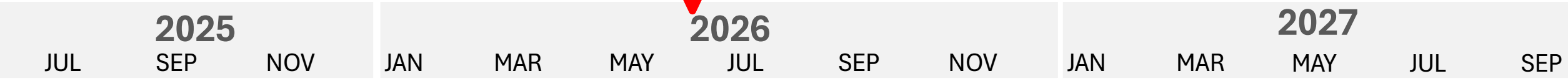




10-year Plan Update: Draft Mission, Vision & Goals

Board of Managers Workshop
June 17, 2026

Plan Update Timeline



Draft plan development: Needs assessment, review others' plans, develop goals/strategies, project prioritization

Draft plan revisions

Revise | **Distribute final plan**

Stakeholder engagement: Prioritize issues, identify strategies

Input on draft plan

Steering Committee Meetings

TAC: Review project prioritization matrix

Building the Plan: Sources of input



Inputs for the Plan Update



10-year Plan Update (2027-2037)

Assess land & water resources

Identify watershed issues

Set goals & strategies for the next 10 years

Identify process for project prioritization

Ecosystem Health Action Plan (EHAP)

- Inform, through an ecosystem lens, development of the 10-year plan update
- Identified 70+ strategies such as regulation, climate resiliency, climate protection

Regenerative watershed community outreach study

District staff & consultant meetings

Hennepin County Natural Resources Partnership Coalition

Systems Approach to Watershed & Lake Management

- Lake & watershed diagnostic study
- Five holistic lake management plans: Ann, Lucy, Susan, Mitchell, Red Rock

Steering Committee Workshops (8)

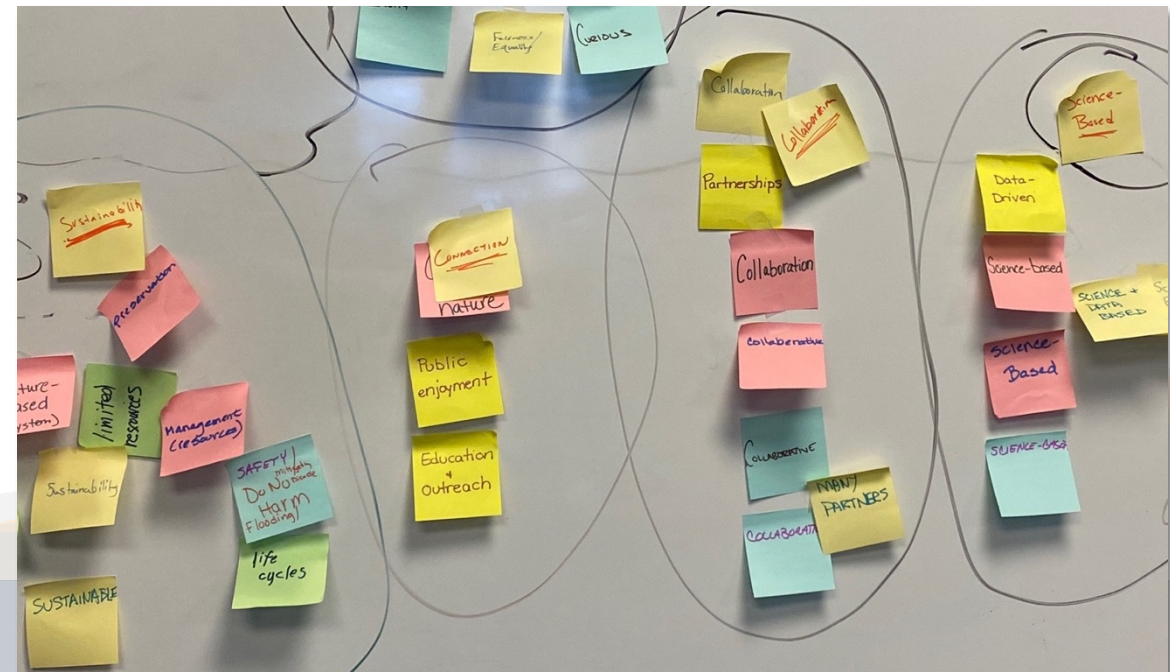
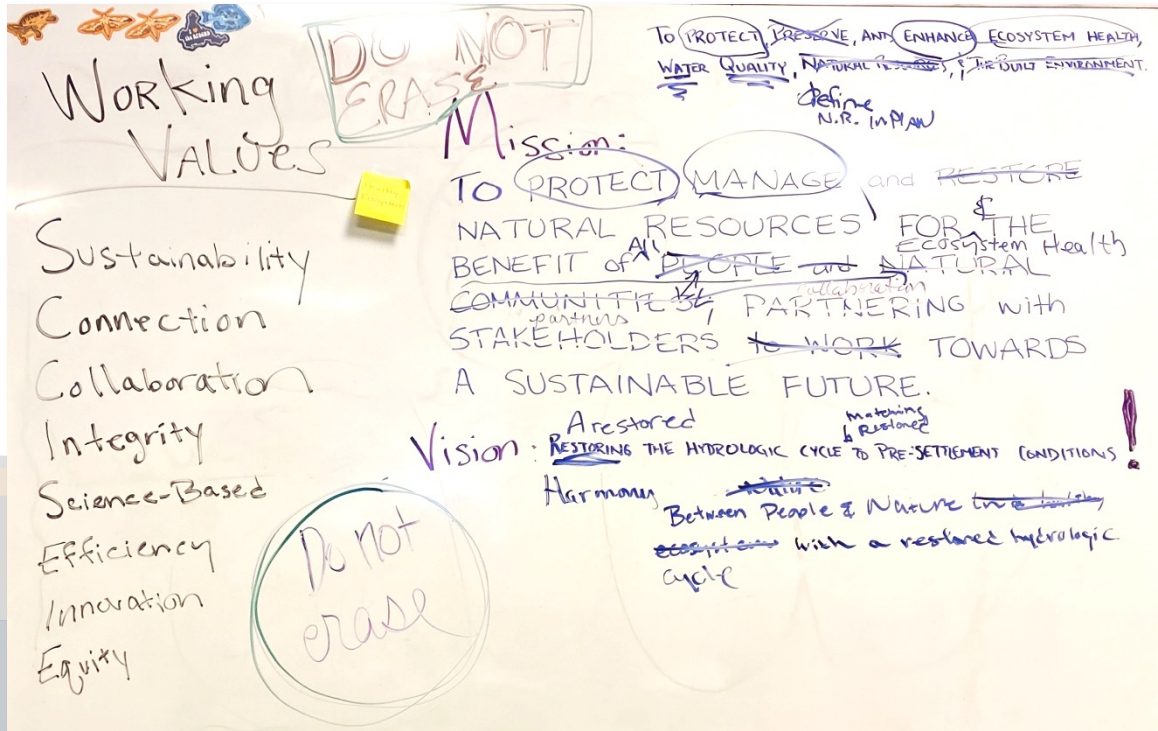
- Committee of cities and other LGU staff
- Topics includes asset mapping, issue identification, regulatory framework, etc

