

Smart Policy Sound Science Stronger Watershed



Shift Happens

BATTLE RIVER
WATERSHED ALLIANCE



“Great I give you permission to say whatever you wish . . . maybe. . . within reason . . . lol”

- Rhonda Clarke Gauthier

Warning Statement





Be Warned:
Legal Statement prepared by,
Skinner, Bruneau and Olson Inc.

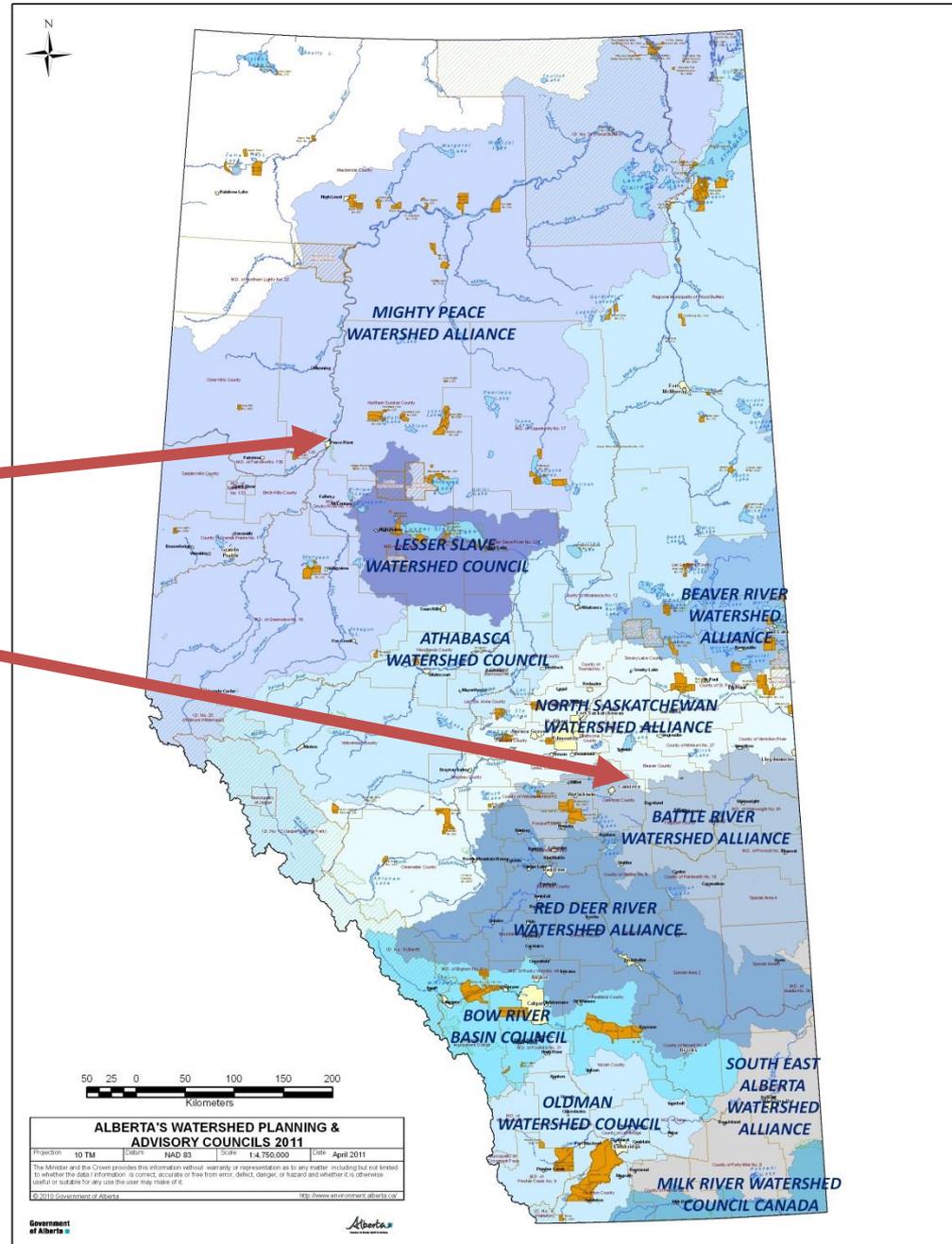
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Watershed Planning and Advisory Councils

