

**Vision:** A united community stewarding the natural world

**Mission:** We will protect natural systems and biodiversity in a changing world through community-led collaboration by sharing, listening, and acting—for now and all future generations



## OUR ORGANIZATION

GOALS (long-term commitment)	PRIORITIES 2023-2025
We operate in a fiscally responsible manner	<ul style="list-style-type: none"> <li>• Create an annual grant strategy (updated quarterly) and apply for grants for operational funding, programming, and special projects.</li> <li>• Fundraising-identify and implement fundraising opportunities.</li> <li>• Partnership opportunities- work with others where programs goals are aligned.</li> <li>• Fee-for-service- identify programs that can act as revenue generation.</li> <li>• The responsibility for the financial health of the SPS lies with both board members and staff and they will continue to work together to ensure organizational success.</li> </ul>
We have an engaged and active board of directors	<ul style="list-style-type: none"> <li>• Create an onboarding package for the board of directors that clearly outlines roles and responsibilities.</li> <li>• Develop successional planning strategies that actively recruits new board members.</li> <li>• Pursue opportunities for board training that support both the organization and board members, including governance training for the board of directors</li> </ul>
We have engaged and active staff and volunteers	<ul style="list-style-type: none"> <li>• Identify and implement opportunities for professional development and growth for staff.</li> <li>• Grow and amplify volunteer opportunities by identifying, developing, and implementing a volunteer recruitment strategy.</li> <li>• Develop and implement staff and volunteer recruitment and retention strategies, and integrate these strategies into community outreach and events.</li> </ul>
Internal communications are consistent	<ul style="list-style-type: none"> <li>• Strengthen communications among board members, between board members and executive director, and between board and staff.</li> <li>• Identify and implement communication tools for the organization (e.g., Slack, Trello)</li> <li>• Schedule regular board meetings throughout the fiscal year.</li> </ul>
We have appropriate policies, documents, and procedures to guide operations	<ul style="list-style-type: none"> <li>• Develop policy related to:               <ul style="list-style-type: none"> <li>i. Human Resources (board of directors, staff, and volunteers))</li> <li>ii. Finance</li> <li>iii. Volunteer management</li> <li>iv. Organizational operations</li> <li>v. Communications and Marketing</li> </ul> </li> <li>• Work with other non-profit organizations to see if there are efficiencies in creating these policies</li> <li>• Create policy and procedure for external groups and community members to use the One Mile Lake Nature Centre</li> <li>• Update the One Mile Lake Nature Centre operational procedures</li> </ul>

## WORKING WITH PEOPLE

GOALS (long-term commitment)	PRIORITIES 2023-2025
We will continue to strengthen the Feasting for Change program which includes: <ul style="list-style-type: none"> <li>• Pemberton Creek Community Garden</li> <li>• Pemberton Fruit Tree Project</li> <li>• Pemberton Seed Library</li> <li>• Grow-it-forward Garden</li> <li>• Pemberton Agriculture Park</li> </ul>	<ul style="list-style-type: none"> <li>• Foster strong relationships with the food system community including with growers, makers, sellers, governments, schools, farmers market, other organizations, and residents.</li> <li>• Explore fee-for-service options related to the Feasting for Change program.</li> <li>• Explore options to support community gardens in Pemberton and the surrounding area including working with School District 48.</li> <li>• Work with the Village of Pemberton to find funding for, and implement the delivery of, the Pemberton Agricultural Park.</li> </ul>

<p>We will broaden and strengthen public engagement and outreach through inspiring programming and events.</p>	<ul style="list-style-type: none"> <li>• Host outreach events tied to other broad initiatives to amplify impact including Earth Day and BC Rivers Day.</li> <li>• Pursue recurring events such as seasonal gear exchanges, Active Hope workshops, and repair cafes.</li> <li>• Partner with School District 48 to offer programming to students and pursue funding opportunities to support this.</li> <li>• Use events for outreach and fundraising opportunities.</li> <li>• Deliver engagement that can be presented in multiple formats including in-person, virtual, and recorded resources such as public presentations, walks, and social media engagement.</li> <li>• Use the One Mile Lake Nature Centre as a hub for engagement with public and other groups.</li> <li>• Develop a marketing strategy for maximizing engagement that identifies branding and includes a social media strategy.</li> <li>• Complete the Lillooet River Watershed model and use this as a tool for engagement and knowledge sharing.</li> </ul>
<p>We will broaden and strengthen relationships in the region, and we will be active participants in the process of reconciliation with Indigenous peoples and communities.</p>	<p>Strengthen relations with:</p> <ul style="list-style-type: none"> <li>• Liłwat Nation</li> <li>• St'át'imc (Státyemc) Nations</li> <li>• Schools</li> <li>• Farmers Markets</li> <li>• Governments (local, regional, provincial, federal)</li> <li>• Other organizations (e.g., PWA, Rotary Club, PORCA, PVTA)</li> <li>• Local Businesses</li> <li>• Community members</li> </ul>
<p>We will focus on climate action strategies for implementation locally and regionally.</p>	<ul style="list-style-type: none"> <li>• Be active on social media to spark conversations about climate action.</li> <li>• Provide educational opportunities for community to learn how to contribute.</li> <li>• Develop a community-based climate action plan relevant to individuals and community.</li> <li>• Host events that bring people together to discuss climate action (e.g., green drinks, workshops, speaker-hosted luncheons)</li> <li>• Contribute expertise to other planning initiatives including Official Community Plan, development plans, and regional strategies.</li> </ul>

## WORKING WITH LAND

### GOALS (long-term commitment)

### PRIORITIES 2023-2025

<p>We will continue to Manage the One Mile Lake Nature Centre.</p>	<ul style="list-style-type: none"> <li>• With nature camp programs no longer operating for the interim, we will survey the community to understand their needs and how this space can be revitalized meet these needs and the organization's mission.</li> <li>• Determine public operating hours for the One Mile Lake Nature Centre over the summer. Consider scheduling guest hosts (e.g., conservation, invasive species, other NGO's)</li> <li>• Develop and budget for a maintenance and repair plan and engage professionals to support, if necessary.</li> <li>• Update the operational manual for the building.</li> </ul>
<p>We will pursue restoration and conservation initiatives that support the mission.</p>	<ul style="list-style-type: none"> <li>• Identify opportunities for restoration that can be completed that are not overly complex.</li> <li>• Identify restoration opportunities that can support climate action.</li> <li>• Identify synergistic restoration opportunities that we can collaborate on with Liłwat Nation and St'át'imc (Státyemc) Nations</li> <li>• Continue to pursue conservation measure that reduce human-wildlife conflict.</li> <li>• Support initiatives aligned with regenerative agriculture and the protection of lands for growing and producing food.</li> </ul>
<p>We will continue to contribute to important species and habitat monitoring projects.</p>	<ul style="list-style-type: none"> <li>• Lead and contribute to existing monitoring programs including Sharp-tailed Snake and bats.</li> <li>• Encourage development of local citizen scientists to participate in monitoring (e.g., by creating a Stewardship Pemberton Society project on <i>iNaturalist</i>).</li> <li>• Partner with other organizations to complete monitoring programs.</li> <li>• Continue to work with the Whistler Naturalists on the annual <i>Bioblitz and Fungus Among Us</i> programs.</li> </ul>