Engagement

Board of Managers

Jan. 10, 2025

Work session to identify values and discuss mission and vision. Some staff & CAC also participated.



Engagement

Board of Managers

Jan. 15, 2025

Work session to refine draft mission and vision and identify draft goals. Some staff & CAC also participated.

Ongoing & future

- Updates about plan update process through administrator reports & workshop topics
- Oct. 6, 2026 – Manager Retreat

VISION

An ecologically rich landscape with a restored hydrological cycle where people & nature exist in balance

MISSION

To protect, manage, & enhance/restore natural resources for ecosystem health & the benefit of all through collaboration for a sustainable future within a resilient watershed.

Engagement

Citizen Advisory Committee (CAC)

- Jan 2025: CAC invited to BOM work sessions
- Feb 2025: Workshop to review draft mission/vision/goals and alignment with 103b; exercise to align EHAP strategies with draft goals and strategies
- Oct 2025: Discussion – public survey results; challenges & opportunities
- June 2026: Discussion – draft mission, vision, goals, strategies
- Updates from staff

Staff

- Strategic planning workshop (3/2025)
- Prioritization discussion (4/2026)
- Regular staff meeting updates

Plan Steering Committee

Partner community staff & technical advisors

- Eight meetings (July 2025 – May 2026)
- Identified potential strategies/actions

Technical Advisory Committee (TAC)

- Pending (summer 2026)

Public engagement

- Online survey 2025
- Event tabling

Building the Plan:

It starts with a vision
and a mission



VISION

BOM draft – January 2025

An ecologically rich landscape with a restored hydrologic cycle where people and nature exist in balance.

MISSION

BOM draft – January 2025

To protect, manage, and enhance/restore natural resources for ecosystem health and the benefit of all through collaboration for a sustainable future within a resilient watershed.

