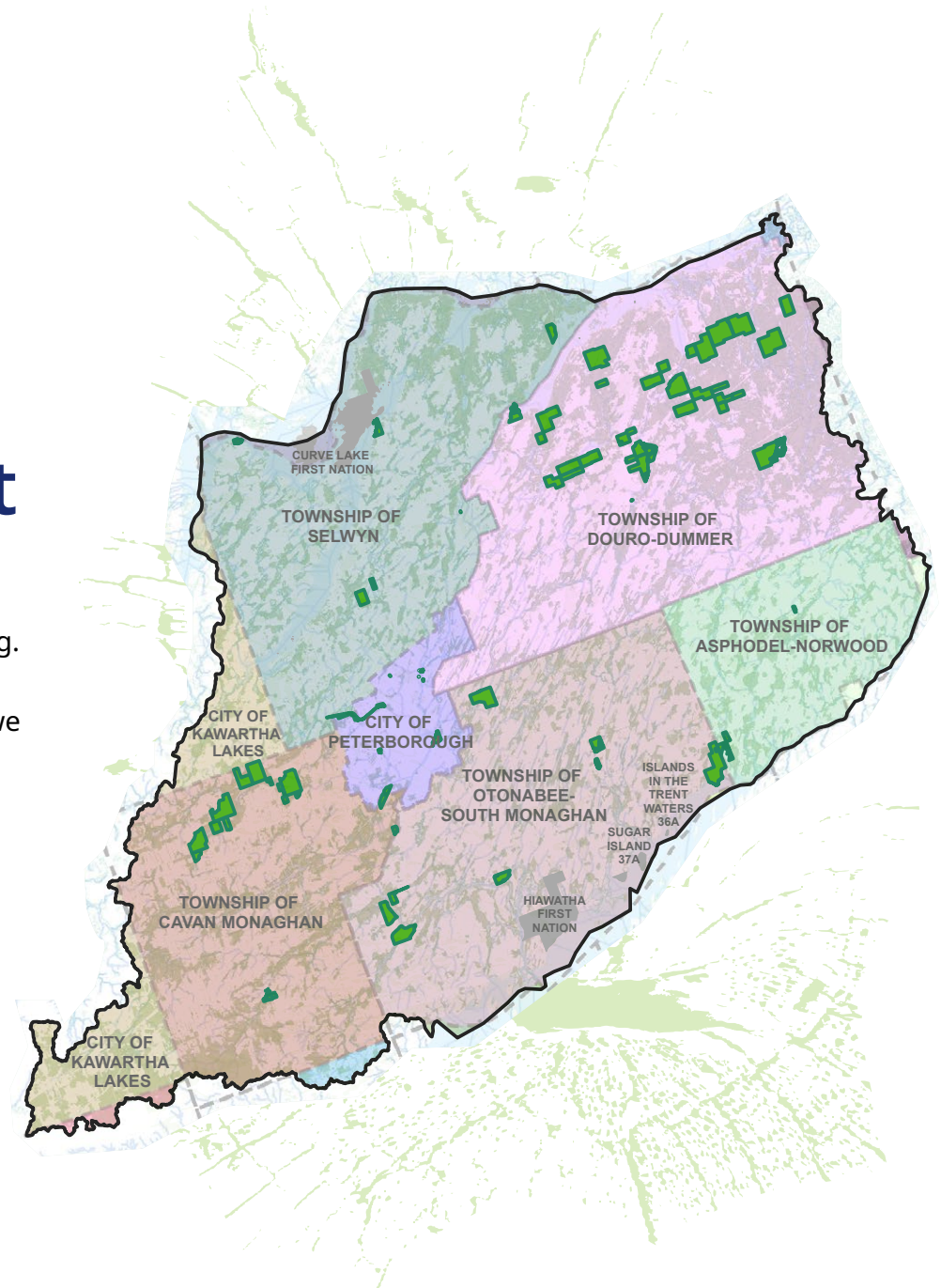




Strategic Plan 2024-2027

Land Acknowledgment

We respectfully acknowledge that we are on the treaty and traditional territory of the Mississauga Anishinaabeg. We offer our gratitude to First Peoples for their care for, and teachings about, our earth and our relations. May we honour those teachings.



Prelude

Why was water chosen as the theme for our Strategic Plan?

We believe the critical role and function of water in any ecosystem requires more understanding, protection, and sustainable planning if we as a community are to thrive. For the environment, the need for water underpins all of our human activities, natural habitat, and biodiversity, driving their outcomes throughout the watershed.

