSION STATEMENT

Holistically conserve and enhance Anoka County's natural resources for the benefit of current and future generations through partnerships and innovation.

VISION STATEMENT

Strong partnerships. Innovative solutions. Healthy environments.

GUIDING PRINCIPLES AND STRATEGIES

- Focus on long-term resource sustainability.
- Make informed and ethical decisions.
- Promote cost-effective and efficient resource stewardship.
- Collaborate with both public and private sectors to:
  - avoid duplication;
  - maximize efficiencies;
  - capitalize on common interests; and
  - manage natural resources at efficient and effective geographic scales.
- Utilize technology to achieve efficiency and enhance work products.
- Keep natural resource issues visible in Anoka County.
- Retain highly qualified, knowledgeable staff.
- Seize opportunity and adapt to changing needs.
- Develop diverse programs, partners, and funding sources.
- Engage the citizenry through outreach to encourage natural resource stewardship.
- Consider the economic, social and environmental costs and benefits of our actions.

SOIL AND WATER CONSERVATION DISTRICT AUTHORITY

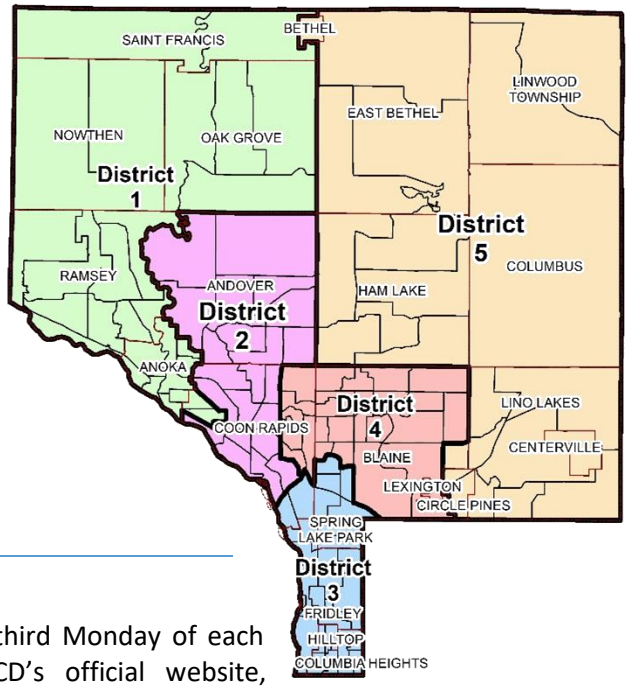
In order to carry out its mission, ACD has several powers granted in MN Stat. 103C. The following excerpts paraphrase those authorities. SWCDs may do the following:

- resource surveys;
- soil and water conservation measures with landowner consent;
- provide conservation equipment and supplies;
- construct, install, improve, maintain, and operate conservation structures;
- comprehensive and annual planning;
- acquire land for conservation projects; and
- work in cooperation with the local, state, and federal government on conservation projects.

DISTRICT SUPERVISORS

ACD has a board of five supervisors with a variety of expertise elected to staggered four-year terms representing population-based districts. The Board of Supervisors determines ACD's priority goals and objectives and charges staff with developing the programs and services necessary to address those priorities. Supervisors receive a small stipend for attending ACD related functions.

Dist.	Supervisor	Start	End
1	Colleen Werdien	Jan 2021	Dec 2024
2	Jim Lindahl	Jan 2023	Dec 2026
3	Glenda Meixell	Jan 2023	Dec 2026
4	Mary Jo Truchon	Jan 2023	Dec 2024
5	Kate Luthner	Nov 2023	Dec 2024



BOARD MEETINGS

Regular ACD Board meetings are generally held on the third Monday of each month. A yearly meeting schedule is posted on ACD's official website, AnokaSWCD.org. Board and committee meetings are held at the District office in Ham Lake unless otherwise noted.

COMMITTEE/ENTITY PARTICIPATION

ACD Supervisors serve on committees to analyze detailed information on issues requiring extensive review prior to full board action. Some committees are internal and others function on a metro or statewide level. Supervisors choose to participate in committee meetings to offer personal expertise in the area of discussion or to gain more knowledge of the subject matter. Each Supervisor is encouraged to serve on at least two committees.

INTERNAL COMMITTEES:

Personnel
Operations
Finance

REGIONAL AND STATE ASSOCIATIONS:

Metro Conservation Districts
MN Association of Soil and Water Conservation Districts (Area IV)

CITIZEN'S ADVISORY COMMITTEE (CAC):

Coon Creek Watershed District (CCWD) CAC
Rice Creek Watershed District (RCWD) CAC

WATERSHED MANAGEMENT ORGANIZATION (WMO) LIAISON:

Sunrise River WMO (SRWMO)
Upper Rum River WMO (URRWMO)
Lower Rum River WMO (LRRWMO)
Mississippi River WMO (MWMO)

ONE-WATERSHED, ONE-PLAN (1W1P):

Lower St. Croix Policy Committee
Rum River Policy Committee

DISTRICT STAFF

ACD employs ten to fifteen people with approximately 13 full time equivalents (FTEs). ACD has 3,425 staff workdays to address goals and objectives. Planned objectives should require 3400 workdays to complete. Programs and services are continually prioritized, often favoring those that are self-funded, to maintain fiscal and programmatic stability.

ACD	Position
Chris Lord	District Manager (1 FTE)
Kathy Berkness	Office Administrator (1 FTE)
Jamie Schurbon	Watershed Projects Manager (1 FTE)
Mitch Haustein	Stormwater and Shoreland Specialist (1 FTE)
Becky Wozney	Wetland Specialist (1 FTE)
Carrie Taylor	Restoration Ecologist (1 FTE)
Jared Wagner	Water Resource Specialist (1 FTE)
Kris Larson	Water Resource Specialist (1 FTE)
Breanna Keith	Water Resource Specialist (1 FTE)
Logan Olson	Restoration Technician (1 FTE)
Brian Clark	Natural Resource Technician (1 FTE)
Sara Belden	Seasonal Technician (0.75 FTE)
On Hold for Funding	Groundwater Specialist (- FTE)
Aviva Meyerhoff	Outreach and Engagement Coordinator (0.4 FTE)
Cassandra Smith	Seasonal Technician (0.75 FTE)
Intermittent Field Crews	Assist. District Technicians (0.55 FTE)

NRCS	Position (Elk River field office)
Katie Evans	District Conservationist
Logan Berg	Soil Conservationist

"Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it is the only thing that ever has."

Margaret Mead

About this Plan

COMPREHENSIVE AND ANNUAL PLANS

Every ten years, ACD engages stakeholders in developing natural resource goals and objectives and incorporates them into our comprehensive plan. The most recent comprehensive plan was completed in January of 2021. The annual plan picks up where the comprehensive plan left off and is the written directive for pursuing ACD's goals with available staff, funding, expertise, and technology, and is based on the best available science. ACD's annual plans are essentially an extension of ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan. To minimize redundancy with ACD's comprehensive plan, we rely on the reader to be familiar with the comprehensive plan and reference it throughout this document.

To minimize redundancy with ACD's comprehensive plan, we rely on the reader to be familiar with the comprehensive plan and reference it throughout this document.

ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan identifies four foundational natural resources; Surface Water, Groundwater, Ecological Resources, and Soils. Our human resources are included in a Community section. During the comprehensive planning process, ACD developed a tool to approximate the relative effectiveness of actions to achieve our many ranked natural resource goals. This process calculates a return on investments (ROI), which is referred to throughout this plan. While already a very useful tool, it is a work in progress with frequent updates anticipated.

Throughout the year, ACD staff and supervisors reassess workload and finances, and take advantage of funding opportunities and partnerships as they arise that are consistent with ACD's goals and objectives. Deviations from this plan are reflected in periodic updates to ACD's budget, which itemizes the revenues, expenses, and staffing projections in detail. As such, the most recently approved budget should be looked to as the most comprehensive and up-to-date reflection of ACD's plan of work.

ACD will continue the successful programs and services developed in prior years and initiate efforts to address gaps in service in the prior year, emerging issues and to take advantage of opportunities. Some anticipated 2024 initiatives include:

- More frequent and targeted workshops and public engagement opportunities.
- Project and program implementation at the larger Rum River and Lower St. Croix watershed scales.
- Improved service to agricultural producers through collaboration with USDA NRCS and providing access to conservation cost share funds.
- Dedicate funds to, and follow through on maintenance of ecological restoration projects.
- Pursue funding to add a Groundwater Specialist to ACD's staff to expand groundwater conservation and recharge efforts and to provide leadership and coordination for groundwater initiatives.
- Promote use of animated videos and companion quizzes.

PLAN DEVELOPMENT PROCESS

To address watershed-based implementation funding expectations, ACD staff reviewed available scientific analyses and partner plans and developed a listing of priority resources, and corresponding programs and projects. The initial list was reviewed and discussed at a regular ACD Board meeting in January 2020. Based on the approved list, ACD staff developed a draft project list. The draft project list was emailed to those identified in the plan as potential partners (excluding landowners). These same partners were engaged during the comprehensive planning process. Their input was integrated throughout. Communication with partners throughout the year is essential to adapt to changing resource, staff, and financial circumstances.

Prioritization

NATURAL RESOURCE STEWARDSHIP PRINCIPLES

In order to achieve the greatest good with limited labor, expertise, financial, and technological resources, ACD employs the following stewardship principles.

- Work to improve systems, not just features (e.g. watersheds, catchments).
- Identify and prioritize benefits received from natural resources to facilitate implementation that achieves multiple benefits.
- Prioritize programs and services based on return on investment (ROI) to secure multiple benefits instead of prioritizing individual resource features (e.g. lakes, streams).

PRIORITY NATURAL RESOURCE BENEFITS

Rank order listing of foundational resources (blue) and benefits (bulleted).

SURFACE WATER

- Groundwater recharge
- Biogeochemical function – (e.g. pollutant treatment in ponds)
- Hydrologic function – (e.g. flood mitigation and storage/conveyance)
- Flora and fauna intrinsic value
- Recreation – non-consumptive (e.g. swimming and boating)
- Drinking water

ECOLOGICAL RESOURCES

- Flora and fauna - intrinsic value
- Recreation – consumptive (e.g. hunting and fishing)
- Biogeochemical function (e.g. nutrient cycling and carbon storage)
- Recreation – non-consumptive (e.g. birding and hiking)

GROUNDWATER

- Drinking water
- Lake, stream, and wetland baseflow
- Sanitation (e.g. bathing and laundry)

SOILS

- Biogeochemical function (e.g. nutrient cycling and pollutant remediation)
- Flora and fauna – intrinsic value
- Food/fuel/fiber production

PROGRAM AND SERVICE PRIORITIES

While program and service offerings are influenced greatly by ROI to maximize benefits, several other considerations must be taken into account.

- Data and insight - monitoring, inventory and analysis to improve understanding of resource issues
- Mandates – implementation actions required by state statute or rule
- Prerequisites – earlier actions in a sequence necessary to pursue the ultimate action
- Contracts for services – mutually beneficial actions fully funded by implementation partners
- Project readiness and support – alignment of implementation assets including funding, staffing, and partnerships

ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan identified the following services (Table 1) and programs (Table 2) based on ROI.