584 km







Connecting People to Place for Local Action

Growth of BRWA



No home

2006

No programs

No Staff

1 Board

No Budget

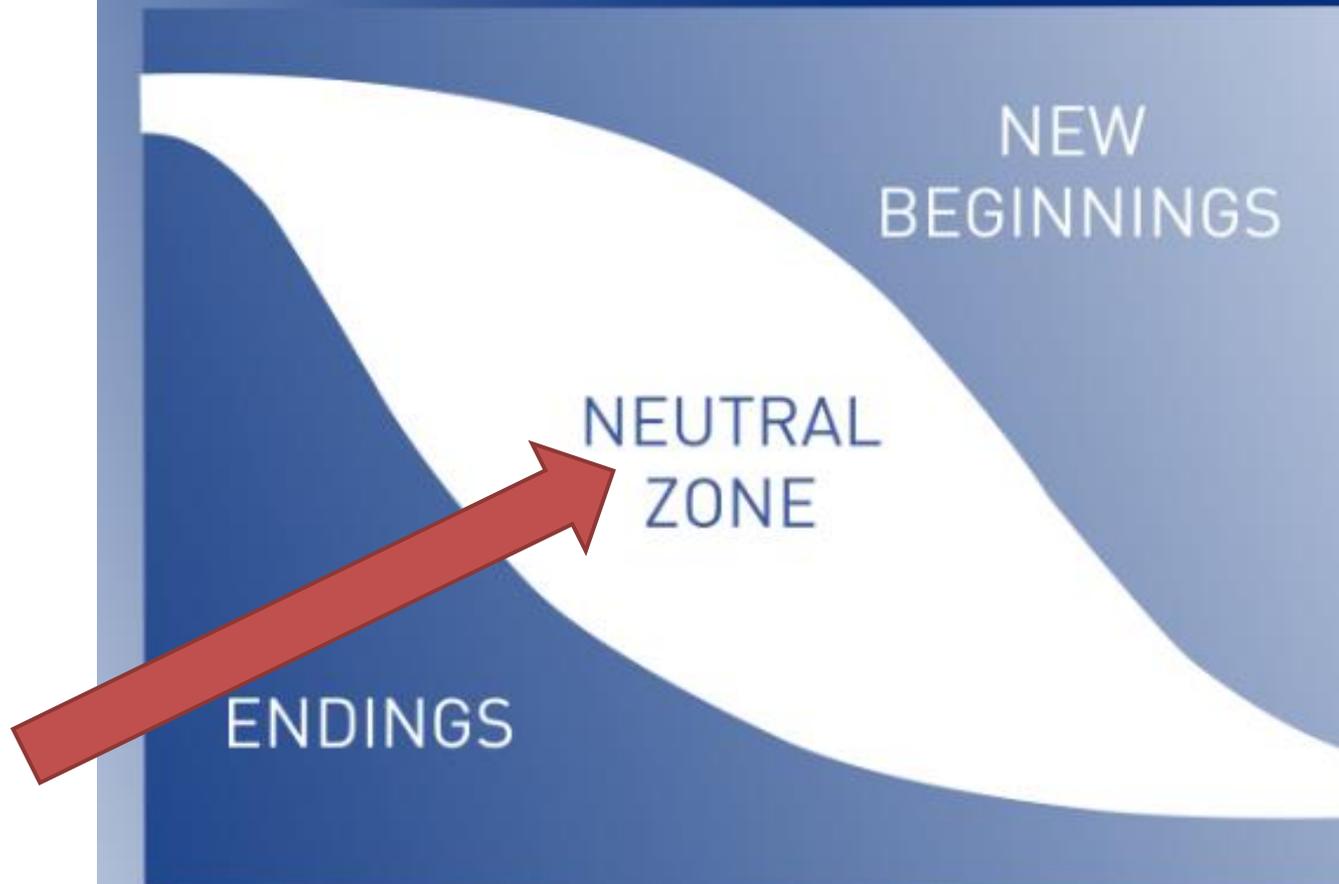


Over 2370 days
without a staff
change

Over 60 years of
WPAC Board
experience

Over 140 months
without a manager
change

TRANSITION MODEL





William Bridges

Acknowledge the instability & chaos
inherent in transitions

Create temporary structures and
solutions

Help Wanted

- What skills traits do you need in a Board Chair / CEO / ED / GM?
- Technical Competency?
- Human Resource?
- Governance?
- Knows how to juggle?





