

SLPOA Vision/Overarching Goal Statement

Develop capacities within our community to provide a sustainable habitat, allowing all people who live, work and play within its environment an optimal Spirit Lake experience.

SLPOA Vision/Overarching Goal Worksheet

Key Strategic Questions for Vision/Overarching Goal

1. Our shared goals include:

- Example: bank restoration to improve fish spawning and sediment control

100% Membership

Grant Funding

Long term safe and effective water discharge system

Consistent process for lake clean-up

Causeway Replacement

Eradicate Lake of Invasive Species

Expanded Utilities

Established Fundraising Process

2. Exit outcomes for our community will include:

- Example: a healthy, safe lake for restoration

Clean, healthy, full lake

Increased funds to complete projects

3. Barriers to a success for SLPOA:

- Example: sufficient funding to support the goals of the organization

Funding

Education the public/internal and external stakeholders

Communication with stakeholders

4. Results from SLPOA's work five years from now:

- Example: completion of a new dam/wier

Water control system

Increased recreation

Utilities in place

Improved property values

Motivated membership

SLPOA Goals, Objectives and Action Steps

Purpose: The purpose of this document is to identify and develop a short and long range plan for operations of the SLPOA. This will entail the environmental improvement projects designed to impact Spirit Lake and its stakeholders. In order to achieve our goals, objectives and action steps we have divided our board into subcommittees to ensure our operations plan moves forward in a timely manner.

SLPOA OPERATING GOALS

- 1. Improved and safe recreational opportunities for the community of Spirit Lake and the surrounding areas***
- 2. Protect and improve the environmental impact to the waterway***
- 3. Improve water clarity and flow to ensure natural plant, and fish habitat***
- 4. Prevent and control potential flooding***
- 5. Develop ongoing fundraising strategies and processes to support our operating goals***

Goal 1. Improved and safe recreational opportunities for the community of Spirit Lake and the surrounding areas

Committee Chairman: Doug Members: Marc, Randy, Karen

Objectives and Action Steps

Objective 1: Lake clean-up, removal of debris

Action Steps:

- Get approval from required agencies
 - Fish and Game
- Hire contractor who will remove and dispose all debris
 - Jimmy Brown has been asked to be the contractor
- Communicate date, time and plan with internal stakeholders

SLPOA Goals, Objectives and Action Steps

- Presentations at annual meeting (if appropriate)
- Articles in the newsletter and on website
- Flyers posted at boat launches
- Flyers posted in businesses in Spirit Lake

Objective 2: Sustain a collaborative relationship with the City of Spirit Lake

Action Steps:

- Reestablish a working relationship based on common goals for Spirit Lake and its stakeholders
 - Attend City Council Meetings
 - Meet with Spirit Lake Police Department and Neighborhood Watch Meetings
 - Report information to SLPOA Board and internal stakeholders (as appropriate)

Objective 3: Promote relationships with governmental agencies

Action Steps:

- Establish a working relationship based on common goals for Spirit Lake and its stakeholders, as needed
 - Idaho Fish and Game
 - Department of Agriculture
 - Idaho Department of Lands
 - Idaho Department of water Resources
 - Idaho Department of Environmental Quality
 - Idaho Department of Parks and Recreation

Goal 2. Protect and improve the environmental impact to the waterway

Committee Chairman: Sid Members: Malene, Doug, Brad

SLPOA Goals, Objectives and Action Steps

Objective 1: Restoration, management and continued surface repair of the Mill Pond

Action Steps:

- Visually inspect bottom of the Millpond to monitor known leaks and discover new leaks
- Investigate more effective methods of fixing leaks
- Repair leaks that occur as they are discovered

Objective 2: Identify and control invasive plant and animal species

Action Steps:

- Provide photographic identification of invasive species occurring in the lake to the board
- Educate internal and external stakeholders of occurring invasive species in Spirit Lake and known invasive species
 - Presentations at annual meeting
 - Annual articles in the newsletter and on website
 - Flyers posted at boat launch
- Provide maintenance and removal of invasive species from Spirit Lake

Objective 3: Study the impact of the replacement/modification of the causeway

Action Steps:

- Increase water flow from the main lake to millpond

Objective 4: Explore methods to control bank erosion

Action Steps:

- Continue to work with the County Commission on a plan for bank erosion control
- Educate internal and external stakeholders on the cause and effect of bank erosion in Spirit Lake
 - Presentations at annual meeting
 - Annual articles in the newsletter and on website

SLPOA Goals, Objectives and Action Steps

- Flyers posted at boat launch

Goal 3. Improve water clarity and flow to ensure natural plant and fish habitat

Committee Chairman: Paul Members: Ole, Jerry, Doug

Objective 1: Manage a water monitoring program

Action Steps

- Continue the Citizen Volunteer Monitoring Program sponsored by the Idaho Department of Environmental Quality (DEQ)
- Monthly from April through September collect water samples and have analyzed Phosphate, and Chlorophyll Analytical, Inc., Cda)
- Collect and record temperature and clarity data
- Identify sustained funding for sample analysis in the event the DEQ ceases funding
- Develop a back-up and succession plan for data and sample collection

Objective 2: Manage bank stability, fish habitat and sediment flow from Brickel Creek

Action Steps – Bank Stability and Fish Habitat

- Brickel Creek Demo Project for Fish and Game – completed
- Work to acquire monetary support from foundations and organizations – completed
- Establish volunteer work group- completed
- Build Brickel Creek Improvement Plan for 2017 – completed
- Hydrologist to review and oversee project plan – completed
- Build 500 ft of HIP improvement – completed

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- Collaborate with appropriate governmental agency(ies) to establish no-wake or no-motorized watercraft designation for Brickel Creek
- Collaborate with agency(ies) and property owners to establish and maintain signage and develop educational opportunities to inform boaters of restrictions (example sign: sensitive fish spawning habitat – no motorized watercraft permitted)

Action Steps – Fish Habitat and Sediment Flow

- Resume monitoring Brickel Creek
 - Establish funding for analysis
 - Two collection sites are established
 - Identify volunteer(s) for ongoing sample collection
 - Request hydrology recommendation for appropriate samples
 - Determine sample period and frequency (i.e., monthly in which months?)
 - Sample depth and flow
 - Sample and analyze creek fauna

Action Steps – Sediment Flow

- Develop a plan to monitor sediment level forming at the mouth of Brickel Creek
 - Research appropriate monitoring strategies
 - Determine objectives for monitoring (if sediment is accumulating what are the consequences over time, can it be mitigated, what options are there for intervention?)
 - Acquire funding for monitoring
 - Establish volunteer group to establish and sustain monitoring over time

Goal 4. Prevent and control potential flooding

Committee Chairman: Jerry Members: Sid, Carol, Paul

SLPOA Goals, Objectives and Action Steps

Objective 1: Establish an effective water level control system

Action Steps – Replace Current Dam

- Contract for final engineering of the structure.
- Identify permitting agencies and prepare/submit permit applications.
- Identify and contact adjacent property owners and contact them concerning possible encroachment issues & permission.
- Obtain funding (on-going funding campaign).
- Obtain contractor bids for construction, review and except winning bid.
- Final construction:
 - Old dam demo
 - Site prep
 - New structure stake out
 - Purchase head gate
 - Concrete form construction
 - Concrete pour/finish
 - Head gate installation
 - Final permitting agencies sign-offs

Objective 2: Study the impact of the replacement/modification of the causeway

Action Steps:

- Develop a list of possible pros & cons of a causeway modification.
- Contact controlling agencies for their opinion, suggestions and expertise.
- Locate and hire a Hydrologist to study and develop a report of modification options & anticipated results.
- Analyze, report and determine if SLPOA has the ability & capacity to engage in a “best option” project.

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- If yes: develop additional plan and action steps.

Goal 5. Develop ongoing fundraising strategies and board processes to support our operating goals

Committee Co-Chairman: Karen & Don Members: Karen, Linda, Paul, Dave,

Objective 1: Meet as a board 4 times a year and develop and send out tri-yearly newsletters to community

Action Steps: Meet as a board 4 per year

- Set meeting dates and develop a calendar of major events
- Communicate meeting dates with board
- Develop meeting plan, space, food, agenda
- Provide committees time to meet
- Run regular business meeting

Objective 2: Publish newsletter for membership and community

Action Steps:

- Develop content and assign articles to be written by board, membership and community
- Designate committee member to manage gathering of articles and editing the articles
- Submit finished articles to newsletter publisher
- Complete final edit before printing
- Send to Walt's Publishing for printing and mailing
- Build an email list of membership and community for future newsletters

Objective 3: Provide a current website with Spirit Lake and City information

Action Steps:

SLPOA Goals, Objectives and Action Steps

- Review website quarterly and plan design and information updates
- Develop a plan and process to link with the cities website

Objective 4: Provide an annual community meeting each August, to inform all citizens of Spirit Lake about current city and lake projects and issues.

