

ORGANIZATIONAL EFFECTIVENESS – with potential revisions in response to Plan TAC comments
Issue Statements, Desired Future Conditions, 10-year Goals: APPROVED DECEMBER 2024; REVISED APRIL 2025

1. Organizational capacity and staffing – High Priority

Issue Statement: 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; highlight = new activity)
BCWMC organization exists in its most efficient and effective structure to achieve its identified goals	1A. Identify the options, benefits, and challenges of various organizational structures for effective and efficient management of the Bassett Creek watershed through a comprehensive assessment undertaken in first year of Plan implementation.	<ul style="list-style-type: none"> - Complete comprehensive assessment of BCWMC organization structure and staffing options, benefits, and challenges. - \$50K estimate - Restructure organization, as needed, pending results of comprehensive assessment and as approved by the BCWMC.
	1B. Improve organization capacity, efficiency, and effectiveness as warranted and desired by implementing outcomes of organizational assessment.	

2. BCWMC funding mechanisms – High Priority

Issue Statement: 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; highlight = new activity)
BCWMC operations are adequately funded for ongoing administration and robust implementation	2A. Identify potential funding mechanisms for BCWMC work related to various organizational structures through an assessment undertaken in the first year of Plan implementation.	<ul style="list-style-type: none"> - In conjunction with assessment of organization structure options, complete comprehensive assessment of funding mechanisms available to BCWMC. - Establish maintenance levy for BCWMC CIP projects through Hennepin County in accordance with MN Statute 103B.251.
	2B. Expand potential funding streams through grants and partnerships with public and private entities.	<ul style="list-style-type: none"> - Develop a framework or process to streamline private-public funding partnerships - Apply for competitive project and planning grants, as appropriate
	2C. Improve funding capacity in conjunction with changes to the organizational structure and functions of the BCWMC.	<ul style="list-style-type: none"> - Implement new funding mechanisms, as needed based on the results of funding and organizational structure assessments.

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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; highlight = new activity)	
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	- Complete progress assessment biennially (every two years) (MN Rule 8410) and use assessment results to guide future policy decisions and implementation activities.	
	3B. implementation activities are adapted 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; highlight = new activity)	
BCWMC work is equitably implemented.	4A. Prioritize and implement programs and projects with guidance from social vulnerability metrics.	- Develop and use social vulnerability indices for project and program prioritization. - Incorporate equity metric in CIP prioritization table	
	4B. Diversify representation on BCWMC Board of Commissioners, contractors, consultants and vendors such that they reflect community diversity	- Implement outreach, communication, and engagement activities in diverse communities - Seek contractors, vendors, etc. that represent diverse communities - Encourage cities to seek Commissioner applicants from diverse communities	

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5. Public ditch management – Low Priority			
Issue Statement: The Plan must address management of the public ditches within BCWMC jurisdiction (per MN Statutes 103B)			
Desired Future Condition	Goal (10-year)	Strategy, Action, or Task (some potential examples; highlight = new activity)	
Public ditches in the watershed are either transferred to municipal authority or abandoned, where appropriate.	5A. Public ditches function in a manner that allows their current use as streams and altered waterways.	<ul style="list-style-type: none"> - Encourage member cities to petition Hennepin County to transfer authority over public ditches in the BCWMC to the member cities (per MN Statute 383B.61). - Support the efforts of other entities to pursue legislation abandoning public ditches on land zoned non-agricultural, in consideration for the original function of public ditches to provide drainage of agricultural lands. 	
	5B. If ditch authority is transferred to the member cities, the BCWMC and cities will manage the ditches similar to other BCWMC waterways.	<ul style="list-style-type: none"> - Manage abandoned or transferred public ditches that are part of the BCWMC trunk system consistent with this Plan. Member cities will be responsible for management of abandoned or transferred public ditches that are not on the BCWMC trunk system, but are currently part of their municipal drainage system. 	

6. Carbon footprint of BCWMC projects – Low Priority			
Issue Statement: Carbon released in the construction and ongoing maintenance of BCWMC projects is not currently considered and contributes to climate change			
Desired Future Condition	Goal (10-year)	Strategy, Action, or Task (some potential examples; highlight = new activity)	
The BCWMC understands the carbon footprint or lifecycle impacts of its activities and considers mitigative measures during implementation.	6A. Consider use of tools available to assess the impact and mitigate the effects of BCWMC activities on greenhouse gas emissions.	<ul style="list-style-type: none"> - When appropriate, use carbon footprint assessment tools when prioritizing projects or options. - Encourage use of renewable energy and carbon release reduction practices in projects and programs. 	