William Bridges

Engage the Board and staff in
developing a Transition Management
Plan (communicate)

Going Through Transition

Giving up Management Functions

Agriculture	Non Profit
Operations	Organizing
Marketing	Planning/Forecasting
Finance	Controlling
Ownership	Leading



Questions to consider

- Authority
 - Limits of Authority
- Expectations
 - Responsibilities
- Mutual Accountability



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Closely engage the staff and management group in setting interim procedures.

What are the rules, timeline, decision making



William Bridges

Communicate profusely with all key
stakeholders– staff, funders,
volunteers, stakeholders

Some helpful succession/transition tips

Workplace of Choice	Strong Leader / Cheer Leader
Financial Stability	Diverse Funding
Diverse Board Reflects Community	Clear Expectations
Programs Linked To Mission Statement	Evaluate
Clear Strong Compelling Statement Of Purpose	Recruit For Leaders
Celebrate and Have Fun	Bench Strength
Everyone Knows The Destination	Strong Partnerships

Workplace of Choice



Financial Stability



Financial Stability



Clear Expectations

To achieve this goal, the BRWA will undertake the following actions:

ACTIONS

- | | |
|-------|---|
| Now | <ul style="list-style-type: none"> • Support the work of existing watershed stewardship groups • Share information about completed WMP recommendations with stakeholders • Support the implementation of stewardship actions arising from the Caring for our Watersheds contest • Recognize watershed stewards through the OTIS Award • Identify watershed issues for stewardship groups to work on |
| Next | <ul style="list-style-type: none"> • Explore and support opportunities for the formation of new watershed stewardship groups • Provide stewardship skills and training • Assist stakeholders in stewardship project design and delivery, and provide technical support (where applicable) • Support citizen science in the watershed • Provide project GIS support to inform stewardship efforts and measure success of projects |
| Later | <ul style="list-style-type: none"> • Host an annual Stewardship Forum to bring watershed stewards together to celebrate stewardship successes and learn about new stewardship opportunities • Disseminate information about stewardship opportunities to existing and potential stewardship groups • Develop and implement effective and innovative tools, resources and programs for ecological, economic, social, and cultural stewardship programs • Manage multiyear stewardship projects |

MEASUREMENTS

- Track number of stewardship groups and stewardship initiatives in our watersheds
- Measure watershed stewardship awareness and water literacy of the general public
- Survey stewardship groups about their activities, volunteers, and collaborations
- Track number of volunteers contributing to BRWA stewardship projects
- Track BRWA involvement in stewardship events and initiatives



Programs Linked to your Mission

Watershed Management Plan (WMP)
 The diagram and table shown below represents the major components, and modules, citizens of the Battle River watershed selected as key areas to be included in the watershed management plan. The components were initially selected in 2011 after the State of the Watershed Report was finished and reaffirmed at the BRWA AGM in 2013. The table below this diagram shows our progress.



Figure 1: Watershed Management Planning Diagram

WMP Progress, Completions and Projected Start Times

AREA	ASPECT	Projected Start Times				
		Start in	Research	Advice	Guidelines	Implementation
Water Quantity	Drought Management	2011	✓	✓	✓	✓
	Surface Water Quantity ¹	2014	✓	✓	✓	✓
	Groundwater Quantity	2018	✓	✓	✓	✓
Water Quality	Non-Point Source Pollution	2012	✓	✓	✓	✓
	Point Source Pollution	2017	✓	✓	✓	✓
	Source Water Protection	2013	✓	✓	✓	✓
	Wetlands	2015	✓	✓	✓	✓
Land Management	Land Use Practices	2015	✓	✓	✓	✓
	Riparian Areas	2018	✓	✓	✓	✓
	Fish and Wildlife	2012	✓	In progress	In progress	In progress
Biodiversity	Invasive, non-native Species	2017	✓	✓	✓	✓
	Critical Habitat	2016	✓	✓	✓	✓
		2016	In progress	In progress	In progress	In progress (x 3)

¹ Approved Battle River Water Management Plan completed by Alberta Environment, 2014
 Battle River Watershed Alliance Society 2017-2018
 The Battle River Watershed's WPAC



Actively Recruit Leaders



Evaluate

Staff Development & Culture ✓

DEVELOPE STAFF EDUCATION FOR NEW STAFF OF DIFFERENT CULTURES & BACKGROUNDS

MAINTAIN STAFF COMPETENCIES
- meet changing & evolving competency needs

HELP STAFF TO DEAL WITH RESIDENTS WHOSE ATTITUDES & CULTURE IS DIFFERENT FROM THEIRS

Flexibility as an org.
- Cultural differences
- religious
- *spiritual* nations

Governance ∞

Board recruitment
- diversity
- occupational & geographic

Board role's: CEO
- coaching
- mentoring
- setting culture

FIND THE RIGHT CEO WHO SHARES OUR VALUES & HAS NECESSARY SKILLS

(Servant leadership)