Table 1: Mechanism ROI by resource

Service	Surface Water	Ecological (Biota)	Groundwater	Soils and Landforms	Grand Total
Maintain	6.39%	14.89%	1.82%	0.09%	23.19%
Manage	9.23%	8.34%	3.34%	0.16%	21.08%
Fund	2.43%	8.18%	4.15%	0.10%	14.87%
Consult	4.35%	4.61%	1.57%	0.10%	10.62%
Protect	2.21%	3.01%	1.23%	0.03%	6.48%
Evaluate	1.80%	3.24%	0.32%	0.05%	5.41%
Inspect	2.54%	2.06%	0.65%	0.06%	5.31%
Analyze	1.97%	1.47%	0.79%	0.23%	4.47%
Regulate	1.76%	0.35%	0.85%	0.03%	3.00%
Guide	1.00%	0.65%	0.23%	0.02%	1.90%
Inventory	0.56%	0.41%	0.14%	0.08%	1.19%
Engage	0.23%	0.40%	0.17%	0.05%	0.84%
Monitor	0.45%	0.06%	0.28%	0.00%	0.78%
Strategize	0.23%	0.43%	0.09%	0.01%	0.76%
Advocate	0.02%	0.02%	0.03%	0.00%	0.07%
Supply	0.00%	0.02%	0.00%	0.00%	0.02%

Advocate: work with policy makers to remove regulatory obstacles or to adopt and implement improved standards
Analyze: characterize conditions and trends in resource quality, quantity and distribution based on foundational data
Consult: provide site-specific project assessment, survey, guidance and design
Engage: provide information, interaction and/or participation opportunity to encourage the implementation of proven approaches
Evaluate: ascertain the effectiveness of previously installed BMPs through field observation, monitoring and analysis
Fund: provide funding to cover all or a portion of the cost of implementing projects and practices
Guide: guide landowners with natural resource regulatory violations to achieve compliance
Inspect: review properties to verify compliance with natural resource regulations
Inventory: collect and compile geospatial data on natural resource quality, quantity and distribution
Maintain: attend to the annual upkeep of BMPs to ensure they continue to provide designed benefits for their planned useful life
Manage: manage all aspects of project installation oversight on behalf of landowners
Monitor: collect and compile physical, chemical and biological data on natural resource quality, quantity and distribution
Protect: secure development rights to properties through fee title, conservation easement, or other means to preserve priority properties for their ecological, surface water, groundwater, and soils benefits.
Regulate: assist with the preparation of revised ordinances to improve natural resource stewardship
Strategize: conduct planning to optimize a course of action for achieving goals
Supply: provide access to conservation equipment and materials

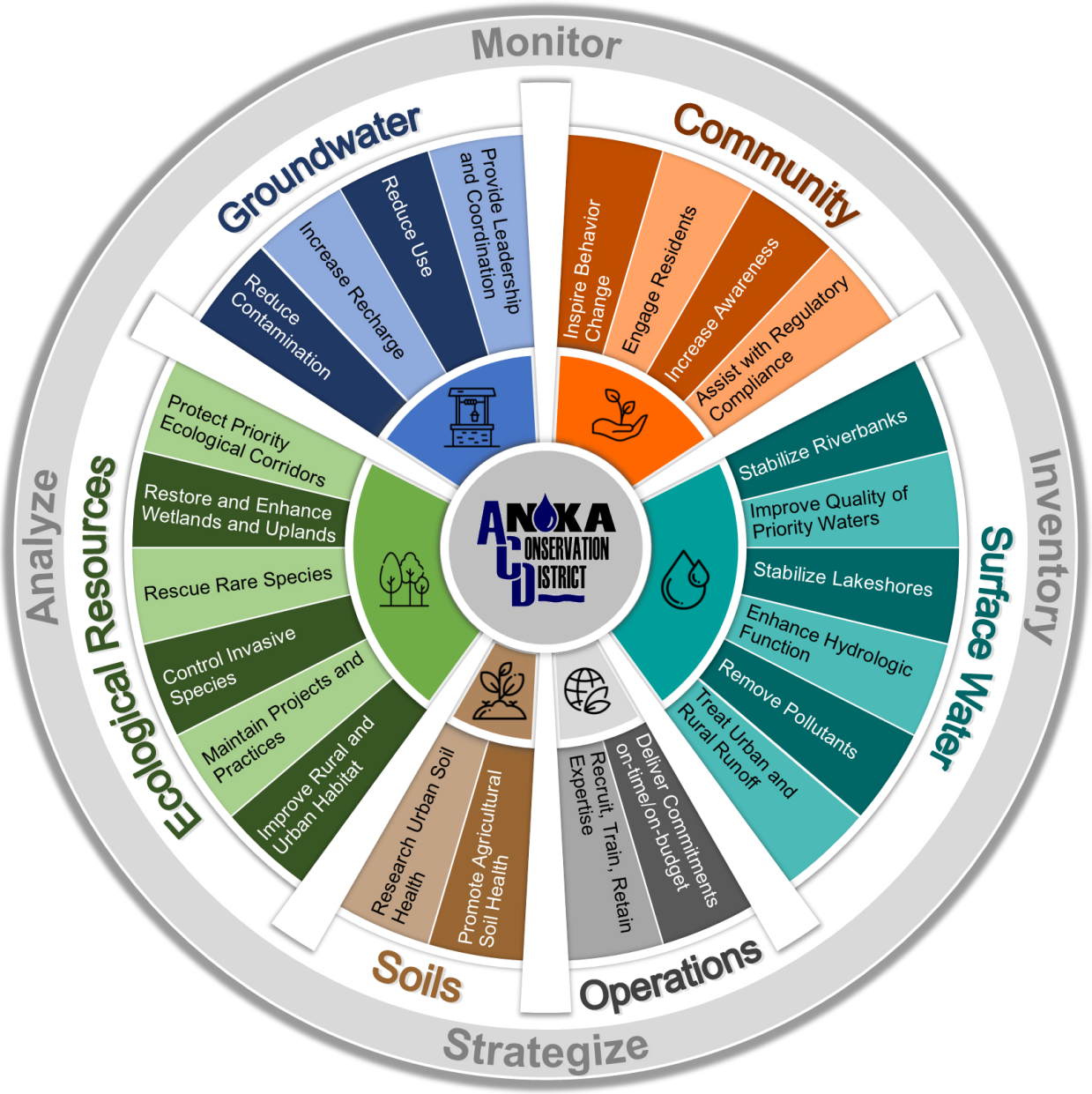
Table 2: Programs to achieve goals based on % of total ROI – vetted to 95% of potential ROI

Program	Biodiversity - sustain and restore	Biodiversity for consumptive recreation - sustain and restore	Biodiversity for recreation - sustain and restore	Biota biogeochemical functions - sustain and restore	Groundwater quality for consumption - sustain and restore	Groundwater quantity for consumption - sustain and restore	Groundwater quantity for sanitation uses - sustain and restore	Groundwater quantity for surface water baseflow - sustain and restore	Hydrologic function (groundwater recharge) - sustain and restore	Runoff storage and conveyance - sustain and restore	Soil biodiversity - sustain and restore	Soil biogeochemical functions - sustain and restore	Soil productivity - sustain and restore	Surface water biogeochemical functions - sustain and restore	Surface water quality for consumption - sustain and restore	Surface water quality for recreation - sustain and restore	Grand Total
Land protection	8.26	4.93	4.15	1.51	0.03	2.58	1.21	2.61	7.32	4.51	0.19	0.02	0.01	0.06	0.00	0.04	37.44
Stormwater BMPs	1.13	0.16		0.15	0.60	0.67	0.32	0.69	1.83	0.76		0.10		2.44		1.82	10.68
Ecological restoration	2.20	1.27	0.94	0.91	0.00	0.00	0.00	0.39	0.68	0.43	0.08	0.05	0.00	0.32	0.00	0.00	7.27
Regulatory assistance	1.77	0.57	0.50	0.74	0.08	0.37	0.17		0.63	0.71	0.04	0.12	0.03	0.29		0.79	6.81
Shore and bank BMPs	1.58	0.18	0.00	0.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	2.29	0.00	1.43	5.69
Surface water monitoring	0.93	0.19		0.27					0.91	0.59				0.94		0.83	4.66
Aquatic invasive species control	1.66	0.53	0.46	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.46	0.00	0.30	4.06
Ecological enhancement	1.34	0.63	0.89	0.34		0.02	0.01	0.02			0.01	0.01					3.29
Groundwater conservation	0.69	0.30	0.22	0.27	0.02	0.58	0.27	0.58	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.12	3.06
Development standards	0.06	0.02	0.01	0.01	0.03	0.08	0.04	0.09	0.24	0.84	0.01	0.01		0.74		0.51	2.69
Hydrologic enhancement	0.29	0.21	0.16	0.21	0.00	0.00	0.00	0.01	0.67	0.61	0.00	0.00	0.00	0.31	0.00	0.00	2.48
Agricultural BMPs	0.42	0.17	0.10	0.23	0.21	0.04	0.02	0.04			0.07	0.12	0.06	0.20	0.03	0.13	1.86
Terrestrial invasive species control	0.66	0.37	0.33	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.00	1.84
Targeted pollutant management	0.23	0.10	0.05	0.14	0.30						0.02	0.03	0.02	0.35	0.04	0.29	1.57
Groundwater monitoring	0.00	0.00	0.00	0.00	0.62	0.37	0.17	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.52
Drinking water protection	0.18	0.07	0.02	0.07	0.50	0.06	0.03	0.05						0.20		0.29	1.47

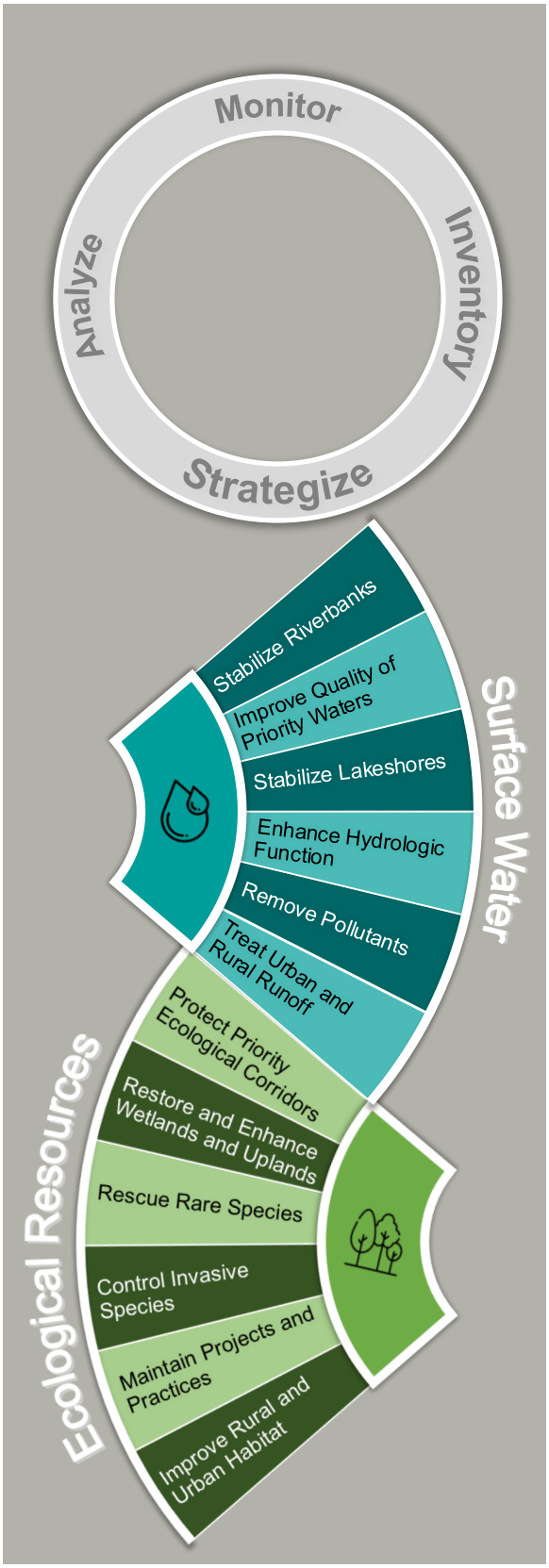
KEYSTONE ENDEAVORS

ACD identified several keystone endeavors for each of the foundational natural resources: Surface Water, Ecological Resources, Groundwater, and Soils as well as Community and Operations. As we make progress on these endeavors, we'll have a positive impact on the quality of life in Anoka County.

