Isanti SWCD 2026 Annual Plan

District-Wide Priorities & Goals (2026)

These goals describe the big-picture, organization-level objectives, this is what the district is trying to accomplish, and it's meant to reflect high level metrics. These are what the SWCD must accomplish as an organization.

High Priority Areas: Green Lake, Blue Lake, Skogman Lake, Long Lake, CD 16, CD 23, CD 17, CD 9, JD 1, JD 4, Rum River

Other priorities as identified in Rum River and Lower St. Croix Comprehensive Watershed Management Plans

Existing Grants

FY26 BWSR Flood Storage (Braham), RCPP Soil Health, RCPP Irrigation Management, State Cost Share, 319 Green Lake Small Watersheds, Rum River Watershed Based Implementation Funds, Lower St. Croix Watershed Based Implementation Funds

Water Quality & Monitoring

- Monitor Skogman, Blue, Green, and Oxford Lakes; complete shoreline survey for Oxford.
- Outcome: Verified data sets for priority lakes.

Soil Health & Agricultural Conservation

- Add 1,000 new acres of soil health practices.
- Secure 1 additional RCPP grant
- 1 new soil health mentor
- 1 EQIP application in Lower St. Croix
- Install 2 Ag Structural Projects
- 1 RCPP Irrigation Application

Shoreline, Stormwater & Wetland Restoration

- Install 3 shoreline restorations, 2 rain gardens/stormwater retention.
- Install 4 wetlands and complete 2 designs.

Forestry & Land Protection

- Complete 4 woodland stewardship plans
- Secure 1 RCPP Soil Health contract.
- Record 7 easements; maintain 5 applications.
- Sell 18,000 trees via Tree Sale.

Buffer Compliance

- Verify one-third of the county.

Engagement & Outreach

- Add 20 new contacts; 35% conversion; 10 site visits
- Shoreline series: 3 shoreline projects, 2 rain gardens
- Fill volunteer positions; maintain 85% reporting
- Host 1 Groundwater clinic
- Publish 4 success stories (100 impressions)
- Rum River Watershed Partnership Outreach implementation

Administrative & Policy Initiatives

- Full policy handbook update
- Employee benefits review and recommendations
- Explore Funding Diversification
- Support shoreline ordinance updates
- Explore groundwater programs
- Coordinate FY27 RRWP WBIF
- Hire Full-time Administrative Assistant
- Project Tracking Database complete

Comprehensive Staff Goals (2026)

The following describes individual responsibilities and deliverables or each staff member. These reflect specific tasks and measurable outputs assigned to one employee and what each staff person is responsible for delivering.

High Priority Areas: Green Lake, Blue Lake, Skogman Lake, Long Lake, CD 16, CD 23, CD 17, CD 9, JD 1, JD 4, Rum River, Sunrise River

Other priorities as identified in Rum River and Lower St. Croix Comprehensive Watershed Management Plans

Matthew Remer – Agricultural Conservation Specialist

- Coordinate monitoring on Skogman, Blue, & Green Lakes and monitor Oxford Lakes; complete Oxford shoreline survey (discuss).
- Soil Health: Add 1,000 acres of soil health practices; add 1 mentor; manage contracts; secure 1 additional SH grant (4 total)
- Connect with irrigators to secure 1 RCPP Irrigation Application
- Work with NRCS to complete 3 EQIP application in Rum River & others as needed targeted to SWCD priority areas.
- Oversee installation of 2 structural projects (Hiller, Foster)
- Build project pipeline (1 Lower St. Croix Watershed, 1 Rum River Watershed)
- Verify one-third of county buffers
- Complete Erosion study on Rum River
- Support Ag Lunch N Learn, Soil Health Field Days

Todd Kulaf – Watershed Conservation Specialist

- Work with priority lake groups and landowners to identify projects- resulting in installation of 3 shoreline restorations and 2 rain gardens/stormwater practices
- Build project pipeline of shoreline restorations and stormwater practices (RRW)
- Install 4 wetlands (1 LSC, 3 RRW) ; complete 2 designs;
- Build project pipeline of future wetlands in RRW and LSC
- Identify wetlands along county and judicial ditches (CD10, other priority ditches to be discussed)
- Mentor staff as needed (structural project installation process)
- Support near-shore workshops.
- Participate on technical evaluation panel (TEP) for the Wetland Conservation Act (WCA)
- Act as point of contact for Lower St. Croix Partnership

Doug Page – Land Protection Specialist

- Secure 1 forest-related RCPP contract
- Complete 4 woodland stewardship plans
- Record 7 easements; maintain 5 in progress targeted to areas identified in RRCWMP
- Build pipeline of future conservation easements
- Lead District tree sale program Sell 18,000 trees (Tree Sale program)
- Deliver forestry webinar and support 1 field day
- Urban reforestation planning and budget

Program & Marketing Coordinator

- Develop 2026 Outreach Plan
- Coordinate RRWP outreach activities w/Type B outreach and participate in RRWP office hours and outreach reporting
- Host/Coordinate May 29th Well Testing Clinic in Springvale township
- Lead/support 6+ events including Ag Lunch N Learn, Clean Water Fund showcase, DIY Shoreline Webinar, Soil Health Field Days, Envirothon & Clean Water Club BBQ
- Quarterly newsletters (including annual report), monthly website updates, and consistent social media cadence (1-2 posts/week)
- Publish 4 success stories
- Volunteer Coordination: lake level readers, AIS volunteers, precipitation readers (all positions filled by June)
- Support partners (ICCOLA, All townships, RRWP)
- Lead Tree Sale promotions (spotlights, flyers)
- Create branding toolkit
- Lead marketing and outreach to support staff in meeting goals

Tiffany Determan – District Manager

- Policy handbook update
- Explore Funding Diversification
- Explore expanded employee benefits
- Advance county shoreline ordinance updates
- Explore groundwater program expansion
- Coordinate FY27 RRWP WBIF planning.
- Hire Administrative Assistant

Annual Plan Accomplishment Tracking

Goal Area	Target Deliverable	Actual Result
Water quality monitoring	Complete Data Sets for Skogman, Blue, Green and 7 Oxford Lakes	
Soil Health	1,000 new acres of soil health practices	
	1 additional RCPP Soil Health grant	
	1 new soil health mentor	
	1 EQIP grazing application in Lower St. Croix	
Groundwater Practices	1 RCPP Irrigation Application	
Shoreline & Stormwater	3 shoreline restorations	
	2 raingardens/stormwater retention projects	
Wetlands	4 wetland restorations installed	
	2 new designs completed	
Forestry & Land Protection	4 woodland Stewardship Plans	
	1 RCPP Soil Health Contract (forestry)	
	7 easements recorded, maintain 5 applications	
	sell 18,000 trees via tree sale	
Buffer Compliance	1/3 of County verified compliant	
Engagement & Outreach	20 new contacts, 35% conversion; 10 site visits	
	Shoreline series resulting in 3 shoreline projects and 2 rain gardens	
	Fill volunteer positions; maintain 85% reporting	
	Groundwater Clinic: May 29 Well screening clinic	
	Publish 4 success stories (100 impressions)	
	Rum River Watershed Partnership Outreach Implementation	
Administrative & Policy	Full Policy Handbook update	
	Employee benefits review and recommendations	
	Explore Funding Diversification	
	Support County shoreline ordinance update	
	Explore groundwater programs	
	Coordinate Rum River Watershed Partnership FY27 Watershed Based Implementation Fund work plan	
	Hire full-time Administrative Assistant	
	Project Tracking Databased completed	