



Sacramento-San Joaquin Delta Conservancy Organizational Assessment Staff Report

This agenda item presents the final report from the recently completed Conservancy Organizational Assessment.

DESCRIPTION

The Sacramento-San Joaquin Delta Conservancy (Conservancy) engaged Mission Consulting, LLC to perform a high-level organizational assessment to identify strengths and weaknesses and develop recommendations for improvement. The project was undertaken by the Conservancy in support of its 2017-2022 Strategic Plan Goal 3, Conservancy Organizational Strength and Sustainability, in which it commits to “cultivate a durable and effective organization via strategic collaboration, effective staffing and management, and long-term financial planning.” The attached report summarizes the findings and recommendations resulting from the assessment.

The assessment included interviews with all Conservancy staff and comprehensive review of programs and operational processes. Overall, the assessment found that Conservancy staff believe the organization is achieving its mission to support efforts that advance environmental protection and the economic well-being of the Delta. The assessment also identified several opportunities for the Conservancy to improve, specifically in the areas of managing turnover, adding resources, financial stability, staff enablement, grant application processing, strategic communications, and leveraging information technology. We are confident these recommendations are both practical and achievable given the Conservancy’s complement of staff, recently added programs, and shared commitment to serve the public, and we look forward to tracking its future success.

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