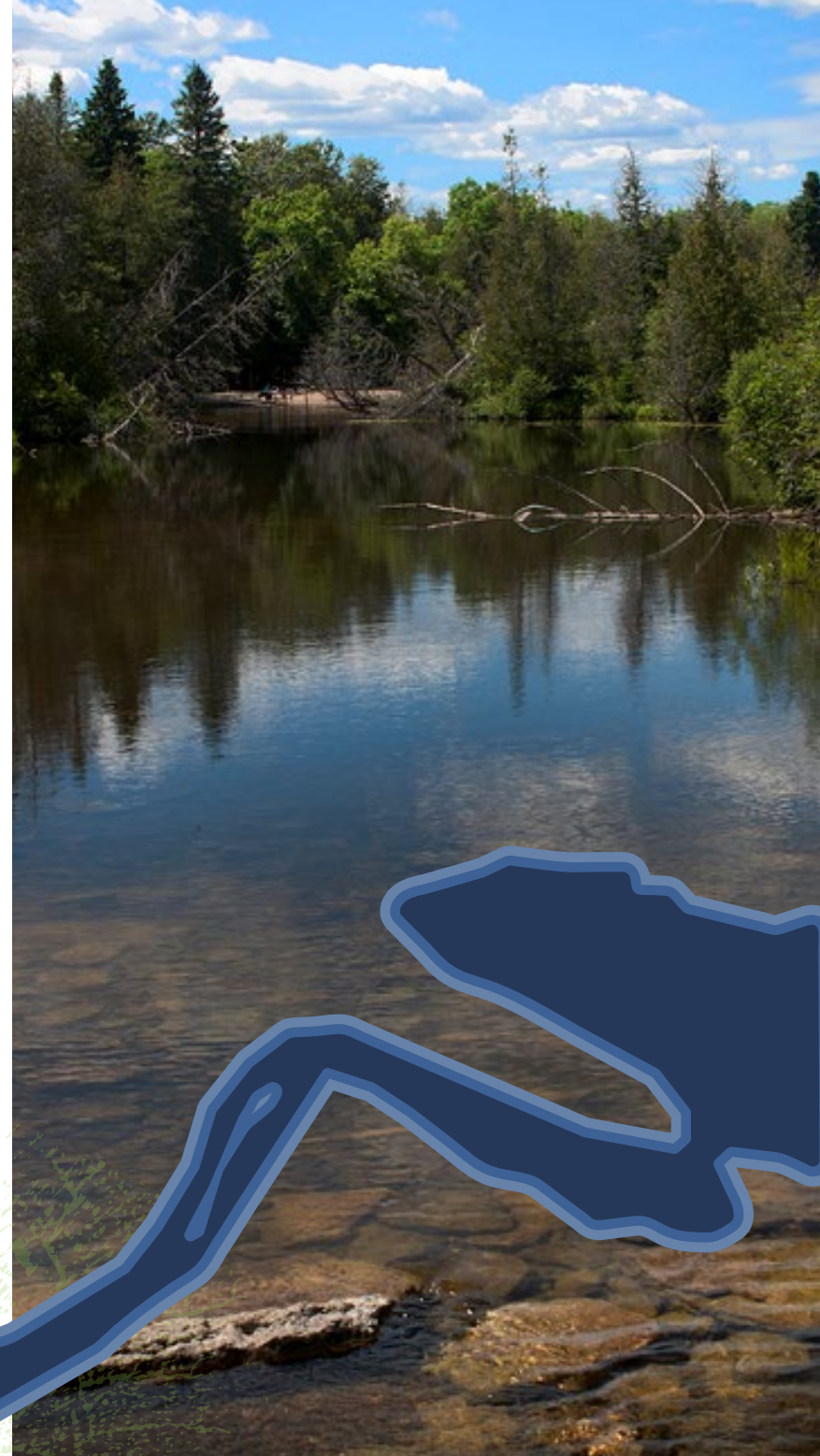
Our goal is to better understand the health and complexity of our watershed through the lens of water in order to develop and shape effective programs, services, make sound decisions, and undertake meaningful actions.