- Clean plentiful water for drinking and other uses
- Access to abundant high quality outdoor recreation
- Clean lakes and rivers
- Full, but not overflowing, surface waters
- Sustained diversity of plants and animals
- Healthy functioning ecosystems
- An engaged and invested public
- Productive working lands
- Vibrant local economy



ANNUALIZED 10-YEAR PERFORMANCE GOALS



FOUNDATIONAL KNOWLEDGE

Monitor – Monitor priority resource quantity, quality and biology with sufficient rigor to provide baseline, trend, threshold, calibration and diagnostic insight for management decisions. Make data and findings publically accessible.

Inventory – Collect and map geospatial data on priority natural resource type, quality and distribution with sufficient detail and frequency to enable timely analysis to inform decision-making. Make inventory work products available to the public

Analyze – Analyze monitoring and inventory data to identify cost-effective strategies and solutions to problems that affect priority natural resources.

Strategize – Develop plans of action at appropriate scales to develop partnerships and allocate financial and technical resources to achieve priority natural resource goals.

SURFACE WATER

Stabilize Riverbanks – 1,000 ft./yr. average

Improve Quality of Priority Waters – Positive trend in water quality based on monitoring data

Stabilize Lakeshores – 400 ft./yr. average

Enhance Hydrologic Function – 6 projects/yr. average

Remove Pollutants - 250 lbs.-TP/yr. (Total Phosphorus) average

Treat Urban and Rural Runoff – 50 ac./yr. of runoff treated

ECOLOGICAL RESOURCES

Protect Priority Ecological Corridors – 50 ac./yr. average priority natural resources protected with conservation easements or acquisition

Restore and Enhance Wetlands and Uplands - 75 ac./yr. average

Rescue Rare Species – 1,500 rare specimens/yr. average rescued

Control Invasive Species – Holistic invasive species control including early response, and prioritized/targeted action

Maintain Projects and Practices – 50% of projects sustain benefits beyond project life.

Improve Rural and Urban Habitat – 3.5 ac./yr. average.

GROUNDWATER

Provide Leadership and Coordination – Elevate groundwater to an active management status.

Reduce Use - Advocate funding, promote irrigation use reduction, complete one Campus Groundwater Conservation Plan each year.

Increase Recharge – 5 projects/yr. average

Reduce Contamination – 25 projects/yr. average

COMMUNITY

Inspire Behavior Change - 75 project installations/yr. average

Engage Residents - 200 consultations/designs and 3 volunteer events per year average

Increase Awareness – 15,000 public interactions/ year average including video views, completed online quizzes, webinar and workshop attendance, and event participation

Assist with Regulatory Compliance - 100% buffer law and Wetland Conservation Act compliance

SOILS

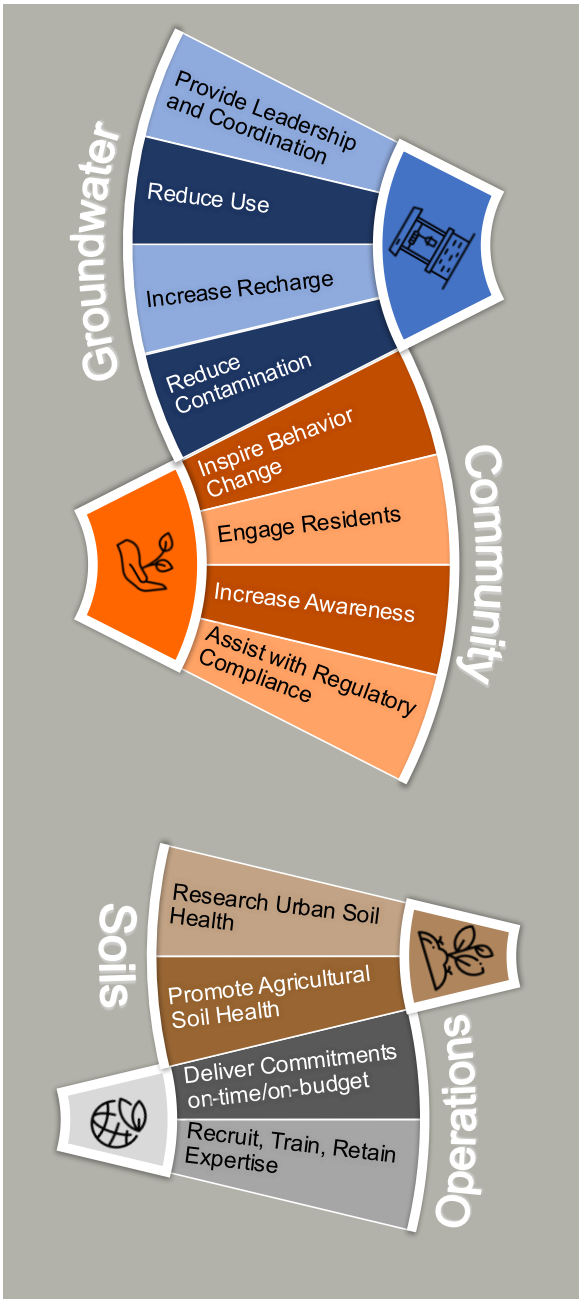
Research Urban Soil Health – Refine understanding and develop urban soil health management strategies

Promote Agricultural Soil Health – 3 producer contracts/yr. average

OPERATIONS

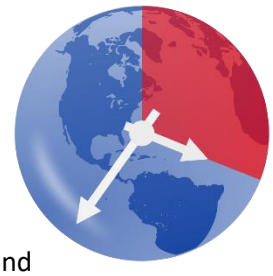
Deliver Commitments On Time and On Budget – Be reliable and accountable

Recruit, Train, Retain Expertise – Be capable, efficient and effective.



CLIMATE CHANGE INTEGRATION

In nature, change is the norm. Everything is in a constant state of change, adaptation and evolution. Change can occur slow and steady, or in a cataclysmic event. If change happens slowly enough, life will adapt. We do know that the concentration of carbon dioxide and other gasses capable of upsetting the energy balance in the atmosphere is changing significantly and coincides with the growth of civilizations around the globe. Predicting the rate of change or degree of change in any particular region in terms of whether or not they will get hotter or colder, wetter or dryer is beyond our current capability. Uncertainty is the only thing of which we can be certain.



ACD's approach to climate change is to push against the risk of climate uncertainty resulting in harm, by slowing the rate of change and perhaps reducing the degree of change within the realm of the work that we do. Beyond that, we are poised to adapt our projects and practices to accommodate the changes that do occur. As part of this effort, climate change imagery is included in ACD's reports, plans and online content starting with the blue Earth icon shown as a clock that is gradually turning red.

Actions to address global climate change fall into one of three categories: adapt, lessen and reverse. Many ACD programs and services integrate climate change in one or more of these categories. To highlight this, icons with one or more of the following action indicators are used throughout this plan, providing a simple visual cue.

Adapt – Roll with the changes. i.e. Employ biological and technological measures to prepare for change. e.g. Select plants adapted to warmer climates for projects and our tree sale; bolster structural designs to stand up to climate extremes.

Lessen – Put on the brakes. i.e. Take actions to reduce the discharge of greenhouse gases into the atmosphere. e.g. Incorporate energy saving features in projects and in daily operations; reduce the use of products high in greenhouse gas emissions.

Reverse – Turn back the clock. i.e. Take action to sequester carbon (tie up carbon as soil organic matter or herbaceous and woody biomass). e.g. Tree planting, prairie restoration, soil health enhancement.

Figure 1: Climate Change Icon Showing All Three Action Indicators

Actions taken locally that lessen and reverse greenhouse gas emissions provide far ranging benefits. The carbon locked up by planting a tree in Anoka County benefits those on the other side of the globe as much as it does our neighbors.

Targeting

Targeting is a process of identifying actions that will result in the greatest improvement to priority resources for the least investment of staff and financial resources. Targeting is founded in rigorous scientific analysis. For ACD, this analysis comes in the form of urban Stormwater Retrofit Analyses (SRAs), rural Subwatershed Analyses (SWAs), shoreland condition inventory and analysis, annual water resources almanacs, and feasibility studies. Analyses such as these provide a ranked list of potential projects, their likely benefit to a priority resource, and estimated installation costs. All analyses are accessible through the AnokaSWCD.org projects tab.

PROGRAMS, PROJECTS, AND ACTIONS

The logo for the Clean Water, Land, and Legacy Amendment is displayed adjacent to programs, projects, and actions that are funded in part with Legacy funds. The revenue tables in the budget section of the report provide a more detailed accounting of how projects are funded, including the many local partners that contribute financially to these conservation efforts.

OPERATIONS

One of the largest funding challenges for ACD is covering expenses associated with operations. Grant funds typically restrict the amount and type of administrative and operational expenses that can be reimbursed or considered as match. General services funds received from the state are insufficient to cover otherwise ineligible operational expenses. Combined, the following operations categories account for approximately $371,000 of ACD's staff time and expenses.