MISSION

A forward-looking declaration of an organization's long-term aspirations, used to guide decision-making and stay focused on long-term goals.

Traits of a good mission statement

- Includes what, who and why
- **Succinct & memorable**
 - Short and snappy
 - Fit on back of business card
- Clear and inspirational
- Ambitious but realistic

EXAMPLE MISSION STATEMENTS

Just do it.

We're in business to save our home planet.

*To inspire and nurture the human spirit
one person, one cup, & one neighborhood
at a time.*

Inspire, educate, involve, communicate.

*To protect, manage and improve the
water resources of Capitol Region Watershed
District and Mississippi River.*

*We collaborate with public and private
partners to protect and improve land and
water for current and future generations.*

Building the Plan:

Draft goals



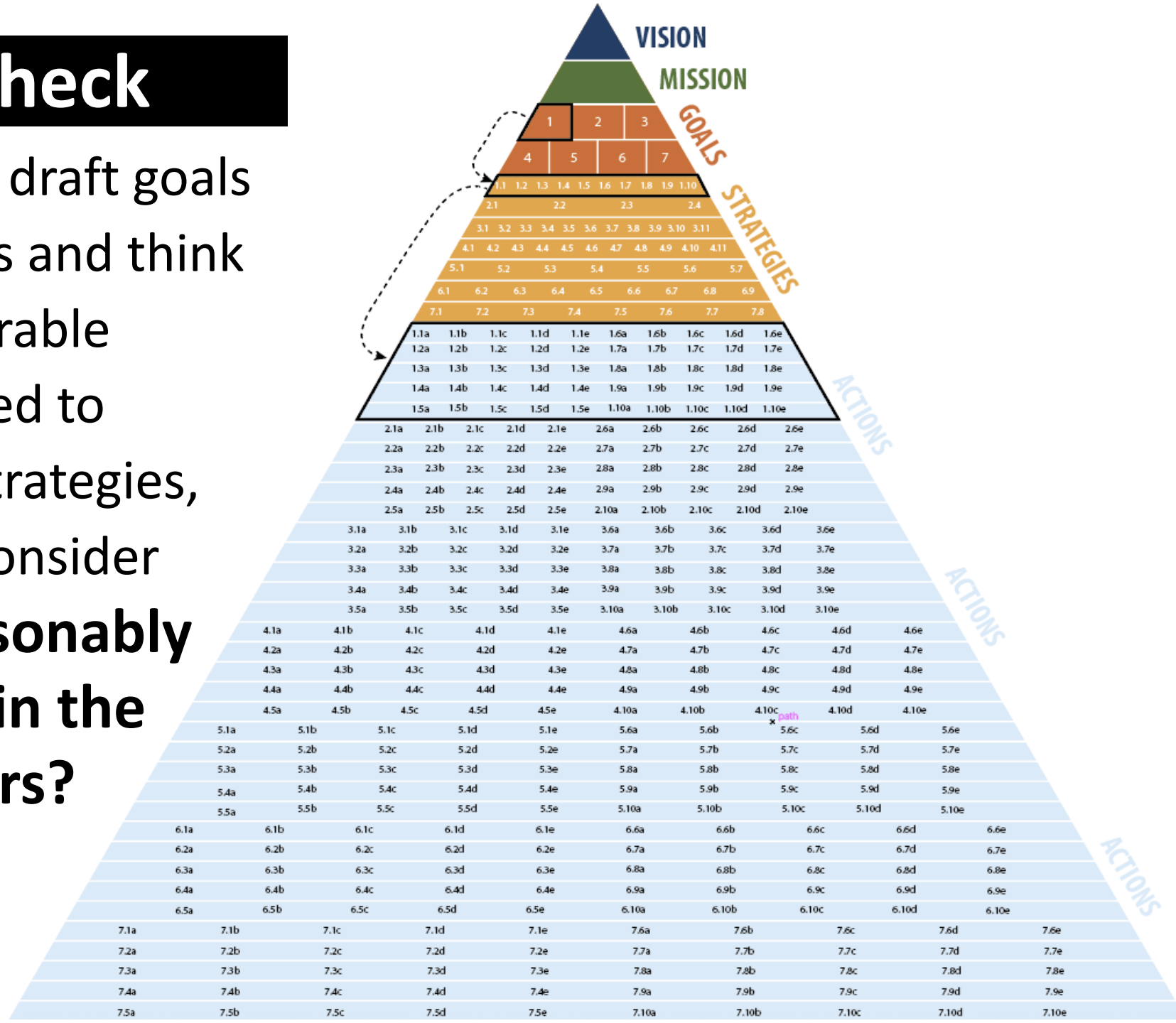
Reality Check

As we review draft goals and strategies and think about measurable actions needed to accomplish strategies, we need to consider **what is reasonably achievable in the next 10 years?**



