

Harmony  
Environmental  
Finding a balance



People



Land



Water

# Harmony Environmental

## Environmental Services

Lake Studies

Grant Writing

Project Management

Environmental Planning

Educational Programming

Shoreland Restoration Design

Water Quality Landscape Design

Aquatic Plant Management Planning

*Assisting government, land trust, and lake organizations.*

*Recipient of the Wisconsin Lakes Stewardship Award*



*Cheryl Clemens, Owner  
Harmony Environmental*

### **Providing quality environmental consulting**

Harmony Environmental provides lake studies, grant writing, environmental planning, project management, educational programming, and shoreland restoration and waterfront runoff design services for government, land trust, and lake organizations. Services are provided and coordinated by Cheryl Clemens. When needed Cheryl brings in the expertise of qualified biological, engineering, and graphic arts professionals.

### **Using a strong, professional background in environmental management to make informed decisions**

You need sound information to make good decisions. Harmony Environmental draws upon over twenty years of technical, policy, and educational experience in environmental science and management to help you make good decisions.

### **Developing and strengthening partnerships**

You can't do it alone. Working well together is critical for successful programs. Success with current and past projects is based upon respect for all participants, active listening skills, attention to detail, and a solid technical and policy knowledge base. Harmony Environmental is happy to work with your staff, elected officials, citizen volunteers, and other organizations to plan and carry out projects.

### **Negotiating the maze**

We can help decipher government permitting, planning requirements, and grant programs for effective use in your organization.

### **A track record of success**

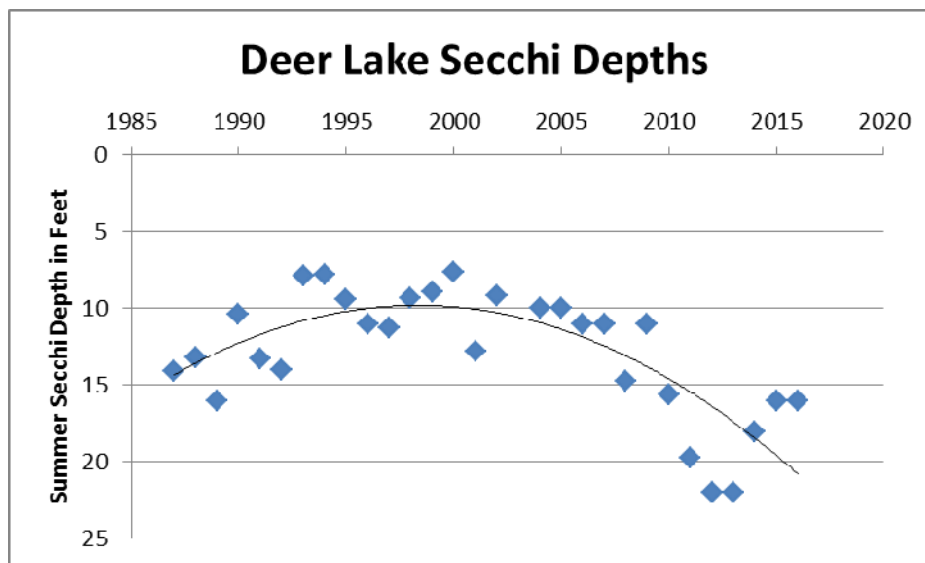
Long-term Harmony Environmental clients are proud to report success in many areas: from securing project funding and engaging boards and citizens to on-the-ground and in-the-water improvements. Clients have measured success in miles of preserved shoreline, completed native plant restoration and runoff mitigation projects, more natural shorelines and buffer zones, and measurably better water quality!

## Project Management

Harmony Environmental assists local governments and organizations in carrying out environmental projects by helping to establish priorities, interpreting technical information, providing advice to aid in decision-making, and coordinating project activities.

### The Deer Lake Conservancy

Harmony Environmental has supported the Deer Lake Conservancy's land conservation and water quality improvement efforts for over 20 years. This work has resulted in measurably better water quality as measured by Secchi depths increasing by over 10 feet since the late 1990's and watershed phosphorus loading decreasing by more than 60% since the early 1990s.