District Operations: Administration

Office infrastructure – office supply and equipment inventory and management; software, email, computer network, and IT services coordination

Clerical – process mail; maintain files per records retention policy; update bulletin board postings and meeting notices per the Open Meeting Law; secure meeting facilities; prepare Board minutes; respond to Data Practices Act requests; maintain a secure record of all login information and passwords for District accounts; administer benefits

Bookkeeping – process bill payments, invoicing, accounts receivable collections, and bank deposits; record all financial transactions; prepare monthly financial reports; reconcile bank statements; process payroll; pay taxes; facilitate financial audits

Administration – risk management, insurance compliance, administrative reporting for agency compliance

Board of Supervisors – facilitate committee and regular Board meetings; coordinate agendas; compile and distribute meeting information; provide timely information to facilitate informed decision making by the Board

Vehicle, equipment, and tools maintenance – attend to the maintenance, repair and replacement of vehicles, equipment and tools to minimize productivity losses; maintain personal protective equipment stock and use guidance

Logistics - coordination of meeting or event schedules, venues, registration, and supplies

District Operations: Managerial

Organizational infrastructure – develop, update and implement policies and procedures related to personnel, operations, finance, and Board engagement in accordance with statutory requirements and Board objectives

Talent recruitment and retention – develop position descriptions; develop and implement position classification

and compensation plans; establish and implement employee recruitment criteria and processes; onboarding and exiting; resolve conflicts; facilitate positive and productive work environments; volunteer coordination and communications

Performance evaluation – develop and apply performance indicators; facilitate performance acknowledgements and corrections; implement promotions, demotions, compensation adjustments, discipline, and dismissal in conjunction with the Board

Program development and management – develop, refine and eliminate programs to efficiently and effectively address District objectives; foster partnerships; coordinate workload distribution and assess progress; understand, track, anticipate, and react to changing needs and opportunities; develop budgets and secure funding; prepare, review and negotiate contracts and agreements

Staff development – prepare and update individual development plans, engage in professional development, facilitate on-the-job training

LEGISLATIVE OUTREACH – Engaging with, or encouraging others to engage with, State Legislators to support funding or policies that benefit ACD individually, or SWCD's collectively. This must be tracked to ensure compliance with state statute regarding lobbying. In 2024 levy authority for ACD will be actively pursued.

PAID LEAVE - Regular full-time and part-time staff earn up to twelve paid holidays as well as eighteen to thirty-four days of flexible time off per year. Use of compensatory time earned and extended medical benefits leave occurs to a lesser extent.

LANDLORD - In 2011 ACD purchased its office headquarters, which has six rentable suites, two of which are occupied by ACD. All direct expenses and staff time associated with ACD's role as landlord are tracked separately from conservation oriented activities. Rental revenues are sufficient to cover all expenses.

Tenant services – address tenant requests and issues; track and update leases; lease available space

Grounds maintenance – repair, maintain and improve ACD's office headquarters and leased space

MONITORING

In order to focus limited financial and technical resources it is important to monitor resource quality, quantity, and biology regularly. ACD's extensive water quality and hydrology monitoring program, coupled with inventories and diagnostic studies, ensures that efforts are focused where they will provide the most benefit.

BASELINE, TREND, AND THRESHOLD MONITORING - Site selection is completed in the early months of each year in collaboration with funding partners. The adjacent table shows the number of each type of monitoring site planned for 2024.

Resource	Quality	Quantity	Biota
• Lakes	7	24	
• Streams	21	10	5
• Wetlands		22	
• Groundwater		23	
• Precipitation		16	

CALIBRATION AND DIAGNOSTIC MONITORING – Specialized monitoring may be conducted to calibrate models or diagnose the root cause of localized problems. Calibration monitoring will be conducted for the Linwood Lake watershed in preparation for future modeling.

INVENTORY

Inventories provide geospatial resource information essential to the development of successful conservation projects. ACD is equipped to complete a variety of inventory projects, having many years of aerial photos, GPS equipment, GIS software and the expertise to use them.

AQUATIC INVASIVE SPECIES (AIS) – ACD provides inventory services to map AIS on Lake George and as the foundation of an early detection program for the Coon Creek Watershed District.

BUFFER LAW COMPLIANCE – 2022 high-resolution aerial photos will be used to complete a countywide review of ditch buffers to update compliance maps, which will be refined in 2024.

SOIL CONDITION – Initiate soil condition monitoring. There are currently no local data on soil health or condition. Urban soil health impacts on water resource management are of particular importance due to the growing urban landscape in Anoka County.

ANALYSES

ACD conducts natural resource analyses at varying scales to diagnose the reason for problems and identify stewardship opportunities. Most of these efforts are done under contract with local and state funding partners to achieve mutual goals.

WATER RESOURCES ALMANAC – Each year ACD completes a water resources almanac to summarize the year's monitoring data and provide rudimentary analysis of resource condition and trends.

WEST FORD BROOK SUBWATERSHED ANALYSIS – West Ford Brook is a large rural subwatershed with a chain of natural environment lakes. This area is a top priority for analysis in the Upper Rum River WMO watershed management plan. ACD will complete a SWA to identify and rank watershed opportunities to reduce sediment and nutrient loading to the chain of lakes.

MISSISSIPPI AND RUM RIVER DIRECT DRAINAGE SRA – There are several small catchments along the Mississippi and Rum Rivers that discharge stormwater directly into the river without treatment. ACD will complete SRAs in one subwatershed for the Mississippi River and one for the Rum River.

SHORELINE EROSION ANALYSIS – Utilizing recent photo inventories and updated LiDAR, ACD will complete analysis of soil erosion along shorelines on Martin and Linwood Lakes to identify and rank project opportunities by cost-effectiveness.

TROTT BROOK WATER QUALITY DIAGNOSTICS – Analysis will be completed on diagnostic water quality monitoring data to determine the cause of low dissolved oxygen levels in Trott Brook and identified potential solutions.

PLANNING

COLLABORATIONS AND PLANNING – ACD participates in several multi-entity collaborations to facilitate natural resources management efforts at an optimal scale for success dependent on the resource. This ranges from multi-county conservation network collaborations to statewide policy committees. Current initiatives include:

- Metro Conservation Network
- Metro Conservation Districts
- Anoka Sand Plain Partnership
- Lower St. Croix Watershed Partnership
- Rum River Watershed Partnership
- Metropolitan Water Supply Advisory Committee

ACD ANNUAL IMPLEMENTATION PLAN – ACD completes annual implementation plans as an extension of the comprehensive plan. The annual plan provides detail on the projects that are to be implemented in the coming year.

GRANT APPLICATIONS – Selectively securing funding to implement projects is an extension of the planning process. ACD is under contract with several water management organizations to identified appropriate funding opportunities and develop funding applications for submittal.

FINANCIAL ASSISTANCE

PROJECT COST-SHARE – Financial assistance in the form of project cost-share grants is sometimes available along with our technical services to encourage projects that will have public benefits of water quality improvement, flood reduction, or wildlife habitat enhancement. There are several potential sources of funding, and ACD works with landowners to coordinate the application process. ACD encourages performance-based cost-share, which is an approach wherein funding sources contribute to a project based on the benefits derived from the project. Other factors may also be considered such as landowner actions that may have exacerbated the problem and any other properties that could benefit from the solution.

ENGINEERING/TECHNICAL ASSISTANCE – Funding is available through the MCD Non-Point Engineering Assistance Program (NPEAP) and the Enhanced Technical Assistance (ETA) program to build internal capacity within SWCDs and fund contracts with consulting engineers for the design of conservation practices. Requests must be made through ACD for projects in Anoka County.

LOCAL WATER PLANNING (LWP) – ACD applies for and manages LWP implementation funds through the BWSR Natural Resources Block Grant (NRBG). These funds help offset the cost of assisting WMOs with implementation of their water plans. Anoka County receives approximately $11,000 to be shared among the water management entities.

SUBSURFACE SEWAGE TREATMENT SYSTEM ADMINISTRATION – ACD applies for and distributes funds through the NRBG to reimburse LGUs a portion of the cost of implementing SSTS related programs.

WETLAND CONSERVATION ACT (WCA) ADMINISTRATION FUNDING – ACD applies for and distributes funds through the NRBG to reimburse LGUs a portion of the cost of implementing the WCA. Approximately $84,000 is available annually for Anoka County LGUs, which covers approximately 25% of reported expenses.

TECHNICAL ASSISTANCE

While monitoring, inventory, analysis, and planning are important, they achieve nothing unless they result in changes in practices on the ground to improve natural resource quality, quantity, and distribution. ACD provides technical assistance to facilitate conservation practice implementation.

CONSERVATION PROJECT SERVICES -

Project implementation services provided:

- Project promotion
- Site consultations
- Planning and design
- Bidding and contract management
- Installation oversight
- Grant fund acquisition and grant management
- Post-construction monitoring

Project types most often considered include:

- Curb-cut rain gardens
- Lakeshore and riparian buffer plantings
- Lakeshore restoration
- Lakeshore and streambank stabilization
- Stormwater pond modification
- Ecosystem restoration
- Backyard habitat enhancement
- Invasive species control (aquatic and terrestrial)

Design/plan services provided include:

- Property level conservation plans and BMP designs
- Water appropriation conservation plans per MN DNR water appropriation permit requirements
- Conservation easement management plans per easement requirements

RCWD Landowner Assistance (design and cost share) – RCWD contracts with ACD to address landowner inquiries for conservation technical assistance. If site conditions warrant, ACD will prepare a project design and assist with project funding applications.

Shoreland Stewardship and Stormwater Retrofits (design and cost share) – ACD provides landowners with conservation technical assistance to design and install projects to benefit high priority resources. Prior to public investment, sites are vetted to ensure that the public will benefit commensurate to the level of funding.

Training Provided to Others – ACD provides training, including internal staff cross-training as well as professional training.

Project Profiles/Online Project Map/Dashboards – For each project installation in which ACD is an active partner, we prepare a project profile. Project profiles include images of the project site before and after, benefits received, expenses incurred, and partners with corresponding cash and in-kind contributions to the project. All project profiles are available online at AnokaSWCD.org through the project-mapping feature. The project map also provides access to analytical reports. Project dashboard, which provide summary statistics on projects by size, type, location and benefits are also accessible online.

BMP Inspection and Maintenance Guidance – ACD will continue to conduct site inspections and contact landowners where conservation practices were previously installed with ACD assistance but are beyond their contract life to encourage continued practice maintenance and function. Inspections will be followed up with guidance on maintenance needs. With proper maintenance, projects should remain functional in the landscape much longer than their designed life span, thereby providing more benefits to the public for their original investments.

Wetland Consultation – For a modest fee, ACD will provide landowners with wetland consultation services to determine wetland boundary locations, determine the applicability of exemptions, aid with project concept adjustments to facilitate future permitting, and assist them in navigating the regulatory process.

Habitat Improvement – Technical guidance is provided to landowners on all aspects of habitat improvement. While all landowners are eligible for technical assistance regardless of the size of the site and specific species or ecosystem, limited staff resources are focused in areas that are identified as wildlife corridors.

LAND PROTECTION

Preservation of parcels that are of particular importance for wildlife habitat or support rare species is a high priority. Efforts to preserve land should be limited to parcels that fall within the identified wildlife corridor network to make the best use of limited funds. Whether land is in public or private ownership, the best way to achieve permanent land protection is by using conservation easements held by multiple parties dedicated to natural resource conservation and management. The greatest obstacles to land protection are local governments that favor land development. Land protection emerged as an important long-term strategy during comprehensive planning. ACD will engage local government units in an attempt to remove barriers to land protection.

Conservation Easement Maintenance and Inspection – ACD holds several conservation easements either solely or in conjunction with the Minnesota Land Trust (MLT) and owns one property with an MLT easement.

Land Protection Outreach – ACD will provide targeted outreach and promotion of a multi-million dollar grant to secure conservation easements along the Rum River through the Reinvest in Minnesota (RIM) program.

