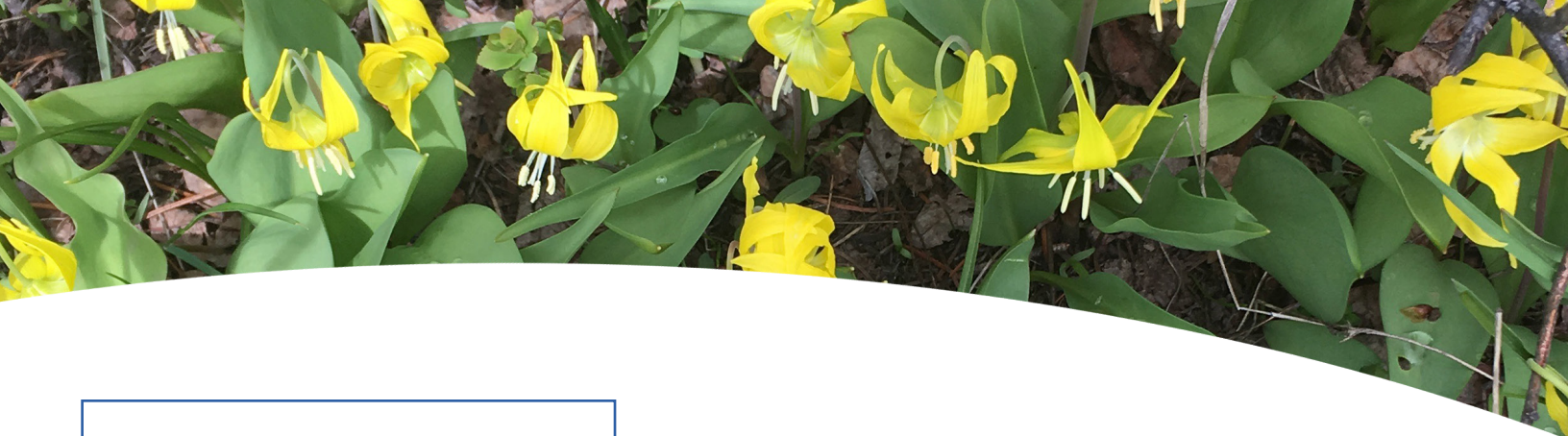




# Strategic Plan

## 2020-2025





## Our Vision

Ecosystems, communities and the regional economy are healthier because the harmful impacts from the spread of invasive species have been reduced. Central Kootenay Invasive Species Society (CKISS) educates, works with, and calls to action area residents, visitors, and a diverse range of communities and organizations.

## Our Mission

To protect ecosystems and communities by preventing and reducing the harmful impacts of invasive species.

*An invasive species is a species that is not native to a specific location, and that has a tendency to spread to a degree that causes damage to the environment, economy or human health.*

## Background

The Central Kootenay Invasive Species Society is a non-profit society that was formed by a group of residents and agency representatives in 2005 who were interested in promoting collaborative approaches to invasive species management. The Society includes representatives from the community, non-profit societies, local companies and government agencies.

## Values

CKISS will:

- Be collaborative and democratic
- Include multiple perspectives
- Promote and facilitate partnerships
- Have an open and inclusive membership
- Respect the values and perspectives of all stakeholders
- Be transparent and accountable
- Be independent and non-partisan
- Operate as a non-profit organization
- Seek and accept funding from multiple sources.





## Focus Areas

Three focus areas guide CKISS in engaging and supporting a network of organizations, residents and visitors to respond to the threat of harmful invasive species. The objectives under each focus area provide clarity around priorities and allocation of resources. This will also assist CKISS to measure and track success.



### Focus Area 1

#### EDUCATION, COLLABORATION AND SHARING KNOWLEDGE

CKISS will educate and engage area residents and visitors—and will work with business, industry, non-profit organizations, academia, governments including First Nations and others to coordinate efforts to minimize the impacts of invasive species.



- Outreach / public awareness: Engage, educate and inspire residents and visitors to act on addressing invasive species.
- Strength through partnering: Work with business, industry, academia, community organizations and governments including First Nations to deliver effective invasive species management.
- Knowledge: Actively pursue up-to-date information relevant to invasive species.



## Focus Area 2

### ACTION ON INVASIVE SPECIES

CKISS will prevent, reduce and reverse harmful impacts of aquatic and terrestrial invasive species. Programs are in place for preventing the introduction and spread of invasive species.



- Climate change: Adapt our planning to the impacts of a changing climate.
- Planning: Clarify priority areas of work, best approaches to use, and the capacity of CKISS to deliver.
- Action: Control and contain invasive species using effective management techniques.
- Monitoring and evaluation: Monitor actions taken to control and contain invasive species and evaluate their effectiveness to adjust

## Focus Area 3

### AN INNOVATIVE, EFFECTIVE AND SUSTAINABLE ORGANIZATION

CKISS will make an impact over the long-term. It will do this by ensuring it has sound governance; motivated, supported and skilled staff; adequate funding from diverse sources; and cutting-edge approaches to achieve its objectives..



- Long-term funding: Create and implement a bold fund development plan, to support core programming and organization costs.
- Staff: Recruit and keep high-functioning, job-satisfied staff.
- Governance: Maintain an active, engaged, well-functioning and diverse Board of Directors.
- Members: Develop innovative methods to recruit and engage members.