#### Project tasks:

- Coordinating installation of conservation practices such as sedimentation basins, wetland restorations, and prairie plantings for lake protection;
- Providing guidance for development of conservation easements and land purchases (with 300 acres of strategic conservation areas preserved);
- Writing outreach materials and grant applications; and
- Providing waterfront runoff mitigation designs and construction supervision.

*In recognition of striking lake improvements, the Deer Lake Conservancy received the "Lake Management Success Story" award at the 2015 North American Lake Management Society (NALMS) Symposium in Saratoga Springs, NY.*

## Burnett County Shoreline Incentive Program

Burnett County is another long-term client. Beginning in 1998, Harmony Environmental helped develop and implement the Shorelines Incentives Program consisting of property tax and other financial incentives, technical assistance, and public outreach.

### Work included:

- Development of program policies, procedures, and restoration standards,
- Writing grants,
- Conducting site visits,
- Creating restoration plans, and
- Providing technical assistance to landowners and training landscapers.



### Burnett County Shoreline Incentives Program On-the-Ground Results

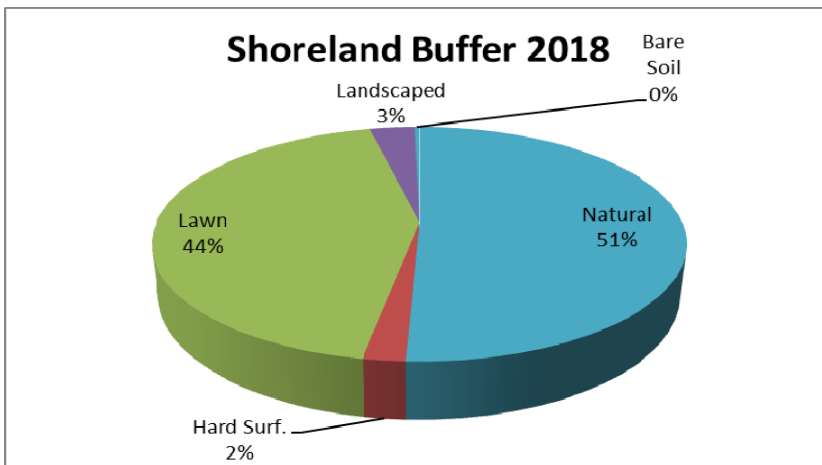
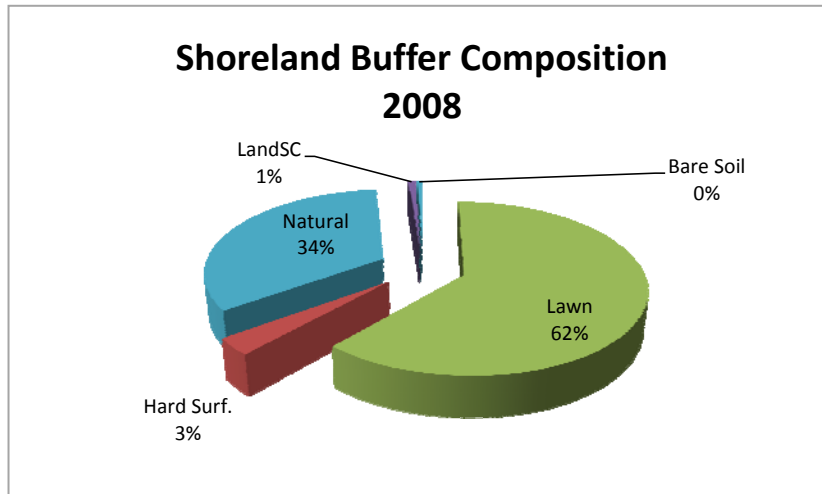
- Shoreline Preserved = 50 miles
- 738 Parcels!
- Area Restored = 118,247 sq. ft.