ECOLOGICAL STEWARDSHIP

A substantial portion of the funding for ecological management activities in Anoka County comes from the Outdoor Heritage Fund (OHF) via collaborative grant applications from the Anoka Sandplain Partnership. This

partnership is led by Great River Greening.

INVASIVE SPECIES TREATMENT

BUCKTHORN TREATMENT – Buckthorn is a highly invasive woody plant. Common Buckthorn invades upland areas, while Glossy Buckthorn takes over wetland fringes. Both species displace native plants and the wildlife that depends on them. ACD has been actively combating buckthorn in those portions of the county where it is just becoming established.

- Cedar Creek Ecosystem Science Reserve (CCESR) – ACD secured additional OHF funding to continue early detection buckthorn treatment in portions of the 5,600 acre property.
- Bonnell WMA – The Bonnell WMA is mostly ecologically pristine with pockets of common and glossy buckthorn, which will be treated on 28 of the 80 acres in the WMA.

COOPERATIVE WEED MANAGEMENT AREA (CWMA) – Anoka CWMA Partnership activities include strategic planning and coordination, invasive species outreach, monitoring, mapping, and a cost share program to control invasive species and revegetate with natives on public and private lands. This effort is supplemented with additional project cost share funds from the MN Dept. of Agriculture.

NON-NATIVE PHRAGMITES TREATMENT – ACD secured funds to map and treat isolated infestations of the invasive wetland grass, *Phragmites australis subsp. australis*.

ECOLOGICAL RESTORATION

BLAINE PRESERVE SNA – ACD secured OHF funding to enhance 53 acres of wet prairie/rich fen that supports MN Threatened/Endangered/Special Concern species. Enhancement activities will continue in 2024 and include reed canary grass, buckthorn, and aspen treatment.

BURMAN WMA – ACD secured OHF and NWTF funding to enhance 89 acres of the 204-acre Robert and Marilyn Burman WMA. Enhancement activities will continue in 2024 to enhance 58 acres of oak savanna, 16 acers of prairie, and 15 acres of wetland.

CEDAR CREEK CONSERVATION AREA (CCCA) – ACD secured OHF funding to enhance 11 acres of wet prairie and sedge meadow.

CEDAR CREEK ECOSYSTEM SCIENCE RESERVE – ACD secured OHF funding to enhance 60 acres of prairie and oak savanna.

COON RAPIDS DAM REGIONAL PARK – ACD secured OHF funding to enhance 29 acres of woodland and savanna along the Mississippi River.

KINGS ISLAND – ACD secured OHF funding to enhance 26 acres of flood plain forest at Kings Island. Enhancement activities include removing EAB infested ash and tree planting.

LAMPREY PASS WMA – ACD secured OHF funding to enhance 29 acres of prairie, wetland and forest including areas of rare plants and rare habitat types.

RUM RIVER CORRIDOR HABITAT ENHANCEMENT – ACD secured OHF funding to enhance habitat throughout the Rum River corridor extending to its headwaters at Mille Lacs Lake. This includes 13 acres of riparian habitat, 10 acres of wetland habitat, and 20 acres of wild rice habitat, the latter of which would be in partnership with the Mille Lacs Band of Ojibwe.

WETLAND RESTORATION AND BANKING – Restoration of wetland hydrology and ecology is not only good for water quality, habitat and flood control, but may also be 'banked' for credit.

The Wetland Conservation Act requires mitigation for wetlands drained or filled in excess of exemptions by restoring wetland of equal value or purchasing credits from those who have previously completed wetland restoration projects. ACD provides technical assistance with the design, review, and monitoring of wetland restoration projects. The US Fish and Wildlife Service is a partner capable of providing design assistance and modest cash grants toward wetland restorations that are not to be used for banking credit or part of a compensatory wetland mitigation plan.

MINNESOTA RARE PLANT RESCUE

ACD secured phase 2 funds through OHF to continue work in partnership with the Minnesota Landscape Arboretum and Critical Connections Ecological Services to implement a pilot program for rescuing rare species from permitted development sites where the plants would otherwise be destroyed. Specimens are relocated to ecologically appropriate and permanently protected recipient sites. Protocols for salvage, transplantation, species-specific management, and monitoring have been developed. Salvage of approximately 15,000 plants is anticipated through this program.

ECOLOGICAL ENHANCEMENT

TURF TO POLLINATOR HABITAT CONVERSION – ACD was awarded funding from BWSR Habitat Enhancement Landscape Pilot Program (HELP) to convert 4.5 acres of turf to pollinator habitat at Anoka County, City of Fridley and City of Blaine parks.

ANOKA PARKS PRAIRIE ENHANCEMENTS – ACD was awarded funding from BWSR HELP program to enhance 55 acres across 12 prairies to benefit at-risk and beneficial insects.

RUM RIVER IN-STREAM FISH HABITAT ENHANCEMENT – ACD secured OHF funding to install fish habitat structure throughout the Rum River channel extending to its headwaters at Mille Lacs Lake.

MUSSEL PROTECTION

Several mussel species in Minnesota are protected. They are not very mobile and are very difficult to identify in rivers. As a result, riverbank projects can either be held up due to unwarranted concern about mussel presence, or unwittingly cause harm to protected mussel species during construction. Current protocols to address this involve the costly and time consuming effort to contract with one of a very few professionals in Minnesota authorized to relocate individual mussels out of harm's way using SCUBA gear. This process is estimated to have a 65% success rate. ACD secured OHF funds to develop and test concepts to move mussels out of construction zones. Testing will occur in 2024 on the use of turbines to 'blow' mussels into deeper water, away from shoreline construction zones.

SURFACE WATER STEWARDSHIP

CRITICAL AREA PLANTING (CAP) – This includes utilization of native plants to stabilize eroding soil or intercept and filter runoff in areas that discharge to high priority was resources. CAP can be done in conjunction with shoreline stabilization projects or as a stand-along project. Rum River Watershed Based Implementation Funding (WBIF) has been allocated to complete several CAP projects.

RUM RIVER REVETMENTS – CPL Funds have been secured to assist riparian owners on the Rum River with stabilization of mild to moderate bank erosion. Cedar tree revetments will be used on at least 2,000 linear feet to satisfy the grant over the next two to three years.

RUM RIVER BIOENGINEERING – Matched with Anoka County funds, ACD secured just under $1.8M in OHF funds to treat riverbanks with moderate erosion that can be addressed with habitat friendly bioengineering techniques. Eight to ten projects are anticipated over the coming years.

RUM RIVER ARMAMENT - With matching funds from Anoka County, BWSR awarded CWF of $440K to help address riverbanks with severe erosion that require fortification with structural means to be stabilized. While these projects provide fewer wildlife benefits, they provide superior water quality improvements because of the erosion severity addressed.

SUNRISE LAKES SHORELAND STABILIZATION – A competitive Clean Water Fund grant was awarded to stabilize actively eroding lakeshore in the Sunrise River chain of lakes. Eight projects designed and ready for installation in 2024.

TARGETED SHORELINE STEWARDSHIP – District Capacity funds have been allocated to supplement WBIF funding to reach out to shoreland landowners on priority lakes and provide technical and financial assistance to install water quality improvement projects.

RETROFITS (AGRICULTURAL AND URBAN) – $139K in Rum River WBIF funds have been allocated to treat runoff to improve water quality. The most effective projects will be pursued and may be found in agricultural, residential and commercial landscapes.

WETLAND RESTORATION – $28K in Rum River WBIF funds have been allocated to complete wetland restoration projects anticipated to improve water quality. To meet this threshold, restoration of hydrology in previously drained wetlands is anticipated.

WOODBURY HOUSE RIVERBANK STABILIZATION – ACD prepared a grant application on behalf of the City of Anoka and justover $1M was awarded to address severe bank erosion along the Rum River that threatens historically significant landscape features. ACD intends to remain engaged in project design, management and reporting.

GROUNDWATER STEWARDSHIP

SUBSURFACE SEWAGE TREATMENT SYSTEM UPGRADES – ACD secured funds through the MPCA to assist landowners that meet income eligibility limits with the upgrade of failing septic systems. Priority is given to systems that are likely to be polluting public water bodies. Additional funds are available in the Rum River watershed only using Rum River WBIF grant funds.

WELL SEALING COST SHARE – ACD was awarded funds to cost-share the targeted sealing of unused wells. Owners of properties identified as likely to have an unused well that are within a Drinking Water Supply Management Area or Well Head Protection Zone will be contacted directly with notice of the cost-share opportunity. Unused deep wells that formerly drew water from the Mount Simon-Hinckley Aquifer are also eligible regardless of their location. Funds are available to cost-share the sealing of approximately 125 of the 2,500 suspected unused and unsealed wells.

ADMINISTRATIVE ASSISTANCE

GRANT ADMINISTRATION – ACD has become proficient administering various federal, state, and regional grants. Many project partners have neither the resources nor inclination to dedicate staff to tend the logistics of grant administration. As a contribution to project implementation, ACD often assumes this role.

ACD WEBSITE – Much of ACD's website, AnokaSWCD.org, is dedicated to posting and reporting compliance matters. The site includes staff and supervisor contact information; board meeting agendas, packets, and minutes;

fee schedules; the handbook; financial reports; the comprehensive plan, annual plans; annual reports, and project information.

RUM RIVER WATERSHED PARTNERSHIP FISCAL AGENT (RRWP) – ACD will serve as the fiscal agent for the RRWP in their multi-county implementation of a $1M biennial WBIF grant.

WMO ADMINISTRATION AND ON-CALL – Several WMOs contract ACD to provide administrative and on-call services. Doing so enables WMOs to attend to administrative and operational logistics without having employees.

WMO REPORTING – Water management entities are required to submit annual reports of activities and finances to BWSR. ACD prepares annual reports on behalf of three of the four WMOs for a fee.

WEBSITE HOSTING – ACD designed and manages websites for the Upper Rum, Lower Rum, and Sunrise River WMOs. Routine management includes posting information on meetings and activities.

PRODUCTS & EQUIPMENT

TREE SALES – ACD sells approximately 25,000 tree and shrub seedlings to 300 landowners annually. Seedlings are sold in bundles of 10 and 25, as our focus remains habitat improvement, not individual landscaping trees. The tree sale is an opportunity to provide one-on-one consultations with landowners about habitat improvement. We also sell native grass and wildflower seed.

RAIN GUARDIAN PRETREATMENT CHAMBER – ACD staff designed and patented the Rain Guardian pretreatment chamber for curb-cut rain gardens to reduce maintenance time and effort greatly. The RainGuardian.biz website provides promotional, technical, installation, and maintenance materials along with ordering instructions. Distributorships are in place for the 48 continental United States. In 2024, we will focus on providing greater support to our distributor. Rain Guardian revenues support other conservation efforts in Anoka County.

CONSERVATION MATERIALS – Many materials needed for conservation projects are not readily available, or are only available in bulk quantities. This can discourage landowners from moving forward with a project. To facilitate project installation ACD has several items on hand and provides them at cost, including herbicide, erosion control fabric, biodegradable stakes, duckbill anchors, galvanized steel cable, and horseshoe clamps.

