

DETERMINATION

2025-2028 Strategic Plan

Board of Directors' Meeting

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Chief Administrative Officer

May 23, 2025



Lake Simcoe Region
conservation authority



Member of Conservation Ontario

Vision, Mission, Values & Strat Plan



Vision

is the destination



Mission

is the reason we
are travelling to
the destination



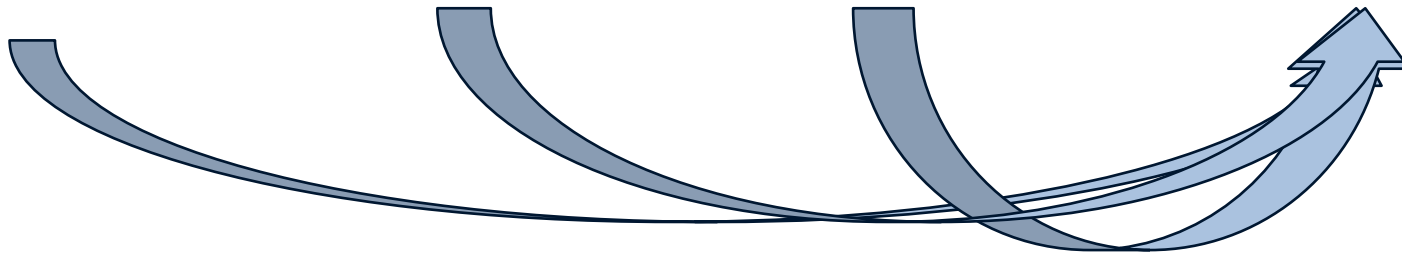
Values

are the compass



The Strategic
Plan

is the map to the
destination



DETERMINATION

2025-2028 STRATEGIC PLAN



DETERMINATION—Building on what we’ve accomplished, pushing further, and making a positive impact on the communities we serve.



Vision Statement

Sustain a healthy lake, healthy land, and healthy life for future generations.

Mission Statement

We collaborate to protect and restore the Lake Simcoe watershed with research, policies, and engagement driven action.



Values

Innovation

We encourage and pursue advancements in science, technology, education, and communications because these are integral to success.

Inclusivity

We value and respect the importance of a diversity of perspectives, knowledge, and experience.

Responsibility

We take responsibility by being accountable for our decisions and actions, by meeting our obligations and upholding honesty, integrity, and ethical standards in everything we do.

Resilience

We face challenges and adversity by learning, adapting, and persevering to foster growth and stability.

Optimism

We are confident that the work we do is having a positive impact now and for the future.



Strategic Direction One

Champion Watershed Health and Climate Resilience

We protect people, property, and drinking water sources, and implement nature-based solutions to better balance social, economic, and environmental needs.

Strategic Objectives

1. People, property, and infrastructure are protected from natural hazards and healthy communities are supported through integrated planning, and flood forecasting and warning activities.
2. The quality and quantity of drinking water sources are protected through evidence-based technical review and our leadership of the Source Water Protection Program.
3. A climate resilient watershed is achieved through nature-based solutions that ensure biodiversity and the ecological function of critical rural, urban, and agricultural lands.



Strategic Direction Two

Drive Evidence-Based Decision Making

We use environmental science, collaborative research, and data to inform and strengthen watershed management.

Strategic Objectives

1. Comprehensive leading-edge science and secure, open data, improve adaptive management decisions and knowledge of watershed health.
2. Decision makers implement integrated watershed management plan recommendations.
3. Climate change impacts are considered in the development and delivery of internal and external programs, policies, plans, and practices.



Strategic Direction Three

Create Awareness and Spark Passion and Action for Nature

We protect, provide access, and inspire action for nature, through leading edge education programming, outdoor opportunities, and communications.

Strategic Objectives

1. Authority-owned lands are managed to provide ecological and human health benefits.
2. Watershed communities consider us a trusted and transparent organization, and are aware of our organization's purpose, programs, and services.
3. Target audiences are engaged and educated to take action for watershed health.



Strategic Direction Four

Advance Organizational Effectiveness and Excellence

We execute innovative and efficient business practices to effectively achieve our goals and objectives.

Strategic Objectives

1. Proactive fiscal management and mutually beneficial partnerships support sustainable operations.
2. Internal and external clients receive excellent service and have their diverse needs met.
3. Modernized business practices support continuous improvement and a commitment to environmental sustainability.



Strategic Direction Five

Nurture people and talent

We promote a workplace culture that is welcoming, engaging, and collaborative.

Strategic Objectives

1. Skilled talent, that shares our vision, is attracted, retained and has opportunities for professional growth and development.
2. Employees feel valued and work together to create a safe, healthy, and inclusive workplace.
3. Staff are highly engaged and have the technical resources, knowledge, and collaborative opportunities to do their jobs effectively and efficiently.



Next Steps

- Develop and finalize metrics and indicators
- Develop and roll out dashboard
 - Q3 – Q4 2025



Thank you!