*From the Northwest Wisconsin Lake Stewardship Award – 2004:  
“Congratulations to Cheryl for her dedication and tireless efforts in promoting the highly successful Shoreline incentives Program, a lakeshore protection model designed for long-term shoreline care.”*

## Bone Lake Management District

Harmony Environmental supports the implementation of the Comprehensive Lake Management plan including guiding committees to assist with detailed plan implementation, conducting waterfront property assessments, preparing designs, and writing grants.

Encouraging natural vegetation at the ordinary water mark and in the shoreland buffer zone are key goals of the Bone Lake Management District. Volunteers recently compared shoreline and shoreland buffer composition from surveys done in 2008 and repeated in 2018. Both measures saw increases in natural vegetation and decreases in lawn along over 12 miles of shoreline on this 1700-acre lake!



*From a Satisfied Customer:*

*Thanks for all your fantastic assistance to Bone Lake. In all my years working with consultants during my career, you are the best one. You are very competent, engaging and present information that is easily understood. Without your support, we would not be at our current level of trying to improve Bone Lake.*

*Phil Foster, Bone Lake Management District*

## **Additional Clients:**

### **Stormwater and Shoreland Restoration Programs:**

Tomahawk Lake Association

Pipe and North Pipe Lake Protection and Rehabilitation District

Balsam Lake Protection and Rehabilitation District

Amery Lakes District

### **Land Preservation:**

Star Prairie Land Preservation Trust

Half Moon Lake District and Conservancy

## **Environmental Planning**

Services include coordinating plan development, facilitating public involvement, researching and presenting scientific and demographic information, assisting with setting goals and establishing priorities, developing evaluation procedures, and writing plans.

### **Aquatic Plant Management Planning**

Complete aquatic plant management plans according to Department of Natural Resources guidance. Aquatic plant management plans include lake information, plant community survey results, goals for aquatic plant management, education and information strategies, site specific management for aquatic invasive species, monitoring and assessment, and an implementation plans.

Amery Lakes District

Apple River Protection and Rehabilitation District

Balsam Lake Protection and Rehabilitation District

Bone Lake Management District

Big Wood Lake Association

Co/Pa/Pi Voluntary Lake Association

Cedar Lake Protection and Rehabilitation District

Church Pine, Round, and Big Lakes P&R District

Co/Pa/Pi Voluntary Lake Association

Deer Lake Improvement Association

Dummy Lakes Management District

Lake Nancy Association

Long Lake Protection and Rehabilitation District

Namakagon Lake Association

Round Lake (Sawyer County) Property Owners Association

Yellow Lakes and River Association

## **Lake Management Planning**

Conduct lake studies, evaluate background information, assist citizen committees and local government in setting goals and selecting priority activities for lake management and citizen involvement, and develop planning documents. Recent projects involve planning and guidance for alum applications on Cedar, Long and East Balsam Lakes in cooperation with Bill James, UW-Stout.

Balsam Lake Protection and Rehabilitation District

Big Round Lake, Polk County

Bone Lake Management District

Cedar Lake Protection and Rehabilitation District

Deer Lake Conservancy

Lake Wapogasset and Bear Trap Lake

Library Lake, Cumberland, WI

Silver Lake, Cumberland, WI

Tomahawk Lake Association, Oneida County

## **County Land and Water Management Planning**

These plans include resource assessments; goals, objectives, and activities for land and water resource management; detailed public information and education strategies; project budgets; and evaluation tools and procedures.

Bayfield County Land and Water Conservation Department

Burnett County Land and Water Conservation Department

Douglas County Land and Water Conservation Department

Dunn County Land Conservation Division

Pierce County Land Conservation Department

Polk County Land and Water Resources Department

Price County Land Conservation Department

St. Croix County Land and Water Conservation Department

Taylor County Land Conservation Department

Washburn County Land Conservation Department

## Educational Programming

- Comprehensive public outreach programs for environmental projects
- Development of demonstration sites
- Workshops
- Public opinion survey development and administration

