

# Lac du Flambeau Town Lakes Committee

Approved by LDF Town Board: November 6, 2008

## MISSION

*Protect the  
lakes from  
Aquatic  
Invasive Spe-  
cies*

## GOALS

*Prevent AIS In-  
festations*

*Manage AIS In-  
festations*

*Administer Effi-  
ciently and  
Effectively*

# FOCUS ON THE FUTURE

## Strategic Planning Process

*We shall not cease from exploration  
And the end of all our exploring  
Will be to arrive where we started  
And know the place for the first time.*  
-T.S. Elliot, Four Quarters

## A BRIEF HISTORY OF THE TOWN LAKES COMMITTEE

The waters of Lac du Flambeau are clearly at risk. Several lakes have infestations of Smelt, Purple Loosestrife, or Rusty Crayfish, while other Aquatic Invasive Species (AIS) like Eurasian Water Milfoil and Curly-Leaf Pondweed move closer each year.

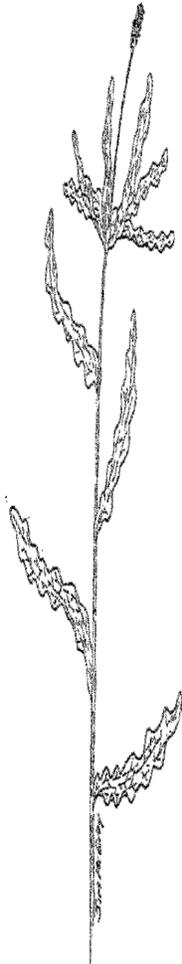
There is apprehension that the rapid growth and spread of some aquatic

invasive species may significantly harm the local economy, property values, the ecosystems and native species, while also threatening human health.

As a result, the Lac du Flambeau Town Board created the Town Lakes Committee (TLC) in March 2005 to protect the lakes from AIS.

Since then, the TLC has adopted Standing Rules,

identified three goals, established Grant and Legislative Committees, formed partnerships with the Lac du Flambeau Band of Lake Superior Chippewa Indians and local lake associations, and successfully implemented numerous activities, in part through three WDNR Aquatic Invasive Species Control Grants.



## FOCUS ON THE FUTURE—Strategic Planning

Through its planning process, the TLC defines the committee's primary mission, establishes realistic goals and objectives, outlines activities to be completed within a defined time frame, and decides how to measure achievement.

The planning process includes four interdependent phases: Readiness, Planning, Implementing, and Monitor-

ing.

In the Readiness Phase, the mission and goals are studied in the context of other information.

During the Planning Phase, objectives and activities are identified and completion dates are projected from one to three years. Also, the Strategic Plan is written.

In the Implementation

Phase, Action Teams are established and Action Plans are written. The plans identify everything that needs to be done to complete the activities.

In the Monitoring Phase, the Strategic Planning Process, the Strategic Plan, and the Action Plans are monitored continually and adjusted as needed. Evaluations are also completed.

## SIGNIFICANT BELIEFS

The TLC considers the following statements when designing its Strategic Plan and Action Plans.

>Education and prevention are the most affordable strategies for dealing with AIS threats.

>The partnership with the Lac du Flambeau Band of Lake Superior Chippewa Indians' is critical to the successful long-term effort to combat AIS.

>Considering there are 264 lakes of various sizes and ecologies in the area, the TLC's Strategic Plan must be broad enough to meet diversity while remaining focused on the primary mission.

>Individual volunteers, lake associations, and other local groups are the lifeblood of the Town Lakes Committee.

>Volunteers are most effective

when they clearly understand their roles and have the training, equipment, and supplies they need to do their work.

>Invasive species cause problems worldwide and countless organizations are responding to them. The TLC recognizes the importance of being aware of what is occurring throughout the world as well as maintaining close contact with local and State organizations.

## STRATEGIC PLANNING: Readiness Phase

The TLC establishes a Design Team that includes members on the TLC and others who will enhance the planning process, such as representatives from the Tribe, lake associations, and other key groups.

The Design Team studies and discusses information related to the TLC's purpose, current goals and activities, and overall operations. The team may seek training or guidance from other sources if it is needed.

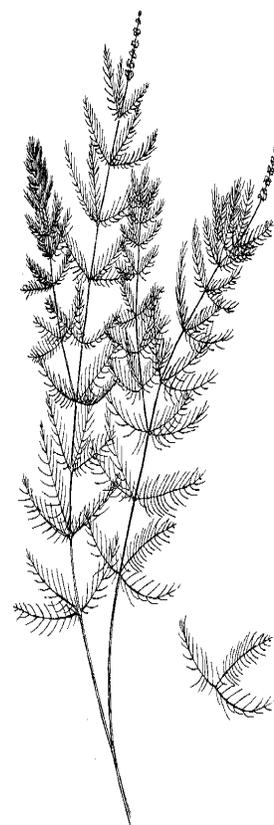
The Design Team recommends whether the TLC's existing goals should be retained, revised, or dropped, and whether new goals should be considered.

Progress reports are shared with the TLC regularly.