Action Steps:

- Reserve site and design meeting layout
- Develop signage for meeting
- Write agenda
- Contact speakers
- Recruit volunteers to assist with meeting tasks
- Recruit volunteer to manage technology needs and assure everything is working on the day of the meeting

Objective 5: Develop funding strategies for SLPOA projects

Action Steps:

- Design funding campaign plan that includes
 - Newsletters
 - Web Site
 - Email list serve
 - Phone drive
 - Events
- Continue seeking funds through grant opportunities
 - City
 - Work with the city of Spirit Lake to co-apply for grant opportunities
 - Investigate opportunities with the Kootenai County, State of Idaho and Federal
 - Foundations
 - Apply with Inovia (Inland Northwest Community Foundation) again in August 2019 for Community Strategies Grant (\$20,000)

Objective 6: Update SLOPA bookkeeping systems with up-to-date software to better accommodate project and grant budgets

SLPOA Goals, Objectives and Action Steps

Action Steps:

- Investigate and acquire a current software system to manage day to day operations of SLPOA
- Develop memorized reporting of balance sheets, yearly budgets, grant budgets and donations

SLPOA

SLPOA SWOT Analysis Worksheet

The SWOT analysis is designed to clarify where we are today and how we are perceived by both internal and external stakeholders.

Define Internal Stakeholders: Property owners of Spirit Lake, Businesses in Spirit Lake, City of Spirit Lake, Inland Empire Paper Co

Define Internal Stakeholders: Anyone who uses the Spirit Lake Environment (trails, water, fishing, swimming, hunting, etc.)

1. Our Strengths: Years of experience, board of directors, knowledge of the history of the lake and its resources, newsletter, environmentally proactive, annual meetings, web site, mailing list of lakefront property owners.
2. Our Weaknesses: Cash flow, apathy of property owners, awareness of the SLPOA, lack of relationships with our stakeholders.
3. Our Opportunities: Educate our stakeholders to the needs and threats of the environment, proactive to change the level of commitment to our projects, new board members, improve safety of the area.
4. Our Threats: Catastrophic event that we can't respond to, overdevelopment and overuse of our environment that exceeds our facilities and environment.

NEW Strategic Plan for SLPOA!

During the winter months of 2019 the SLPOA board worked on and completed a new strategic plan, designed to improve and clarify our operations.

Spirit Lake Property Owners Association (SLPOA) is a DBA for our incorporated nonprofit called Lakefront Property Owners Environmental Association of Spirit Lake. We were originally formed in 1973 and the articles of incorporation were amended in 1998. The strategic purpose of the organization is to devote itself to scientific and educational projects regarding the environment and water quality of the Spirit Lake, Idaho watershed.

In order to continue to build membership, community partnerships and secure funding for projects, we needed to review and renew our vision/mission, goals and objectives and prioritize our most important projects.

Through the strategic planning process we defined where the organization is today and the key internal and external stakeholders. This led us to the review and change our vision/mission to a vision/overarching goal that describes our organization in one sentence. Next, we set out to align our goals, objectives and action steps, to provide the clear plan for achieving our vision.

We then built the goals and objectives to identify our short and long range plan for operations of the SLPOA. This detail includes the current and future environmental improvement projects designed to impact Spirit Lake and its stakeholders. In order to achieve our goals and objectives, we divided our board into subcommittees, aligned to the goals, to ensure our planned projects move forward in a timely manner. Our sub-committees then completed the objectives and action steps for each goal of our plan.

Below is the newly completed and finalized Vision/Overarching Goal Statement.

Our purpose is to develop capacities within our community to provide a sustainable habitat, allowing all people who live, work and play within its environment, an optimal Spirit Lake experience.

SLPOA's commonly used slogan is "**Friends of Spirit Lake**". Our slogan is used on newsletters, flyers, web site and other communication forms designed to address our stakeholders.