### *Materials Development*

Technical Guides

Brochures

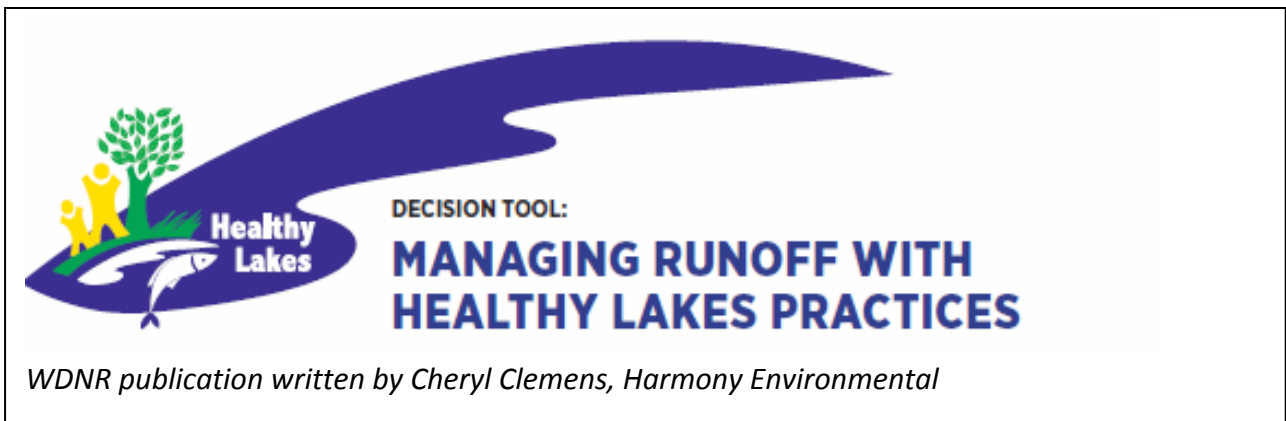
Presentations

Newsletters

News Releases

Signs

Displays



### *Waterfront Property Owner Surveys*

Gather data regarding property owners' knowledge and opinions. The information is used to help develop targeted outreach and technical assistance programs to improve lake water quality and habitat.

## Shoreland Restoration Services

Shoreland restoration and runoff mitigation plans

- Over 400 designs completed for Burnett County landowners
- Voluntary and required restorations and projects
- Additional designs for individuals across Wisconsin

Shoreland buffer restoration standards for county government

Workshops and individual training sessions

Demonstration sites of native shoreline buffer plantings



## Grant Writing

As of 2015, Harmony Environmental successfully wrote over 100 grants to the WDNR for project funding. However, grant writing services are now only available to existing clients. Services include developing project scope and budget, facilitating partnerships, and writing grant applications with a long list of funded projects up to 2015. The list of successful grant projects since that time is similar to what is shown below.

<b>Project</b>	<b>Organization</b>	<b>Grant Type</b>	<b>Year Funded</b>
CLP Control	Bone Lake District	Aquatic Invasive Species	2015
CLP Control	Balsam Lake PRD	Aquatic Invasive Species	2015
Land Acquisition	Beaver Dam Lake MD	DNR Lake Protection	2015
Land Acquisition	Deer Lake Conservancy	DNR Lake Protection	2015
Lake Management Plan Imp.	Bone Lake District	DNR Lake Protection	2015
Alum Treatment	Cedar Lake PRD	DNR Lake Protection	2015
Native Plantings	Church Pine, Round, Big PRD	DNR Healthy Lakes	2015
Native Plantings	Apple River PRD	DNR Healthy Lakes	2015
Shoreline Incentives	Burnett County	DNR Lake Protection	2015
Aquatic Invasive Species	Burnett County	Education	2015
Internal Phosphorus Study	Bone Lake Mgt. Dist.	DNR Lake Planning	2015
Stormwater Wetland Designs	Beaver Dam Lake MD	DNR Lake Planning	2015
Internal Phosphorus Study	Church Pine, Round, Big PRD	Small Scale Lake Planning	2015
Lake Survey and Plan	Big Round Lake PRD	Small Scale Lake Planning	2015
Lake Plan Communication	Bone Lake Mgt. Dist.	Small Scale Lake Planning	2015
EWM Control	Minocqua/Kawaguesaga LA	Aquatic Invasive Species	2014
Comprehensive Lake Plan	Lake Tomahawk Asc.	DNR Lake Planning	2014
APM Plan Development	Balsam Lake P&R District	Aquatic Invasive Species	2014
Ag and Waterfront BMPs	Long Lake P&R District	DNR Lake Planning	2013
CLP and Knotweed Control	Church Pine, Round, Big PRD	Aquatic Invasive Species	2013
Curly Leaf Pondweed Control	Long Lake P&R District	Aquatic Invasive Species	2013
AIS Planning and Education	Big Wood Lake	Aquatic Invasive Species	2013
AIS Education and Monitoring	Co/Pa/Pi Lake Assn	Aquatic Invasive Species	2013
Channel Dredging	Church Pine, Round, Big PRD	Waterways Commission	2012
Harvester Purchase	Apple River P&R District	Waterways Commission	2012
AIS Education and Planning	Apple River P&R District	Aquatic Invasive Species	2012
BMP Design and Shore Survey	Beaver Dam Lake District	DNR Lake Planning	2012
Lake Management Plan	Long Lake P&R District	DNR Lake Planning	2012

