

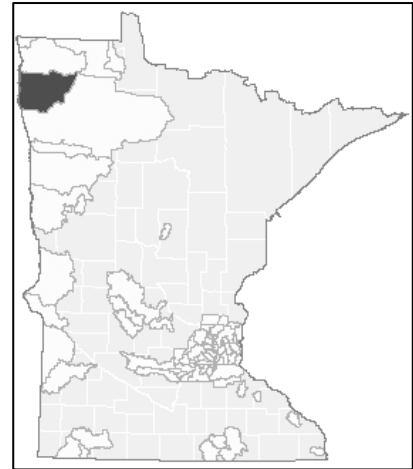
## 2008 Performance Review

### Level III (Pilot): Summary of Full Report

**LGU: Middle Snake Tamarac Rivers Watershed District**  
***Marshall, Polk, Roseau, Pennington, Kittson Counties***

#### Summary of Conclusions:

On the whole the MSTRWD organization is generating results in terms of project and program implementation consistent with BWSR's expectations for a watershed district in a rural, agricultural part of Minnesota. They have undertaken a number of large and small projects, have managed drainage systems under their authority, and administered a regulatory program with high demands on their time and expertise. As noted above, the organization is operating under a management plan that is out-of-date and in need of revision. However, their delay in revising the plan is understandable given guidance provided to them by BWSR. And they have, in fact, begun the plan revision process. BWSR's observation of recent regular meetings of the board of managers indicates that the managers and staff of the MSTRWD appear to function effectively and efficiently in their respective roles and responsibilities.



In applying the recently developed PRAP performance standards to this watershed district's operations, we note that they are in compliance with most of the basic standards and comply with several of the target or high performance standards. The MSTRWD could be said to be performing at the higher end of the scale.

However, we cannot ignore the existence of a certain level of intra-organizational conflict that, while maybe not obvious to a casual observer attending a regular board meeting, nevertheless appears to be a constant reality for the managers and staff. The fact that this board of managers and staff have been able to carry out their responsibilities with efficiency and effectiveness under these circumstances shows professionalism and dedication. However, BWSR has concerns about how long this organization will be able to maintain its effectiveness given the internal conflict that exists beneath the surface.

We are also concerned about the MSTRWD's ability to engage with the citizens and other stakeholders, and local units of government and partners in the watershed district. The fact that BWSR received requests for a performance review from two organizations, one a local unit of government and the other a partner of the district's in project implementation, indicates to us that our concerns about the organization are shared by others.

### **Recommendations:**

1. Watershed Management Plan revision
2. Modify annual report format
3. Website assistance
4. Manager training
5. Data Practices Act training
6. BWSR District Assessment Tool

### **Summary of LGU Response:**

*BWSR note: At the time the PRAP report was presented to the watershed district it was delivered as a final report and BWSR did not request a formal response. However in response to several formal and informal comments on the report from others, BWSR decided to modify the PRAP process and issue draft reports and then invite LGU responses. BWSR staff continue to work with the Middle Snake Tamarac Rivers Watershed District to address issues identified in the report.*