EQUIPMENT RENTAL – ACD has invested in several pieces of equipment that help Anoka County landowners implement conservation practices. The equipment is available for rent and is used to install ACD-coordinated conservation practices. Available equipment:

- Truax 3’ native seed drop seeder
- 25-gallon herbicide tank and boom sprayer
- 52” pull behind brush mower
- Backpack herbicide sprayers

Safety equipment and training is included with rental.

REGULATORY GUIDANCE

WCA ENFORCEMENT – Potential violations of the WCA are processed by ACD, who are charged with determining if there is a violation, the extent of the violation, and the nature of remediation required to resolve the matter.

WCA ADMINISTRATIVE ASSISTANCE – ACD assists LGUs with administration of the WCA to varying degrees. LGUs throughout Anoka County differ greatly in staffing levels and expertise dedicated to implementing the WCA. As a result, some LGUs take greater advantage of ACD's assistance than others.

BUFFER LAW IMPLEMENTATION – ACD provides several services related to the buffer law; 1) compliance reviews using remote sensing or site inspections, 2) consultation on buffer establishment, 3) development and authorization of alternative practices, and 4) facilitation of project cost-share and implementation. Due to ACD's efforts, Anoka County currently has only a handful of non-compliant property owners.

INFORMATION & OUTREACH

E-NEWSLETTER – ACD publishes a quarterly e-newsletter that provides updates on projects and services, grant awards, staffing, scheduled events and activities, general natural resources stewardship information, and Board activities as a means to better reach out to public officials and others who subscribe.

MONTHLY SNAPSHOT – Emulating BWSR's Snapshot series, ACD provides our local, regional and state government partners and leaders, along with non-profits and community organizations with a monthly synopsis of ACD's activities.

WMO EDUCATION/NEWSLETTERS – ACD provides content to WMOs to incorporate into their member city newsletters related to the implementation of their water plans. Some WMOs also contract with ACD to provide project-specific education work products such as displays, signs, and brochures.

VIDEO DEVELOPMENT – Videos can be used to highlight ACD projects, inform other professionals on the elements of project design and construction, inform the public on natural resource issues, and engage the public. All ACD videos are available on the AnokaSWCD YouTube page. The following video projects are planned in the coming few years.

- Animated video series on rivers and how to be a good river steward
- Animated video on watersheds
- Animated video on stormwater
- Animated video on stormwater pond function and landowner expectations
- Animated video on wetland restoration
- Animated video series on agricultural BMPs and stewardship
- Animated video series on forest resource stewardship
- Animated video on soil health

VIDEO COMPANION MATERIALS – ACD will elevate the animated video series to be a more engaging informational tool through the development of companion materials such as interactive quizzes, and action pledges.

WEBSITE – While ACD's AnokaSWCD.org website serves an important administrative function, it also provides useful information on natural resources stewardship. It presents ACD's programs and services, provides project information, and serves as an archive for myriad natural resource management reports and analyses such as the Water Resources Almanac and Stormwater Retrofit Analyses. The website provides the public with direct access to ACD's series of brochures, displays, and videos.

WEBSITE BLOG – ACD publishes a blog to provide a more comprehensive narrative of priority topics than can be accomplished in a newsletter, Facebook post, or typical webpage. The blog is updated with monthly project updates and timely natural resource stewardship guidance.

WEBSITE DATA ACCESS TOOL – ACD staff collect and analyze water quality, quantity, and biology data. Providing our partners and the public with timely access to the data as it is being collected is a high priority. Developing the means to do so in a manner that provides a user friendly interface, is easy to maintain, facilitates data management and reporting, is cost-effective, and avoids redundancy is challenging. We anticipate continued refinement of this interface through 2024.

WORKSHOPS AND PRESENTATIONS – ACD collaborates with cities and watershed districts to provide information on a variety of natural resource topics. Presentations are tailored to the audience and range from 'how-to' workshops for landowners to implement projects at home, to highly technical presentations to other professionals in the natural resources management field. Online workshops have become second nature for many professionals and landowners, and are far more cost-effective than in-person events.

NEWSPAPER ARTICLES – ACD periodically submits articles to local newspapers for promotion of programs and services and public education on topics related to natural resource stewardship.

BROCHURES & DISPLAYS – ACD has developed a series of brochures and tabletop displays promoting conservation in the community. They are available for use by partners in Anoka County.

AGRICULTURAL PRODUCER OUTREACH – In effort to serve Anoka County's agricultural producers better, ACD will work as a liaison to connect producers with available technical and financial resources for conservation projects and practices.

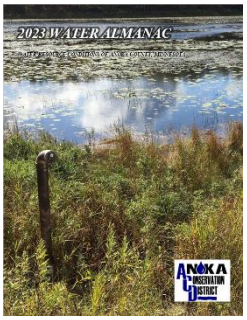
Measure Outcomes

Measuring outcomes can be done by using models, through monitoring the physical, chemical, and/or biological characteristics of the target resources, or by measuring work deliverables. Each has pros and cons, and is appropriate in different circumstances.

USING MODELS

ACD uses several models to estimate benefits when applying for grants and reporting deliverables as project grants are closed out. WinSLAMM is used for urban stormwater projects, RUSLE2 for rural BMPs, the Wisconsin-NRCS direct volume method for riparian soil loss calculations, and the BWSR Pollution Reduction Estimator when robust models are not available. Model accuracy is compromised not only by the number and complexity of variables entered into it, but also by the fact that natural resource quality is constantly being impacted by factors unaccounted for in models, such as climatic variability, land cover change, and land use management practices. For these reasons, it is optimal to monitor resource condition to document progress.

MONITOR TARGET RESOURCES



ACD maintains a rigorous routine monitoring program of target natural resources. Long-term routine monitoring provides a baseline, trends, and pace of progress. As goals are reached for a particular resource, management efforts are shifted to maintenance mode. Detailed monitoring data and analysis are presented annually in a Water Resources Almanac prepared by ACD staff and are available at AnokaSWCD.org. Almanacs are organized by watershed and are several hundred pages in length. Data may be viewed in chart form and downloaded using ACD's data access tool.

MEASURING EFFORT AND DELIVERABLES

Another alternative is to measure effort and work deliverables. For each of the four resource categories as well as community and general operations, two to six metrics of success in terms of effort and outcomes from the Action Wheel will be reported each year using a letter grade. We are hopeful that by including intrinsic natural resource value throughout the plan and addressing community resources as a separate topic, the action wheel incorporates general quality of life outcomes to capture frequently overlooked benefits of natural resource stewardship.

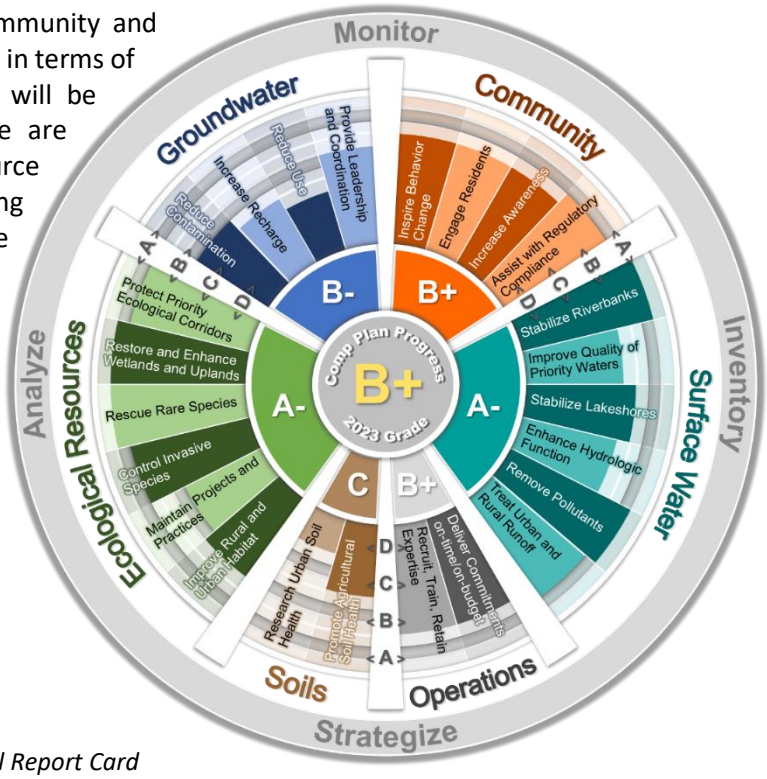


Figure 2: 2023 ACD Action Wheel Report Card

Allocation of Implementation Assets

Implementation assets include support (political, agency, public), capacity (financial, expertise, technology, staff time), awareness (locally relevant science, planning, natural resource literacy), and jurisdiction (geographic, regulatory). While sufficient funding may overcome many of these, it cannot address them all; that requires fostering relationships, building trust, and collaboration. Finite assets must be judiciously allocated to implement activities in a way that optimizes outcomes. Because ACD does not have access to robust or stable funding, collaborating to cobble together implementation assets is not only optimal, but also necessary. This section focuses on capacity allocations.

STAFF TIME AND EXPERTISE

ACD employs ten to fifteen people with approximately 13 full time equivalents (FTEs). ACD has 3,429 staff workdays to address goals and objectives. Planned objectives should require 3,456 workdays to complete. As such, current and proposed staff is 27 workdays short of anticipated need. Programs and services are continually prioritized, often favoring those that are self-funded, to maintain fiscal and programmatic stability. We need one additional full time technician to meet workload demand.

Table 3: 2024 staff needs

Program or Service	**Mgr**	**Admin**	**Engage**	**Tech**	**Spec1**	**Spec2**	**Princ**	**Seas**	**Total**
General Operations	0.49	0.60	0.00	0.26	0.35	0.32	0.39	0.09	2.50
Paid Leave	0.12	0.18	0.06	0.26	0.46	0.32	0.35	0.20	1.95
Landlord	0.03	0.01	0.00	0.03	0.03	0.03	0.04	0.03	0.20
Outreach and Engagement	0.14	0.01	0.28	0.02	0.04	0.02	0.05	0.01	0.57
Monitoring	0.01	0.00	0.00	0.22	0.27	0.00	0.02	0.32	0.84
Inventory	0.00	0.00	0.00	0.00	0.03	0.00	0.00	0.01	0.04
Analysis	0.01	0.00	0.00	0.20	0.15	0.01	0.09	0.02	0.48
Planning	0.10	0.00	0.00	0.01	0.04	0.04	0.09	0.00	0.28
Land Protection	0.01	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.06
Surface Water Stewardship	0.06	0.03	0.00	0.27	0.51	0.59	0.61	0.10	2.17
Groundwater Stewardship	0.01	0.01	0.00	0.00	0.14	0.00	0.02	0.03	0.21
Ecological Resource Stewardship	0.02	0.01	0.00	0.55	0.18	0.56	0.05	1.00	2.37
Soils Stewardship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Regulatory Assistance	0.00	0.00	0.00	0.00	0.59	0.01	0.00	0.00	0.60
Administrative Assistance	0.02	0.02	0.00	0.00	0.08	0.02	0.11	0.00	0.25
Products & Equipment	0.02	0.13	0.00	0.13	0.06	0.08	0.21	0.04	0.67
Over or Under Unallocated	-0.04	0.00	0.00	0.05	0.07	-0.05	-0.03	0.00	0.00
Total	1.00	1.00	0.34	2.00	3.00	2.00	2.00	1.85	13.19

FUNDING

Table 4 summarizes revenues and expenditures and indicates the amount of pass-through funding. Detail is provided in Table 5 through Table 7.

