

CENTRAL KOOTENAY INVASIVE SPECIES SOCIETY

STRATEGIC PLAN FROM 2020 TO 2025

MISSION - OUR PURPOSE

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, human economy or human health.

VISION – WHAT WE ENVISION IN 2025

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.

VALUES – HOW WE WORK

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 and
- 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: 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. .

Objective	Examples of action to 2025
<p>1. <u>Outreach / public awareness</u> Engage, educate and inspire residents and visitors to act on addressing invasive species.</p>	<ul style="list-style-type: none"> ▪ Update and use the CKISS invasive species Education Plan to provide consistent and timely messaging and targeted outreach—aimed to inform, engage and activate people of all ages and backgrounds. Prioritize target audiences each year. ▪ Disseminate information on aquatic and terrestrial invasive species. Provide avenues for action—for example: <ul style="list-style-type: none"> ○ Support the public to not buy or release invasives, to control established species, to report invasives. ○ Campaign to phase out the sale of invasive plant species. ○ Support outdoor recreationists to clean their gear – boats, bikes and boots. ▪ Engage young people in new ways and support them to be leaders in addressing invasive species. ▪ Recruit, engage, recognize and support a growing number of volunteers. ▪ Increase understanding of the use of selected herbicides as part of a safe and necessary integrated treatment method. ▪ Advertise success through the Annual Report, print, radio and social media.
<p>2. <u>Strength through partnering</u> Work with business, industry, academia, community organizations and governments including First Nations to deliver effective invasive species management.</p>	<ul style="list-style-type: none"> ▪ Provide opportunities for stakeholders to meet regularly to identify and prioritize efforts and to plan together. ▪ Work together to understand and adapt invasive species strategies to climate change impacts. ▪ Maintain and strengthen cross-border, multi-agency collaboration. ▪ Explore the value of reaching new sectors – such as: <ul style="list-style-type: none"> ○ Local non-profits with a focus on the environment, ○ Recreation associations and clubs, and ○ Agriculture sector organizations. ▪ Provide training programs on best management practices regarding control methods for invasive species to forestry, horticulture, recreation, road maintenance and other activity / user groups.

Objective	Examples of action to 2025
	<ul style="list-style-type: none"> ▪ Work with local governments to develop cost-shared programs and by-laws that support controlling invasive species. ▪ Continue to be engaged with the Invasive Species Council of BC and regional invasive species organizations across BC.

FOCUS AREA: ACTION ON INVASIVE SPECIES

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

Objective	Examples of action to 2025
<p>3. <u>Knowledge</u> Actively pursue up-to-date information relevant to invasive species.</p>	<ul style="list-style-type: none"> ▪ Identify gaps in information and knowledge, including traditional knowledge. ▪ Be a reliable source of expertise and ensure up-to-date knowledge on invasive species is available. Transfer information to partners using a variety of tools—update the website and develop user-friendly presentations. ▪ Evaluate lists of provincial, federal and international invasive species (plants and animals) and record changes. ▪ Acquire knowledge and make recommendations on the health effects on humans of herbicides used in invasive plant control. ▪ Stay up to date with information and science – via conferences, meeting with partners, literature and other sources. ▪ Increase information-sharing between the Board’s Knowledge and Planning Committee and on-the-ground staff.
<p>4. <u>Climate change</u> Adapt our planning to the impacts of a changing climate.</p>	<ul style="list-style-type: none"> ▪ Acquire scientific literature on climate change models relevant to invasive species and identify next steps to incorporate into planning for this area.
<p>5. <u>Planning</u> Clarify priority areas of work, best approaches</p>	<ul style="list-style-type: none"> ▪ Develop and maintain current, regularly updated annual species priority lists and management objectives. ▪ Prioritize actions to address known and potential new invasive species threatening the region.

Objective	Examples of action to 2025
to use, and the capacity of CKISS to deliver.	<ul style="list-style-type: none"> Clarify CKISS’s long-term goal—to restore historic ecosystems or create ecosystems that are resilient in the context of climate change.
6. <u>Action</u> Control and contain invasive species using effective management techniques.	<ul style="list-style-type: none"> Work with stakeholders to adopt and implement programs to deliver effective terrestrial and aquatic invasive species management. Work with residents and partners to restore local areas and manage / reduce / eliminate the negative impacts of invasive species. Work with partners to incorporate site rehabilitation in treatment programs.
7. <u>Monitoring and evaluation</u> Monitor actions taken to control and contain invasive species and evaluate their effectiveness to adjust plans.	<ul style="list-style-type: none"> Identify performance measures to evaluate change in a simple and meaningful way. Track and evaluate the efficacy of invasive species treatments.

FOCUS AREA: 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.

Objective	Examples of action to 2025
8. <u>Long-term funding</u> Create and implement a bold fund development plan, to support core programming and organization costs.	<ul style="list-style-type: none"> Create a plan that uses a diverse approach to raising funds – from institutional and corporate partners to individuals and groups. Consider the entire spectrum of funding options. Explore becoming a charitable non-profit and implement if appropriate. Increase fee-for-service revenue generation (e.g. providing mapping services).
9. <u>Staff</u>	<ul style="list-style-type: none"> Find the funding for long-term staff positions.

Objective	Examples of action to 2025
Recruit and keep high-functioning, job-satisfied staff.	<ul style="list-style-type: none"> ▪ Ensure wages, benefits, professional development and flexibility in work are competitive and appealing. ▪ Assess each staff member annually—and plan for identified training needs. ▪ Put policies in place that support a balanced work / personal life.
<p>10. <u>Governance</u> Maintain an active, engaged, well-functioning and diverse Board of Directors.</p>	<ul style="list-style-type: none"> ▪ Recruit board members who represent a range of geography and perspectives. ▪ Provide regular development opportunities for the board and individual directors. ▪ Monitor implementation of the strategic plan and measure plan effectiveness.
<p>11. <u>Members</u> Develop innovative methods to recruit and engage members.</p>	<ul style="list-style-type: none"> ▪ Review the membership program and test scenarios to increase member involvement in volunteering and generating funds. ▪ Explore creating a “Youth Wing”—allowing youth to own and lead work on invasive species.