

Chapter 5: Plan Implementation



Photo Copyright by Jan Eldridge

Essential Staffing, Mission-Critical Projects and Major Maintenance Needs

The Service relies on two systems to track the needs of the Wetland Management Districts and other units of the National Wildlife Refuge System. These systems are the Refuge Operating Needs System and the Maintenance Management System. Each station has scores of projects in each system, representing a need which is often beyond the realities of funding. However, each station has identified its most critical needs which form a realistic assessment of funding needed to meet many of the goals, objectives, and strategies identified in the CCP. These needs also form the basis for the President's budget request to Congress. These critical needs are listed below in the categories of essential staff, mission-critical projects, and major maintenance projects. A complete listing of projects in the Operating Needs System is found in Appendix F and it represents the long-term needs of the Windom Wetland Management District to operate at optimum levels.

Essential Staffing Needs

- Assistant Manager
- Assistant Manager
- Wildlife Biologist
- Biological Technician
- Administrative Technician
- Visitor Services Specialist

Mission-Critical Projects

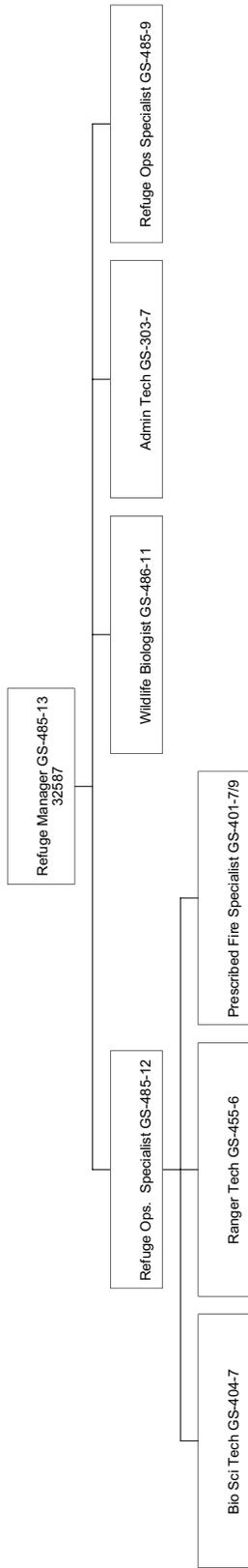
- Provide Visitor Services with Displays for the New Visitor Center
- Wetland Restoration
- Native Prairie Habitat Restoration

Major Maintenance Projects

- Replace shop Building
- Replace WPA Boundary Fences
- 7 Additional Projects

Total Funding Needs: \$2,001,000

Figure 11: Staffing Chart



Step-down Management Plans

Existing Step-Down plans that only need a slight modification to implement the direction of the CCP include the following:

<u>Plan</u>	<u>Completion Date by December of:</u>
MAAPE	12/2004
WPA Development Plans	12/2008

The draft list of Step-Down Management Plans necessary to implement the direction of the CCP include:

<u>Plan</u>	<u>Completion Date by December of:</u>
District Acquisition Plan	12/2004
Grassland Management Plan	12/2005
Water Management Plan	12/2008
Inventory and Monitoring Plan	12/2006
Native Wildlife Reintroduction Plan	12/2005
Visitor Services Plan	12/2003
Outreach Plan	12/2005

A cultural resource management plan will also be prepared to meet the requirements of Section 14 of the Archaeological Resources Protection Act and Section 110(a)(2) of the National Historic Preservation Act.

Partnership Opportunities

We plan to maintain and foster partnerships with national conservation organizations and their local chapters such as Ducks Unlimited, Pheasants Forever, The Nature Conservancy, Audubon Society; with Minnesota conservation organizations and their local chapters such as Minnesota Waterfowl Association, Minnesota Deer Hunters Association; and with local conservation/sportsmen's organizations such as the Heron Lake Restoration Association, the Cottonwood County Game and Fish League, the Jackson County Conservation League and the Brandenburg Foundation.

We will also maintain and expand partnerships with national, state and local government conservation agencies such as the National Park Service, Department of Agriculture's Farm Service Agency and the Natural Resources Conservation Service, the Minnesota Department of Natural Resources, Divisions of Waters, Trails and Waterways, Wildlife, and Fisheries, and the Soil and Water Conservation Districts, and Watershed Districts.

Within the Private Lands Program, the WMD maintains partnerships with approximately eight Soil and Water Conservation Districts, and three Watershed Districts. We will seek to develop partnerships with additional public and private groups as opportunities arise.

Monitoring and Evaluation

Monitoring is critical to successful implementation of this plan. Monitoring is necessary to evaluate the progress toward objectives and to determine if conditions are changing.

Accomplishment of the objectives described in this CCP will be monitored annually by the District Manager's supervisor. Successful performance will be tied to the accomplishment of objectives that are scheduled for that year. The public will be informed about the activities of the District staff through news releases and information on each District's web site.

The techniques and details for monitoring related to specific objectives will be specified in the Inventory and Monitoring Step Down Plan.

Substantial changes are likely to occur within the Service and the local community during the next 15 years. The Plan and its objectives will be examined at least every 5 years to determine if any modifications are necessary to meet the changing conditions.