



## FY25 Strategic Plan Goals and Objectives

### **Goal 1 – Promote, establish, and implement a regional environmental protection vision with partners**

**Objective 1** – Continue implementation of the District’s Vision Plan and communicate progress on projects through reporting results and building partner relationships

**Objective 2** – Build and strengthen diverse partnerships to implement a collaborative and science-based approach to regional environmental protection

**Objective 3** – Take a leadership role in advocating for environmental protection goals by building and strengthening relationships with legislators and other elected officials

**Objective 4** – Preserve and connect open space and agricultural lands of local and regional significance

### **Goal 2 – Protect the positive environmental and biodiversity values of open space and agricultural lands**

**Objective 1** – Take a regional leadership role in promoting the benefits of open space

**Objective 2** – Protect and restore the natural environment to preserve healthy natural systems and implement wildlife corridors to preserve healthy natural systems and biodiversity

**Objective 3** – Lead by example to reduce the impacts of climate change: implement the Climate Action Plan to reduce operational emissions, expand regional landscape resiliency through partnerships, protect the capacity for long-term carbon storage of open space lands, and climate change adaptation strategies to protect viable populations of local native species

**Objective 4** – Work with fire agencies and surrounding communities to strengthen the prevention of, preparation for and response to wildland fires for enhanced ecosystem resiliency and public safety

**Objective 5** – Support the viability of sustainable agriculture and protect the character of rural communities

### **Goal 3 – Connect people to open space and agricultural lands, and a regional environmental protection vision**

**Objective 1** – Engage the public in realizing the benefits and responsibilities of a regional environmental protection vision to further the District’s achievements in protecting open space and agricultural lands

**Objective 2** – Implement diversity, equity, and inclusion (DEI) strategies to build and strengthen partnerships, increase broad and inclusive public outreach and engagement, engage tribal groups in the District’s work, and instill DEI values across all levels of the organization

**Objective 3** – Expand opportunities, including multimodal options, to equitably connect people to their public open space preserves and enhance the visitor experience in balance with the protection of natural resources

**Objective 4** – Develop strategies to reflect the diverse communities we serve in the District’s visitors, staff, volunteers, and partners.

### **Goal 4 – Strengthen organizational capacity and long-term financial sustainability to fulfill the mission**

**Objective 1** – Provide the necessary resources, tools, training, staff facilities, and infrastructure, including technology upgrades and capacity building

**Objective 2** – Effectively and efficiently deliver Vision Plan projects and priority initiatives by implementing recommendations in the updated 2023 financial and operational sustainability model to guide operational growth and areas of focus

**Objective 3** – Maintain a state of readiness for potential disruptions and leverage new resiliency practices and procedures to improve business operations, public participation, and communications

**Objective 4** – Remain financially sustainable by preparing for, pursuing, and ensuring discretionary funding opportunities and partnerships

**Objective 5** – Ensure large operational and capital expenses, including land acquisitions, associated public access and land management costs, are evaluated within the long-term financial model and remain financially sustainable

**Objective 6** – Ensure the District remains competitive in the labor market and able to recruit, develop, and retain diverse and talented staff to implement the mission. Pursue opportunities to enhance professional development training and career ladders to strengthen our organizational capacity and succession planning efforts