<b>Project</b>	<b>Organization</b>	<b>Grant Type</b>	<b>Year Funded</b>
Lake Plan Impl./BMPs	Silver Lake Association	DNR Lake Protection	2012
Landscaper Workshop	Silver Lake Association	Small Scale Lake Planning	2012
AIS Education and Monitoring	Long Lake P&R District	Aquatic Invasive Species	2012
AIS Education and Planning	Spooner Lake District	Aquatic Invasive Species	2012
AIS Education and Planning	Apple River P&R District	Aquatic Invasive Species	2012
Long Range Plan Update	Balsam Lake P&R District	DNR Lake Planning	2011
Curly Leaf Pondweed Control	Deer Lake Improvement Assn.	AIS Control	2011
Curly Leaf Pondweed Control	Bone Lake District	AIS Control	2011
Curly Leaf Pondweed Control	Balsam Lake P&R District	AIS Control	2011
AIS Planning and Education	Bone Lake District	Aquatic Invasive Species	2011
AIS Education	Deer Lake Improvement Assn.	Aquatic Invasive Species	2011
AIS Education	Balsam Lake P&R District	Aquatic Invasive Species	2011
Library Lake Stormwater	Beaver Dam P&R District	DNR Lake Protection	2011
Sand/Iron Filing Filter	Deer Lake Conservancy	DNR Lake Protection	2011
Stump Bay Acquisition	Balsam Lake P&R District	DNR Lake Protection	2011
Watershed Monitoring	Deer Lake Conservancy	Small Scale Lake Planning	2011
Native Shrub Incentives	Burnett County Lakes & Rivers	Small Scale Lake Planning	2011
Wildlife Study	Bone Lake District	DNR Lake Planning	2010
Aquatic Plant Study	Apple River Flowage Dist.	DNR Lake Planning	2010
Comp. Plan Implementation	Bone Lake District	DNR Lake Protection	2010
Shoreline Incentives	Burnett County	DNR Lake Protection	2010
Land Acquisition	Half Moon Lake Conservancy	DNR Lake Protection	2010
Land Acquisition	City of Cumberland	DNR Lake Protection	2010
Stormwater Plan	City of Cumberland	DNR Lake Planning	2010
Stormwater Pond Design	City of Cumberland	DNR Lake Planning	2010
AIS Prevention and APM Plan	Deer Lake Improvement Asn.	Aquatic Invasive Species	2010
Ski Trail Lighting	Balsam Branch Partnership	Acquisition/Dev. Local Parks	2009
Strategic Planning	Star Prairie Land Pres. Trust	St. Croix Valley Foundation	2009
Action Plan Implementation	Pipe Lakes P&R District	DNR Lake Protection	2009
Internal Loading Study	Bone Lake Management Dist.	Small Scale Lake Planning	2009
Comprehensive Plan Studies	Bone Lake Management Dist.	Lake Planning Grant (2)	2009
AIS Prevention and APM Plan	Balsam Lake P&R District	Aquatic Invasive Species	2009
APM Survey and Plan	Big, Round, Church Pine Dist.	DNR Lakes Planning	2009
APM Plan	Yellow Lakes and River Assn.	Small Scale Lake Planning (2)	2009
Lake Management Plan	Half Moon Lake District	DNR Lakes Planning	2008