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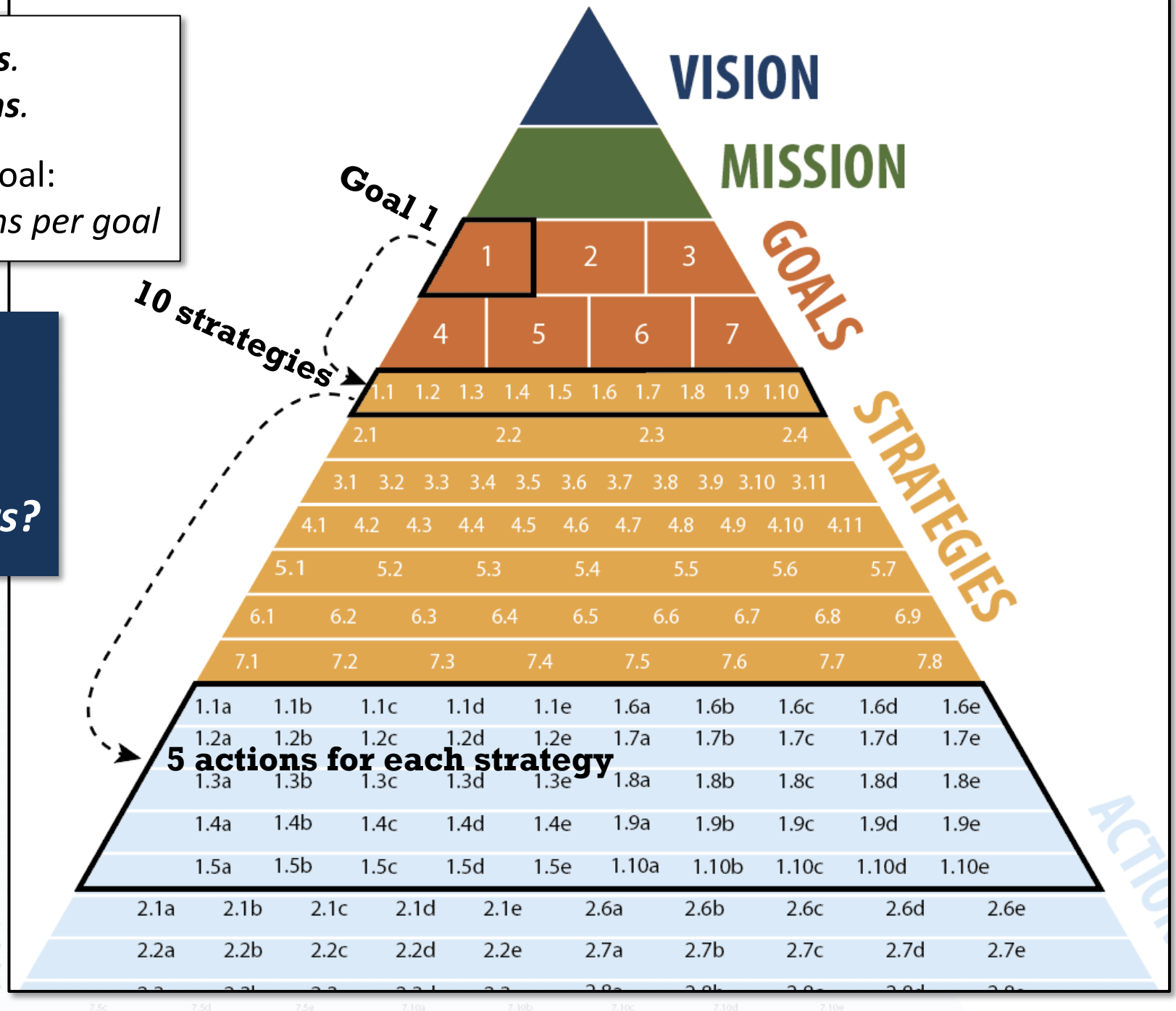


Each goal needs 1+ strategies.
Each strategy needs 1+ actions.

