



## *Organizational Restructuring TA Grant 2016 Overview and Guidance*

- Grant Offering:** Organizational Restructuring Technical Assistance Grants 2016
- ELIGIBILITY:** 1) Any watershed council that has received its own individual Council Support or Council Capacity grant from OWEB or 2) Any soil and water conservation district.
- PRE-CONSULTATION (Required)** Interested applicants **MUST** contact Courtney Shaff, OWEB's Capacity Coordinator, to discuss the proposed grant application by May 9, 2016.
- DUE DATE:** June 6, 2016.
- FUNDING:** Total Available: \$140,000      Max Request: \$75,000
- SUBMISSION:** Email: Courtney Shaff: [courtney.shaff@state.or.us](mailto:courtney.shaff@state.or.us)  
Email subject: Organizational Restructuring TA Grant
- QUESTIONS:** Courtney Shaff, Capacity Coordinator  
503-986-0046, [courtney.shaff@state.or.us](mailto: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**

To support new or expanded strategic collaborations in order to build resilient, sustainable, watershed councils and soil and water conservation districts that achieve ecological outcomes and engage local communities. Organizational restructuring may include 1) changing the operational structure of the organization(s) which may result in sharing of staff and services with other councils, districts or organizations, or 2) merger/consolidations of councils, districts, or councils and districts. The applicants must demonstrate that the organizational restructuring options being considered will strengthen the organizations impact and build resiliency and sustainability of the organization(s).

**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 organizational restructuring 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 organizational restructuring 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 organizational 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 of partnership, ability, and likelihood of success in changing the organizational structure of multiple organizations or merging or consolidating multiple organizations.
5. Preference will be given to applications that have already identified a consultant they plan to work with during the organizational restructuring or merger/consolidation process. At a minimum, applicants must have identified a clear solicitation process and criteria for selecting a contractor.