Table 4: Funding summary

Revenue Summary	
Charges for Services	150,134
Interest	30,000
Intergovernmental - County	388,650
Intergovernmental - Local	223,824
Intergovernmental - Regional	28,000
Intergovernmental - State	2,745,065
Product Sales	831,300
Rents	121,215
Total	**4,518,188**

Expenditure Summary	
Capital Expenses	-
Construction	1,348,794
Materials/Supplies	190,513
Office Overhead	164,952
Personnel	1,510,235
Contracts - Tech/Engineering	791,053
Contracts – Admin	23,267
Contracts - Project Development	49,500
Office Headquarters	36,750
Product Sales	447,470
Total	**4,562,535**

Table 5: Construction detail

Construction Detail	**Charge for Service**	**County**	**Local**	**State**	**Grand Total**
BMP Construction			10000	13896	**23896**
SSTS				100000	**100000**
Revetments - CPL			7500		**7500**
SSTS-Fix up grants	3300			32634	**35934**
Stormwater Retrofits			14000	25000	**39000**
Shoreland Stewardship				29000	**29000**
Shoreland Stewardship - Sunrise Chain	45304			99500	**144804**
Riverbank Stabilization - Rum Armor	38080	38080		380800	**456960**
Rum OHF 1 - Riverbank Bioengineering				450000	**450000**
Critical Area Planting	2800			23000	**25800**
Streambank & Shoreland Stabilization				7500	**7500**
Wetland Restoration			3400	25000	**28400**
Grand Total	**89484**	**38080**	**34900**	**1186330**	**1348794**

Table 6: Revenue detail

Revenue Detail	Charge for Service	Interest	County	Local	Regional	State	Product Sales	Rents	Grand Total
Rain Guardian							776300		**776300**
Rum OHF 1 - Riverbank Bioengineering			11000			502500			**513500**
Riverbank Stabilization - Rum Armor	38080		38080			429600			**505760**
Rum OHF 2 - Riverbank Bioengineering						422000			**422000**
General Operations		30000	226992	16673		20765			**294430**
Shoreland Stewardship - Sunrise Chain	45304					111200			**156504**
Office Headquarters								121215	**121215**
Restoration - Kings Island						118380			**118380**
SSTS						111700			**111700**
Rum OHF 2 - Wetland Resto						107500			**107500**
WCA Admin						86267			**86267**
Videos			48000			30000			**78000**
Rare Species Rescue						77000			**77000**
Rum OHF 2 - Fish Habitat						75000			**75000**
Restoration - CR Dam						71673			**71673**
Restoration - OHF	55000								**55000**
Tree Sales							55000		**55000**
BMP Consultation				15000	28000	6000			**49000**
Stream Water Quality				33007		12357			**45364**
Revetments - CPL			37078	7500					**44578**
Stormwater Retrofits				14000		25000			**39000**
SSTS-Fix up grants	3300					33634			**36934**
Restoration - Cedar Creek ESR						35000			**35000**
Wetland Restoration				3400		30000			**33400**
Critical Area Planting	2800					28300			**31100**
Shoreland Stewardship						29000			**29000**
Outreach Coordinator				28447					**28447**
On-Call				27393					**27393**
Restoration - Lamprey Pass						27000			**27000**
ReLeaf						24000			**24000**
Rum OHF 2 - Riparian Veg Resto						24000			**24000**
BMP Design						24000			**24000**
Training						24000			**24000**

Revenue Detail	Charge for Service	Interest	County	Local	Regional	State	Product Sales	Rents	Grand Total
BMP Construction				10000		13896			**23896**
HELP						23300			**23300**
BMP Maintenance						21448			**21448**
Rum OHF 2 - Wild Rice						20500			**20500**
Restoration - Maintenance			17500						**17500**
Wetland Hydrology	4400			12750					**17150**
Restoration - Cedar Creek CA						17000			**17000**
Rum OHF 1 - Mussel						16500			**16500**
Soil Condition						16000			**16000**
Erosion Inventory			10000			5816			**15816**
Website				2448		12800			**15248**
Local Water Plan Implementation						11050			**11050**
Buckthorn - Bonnell WMA						10500			**10500**
SRA Trott Brook						10000			**10000**
SRA Rum Direct Anoka						9667			**9667**
Weed Management						9400			**9400**
SRA Mississippi Direct Anoka						9000			**9000**
Land Protection Strategies						8828			**8828**
Lake Levels				8000					**8000**
Buffer Law Admin						7800			**7800**
Streambank & Shoreland Stabilization						7500			**7500**
Lake Water Quality				7100					**7100**
Restoration - Blaine SNA						7000			**7000**
Stream Hydrology				6300					**6300**
Grant Administration				5500					**5500**
Stream Flow - Rating Curve				4500					**4500**
Biomonitoring	1250			3000					**4250**
Annual Report				3851					**3851**
Newsletter				3814					**3814**
Shoreland Admin						3570			**3570**
Grant Preparation				3536					**3536**
Obwells						3360			**3360**
Brochures/Displays/Videos				600		2754			**3354**
Project Profiles						3000			**3000**
Almanac				2400					**2400**
Wetland Veg Analysis						2000			**2000**

Revenue Detail	Charge for Service	Interest	County	Local	Regional	State	Product Sales	Rents	Grand Total
Carp Management				2000					**2000**
RIM						2000			**2000**
Video Companion Material						1500			**1500**
Aquatic Invasive Species				1500					**1500**
SRA Ford Brook						1000			**1000**
Buffers						1000			**1000**
Restoration - Burman WMA						1000			**1000**
Auditor Report				672					**672**
Lake Secchi				378					**378**
BMP Promotion				55					**55**
Grand Total	**150134**	**30000**	**388650**	**223824**	**28000**	**2745065**	**831300**	**121215**	**4518188**

Table 7: Expense Detail

Expense Detail	Capital	Construction	Materials/ Supplies	Office Overhead	Personnel	Contracts - Tech/Engineering	Contracts - Admin	Contracts – Project Development	Office Headquarters	Product Sales	Grand Total
General Operations			2000	158152	1510235						**1670387**
Riverbank Stabilization - Rum Armor		456960	10000								**466960**
Rum OHF 1 - Riverbank Bioengineering		450000				10000					**460000**
Rain Guardian										419942	**419942**
Rum OHF 2 - Riverbank Bioengineering						392000					**392000**
Shoreland Stewardship - Sunrise Chain		144804									**144804**
Restoration - Kings Island						112380					**112380**
Rum OHF 2 - Wetland Resto			95000			5000					**100000**
SSTS		100000									**100000**
Restoration - CR Dam						65673					**65673**
Rum OHF 2 - Fish Habitat						50000					**50000**
Rare Species Rescue			4000			44000					**48000**
Videos								42000			**42000**
Restoration - OHF						40000					**40000**
Stormwater Retrofits		39000									**39000**

Expense Detail	Capital	Construction	Materials/ Supplies	Office Overhead	Personnel	Contracts - Tech/Engineering	Contracts - Admin	Contracts – Project Development	Office Headquarters	Product Sales	Grand Total
Office Headquarters									36750		**36750**
SSTS-Fix up grants		35934									**35934**
Shoreland Stewardship		29000									**29000**
Wetland Restoration		28400									**28400**
Tree Sales										27528	**27528**
Critical Area Planting		25800									**25800**
BMP Construction		23896									**23896**
WCA Admin							23267				**23267**
ReLeaf						20000					**20000**
Rum OHF 2 - Riparian Veg Resto						20000					**20000**
HELP			18800								**18800**
Rum OHF 2 - Wild Rice						13500					**13500**
Website			1300	2800				7500			**11600**
Revetments - CPL		7500	4000								**11500**
BMP Maintenance			11000								**11000**
Restoration - Cedar Creek ESR			3000			8000					**11000**
Restoration - Maintenance			10000								**10000**
Stream Water Quality			9113								**9113**
Streambank & Shoreland Stabilization		7500									**7500**
Restoration - Cedar Creek CA			7000								**7000**
Restoration - Lamprey Pass						7000					**7000**
Rum OHF 1 - Mussel			4500								**4500**
Weed Management			4000								**4000**
Training				4000							**4000**
Restoration - Blaine SNA						3500					**3500**
Soil Condition			2500								**2500**
Lake Water Quality			1500								**1500**
Buckthorn - Bonnell WMA			1500								**1500**
Buffers			1000								**1000**
Biomonitoring			300								**300**
Grand Total	**-**	**1348794**	**190513**	**164952**	**1510235**	**791053**	**23267**	**49500**	**36750**	**447470**	**4562535**

UNMET NEED - GAP ANALYSIS

A gap analysis is a process of identifying needs that are not being met. The following is incorporated throughout this and the comprehensive plan.

- All goals, objectives, strategies and actions were viewed through the lens of what ACD's role could be.
- All comprehensive plan resource sections detail unmet need and missing assets for implementation.
- Monitoring and inventory data that show a decline in resource quality or quantity indicate an unmet need.
- Identified monitoring, inventory, analysis, and planning represent knowledge gaps.
- The lists of collaborations at different scales along with the selection of optimum lead entities are geographic and jurisdictional gap analyses.
- Identified audiences and outreach topics are a public awareness gap analysis.
- The identified adjustments in authorities are jurisdictional, programmatic, and funding gap analyses.

SURFACE WATER

- Comprehensive and consistent data collection and analysis across jurisdictions occurs rarely.
- Plan coordination and integration among water resource stewardship entities is lacking, due in no small part to the extreme complexity of integration.
- Complex surface water governance hinders understanding of the system and leads to both gaps and redundancies, as well as the perception of duplication, even if not real.

ECOLOGICAL RESOURCES

- Baseline data for ecological resource type, quality and distribution are very limited.
- Species-specific conservation plans and strategies are not available.
- Objective evaluation of BMP success is infrequent. Without it, the science and practice of ecological resource stewardship is not evolving optimally.
- Training on holistic resource stewardship to ensure we are treating the underlying problem and not just a symptom.

GROUNDWATER

- Comprehensive groundwater plan – there is no comprehensive plan for groundwater stewardship in Anoka County and no entity with sufficient jurisdiction and will to initiate planning or implementation.
- Available grant funding favors remediation over prevention, which is highly inefficient.
- Groundwater quantity conservation is not a high priority for funding entities.

SOILS

- Urban soil health research is needed.
- Anoka County-specific soil health data are needed.
- Widespread urban food programs could help address food desert challenges and reduce the strain on conventional agriculture.

ASSET SHORTFALLS

SWCD funding uncertainty is the single largest shortfall that impacts implementation effectiveness and timing; it hinders all aspects of ACD operations. Securing SWCD statutory funding authority remains by far the most critical adjustment needed to advance the stewardship of natural resources in Minnesota.

