



# Vashon Nature Center

**Vision:** A world awakened to the wonders of nature.

**Mission:** Creating transformative nature experiences through community science, education, and research for the benefit of our island home and the entire Salish Sea.

**5-year vision:** By the start of 2025, we are a sustainable organization with fully funded employees, seamlessly operating board and excellent community relationships. We are strong enough that any of the founding staff or board can leave and the organization will still thrive. Our multi-faceted approach of transforming culture through community science, education and research has resulted in an island community that is more aware of and connected to nature and cares for nature in daily life.

**2020 One page strategic plan: Goals, Actions, Indicators:**

Goals	Actions	Lead	Key performance indicators
#1 Develop organizational capacity	<ul style="list-style-type: none"> <li>● <del>Create policies; evaluation, sick leave, etc.</del></li> <li>● Identify Volunteer database</li> <li>● Equity statement for website</li> <li>● <del>Create employee handbook</del></li> <li>● <del>Identify project management tool</del> — Ann</li> </ul>	Kimi Bianca Ann	<ul style="list-style-type: none"> <li>● Full board and staff policies adopted done 8/20</li> <li>● Employee handbook given to all employees 11/20</li> <li>● Project management tool selected 11/20</li> <li>● Volunteer database complete</li> </ul>
#2 Fundraising	<ul style="list-style-type: none"> <li>● <del>Identify donor management tool</del> — Ann</li> <li>● Create a fundraising plan including               <ul style="list-style-type: none"> <li>○ historical view, goal graphs, donor acquisition strategy, costs and roles</li> </ul> </li> </ul>	Team: Jen, Paul, Ann, Roxanne, Jeff	<ul style="list-style-type: none"> <li>● Donor management tool identified done 5/20</li> <li>● Fundraising plan created (10/20 goal)</li> <li>● Diversified funding portfolio brings in funding budgeted.</li> </ul>
#3 Grow educational programs	<ul style="list-style-type: none"> <li>● Curricula, google classrooms-on-going</li> <li>● <b>Everyone Counts! (added)</b></li> </ul>	Maria, Bianca, Geri	<ul style="list-style-type: none"> <li>● Curricula for all programs-on-going</li> <li>● Contract with local schools formalizing partnership—done</li> <li>● Base funding commitment from local schools—done</li> <li>● Components of curricula shared with AR partners and the public--done</li> </ul>
#4 New & existing partnerships	<ul style="list-style-type: none"> <li>● Work with VCA at Heron Meadow</li> <li>● Work with Heritage museum to open Wild Wonder: opening 5/2021</li> <li>● Comunidad Latina Vashon</li> </ul>	Bianca, Maria Geri, Jeff?	<ul style="list-style-type: none"> <li>● Heron Meadow intern creates and manages joint art-science nature projects for the community at Heron Meadow.</li> <li>● Wild Wonder opens May 2021</li> <li>● Concurrent programming for Wild Wonder. 2021</li> </ul>

February 8, 2020 drafted, April 28 final, revised December 2020

## Completed Tasks! Moved off the Work Plan as of 10.30.2020

### Goal #1:

- Create policies; evaluation, sick leave, etc. DONE
- Create employee handbook DONE
- Identify project management tool – Ann--- Bianca has created a grants tracking spreadsheet. This seems to be an okay standby for now at least for keeping track of funding flow which was the main concern. This could be taken off. DONE.
- Volunteer management database—recreated volunteer intake forms and updated for COVID. Still need a better way to track volunteer hours. In process of creating a joint google spreadsheet by program. 50% complete.

### Goal #2:

- Identify donor management tool—Ann created a database for us! Thank you Ann! Kimi is now helping me keep it updated. DONE

### Goal #3: Nothing moved but here is a report on progress--

- Stream invertebrate curriculum online (100% done); Salmon curriculum (50% done, changes for this year requested by teachers); VHS Hands-on Science (80% done, minor changes likely); Marine Science and Environmental AP Science (not started, waiting on teacher leads); Stormwater toolbox (20% done—needs to be complete by December 15, 2020).
- Everyone Counts! new on-line curriculum (50% complete)— First round complete December 15<sup>th</sup>, 2020. Now soliciting feedback, improvements, and alignment to learning standards.

### Goal #4: Nothing moved but here is a report on progress—

- Heron Meadow intern phase 1 complete. Tracked down funding from Audubon to extend internship for 3 more months. November, Feb, March. Would like to continue to fund this position if possible.
- UW graduate landscape architecture students conducted studio on the meadow— complete January 2021. Possible next steps to consider.
- Planning a joint summer camp with VCA and Comunidad Latina combining nature and art to be funded by NCLI if grant is awarded—Summer 2021.
- Wild Wonder will be heating up work wise until opening in May 2021. Then a year of follow up programs to be created.
- Reached out to Comunidad Latina youth leaders about possible involvement in Everyone Counts! for spring-summer in prep for Fall roll out.