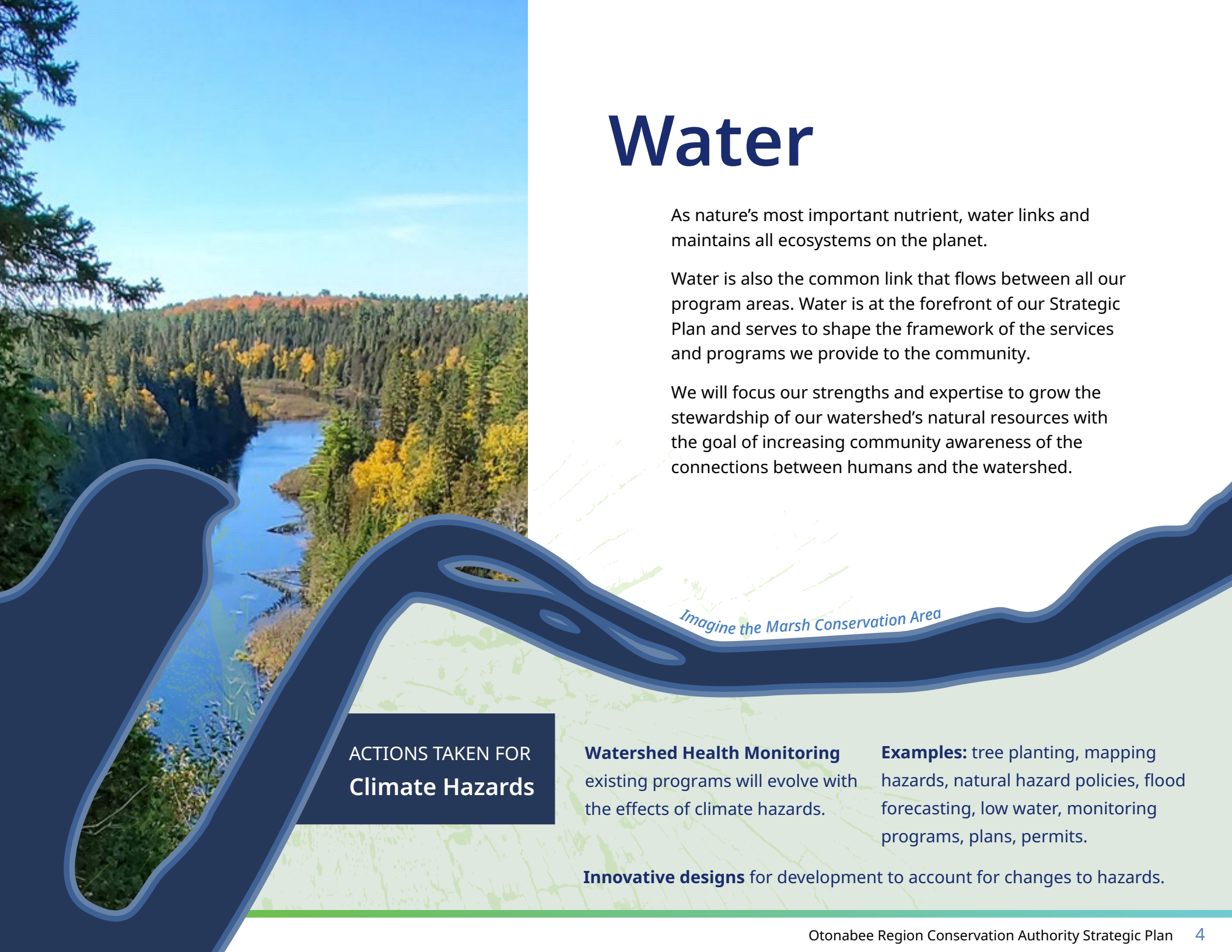
Throughout the development of the Strategic Plan, the Board and staff also took the time to renew our Vision, Mission, and Values for our organization.

We intend to share our knowledge and expertise of water with our many partners and residents so that collectively we can turn words into actions. Please join our collaborative Call to Action and play a meaningful role in protecting and ensuring our water in all its forms remain healthy and sustainable for future generations.



Otonabee River





Water

As nature's most important nutrient, water links and maintains all ecosystems on the planet.

Water is also the common link that flows between all our program areas. Water is at the forefront of our Strategic Plan and serves to shape the framework of the services and programs we provide to the community.

We will focus our strengths and expertise to grow the stewardship of our watershed's natural resources with the goal of increasing community awareness of the connections between humans and the watershed.

Imagine the Marsh Conservation Area

ACTIONS TAKEN FOR Climate Hazards

Watershed Health Monitoring

existing programs will evolve with the effects of climate hazards.

Examples: tree planting, mapping hazards, natural hazard policies, flood forecasting, low water, monitoring programs, plans, permits.

Innovative designs for development to account for changes to hazards.



Our Vision

As guardians of our local water and natural environment, we promote resiliency to change, foster community stewardship, and provide outdoor recreational opportunities to support healthy living.

Lily Lake

Implement *Conservation Authorities Act* regulations and new policies to effectively deliver program changes.

Transition to ensure program deliverable.

Provincial policy changes require communication, collaboration and strong partnerships with our member municipalities and partner agencies.