Keeping Values and Center

MAINTAIN OUR VALUES FOR ~~THE~~ **OUR** ~~OUR~~

Open to change within scope of vision/mission

Assisted Suicide
- policy development
- assist/plan staff
- involve medical staff
- ethical implications

Priorities: (1 year)
Quality Improvement
Strategic Communication plan
Stewardship ~ fiscal Viability

relationships
leadership/expertise
advocacy

Building Capacity at the local level

POLITICAL IMPACTS

BUILD RELATIONSHIPS + CAPACITY IN COMMUNITY TO SHARE + UNDERSTAND INFORMATION

PROMOTE INTERSECTORAL AND INTERDISCIPLINARY CONVERSATIONS WITH GOVT

Evaluating intersectoral effects from the past

IMPACT ASSESSMENT

Health Impact Assessments

MERGE EIA w/ HIA in ways that resonate w/ decision-makers

MAKE HEALTH A REQUIREMENT OF EA PROCESSES. THE 1970 LEGISLATION FEDERAL "KINDLY"

COMMUNITY ENGAGEMENTS

Effective and broad community engagement is an essential foundation for impact

Social Impact Assessments

COST OF NEW DEVELOPMENTS

PEOPLE HAVE MEANING to their lives and livelihoods - how do we help to maximize that?

how to engage those who are not in place-based orgs...?

CREATE ADAPTABLE TOOLS TO INFORM LOCAL PRIORITIES + ACTIONS
- FOR GOV/IFM AGENCIES
- VISUAL TOOLS

BEHAVE in healthful ways
- individuals
- organization

Identify "COMMON CURRENCIES" AND VALUES TO INFORM ACTION

Hot spot mapping

tools for citizen-based mapping

Board Reflects Your Community



BATTLE RIVER

WATERSHED ALLIANCE



FERRY POINT REACH RIPARIAN RESTORATION PROGRAM

WHO ARE WE?

We are landowners, business people, researchers, decision makers. We are the people that live, work and play in the Battle River Watershed. We are the people that will ensure a stable economy, healthy natural areas and resilient communities in this place that we love.

The Battle River Watershed Alliance (BRWA) provides relevant science, social science, policies and education for a diverse community to create solutions to our watershed's challenges.

WE CONNECT PEOPLE TO PLACE FOR ACTION.

Learn more at:
www.battleriverwatershed.ca

In 2007, a fish study conducted on the Battle River identified areas of "poor fishing/species of concern" and areas of "no fishing/species at risk" including the area around the Ferry Point Reach.

In 2012, the Battle River Watershed Alliance and partners initiated a restoration program to enable local landowners to improve their riparian area, thereby helping the water quality and the fish population.

Through a series of conversations and consultations, land management solutions were found and put into action. These changes to cattle grazing or crop production allow the Battle River's riparian areas to rejuvenate and function to their fullest potential.

These landowners are the stewards of our land and water and we thank them for their efforts.



WHAT IS A WATERSHED?

A watershed is an area of land that drains precipitation to a common body of water. In the Battle River Watershed approximately 25,000km² of land drains water to the Battle River. The Battle River Watershed is unique in Alberta because it is prairie-fed, collecting water from the land, as opposed to glacier-fed rivers which start in the mountains. The Battle River starts at Battle Lake and meanders its way east to meet the North Saskatchewan River at Battleford, SK. These waters will eventually reach Hudson Bay.

WHAT IS A RIPARIAN AREA?

Riparian Areas are the moist land adjacent to water which contains water loving plants and soils. When healthy, this "ribbon of green" helps improve bank stability and reduce erosion, cleans the water, reduces pollution from entering the water, and provides habitat for animals in and around the water. Riparian areas can also be excellent for grazing and higher property values.



Strong Leadership/ Cheer Leaders



Have Fun and Remember to Celebrate



Bench Strength



The Destination is Known to All



Strong Partnerships







BATTLE RIVER

WATERSHED ALLIANCE



Be Warned

That, that is, is.

That, that is not, is not.

Is that it?

It is!