



## 2025 Strategic Action Report

### **Goal #1: Mount Pisgah Arboretum will Increase Operational Capacity and Investments in Staff.**

#### Strategic Actions

- *Updated Staff Personnel Manual*
- *Created & implemented annual review system*
- *Created & implemented disciplinary action procedure*
- *Earmarked annual staff development budget*
- *Conducted Staff Capacity & Compensation survey*
- *Transitioned communication systems to Constant Contact*
- *Updated all site, venue & education policies*
- *Created a comprehensive communication plan*
- *Provided annual COLA*
- *Added dental coverage to the benefits package*

### **Goal #2: Mount Pisgah Arboretum will Deepen our Engagement with Diverse Populations.**

#### Strategic Actions

- *Identified & conducted new community partner orgs outreach*
- *Connected quarterly with existing community partner orgs*
- *Developed MOUs with community partner organizations*
- *Collaborated on grant with NAACP*
- *Conducted nature tours with BIPOC focused orgs*
- *Staff recieved trainings: Know Your Rights, neurodiversity*
- *Implemented "call ahead" reservation system for David's Chairs*
- *Expanded David's Chairs volunteer pool*
- *Conducted nature tours with accessibility-focused orgs*

### **Goal #3: Mount Pisgah Arboretum will strengthen our Collaboration with Regional Environmental Stewards.**

#### Strategic Actions

- *Met with UWSN director to identify road to partnership*
- *Regularly attended UWSN meetings*
- *Attended Rivers to Ridges Executive Team annual meeting*
- *Regularly attended Rivers to Ridges IT meetings*
- *WREN tabled at community events in the venue*
- *Collaborated with Beyond Toxics on nature walks & presentation*

## **Goal #4: Mount Pisgah Arboretum will Provide Equitable Access to Programs and Resources.**

### **Strategic Actions**

- *Researched and shared existing alternative transportation options and made info about them*
- *Met with LTD to discuss public transportation options*
- *Improved hiring processes to encourage diverse applicants*
- *Clarified board recruitment process & disperse information to diverse community groups*
- *Created clear pricing tier model for non profits and community partners*
- *Tabled at community events to increase awareness of venue*
- *Secured translation services*

## **Goal #5: Mount Pisgah Arboretum will Increase Funding & Broaden the Diversity of Funding Sources.**

### **Strategic Actions**

- *Create additional memorial levels & developed plan for memorial garden*
- *Created & distributed version of strategic plan for fundraising*
- *Developed special educational opportunities for large donors*
- *Coordinated donor preview events for Wildflower & Mushroom Festivals*
- *Reached ticket sales cap for both festivals*
- *Designed additional merchandise*
- *Recieved grant funding focused on mental health and nature*

## **Goal #6: Mount Pisgah Arboretum will Develop Facilities that Enhance the Visitor Experience.**

### **Strategic Actions**

- *Created comprehensive sign plan*
- *Secured funding to increase wayfaring signs at unsigned trail intersections*
- *Upgraded all festival canopies*
- *Developed emergency evacuation procedures*
- *Met with LCP about fiscal responsibility of caretakers house*
- *Repaired caretakers house septic system*

## **Goal #7: Mount Pisgah Arboretum will Enhance our Stewardship of the Natural Environment.**

### **Strategic Actions**

- *Intensively managed Maltese Star Thistle as part of Management Unit-specific restoration investments*
- *Continued fuel reduction work & mowed fire breaks*
- *Solicited funding for site equipment*
- *Purchased new mower*