Compounding actions for one goal:
 $(10 \text{ strategies}) \times (5 \text{ actions}) = 50 \text{ actions per goal}$

**What number of goals,
strategies, and actions are
reasonable for the next 10 years?**

what is reasonably
achievable in the
next 10 years?



Do the draft goals fit with the vision and mission?

VISION

Draft Vision: An ecologically rich and resilient landscape with a restored hydrologic cycle where people and nature exist in balance.

Draft Mission: To protect and restore [ecosystem health] for the benefit of all.

Draft Goals:

- 1. Restore the ecological health of surface waters.**
- 2. A safe & sustainable groundwater supply**
- 3. Restore the hydrologic cycle**
- 4. Preserve remaining ecologically sensitive land & increase habitat quality and quantity.**
- 5. Deepen connections between people & natural resources**
- 6. Efficient & collaborative use of organizational resources**
- 7. Build climate resiliency**

| | | | | | | | | | |
|------|------|------|------|------|-------|-------|-------|-------|-------|
| 1.4a | 1.4b | 1.4c | 1.4d | 1.4e | 1.9a | 1.9b | 1.9c | 1.9d | 1.9e |
| 1.5a | 1.5b | 1.5c | 1.5d | 1.5e | 1.10a | 1.10b | 1.10c | 1.10d | 1.10e |
| 2.1a | 2.1b | 2.1c | 2.1d | 2.1e | 2.6a | 2.6b | 2.6c | 2.6d | 2.6e |
| 2.2a | 2.2b | 2.2c | 2.2d | 2.2e | 2.7a | 2.7b | 2.7c | 2.7d | 2.7e |
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| 7.1a | 7.1b | 7.1c | 7.1d | 7.1e | 7.6a | 7.6b | 7.6c | 7.6d | 7.6e |
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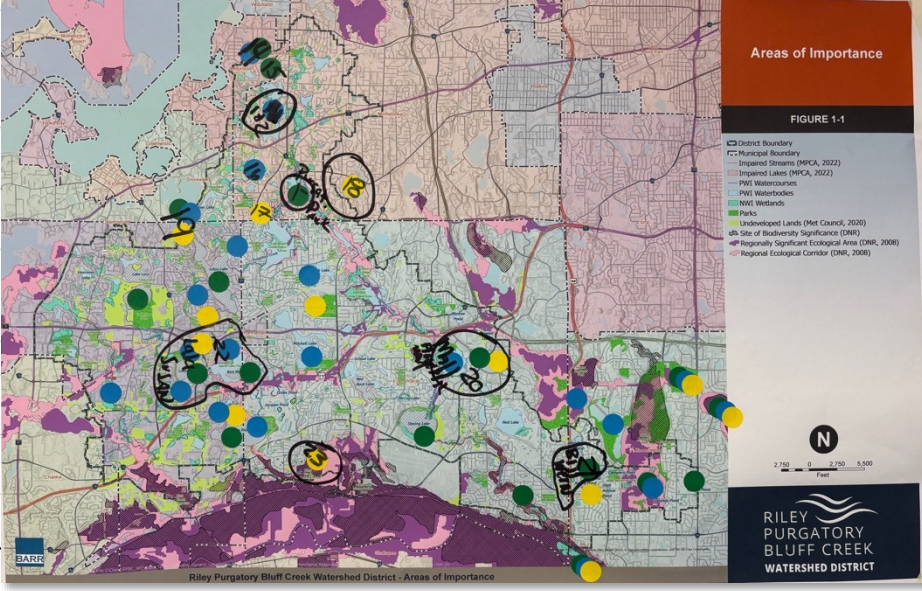
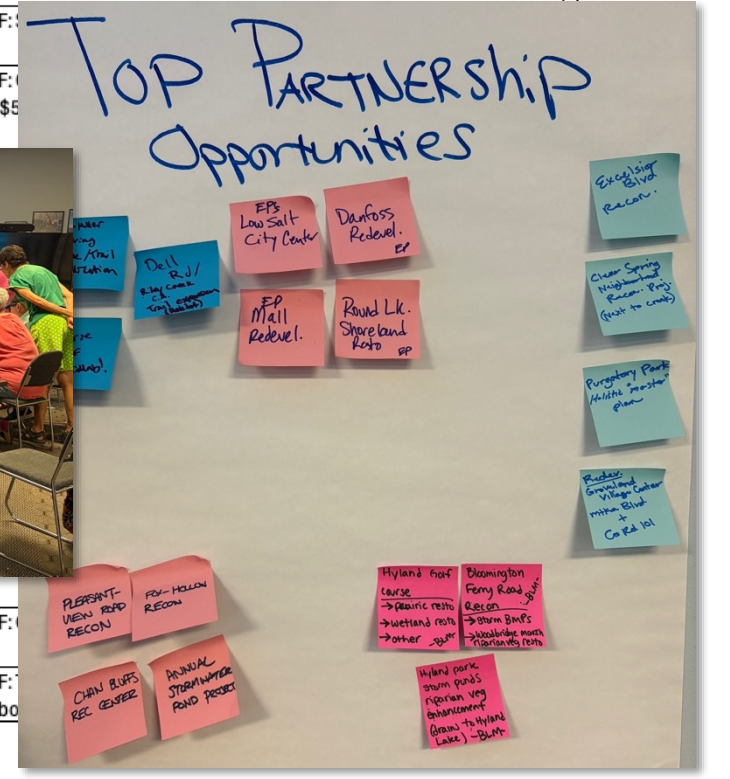
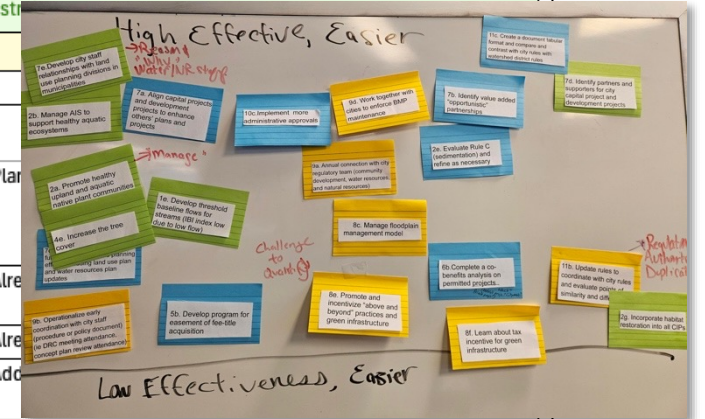
Behind the scenes