COMMUNITY

- A common asset shortfall among all resource categories is the lack of public literacy on natural resource issues. This is understandable. Natural resources are complex; so much so that they require special purpose units of government to implement stewardship actions. Lack of literacy is not limited to the public; it is more the norm than the exception among state legislators, local elected officials, community leaders, and agency and department staff.
- Funding for general outreach and engagement is very limited.

ECOLOGICAL RESOURCES

- Long-term stewardship funding to maintain restoration projects with periodic burns and invasive species treatment.
- Lack of objective measures of the value of ecosystem services relegates ecological stewardship to the category of 'nice' instead of 'necessary.'
- Foundational data are missing or outdated, such as MLCCS, which compromises planning and implementation efforts.

GROUNDWATER

- Additional groundwater expertise would be needed to conceptualize and implement meaningful groundwater stewardship plans.
- Groundwater management authorities are split among state, county and city entities and there is a lack of coordination.

SOILS

- Soils stewardship as a means to improve urban water quality isn't even a discussion, but should become one.
- Funding is needed to initiate research on the function of urban soil health on other resources.

ADJUSTMENTS IN AUTHORITIES

ACD will support funding options, legislation, and local ordinances that achieve the following:

- Provide SWCDs with operational and programmatic statutory funding authority.
- Conserve groundwater through mechanisms such as mandated rain/soil moisture sensors on irrigation systems, private well regulation, limits on manicured lawn size, plumbing code updates to allow gray water segregation, reuse and/or infiltration.
- Secure groundwater planning delegated authority and implementation funding.
- Allow reimbursement of full fee schedule rates from state grants for soil and water conservation districts.
- Provide funding for the long-term inspection and maintenance of BMPs.
- Support development of a technical approval authority training and certification program by BWSR that doesn't rely on NRCS provided training and oversight. An online module based system would be ideal to accommodate training needs arising from staff turnover and workload variability over time and would follow employees as they move between jobs.
- Increase reimbursable staff expenses associated with the CPL grant program
- Creation of an ecological planning grant element in the OHF or LCCMR similar to CWF's Accelerated Implementation Grants.
- Acknowledgement of long-term O&M costs as a portion of required match.

- Extend OHF grant terms for ecological restoration/enhancement projects.
- Increase NRBG WCA funding and reduce the match requirement.

TECHNICAL STAFF TRAINING & CERTIFICATION NEEDS

Conservation Practice	Staff Member									
	C. Lord	M. Haustein	J. Schurbon	B. Wozney	J. Wagner	C. Taylor	K. Larson	B. Keith	L. Olson	B. Clark
		Ecol. Level Plan or Design Eng. Class I-V								
Ecological Science										
Alum addition - In lake (563M)			D		D					
Aquatic Vegetation Management (565M)					D			D		
Bioretention Basin (712M)	D	D			D			D		D
Brush Management (314)	D					D			D	
Conservation Cover (327)						D			D	
Conservation Crop Rotation (328)										
Conservation Cover(327M)	D					D				
Contaminant Source Inventory (300M)	D	D	D							
Cover Crop (340)										
Critical Area Planting (342)	D	D				D	D	D	D	D
Early Successional Hab. Dev./Mgmt. (647)	D	D				D	D		D	D
Erosion Control (148M)	D	D					D	D		D
Field Border (386)										
Filter Strip (393)	D				D			D		D
Fish Management (392M)			D							
Forest Stand Improvement(666M)	D					D			D	
Groundwater Monitoring (500M)					D		D			
Infiltration Trench (803M)	D	D								D
Nutrient Management Plan (590, 509M)										
Permeable Surfaces (804M		D								
Ravine/Gully Inventory (302M)	D	D					D			D
Resto. & Mgmt. Declining Habitats (643)	D					D			D	
Riparian Forest Buffer (391)	D					D		D	D	
Riparian Herbaceous Cover (390)	D					D	D	D	D	
SSTS Inventory (305M)			D		D					
Stream Habitat Imprv. & Mgmt (395)	D	D	D		D	D	D	D	D	D
Subwatershed Analysis (510M)	D	D			D			D		D
Surface Water Monitoring (501M)		D	D		D		D			D

Conservation Practice	Staff Member									
	C. Lord	M. Haustein	J. Schurbon	B. Wozney	J. Wagner	C. Taylor	K. Larson	B. Keith	L. Olson	B. Clark
		Ecol. Level Plan or Design Eng. Class I-V								
Tree/Shrub Establishment (612)	D					D	D		D	
Upland Wildlife Habitat Mgmt. (645)	D					D	D	D	D	D
Wetland Wildlife Habitat Mgmt. (644)	D			D		D	D	D	D	D
Windbreak/Shelterbelt Estab. (380)	D					D			D	
Engineering										
Clearing and Snagging (326)	V	V								V
Grade Stabilization Structure (410)	I	I								V
Multi-stage Ditch (807M)										V
Stormwater Runoff Control - Infilt. (570)	I	I								V
Streambank & Shoreline Prot. (580)	II	II								V
Water & Sediment Control Basin (638)	I									V
Wetland Restoration (657)	I	I		I		I			I	V
Other Certifications										
Wetland Delineator				X						
Prof. in Erosion & Sediment Control		X								
Prof. in Storm Water Quality		X								

Looking Ahead: 10-Year Project Priorities

The following table presents an extensive listing of potential project opportunities to address ACD priorities and goals, listed generally in the order of priority based on activity type. The first column indicates initiative priority with a (H)igh, (M)edium, or (L)ow within each grouping of activity types. Projects will be added and dropped from the list each year as they are envisioned and completed respectively. It is important to initiate project development several years before anticipated installation in order to align all of the needed implementation assets. The groundwork for projects being installed in 2024 was laid several years ago. To keep the cycle going, we must work today to lay the groundwork for 2027 projects.

Table 8: 10-year project priorities and opportunities

	Potential Initiative	Potential Grant	Potential Partner	Annual (Total[1])
H H H H H H	Shoreline and Streambank Stabilization • Rum River • Mississippi River • Lake George • Linwood Lake • Coon Lake • Martin Lake	CPL, OHF, WBIF, CWF Projects and Practices, District Capacity	WDs/WMOs, Cities, LIDs, Lake Assoc. Co. Depts., Landowners, SWCDs, NGOs	$500K ($5,000K)
H H H H H H M M M H	SRA/WRAPS Project Implementation • City of Anoka • City of Ramsey • City of St. Francis • Lake George • Martin Lake • Coon Lake • CCWD – multiple • RCWD – multiple • MWO – multiple • Rum River WRAPS • Other SRAs listed below, not yet complete	WBIF, CWF Projects and Practices, District Capacity, Met Council, Dept. of Health, MPCA Section 319	WDs/WMOs, Cities, LIDs, Lake Assoc. Co. Depts., Landowners	$200K ($2,000K)
H	Alum Treatment • Golden Lake	WBIF, CWF	WD, City, Lake Assoc.,	$150K
M	SSTS Fix-Up – Riparian Focus	MPCA	Landowner	$75K ($750K)
H H H	Carp Management • Linwood Lake • Martin Lake • Typo Lake	WBIF, CWF, CPL	WMO, Twp., Lake Assoc.	$50K
M	Targeting Analyses • Linwood Lake SRA	LCCMR, CWF AIG, WBIF, MCD ETA,	WMOs/WDs, Cities, LIDs, Lake Assoc.	$50K ($500K)

[1] Anticipated 10-year need included to show long-term funding needs. Funds are not necessarily needed every year for 10 years.

	Potential Initiative	Potential Grant	Potential Partner	Annual (Total[1])
M H H M H H M H	• Rice Creek Chain of Lakes SRA, • Lower Rice Creek SRA, • Lower Rum River SRA, • Lower Mississippi River Erosion Analysis • Mississippi Direct Discharge SRA • Ford Brook SWA • Rum River Direct Discharge SRA • Lakeshore condition	Met Council, District Capacity		
M H M	Feasibility Analysis & Project Design • Sunrise Chain of Lakes Alum treatment • Lake George in-lake analysis • Ag. conservation planning	LCCMR, CWF AIG, WBIF, MCD ETA, Met Council, District Capacity, EQIP	WMOs/WDs, Cities, LIDs, Lake Assoc.	$90K ($270K)
M M M H H L	Groundwater Projects and Analysis • Campus groundwater conservation planning • Well sealing cost share • SSTS Fix Up • Well testing and data analysis • County level groundwater planning • Smart irrigation	CWF AIG, LCCMR, Met Council, MDH	Cities, Landowners, HOAs, School Districts	$150K ($1,500K)
H H M M M M M M H H H H	Ecological Restoration • Burman WMA • Blaine SNA • Mikkelson WMA • Bonnell WMA • Carlos Avery WMA • Rum River Central Regional Park • Coon Rapids Dam Regional Park • King Island Park • Lamprey Pass WMA • Cedar Creek Conservation Area • Anoka Nature Preserve • Cedar Creek Ecosystem Science Reserve	OHF, CPL, USFWS, NWTF	Co. Depts. Cities, DNR, Sports Orgs., Landowners, NGOs	$300K ($1,500K)
M M M H M H H L	Invasive/Noxious Species Treatment • Phragmites • Anoka CWMA • Buckthorn • CCCA • Rum Central • CCESR • Burman WMA • AIS	MDA, OHF, CWMA, MN AIS,	Co. Depts. Cities, Weed Inspectors, WDs/WMOs, DNR, MDA, Sport Orgs, Landowners, NGOs	$120K ($1,200K)

	Potential Initiative	Potential Grant	Potential Partner	Annual (Total[1])
H	Rare Plant Rescue Program	LCCMR, OHF	Arboretum, DNR, Co. Depts., NGOs, Cities, WDs	$85K ($510K)
M	Pollinator Habitat	Lawns to Legumes – BWSR, CPL, EQIP, CWF	WDs/WMOs, Cities, Landowners, NGOs	$40K ($400K)
L	Invasive Species Inventories	MDA, CWMA, MN AIS,	Co. Depts. Cities, Weed Inspectors, NGOs	$25K (75K)
H	Social Capacity – Empowering the Public • Create informational materials • Create displays and interactive models • Write articles for local newspapers, newsletters, and blogs • Create videos and other online content • Host workshops/ trainings/ presentations/ tours • Host community engagement events • Promote individual and collective conservation actions • Promote behavior change campaigns • Coordinate with local partners • Partner regionally to support large-scale outreach efforts	WBIF, District Capacity, LCCMR	WDs/WMOs, Cities, Co. Depts., SWCDs, School Districts	$85K ($850K)
H H H	Land Protection • Easements - Rum RIM • Easements – MCBS Lands • Cedar Creek Corridor	RIM, OHF, District Capacity	BWSR, MLT, TNC, TPL, NGOs	$1,000K+
M	Wetland Restorations • Riparian Areas	BWSR Banking, District Capacity, DNR CPL, MPCA Section 319, OHF	Landowners, WDs/WMOs, NRCS, USFWS, NGOs	$40K ($200K)
M M L H L	Data Collection • Water monitoring • MLCCS • Wetland floristic quality • BMP/project efficacy • Soils	WBIF, District Capacity, LCCMR	WDs/WMOs, Lake Assoc., LIDs	$200K ($2,000K)