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<b>Project</b>	<b>Organization</b>	<b>Grant Type</b>	<b>Year Funded</b>
Lake Management Plan	Wapo Sanitary District	DNR Lakes Planning	2008
AIS Plan Implementation	Bone Lake District	AIS Control	2008
AIS Plan Implementation	Connors Lake Association	AIS Control	2008
Aquatic Invasive Species	Burnett County	AIS Ed and Planning	2008
Waterfront Runoff Education	Burnett County	Small Scale Lake Planning	2008
Waterfront Runoff Education	Bayfield County	Small Scale Lake Planning	2008
Waterfront Runoff Education	Balsam Lake PRD	Small Scale Lake Planning	2008
Strategic Plan	Half Moon Lake Conservancy	Small Scale Lake Planning	2007
Plant Inventory and Plan	Connors Lake, Sawyer Cty.	Aquatic Invasive Species	2007
Plant Inventory and Plan	Round Lake, Sawyer Cty.	Aquatic Invasive Species	2007
Invasives Education	Balsam Lake P&R District	Aquatic Invasive Species	2007
Curly Leaf Pondweed	Deer Lake Association	Aquatic Invasives Control	2007
Non Motor Access Cedar Lake	St. Croix County	Acquisition/Dev. Local Parks	2006
Runoff Mngt.	Deer Lake Conservancy	DNR Lakes Protection	2006
Land Acquisition	Deer Lake Conservancy	DNR Lakes Protection	2006
Shoreline Incentives	Burnett County	DNR Lakes Protection	2006
Stormwater Mngt.	City of Amery	DNR Lakes Protection	2006
Brochures and Signs	Deer Lake Conservancy	Small Scale Lake Planning	2006
Long Range Plan	Balsam Lake P&R District	Small Scale Lake Planning	2006
Aquatic Plant Mngt.	Town of St. Croix Falls	Aquatic Invasive Species	2005
Boat Landing	Town of St. Croix Falls	Waterways Commission	2005
Trail Development	Polk Cty./Standing Cedars	DNR Stewardship	2005
Planning/Education	Standing Cedars Land Trust	DNR River Planning	2005
Planning/Education	Star Prairie Land Pres. Trust	DNR River Planning	2005
Land Acquisition	Star Prairie Land Pres. Trust	DNR Lake Protection	2005
Land Acquisition	Balsam Lake P&R District	DNR Lake Protection	2005
Aquatic Plant Mngt.	Burnett County	Aquatic Invasive Species	2005
Fundraising	Star Prairie Land Pres. Trust	St. Croix Valley Foundation	2005
Fundraising	Standing Cedars	St. Croix Valley Foundation	2005
Land Acquisition	The Deer Lake Conservancy	DNR Lake Protection	2004
Land Acquisition	The Deer Lake Conservancy	DNR Stewardship	2004
Lake Mngt. Plan	The Deer Lake Conservancy	DNR Lakes Planning	2003
Aquatic Plant Mngt.	The Deer Lake Conservancy	DNR Lakes Planning	2003
Shoreland Education	Rusk County	DNR River Planning	2002
Shoreline Incentives	Burnett County	DNR Lakes Protection	2001

<b>Project</b>	<b>Organization</b>	<b>Grant Type</b>	<b>Year Funded</b>
Recreational Trails	The Deer Lake Conservancy	DNR Stewardship	2000
River Planning	Balsam Branch Partnership	DNR River Planning	2000
Woodland Acquisition	The Deer Lake Conservancy	DNR Stewardship	1999
Organizational Dev.	Balsam Branch Partnership	Gathering Waters	1999
Wetland Restoration	The Deer Lake Conservancy	DNR Lakes Protection	1998
Sediment Basin	Balsam Lake P&R District	DNR Lakes Protection	1998