★ Item from draft goals/strategies from Jan 2025 manager workshops

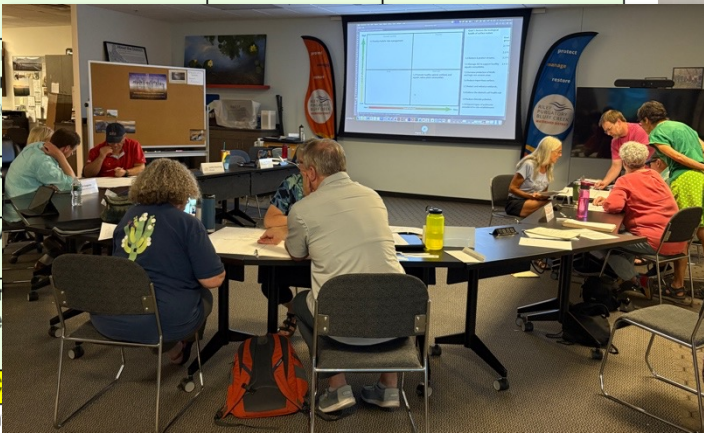
Added obj/action based on EHAP strategy

Added item (e.g. core function)

| | GOALS | OBJECTIVES | SPECIFIC ACTIONS | Related EHAP strategy | Notes | |
|---|--|--|---|-----------------------|-----------------------------|----------|
| 1 | Restore ecological health of surface waters. | Practice holistic lake management | Develop & implement holistic plans for all lakes. ★ | SW6 | | LF: Plan |
| | LAKE MONITORING | ↓ | Monitor lake water quality: nutrients, chloride, DO, temp, macroinverts, etc. | | Core function | LF: Alre |
| | | ↓ | Monitor lake levels. | | Core function | LF: Alre |
| | | ↓ | Pre and post-project monitoring to assess need and success | | | LF: Add |
| | | ↓ | Broaden data collection of pollutants of concern (PFAs, mercury, nitrogen, plastics) ★ | | | |
| | NATIVE PLANT COMMUNITIES | Promote healthy upland, wetland, and aquatic native plant communities. ★ | | | | |
| | | ↓ | Incentivize BMPs for shoreland health. (need to be more specific) ★ | L4 | | LF: < |
| | | ↓ | Develop a shoreland restoration funding program where District would fund restoration in exchange for a recorded declaration that would require the preservation and maintenance of the restored buffer zone. | SW3 | Added from EHAP strategies. | LF: <\$ |



definition of lake sho...
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ape maintenance training.



