

Nature Saskatchewan – Strategic Plan – 2025-28

Mission: *We engage and inspire people to appreciate, learn about and conserve Saskatchewan's natural environment.*

Vision: *Humanity in harmony with nature.*

Strategic Priorities: Conservation
Education
Research
Member Services
Administration

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Strategic Priority: Conservation

Desired outcomes: <ul style="list-style-type: none"> - Survival of all native species and representative natural areas (grasslands, aspen parkland, boreal forest, shield, wetlands) - Maintenance of healthy ecosystems throughout the province - Sustainable use of Saskatchewan's natural resources 	Measures: <ul style="list-style-type: none"> - Public recognition and support - Amount of area protected (related to federal and provincial targets, and including specific measures for different ecoregions) - Amount of habitat restored (IBAs, sanctuaries, KBAs) - Number of Stewards - Continuity of securing funding for conservation - Activity focus extended to aspen parkland, boreal forest and shield - Number of KBAs established and protected
3-Year Goals: <ul style="list-style-type: none"> - More active work for NS related to conservation of aspen parkland, boreal forest and shield - Retention of Stewards, and expansion of program - No habitat loss through Crown land sales - Wetland conservation policy established for Saskatchewan - Expanded KBA program, working in reference to the government targets for amounts of protected areas - Partnership with agricultural producer organization to promote the retention of natural landscapes including grasslands, aspen parklands and wetlands 	

Strategy

Expand programs into the aspen parkland and boreal forest areas.

Establish a committee to work toward the establishment of a national park in the aspen parkland region.

Expand partnerships and stewardship opportunities with Indigenous and Metis peoples: (1) exchange participation in AGMs with identified organization(s); (2) identify a common area of interest to do specific work on (wetlands is a possibility).

Engage in targeted restoration and education work in IBAs and sanctuaries, and consider relying more on caretakers for monitoring (for IBAs); consider KBAs as that program gets established.

Work with Nature Canada and other conservation groups to ensure funding for provincial work.

Acknowledge climate change and biodiversity loss in the framing of our conservation work through education and outreach (also in Education priority).

Mitigate the loss of valued ecosystems and habitat caused by the sale of Crown lands by 1) advocating for the halt of sales, 2) encouraging Crown conservation easements with sales supported by more robust assessment of conservation value, and 3) encouraging the monitoring and enforcement of conservation status after sales.

Continue to collaborate with the Wildlife Conservation Society in the identification of KBAs in Saskatchewan, and work to achieve

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protected status for them and other biodiversity-rich areas; continue to establish our role as main provincial coordinator for this program, and seek allies in building the program.

Encourage the establishment of a wetland conservation policy for Saskatchewan through a broad-based, science-based partnership lobby, and in consultation with Indigenous and Metis peoples, interest groups and land owners.

Support the provincial government initiative to create a Natural Landscape Inventory.

Support the grassland habitat conservation initiative as being developed by the federal government and Canadian Cattle Association.

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Strategic Priority: Education

Desired outcomes: <ul style="list-style-type: none"> - Societal appreciation and understanding of the natural environment - Informed awareness by the general public of conservation issues - All people, especially youth and equity seeking groups (including indigenous peoples), have full and equal opportunity to learn about, access and experience natural spaces in our province 	Measures: <ul style="list-style-type: none"> - Engagement with educational programs and resources - Number of social media followers - Amount of media coverage - Public dialogue and priorities - Opportunities to access nature - Reduction of barriers to access nature - Increased engagement with youth and equity seeking groups including indigenous peoples
3-Year Goals: <ul style="list-style-type: none"> - Increased relationships with diverse community groups - Increased societal appreciation for and engagement with educational programs - Engagement with youth and equity seeking groups including indigenous peoples - Respectful response to the Truth and Reconciliation calls to action 	

Strategy

Target community organizations who work with members who do not have equal and full access to natural spaces.

Increase educational opportunities at Last Mountain Bird Observatory.

Increase educational resources through publications and local nature pocket guides.

Increase educational resources for community partners and local societies.

Explore new partnerships for boreal forest education.

Expand conventional media information releases on current issues.

Acknowledge climate change and biodiversity loss in the framing of our conservation work through education and outreach (also in Conservation priority).

