



Long Range Business Plan (LRBP) Board Report

10/14/20

Progress:

- Organizational Health, Conservation Scope and Financial Sustainability Planning Teams have met to further advance questions developed and guidance on how to move forward.
 - The Conservation Scope Planning Team board members and all staff worked to craft refined drafts of the mission, vision and goals for the board's review.
- The Conservation Scope Advisory Committee (CSAC), comprised of valued partners and community members that will make recommendations to the board as we develop the LRBP, have held their first meeting on 9/25/20 and scheduled their next on 10/16/20. After meeting notes are approved by the committee, these will be shared with the board. The following are highlights from the 1st CSAC meeting:
 - Affirmation that our draft vision was on the right track – well received.
 - Preference and suggestions on mission and vision drafts, language and concepts were incorporated in the drafts presented at the board retreat, including the following:
 - Adding “and presently” to the following, “... where people historically and presently displaced from or deprived of land” to denote the present persistent issue discussed.
 - Not using the word “empower,” especially when speaking about marginalized community members – suggestive of a lack of power. Instead of empower, use “build the confidence” or “confidence in action.”
 - Restore, reclaim and support were favorites when speaking to how we wish to work with others and the land.
 - Vision structure, starting with all people and then moving into focused communities to ensure that all see their place in our mission, but then, certainly include communities focused on including/addressing in our mission.
 - Concerns over using the terms public and private lands – both could be exclusive and alarming to some:
 - Rural landowner concerns over public access/benefits
 - Mentioning privately owned lands leads those that don't own land to not see a place for themselves in our mission
 - The following initial reactions were shared in regards to the draft goals presented:
 - If to prioritize:
 - Place embedding equity and inclusion goal 1st.
 - Prioritizing water and all other natural resource goals after that is in alignment with a community members experience working with Native American tribal representatives.



- Invasive species is a touchy topic. All kinds of perspectives and layers to navigate and discuss. Why remove invasive plants when they are resilient? Goal 3 – put the emphasis on restoring native species rather than removing invasive species.
 - Climate changes affects everything. We need to put a lens of climate change on things and shift to the results we wish to see (resilience) vs how we will get there (adapting).
 - The goal on conservation investments should align with the goals on connecting and reconnecting those historically displaced or deprived of land and equity.
 - Clarify where the investment will be made and that this will benefit historically marginalized community members if you wish to center on equity.
 - Thankful for the goal on organizational effectiveness & adaptability.
 - Need a goal that has a reference to fire – not only in terms of fire prevention but more importantly as a tool. Part of a healthy ecosystem.
 - Increase awareness of the management tools we used to have. Need to be work with and be supported by county assessors and the Department of Revenue.
- At the Board Retreats (Held October 7th & 9th Remotely Over Zoom) we successfully accomplished the following:
 - Discussed draft mission and vision statements, came to an agreed upon draft of revised mission and vision statements, reviewed vision and mission statements with an equity lens and adopted language for our new vision and mission statements.

Upcoming Planning Team Meetings:

- Organizational Health: 10/22 at 2:30pm and 10/29 at 3:00pm
- Financial Sustainability: 10/21 at 1 pm
 - All board & staff are welcome to join planning team meetings, please follow-up with mary@wmswcd.org if you don't regularly attend & need the zoom invite.

Upcoming Board Meeting Discussion & Decisions:

- October:
 - Decision: Pass resolution for adopted mission & vision language (attached)
 - Discussion: Provide input on draft “Strategic Direction Goals” (attached)
- November:
 - Decision: Finalize & adopt “Strategic Direction Goals”
 - Discussion: Provide input on draft “SMART (Specific, Measurable, Achievable, Realistic, Timebound) Tactical Goals” and revised principles and values.

DRAFT “STRATEGIC DIRECTION” GOALS

- 1) Embed equity and inclusion in all that we are and all that we do
- 2) Protect and improve water quality and soil health
- 3) Protect, enhance and restore biodiversity, native landscapes, habitats and ecological function
- 4) Enhance the long-term health and productivity of farms, forests (woodlands) and gardens
- 5) Promote resilient environments in the face of climate change
- 6) Educate people about conservation and give them the knowledge and confidence to take action
- 7) Enhance, support, and create opportunities for people historically and presently displaced from and deprived of land to connect or reconnect with the land
- 8) Protect the District’s investments in conservation for the long-term
- 9) Ensure the District is effective, adaptable, supportive, viable and sustainable in our practices

Notes to consider:

These “strategic direction goals” give broad, overarching guidance to staff and board to craft specific, measurable, achievable, realistic and timebound “SMART tactical” goals under. When we get to “SMART tactical” goals is when we will need to firmly prioritize and understand how we will address these broader goals to ensure resources are directed strategically over the next 5 years.

Goals not listed in priority order; however advisory committee recommends starting with #1 followed by #2 if prioritized.

Goals should be written in terms of desired outcomes/results.

Conservation Scope Advisory Committee had a recommendation to have a fire-specific goal (to be used as a tool & acknowledgement of altered fire regime issues) - staff felt the use of fire and addressing resilience & overall health in the face of altered regimes is addressed in the above listed overarching goals and that the use of fire as a tool, which is fairly limited on the properties we can work on, should be called out in a nested “SMART tactical goal”