ACTIONS TAKEN FOR
Changing Roles
(Regulation and Policies)

Our Mission

- ◆ **Protect people and property** through informed decisions and actions, information sharing, and facilitating solutions-based outcomes.
- ◆ **Foster and encourage stewardship** of the natural resources people rely on by learning from and working with our watershed community.
- ◆ **Protect and manage conservation lands, trails, services** for public enjoyment and to promote activity that contributes to healthy living.



Otonabee River

ACTIONS TAKEN FOR Urban Growth and Intensification

Ensure sustainable growth means we continue to identify and map hazards and educate community stakeholders. Modify monitoring programs to address ongoing growth and municipal needs.

Our managed lands will continue to be important green infrastructure to support the conservation of natural assets, recreational opportunities and manage hazards.

Our Values

- ◆ **People First** - residents, businesses, clients, and staff are valued & listened to with an open mind.
- ◆ **Professionalism** - our actions are reliable and trustworthy.
- ◆ **Collaborative** - solutions-based teamwork is a keystone of our success.
- ◆ **Continuous Improvement** - we strive to do our utmost & seek out opportunities to progress.
- ◆ **Fiscally responsible** - being accountable and transparent in all we do.



Katchewanooka Lake

ACTIONS TAKEN FOR Communication, Technology and Education

Accessible for all necessitates our programs and services mapping, scientific studies and data sharing can be understood by our watershed community.

Outreach and Education is valued as a tool for imparting information, building community capacity, and sharing of knowledge and expertise.

Our clients, customers and partners are our priority and we are committed to providing excellent customer service and ongoing continuous improvement.

Our Strategic Priorities

1

Collaborate with our community to develop and deliver focused programs and services.

Goal: Consult with our partners and clients to seek innovative ways to balance competing priorities through collaborative problem-solving.

Goal: Leverage our existing resources and knowledge and support collective action to maximize the benefits to our community.

Goal: Maintain our delivery of effective, high-quality programs and services that align with changes in provincial directives and the evolving needs of our community.

Birdsall Wildlife Area

ACTIONS TAKEN FOR Data Collection and Monitoring

Implement effective and compliance **monitoring programs** both short term and long term.

Collaboration in the collection of data for **watershed report cards**.

Collection of data at a **sub watershed and regional scale**.

Collection of survey data, water flow data, water quality and low water program.

2

To be a recognized centre of knowledge and expertise while acting as a community builder.

Goal: Actively explore and implement creative ways to share our knowledge and information with our community.

Goal: Build community resilience and support actions that mitigate the impacts and consequences of climate change.

Goal: Optimize opportunities to increase the availability of our resources to support informed decisions and community initiatives that benefit individuals and our broader community.

3

Ensure financial sustainability of the organization.

Goal: Prepare, implement, and maintain a sustainable financial plan.

Goal: Secure external funding and develop a multi-year fundraising plan to facilitate the delivery of non-legislated programs and services.

Goal: Conduct a comprehensive program and service delivery review by 2026.

4

Adapt to change and celebrate successes in our community.

Goal: Enhance community survey engagement to better inform our programs and services.

Goal: Seek out opportunities to recognize and celebrate the successes of our partners and community.

Goal: Strive to always be a high-performance organization that incorporates innovation in the development and delivery of our programs and services.

Drivers of Change and Opportunity

By understanding the significant triggers for change and opportunity, it will help us to purposefully build our resiliency and continuity so that we are better prepared and able to proactively respond when called into action.

Otonabee River



Legislative Landscape

Environmental and administrative legislation changes will drive the continually need for our programs and services to evolve, develop new policies, and changes to administrative processes.



Technology and Science

Technology is constantly changing, bringing new opportunities to communicate, analyze and share information like never before. It can change how our programs and services are delivered. Advancements in science can bring about new ways of collecting, analyzing, and interpreting information to make more informed watershed management decisions.



Climate Change

Climate change is the most significant environmental challenge we are facing locally and globally. It increases the frequency and magnitude of flooding and drought. It has the potential to negatively affect water quantity and quality, as well as alter plant and animal life cycles and their habitats. This increases the risk of biodiversity loss. More species are at risk and the spread of invasive species is increasing.

Implementation and Review of the 2024-2027 Strategic Plan

Our intention is to have the Strategic Plan remain relevant and foundational for us in the coming years. The Board and staff will ensure the Strategic Plan is regularly reviewed and used to inform decision making and guiding the development and implementation of annual work plans.

Reporting on our accomplishments will be completed quarterly in conjunction with the annual performance objectives. A final report will be prepared in 2028.

Warsaw Conservation Area



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CONSERVATION

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