

Organizational Effectiveness Category

Organizational ~~assessment of~~ capacity and staffing – High Priority

Issue Statement: Current BCWMC staff capacity and organizational structure ~~may are likely~~ not ~~be~~ 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)	Notes/Timeframe/ Discussion Items
BCWMC organization exists in its most efficient and effective structure to meet goals and address challenges	<u>In first year of Plan implementation, perform assessment of</u> Understand options, benefits, and challenges of various organizational structures for effective and efficient management of the Bassett Creek watershed.	<ul style="list-style-type: none"> - Complete comprehensive external 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. <u>to achieve adequate capacity and efficiency.</u> 	Intended to be included in implementation table in first year.
	Restructure organization, as needed, pending results of comprehensive assessment and as approved by the BCWMC. <u>to achieve adequate capacity and efficiency.</u>		

BCWMC funding mechanisms – High Priority

Issue Statement: Funding sources and funding mechanisms for BCWMC administration and implementation ~~are not~~~~may not be~~ adequate 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)	Notes/Timeframe/ Discussion Items
BCWMC operations are adequately funded for ongoing <u>administration</u> and robust implementation	<u>In first year of Plan implementation perform assessment of</u> Understand all potential funding mechanisms for BCWMC work related to various organizational structures.	<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 through Hennepin County in accordance with MN Statute 103B.251. 	
	Expand potential funding streams through grants and partnerships with public and private entities.		

VERSION 7/10/24 with changes tracked from 7/10/24 PSC Meeting

	Implement funding mechanisms appropriate to the organizational structure and functions of the BCWMC	-	
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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)	Notes/Timeframe/ Discussion Items
BCWMC understands the pace and effectiveness of implementation and sets achievable goals	Understand the effectiveness of implementation and progress towards reaching this plan’s 10-year goals	- Complete progress assessment biennially (every two years) (MN Rule 8410) and use assessment results to guide future implementation	
	Adapt implementation activities 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	

Projects and programs implemented through a DEI 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)	Notes/Timeframe/ Discussion Items
BCWMC work is equitably implemented with guidance from diverse communities.	Use social vulnerability metrics to guide BCWMC design and implementation of programs and projects, as appropriate.	- Develop and use social vulnerability indices for project and program prioritization.	
	Diversity of representation on BCWMC Board of Commissioners reflects community diversity across the watershed.	- Implement outreach, communication, and engagement activities in diverse communities	

VERSION 7/10/24 with changes tracked from 7/10/24 PSC Meeting

	<p>Improve accessibility of BCWMC projects and information.</p>	<ul style="list-style-type: none"> - Update BCWMC website and key documents in compliance with ADA requirements - \$20,000 estimate - Consider ADA accessibility during planning and design of CIP projects. 	
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<p>Public ditch management – Low Priority</p>			
<p>Issue Statement: The Plan must address management of the public ditches within BCWMC jurisdiction (per MN Statutes 103B)</p>			
<p>Desired Future Condition</p>	<p>Goal (10-year)</p>	<p>Strategy, Action, or Task (some potential examples; highlight = new activity)</p>	<p>Notes/Timeframe/ Discussion Items</p>
<p>Public ditches in the watershed are either transferred to municipal authority or abandoned, where appropriate.</p>	<p>Public ditches function in a manner that allows their current use as streams and altered waterways.</p>	<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. 	<p>Until authority over public ditches is transferred, the BCWMC will continue to recognize Hennepin County’s jurisdiction over public ditches in the BCWMC.</p>
	<p>If ditch authority is transferred to the member cities, the BCWMC and cities will manage the ditches similar to other BCWMC waterways.</p>	<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. 	

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)	Notes/Timeframe/ Discussion Items
The BCWMC understands the carbon footprint of its activities and considers mitigative measures during implementation.	Understand the 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 in projects and programs. 	