| | | | | | | |
|--|--|--|--|-----|-----------------------------|---------|
| | | | | L4 | | LF: < |
| | | | | E05 | Added from EHAP strategies. | LF: abo |

Draft Strategies – Goal 1

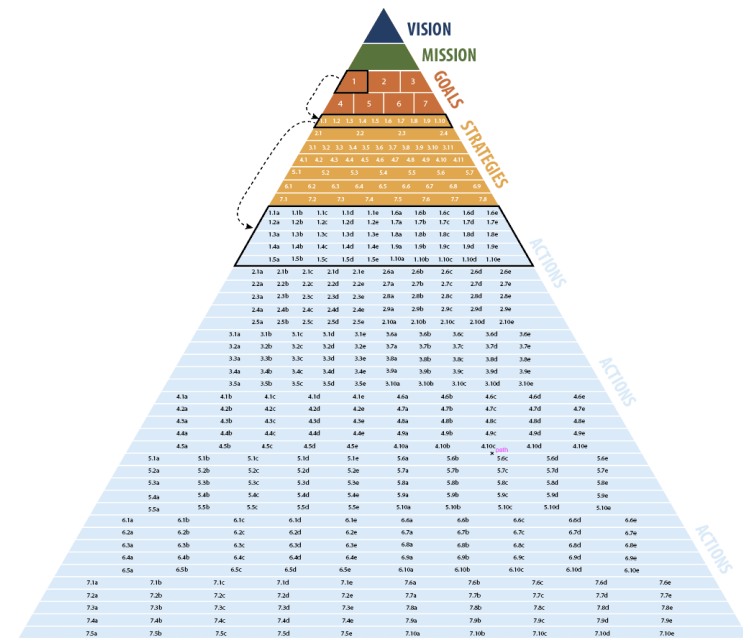
The updated 10-year plan will list strategies for each goal. Each strategy will have a list of measurable actions.

Example

Goal 1: Restore the ecological health of surface waters

Draft Strategies for Goal 1

| | |
|-----|---|
| 1.1 | Practice holistic lake management. |
| 1.2 | Restore and protect streams. |
| 1.3 | Protect and enhance wetlands. |
| 1.4 | Promote healthy native plant communities. |
| 1.5 | Manage AIS to support healthy aquatic ecosystems. |
| 1.6 | Increase protection of bluffs and high-risk erosion areas |
| 1.7 | Reduce impervious surface. |
| 1.8 | Reduce chloride pollution. |
| 1.9 | Expand types of pollutants considered in rule establishment |



Draft Actions for Strategy 1.1

- 1.1a Develop & implement holistic plans for all lakes.
- 1.1b Monitor lake water quality
- 1.1c Monitor lake levels.
- 1.1d Pre- and post-project monitoring to assess need and success
- 1.1e Broaden data collection of pollutants of concern (PFAs, mercury, nitrogen, plastics)
- 1.1f Establish thresholds for those lakes identified as vulnerable to changes in the groundwater system.
- 1.1g Update Rule C: Erosion prevention & sedimentation

Next Steps

- BOM work sessions and retreat
- TAC meetings begin this summer
- Additional CAC discussions
- Additional staff workshops
- Meetings with city staff, lake associations, and others
- Refine goals, strategies, and actions
- Draft plan chapters



| | | |
|---|--|---|
| Table of Contents READ MORE » | Chapter 1 Introduction READ CHAPTER » | Chapter 2 Watershed Issue Identification and Assessment READ CHAPTER » |
| Chapter 3 Goals and Strategies READ CHAPTER » | Chapter 4 Project Prioritization Process READ CHAPTER » | Chapter 5 Land and Water Resource Inventory READ CHAPTER » |
| Chapter 6 Bluff Creek Watershed READ CHAPTER » | Chapter 7 Purgatory Creek Watershed READ CHAPTER » | Chapter 8 Riley Creek Watershed READ CHAPTER » |
| Chapter 9 Implementation: The Next 10 Years READ CHAPTER » | Chapter 10 Evaluation READ CHAPTER » | Chapter 11 References READ CHAPTER » |