Continue to build and promote initiatives related to reconciliation, in partnership with Indigenous communities eg Treaty Land Sharing Network, land-based learning, guest speakers, conservation partnerships.

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Strategic Priority: Research

Desired outcomes: <ul style="list-style-type: none">- Robust data on species and their habitats, particularly species at risk- Documentation and use of research data on Saskatchewan's natural history- Valued contribution to the network of organizations focused on the natural environment- Traditional knowledge incorporated into research projects- Increased engagement opportunities in research including for equity seeking groups	Measures: <ul style="list-style-type: none">- Quality and quantity of data contributed to CDC/conservation databases- Data used in decision making regarding endangered species and habitats (as verified by Env Canada)- Research used and valued by other organizations- Increased data gathering capability (techniques and participants)- Number of participants in community science programs
3-Year Goals: <ul style="list-style-type: none">- Nature Saskatchewan invited to join other organizations in new research work- Scope of research data broadened- Strengthened relationships with existing research collaborators- Broader participation in research and community science work	

Strategy

Continue the establishment and use of the MOTUS network in Saskatchewan.

Promote community science (public participation in data collection) in existing programs.

Increase partnerships with universities to support their conservation-related research programs.

Diversify the focus and support for research for existing programs.

Continue the gathering and sharing of data with the Conservation Data Centre and other partners.

Strengthen capacity to explore opportunities in data collection.

Analyze data and publish a 35-year report on the Last Mountain Bird Observatory.

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Strategic Priority: Member Services

Desired outcomes: <ul style="list-style-type: none"> - Serving the interests of members and supporters in engaging with, learning about and conserving the natural world and its ecological function. - Retention and increase in paid membership - Retention and increase in supporters - Membership and supporters of Nature Saskatchewan represent the diversity of peoples in Saskatchewan - Structured relationship with local societies that will develop integration of mandates 	Measures: <ul style="list-style-type: none"> - Member satisfaction - Number of supporters (online engagement, stewards, etc.) - Number of members - Number of followers/social media metrics - Number of event attendees - Local society memberships, participation and satisfaction - Number of downloads of Blue Jay articles - Diversity of membership and supporters - Nature Sask memberships from local societies
3-Year Goals: <ul style="list-style-type: none"> - Increase membership numbers over the next 3 years - Increase supporters (both online and on the ground) - Stronger and integrated connection with local societies (including membership for local societies in Nature Sask) - Increased membership in local societies - Available wide array of events and engagement opportunities that are accessible to a diverse group of people 	

Strategy

Connect with organizations and institutions to increase awareness of NS (universities/colleges/youth groups/newcomer centres, etc.).

Identify new ways to increase engagement with, and support for, local and affiliated societies.

Connect with diverse groups including indigenous and Metis peoples, new Canadians and other marginalized communities.

Create a structured relationship with local societies.

Survey local societies.

Increase education of members and supporters on how they can actively participate and share their voice in Nature Saskatchewan, including such things as AGMs, meets, resolutions, etc..

Strengthen Nature Saskatchewan's presence as a publisher in the province.

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Strategic Priority: Administration

Desired outcomes: <ul style="list-style-type: none">- Organization that is a respected and responsible voice for nature- Organization that people want to work and volunteer for- Fiscally responsible and well managed organization- Diversity in staff and board	Measures: <ul style="list-style-type: none">- Survey feedback from members and supporters regarding their perception of NS as an organization- Staff, board member and volunteer satisfaction- Retention of staff, board member and volunteers- Financial viability
3-Year Goals: <ul style="list-style-type: none">- Perceived by the public as a respected and responsible voice for nature- Satisfied, well-functioning staff, board and volunteers- Consciously aware of potential diverse hires during recruitment process- Maintain current financial sustainability	

Strategy

Identify and build relationships with underrepresented groups to build Board and staff diversity.

Facilitate more social and formal interaction between board members and staff.

Design, execute and respond to feedback surveys (annual staff survey, exit survey for board members, periodic volunteer survey).

Develop an organizational action plan to minimize Nature Saskatchewan's climate change impact.

Explore how to better engage and use volunteers.

Develop a policy for equity and inclusion in the organization.

Explore the use of artificial intelligence as a work tool, and develop an artificial intelligence use policy.

Explore work/life balance opportunities.

Conduct a progress review of the strategic plan on each interim plan of the planning cycle.