Examples of sources of information studied by the Design Team include:

- >Town Board reports and documents
- >Tribal reports and documents
- >Evaluations of Strategic Plan and Action Plans

- >TLC surveys, committee reports
- >WDNR Strategic Plan
- >Lake associations' strategic plans and by-laws
- >Reports from the TLC Legislative Committee
- >Invasive Species Coordinator for Vilas County
- >Written recommendations submitted by the public
- >Professional literature books, articles
- >Professional presentations, workshops
- >WDNR, Vilas County and Wisconsin Association of Lakes websites
- >Local and state newspapers



## STRATEGIC PLANNING: Planning Phase

Once the Design Team establishes goals, it identifies objectives and activities, projecting them over the next few years.

The Design Team reports progress to the TLC regularly and eventually submits a draft of the Strategic Plan to the TLC and the Town Board for critique.

As drafts are developed, they may also be shared

with the Tribe, lake associations, and others.

While the Strategic Plan is being written, the Design Team continually considers the TLC's primary mission, goals, and significant beliefs.

The Design Team makes sure the plan is reasonable, affordable, consistent with the Law, and consistent with the Town Board's policies.

The Strategic Plan takes effect with the endorsement of the Town Lakes Committee and approval of the Town Board.

## STRATEGIC PLANNING: Implementation Phase

After the Strategic Plan is approved, the Design Team establishes Action Teams to complete the specific activities noted in the plan.

An Action Team writes an *Action Plan*, a document that outlines everything that needs to be done to complete an activity.

An Action Plan outlines who will do what, when, how, and with what resources and

limitations.

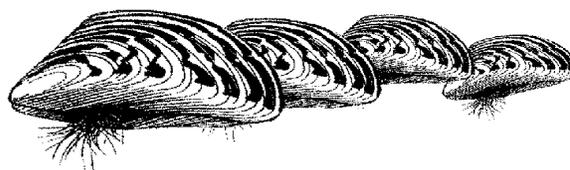
An Action Plan also includes a statement on how the activity will be evaluated.

An Action Plan must be consistent with the law, budget, and Town policy.

Over time, action plans serve as models for others who are implementing activities.

The Design Team is responsible for monitoring action plans and reports are presented at the TLC monthly meetings.

A sample Action Plan is on



## STRATEGIC PLANNING: Monitoring Phase

The TLC's Strategic Planning Process includes two types of monitoring: developmental and summative.

Developmental monitoring occurs continuously during a process or project, while summative monitoring occurs at the end of a process, project, or period of time.

Developmental tends to be an informal progress report

on how the Strategic Plan or Action Plan is playing out. What is working? Not working? What adjustments should be made immediately?

Summative is data-driven, an evaluation based on written evaluations, interviews, and other hard data. It results in value judgments or grades, a kind of report card.

Both forms of monitoring are essential to the development of the Strategic Plan and Action Plans.

The results of monitoring are studied by the Design Team during the Readiness Phase of strategic planning.



### Sample Action Plan

**Goal:**  Prevent AIS Infestations  Manage Infestations  Administer Efficiently/Effectively

**Purpose & Activity:** Develop and implement an Action Plan for managing Purple Loosestrife infestations.

**Action Team:** Gast, George, Kuerschner, Milburn, Roche, Wetzel

#### What are the limitations/givens?

The Action Plan must include raising and placing beetles.

The Action Plan must include designing and conducting a workshop on Purple Loosestrife that includes information on the plant's life-cycle and how to raise and use beetles.

The Action Plan must include updating the Tribe's database on Purple Loosestrife.

Limitation: all activities must be completed by October.

Limitation: budget includes \$325 for supplies and \$50 for printing.

Limitation: availability of beetles.

#### What needs to be done?

1. Introduce concept to TLC, set team, pick date to plan
2. Co-sponsor workshop on Purple Loosestrife (9:00 am)
3. Hold planning meeting for Action Team (11:00 am)
4. Complete WDNR forms and submit
5. Meet with Watkins/Hoover (maps, supplies, forms, database)
6. Dig plants & transport
7. Get supplies (pots, soil, netting, pools)
8. Get seed beetles
9. Complete power point
10. Press release on workshop
11. Public Service Announcement
12. Collect/prepare materials for workshop
13. Conduct workshop
14. Follow-up to workshop
15. Display at Lakes Fest
16. Distribute raised beetles
17. Complete WDNR forms and submit
18. Report placement data to Tribe
19. Continue monitoring infestation sites (cut blossoms)
20. Continue monitoring all lakes for new sites – blossoms
21. Complete evaluation of 2009 season
22. Write end-of-season report on Purple Loosestrife Project

#### When?

4/15/09  
4/17/09  
4/21/09  
April/May  
4/23/09  
May-Early June  
late April  
May/June  
  
Late May  
5/6/09  
5/20/09  
mid-May  
6/6 9-11 am  
As Needed  
6/20/09  
mid June – mid July  
June/August  
late July  
July – Oct  
July – Oct  
August  
August

#### Who will do the task?

Wetzel  
Gast, Wetzel  
Wetzel & Action Team  
Volunteers raising plants  
Wetzel  
ActionTeam  
Gast, Roche, George, Wetzel  
Gast, Roche, George, Wetzel, Kuerschner  
  
Wetzel  
Publicity Team  
Publicity Team  
Wetzel, Gast  
Action Team  
Action Team  
Roche, Gorski, Gast, Wetzel  
Action Team  
Volunteers  
Gast  
Action Team  
Action Team & All Volunteers  
Action Team  
Wetzel