



Organizational Restructuring TA Grant 2015 Overview and Guidance

- Grant Offering:** Organizational Restructuring Technical Assistance Grants 2015
- ELIGIBILITY:** Any watershed council that has received its own individual Council Support or Council Capacity grant from OWEB and is considering organizational restructuring. The organizational restructuring must align with the goals and purposes of OWEB's Council Capacity Grant program direction, adopted by OWEB Board in June 2013 and July 2014.
- PRE-CONSULTATION (Required)** Interested applicants **MUST** contact Courtney Shaff, OWEB's Grant Program Coordinator, to discuss the proposed merger or consolidation concept at least 10 working days prior to submitting a full application.
- DUE DATE:** Applications are accepted at any time between February 9, 2015 and June 1, 2015.
- SUBMISSION:** Email: Courtney Shaff: courtney.shaff@state.or.us
Email subject: Organizational Restructuring TA Grant
- QUESTIONS:** Courtney Shaff, Grant Program Coordinator
503-986-0046, courtney.shaff@state.or.us

Once a pre-consultation is completed and application submitted OWEB will interview the applicants. Interviews will be held in Salem. Following the interviews, OWEB will notify applicants whether they are selected to receive an Organizational Restructuring grant.

I. Purpose

This grant offering supports the goals and purposes of OWEB's Council Capacity Grant program direction, adopted by OWEB Board in June 2013 and July 2014, to build capacity through resource sharing and organizational restructuring. OWEB envisions a statewide watershed restoration system that is resilient, sustainable and achieves ecological outcomes. Councils considering organizational restructuring through merger or consolidation may apply for a grant to cover the costs of Phase I: Exploration and/or Phase II: Negotiations. Successfully merged councils may apply for Phase III: Implementation costs, through OWEB's TA grant for Merger Implementation.

Mergers- full integration resulting in one organization being absorbed by another organization

Consolidation- two or more organizations unite to form a newly formed organization

II. Allowable Costs

It is expected that mergers/consolidations will result in more effective and efficient implementation of projects to protect or restore native fish or wildlife habitats and restore natural watershed functions to improve water quality or stream flows. To ensure such structures are sound allowable costs in merger and consolidation grants include:

- Legal and financial due diligence
- Staff and executive leadership time for planning
- Professional facilitation services
- Stakeholder engagement and outreach
- Development and legal review of the organizations new documents
- Board and staff costs for attending meetings
- Meeting room rentals, supplies, food, and beverages



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Evaluation Criteria

OWEB is seeking applications that best demonstrate:

1. Consideration and understanding of how the existing council structure(s) limit capacity for community engagement and implementation of projects to protect or restore native fish or wildlife habitats and restore natural watershed functions to improve water quality or stream flows.
2. Openness to change.
3. Shared commitment, ability, and likelihood of success in merging or consolidating multiple councils.
4. Potential to support OWEB's goal of reducing the number of individual council capacity grants over time.
5. Preference will be given to applications that have already identified a consultant they plan to work with during the merger/consolidation process. At a minimum, applicants must have identified a clear solicitation process and criteria for selecting a contractor.

Background

The OWEB Board has indicated its goal is to build capacity through increased council sharing, combining, and collaborating. Reasons for this direction:

- With a vision of resilient councils with strong organizational processes, diverse, stable funding and diverse skillsets, OWEB can better support council capacity by encouraging strategic partnerships to build capacity.
- Watershed council capacity grants are not an entitlement.
- OWEB cannot fund the full range of staff and services needed for councils to be as stable and effective as possible.
- With limited funding and ongoing cost of living increases, OWEB cannot provide long-term meaningful funding to 64 individual council capacity grantees.
- Through the council capacity listening sessions, OWEB heard that most watershed councils struggle to find adequate capacity funding. It is also difficult to fund enough staff with the diverse skillsets needed to address increasingly complex watershed restoration and community engagement priorities.
- There are no major gaps in watershed council coverage of the state. Any gaps could be addressed by existing councils expanding boundaries or by relying on soil and water conservation district coverage.