



Strategic Plan Overview

Mission Statement

The mission of the Siskiyou Field Institute is to increase the understanding of and connection to the Klamath-Siskiyou ecoregion through education, scientific research, and public engagement.

Guiding Principles

We value:

- Exploration of the mystery and intrinsic value of nature
 - Connecting people to place
- Excellence in science-based education and land stewardship

Equity, Diversity & Inclusion Statement

General Statement

Siskiyou Field Institute celebrates equity, diversity, and inclusiveness as pillars of excellence that are crucial for healthy people and healthy communities. Like natural systems, human cultures are stronger when they are diverse.

Value Statements

Our core values are strengthened when...

- All people have a voice and are empowered to contribute;
- SFI participants and guests enjoy a safe and effective learning environment; health and safety of individuals, communities, and future generations.

Action Statements

Our core values are realized through actions such as...

- Offering experiences where people with diverse views, cultures, and backgrounds feel safe, supported, heard, and seen;
- Expanding staff and board skills to foster an inclusive culture of mutual respect, open-mindedness, and compassion;
- Providing welcoming environments that are sensitive to ability, age, culture, ethnicity, gender, gender identity, national origin, physical appearance, race, religion, sexual orientation, socioeconomic background, veteran status, or any other aspect of identity.

Competitive Advantage

- An ideal facility for outdoor education and scientific research on our beautiful 850-acre property in the heart of the world class Klamath-Siskiyou region.
- 20 years of experience offering natural history education programs for youth & adults
- 20 years of relationships with members, participants, partners, instructors, science researchers, agencies, businesses, and community allies.

Strategic Goals

Program Goals

- I. Implement at least one measurable Adult Education Program improvement based on community feedback, surveys, or financial data, annually.
- II. Implement at least one measurable Youth Education Program improvement based on community feedback, surveys, or financial data, annually.
- III. Engage at least one new school district with SFI day or residential programs by building relationships, marketing, and outreach.

Campus Goals

- I. Develop a legal and reliable water delivery and filtration system to meet current and future facility needs and protect our water rights.
- II. Develop a campus facility decision-making framework and comparison matrix for facilities expansions, large infrastructure projects, and restoration priorities that use SFI mission- and values-supporting criteria.
- III. Mandate: Revise and update the SFI/Deer Creek Center management plan in accordance with OWEB guidelines and the terms of our conservation easement.

Staff Goals

- I. Research competitive wages and benefits and determine target wage compensation goals for all staff positions.
- II. Prioritize a positive workplace culture and operationalize inclusion, as measured by annual score improvements on the SFI workplace culture assessment.

Financial Goals

- I. Develop a financial plan and funding strategy to meet the current 3-year cycle of SFI needs, including a 3-year plan to dedicate the quarterly Kendeda endowment interest disbursements to facility and property maintenance, development, and restoration.
- II. Implement a monthly donor stewardship and legacy giving program to establish fundraising and donor retention goals for the 2022 fiscal year.

Board Goals

- I. Develop committee charters and governance documents, including an antiracism plan.
- II. Develop a recruitment and selection process to ensure incoming board members bring needed attributes, and establish on-boarding procedures to ensure their success and retention.