

## ORGANIZATIONAL EFFECTIVENESS

Item 5Fi.  
BCWMC 4-17-25

### Issue Statements, Desired Future Conditions, 10-year Goals

Approved Dec 2024; with revisions in response to Plan TAC comments March 2025

1. Organizational capacity and staffing – High Priority			
<b>Issue Statement:</b> Current BCWMC staff capacity and organizational structure are likely not sufficient to achieve intended goals and effectively execute projects and programs.			
Desired Future Condition	Goal (10-year)	Strategy, Action, or Task (some potential examples; <i>italics = new activity</i> )	
BCWMC organization exists in its most efficient and effective structure <u>to achieve its identified goals</u>	1A. <u>Identify the In first year of Plan implementation, perform assessment of</u> options, benefits, and challenges of various organizational structures for effective and efficient management of the Bassett Creek watershed <u>through a comprehensive assessment undertaken in first year of Plan implementation.</u>	<ul style="list-style-type: none"> <li>- <i>Complete comprehensive assessment of BCWMC organization structure and staffing options, benefits, and challenges. - \$50K estimate</i></li> <li>- <i>Restructure organization, as needed, pending results of comprehensive assessment and as approved by the BCWMC.</i></li> </ul>	
	1B. <u>Improve organization capacity, efficiency, and effectiveness as warranted and desired by implementing</u> <del>Implement</del> outcomes of organizational assessment <del>to improve organizational capacity, efficiency, and effectiveness.</del>		

2. BCWMC funding mechanisms – High Priority			
<b>Issue Statement:</b> Additional funding sources and/or alternate funding mechanisms for BCWMC administration and implementation are needed to achieve the most efficient, equitable, and robust outcomes			
Desired Future Condition	Goal (10-year)	Strategy, Action, or Task (some potential examples; <i>italics = new activity</i> )	
BCWMC operations are adequately funded for ongoing administration and robust implementation	2A. <u>Identify In first year of Plan implementation perform assessment of all</u> potential funding mechanisms for BCWMC work related to various organizational structures <u>through an assessment undertaken in the first year of Plan implementation.</u>	<ul style="list-style-type: none"> <li>- <i>In conjunction with assessment of organization structure options, complete comprehensive assessment of funding mechanisms available to BCWMC.</i></li> <li>- <i>Establish maintenance levy <u>for BCWMC CIP projects</u> through Hennepin County in accordance with MN Statute 103B.251.</i></li> </ul>	
	2B. Expand potential funding streams through grants and partnerships with public and private entities.		

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	2C. <u>Improve funding capacity in conjunction with changes</u> <del>Implement funding mechanisms appropriate</del> to the organizational structure and functions of the BCWMC.	- <u>Implement new funding mechanisms, as needed based on the results of funding and organizational structure assessments.</u>	
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### 3. Progress assessment – High Priority

**Issue Statement:** Evaluation of progress toward achieving 10-year goals is critical to process improvement.

Desired Future Condition	Goal (10-year)	Strategy, Action, or Task (some potential examples; <i>italics = new activity</i> )	
BCWMC is effective in its implementation through evaluation and adaptive management.	3A. Understand the effectiveness of implementation and progress towards reaching each of this plan's 10-year goals	- <i>Complete progress assessment biennially (every two years) (MN Rule 8410) and use assessment results to guide future policy decisions and implementation activities.</i>	
	3B. <u>Adapt</u> implementation activities <u>are adapted</u> to reflect changing conditions or pace of progress.	- Amend Watershed Plan, as needed, as new data become available or conditions, organizational structure, or priorities change	

### 4. Projects and programs implemented through a DEIA lens – Medium Priority

**Issue Statement:** Additional focus is needed to ensure equity in the delivery of BCWMC projects, programs, and decision making.

Desired Future Condition	Goal (10-year)	Strategy, Action, or Task (some potential examples; <i>italics = new activity</i> )	
BCWMC work is equitably implemented.	4A. Prioritize and implement programs and projects with guidance from social vulnerability metrics.	- <i>Develop and use social vulnerability indices for project and program prioritization.</i> - <i>Incorporate equity metric in CIP prioritization table</i>	
	4B. Diversify representation on BCWMC Board of Commissioners, contractors, consultants and vendors such that they reflect community diversity	- <i>Implement outreach, communication, and engagement activities in diverse communities</i> - <i>Seek contractors, vendors, etc. that represent diverse communities</i> - <i>Encourage cities to seek Commissioner applicants from diverse communities</i>	