

Wildlands Restoration Volunteers

2025 – 2026 Strategic Plan

About Wildlands Restoration Volunteers



MISSION: Building diverse communities that care for the land.

WRV mobilizes over 3,500 adult and youth volunteers each year on more than 150 restoration projects throughout Colorado. We empower volunteers through leadership trainings, and together we work to improve wildlife habitat, respond to natural disasters, and contribute to climate change resilience.

Our work is organized into several program areas:

Natural Habitats

WRV responds to the diverse needs of our land agency partners across the state. Whether it's restoring sensitive alpine areas, rehabilitating parklands or replanting wetlands, we are healing the land while building a community dedicated to the care of our natural resources.

Vital Rivers

Rivers are the lifeblood of our communities and local ecosystems. WRV is part of the long-range effort to restore multiple streams in Colorado to more natural conditions.

Healthy Forests

Volunteers—including a dedicated group of trained chainsaw operators—help ensure the current and future health of our region's forests by thinning unnaturally dense forests and completing post-fire restoration work.

Native Seeds

Local restoration projects require seeds from native plants that are genetically adapted to thrive in our area. Volunteers collect and clean seeds from diverse native plants at family-friendly events.

Invasive Weeds

Invasive weeds threaten to overtake our natural lands, crowding out native plants and animals and decreasing biodiversity. Our volunteers remove high priority invaders such as myrtle spurge and Mediterranean sage.

Sustainable

Well-maintained trails build a connection with nature while minimizing disturbances to the land. Volunteers construct and repair trails ranging from the "backyard" of the urban Front Range, to Colorado's central mountains, to our state's highest "14er" peaks.

Trails

Families

&

Youth

WRV combines environmental education with civic engagement, engaging students with restoration techniques and teamwork. We are inspiring the next generation of land stewards.

WRV's two-year strategic plan applies the strategy of **relevance and resilience** across three Focus Areas:

- **Focus Area 1: Healthy Land and Water**
Rising to the challenges of climate change. Adapting WRV's restoration capabilities to provide greater resilience, scale and application. Forming new partnerships for greater mission impact.
- **Focus Area 2: Empowered Community**
Engaging/involving new community members across the spectrum of diversity. Adapting services to the needs of urban communities with lesser access. Creating a more inclusive and welcoming environment for all volunteers. Installing systems that foster volunteer growth and retention.
- **Focus Area 3: Strong Organization**
Making WRV's staff and Board more diverse and creating a true culture of inclusivity. Strong financial position that includes significant increases in unrestricted funding. Increasing visibility and awareness of WRV's brand. Building a true culture of safety across WRV and its volunteer base.

Focus Area 1: Healthy Land and Water

Healthy Land and Water Goal 1: Resilient Public Lands.

WRV is serving the needs of our public lands for sustainable trails, healthy and diverse wildlife habitats, and resilient ecosystems.

Outcomes

- The majority of ecological restoration projects completed annually earn high satisfaction ratings from volunteers, agencies, and community partners.

Healthy Land and Water Goal 2: Increased Ecological Impact.

Volunteer-based, landscape- scale, ecological restoration work is occurring in key ecosystems in CO.

Outcomes

- At least two, multi-year, multi-jurisdiction collaborative partnerships are pursuing landscape- scale ecological restoration work.

Healthy Land and Water Goal 3: Wildlands for All.

Diverse communities in Colorado have equitable opportunities to engage with nature.

Outcomes

- At least two new collaborative partnerships to restore places and/or address ecological issues important to communities with inequitable access to nature.

Focus Area 2: Empowered Community

Empowered Community Goal 1: Diverse Volunteer Community.

WRV's volunteer community reflects the racial, ethnic, and other diversity of Colorado.

Outcomes

- Increased racial/ethnic diversity of our volunteer and leader communities.
- At least 10 new BIPOC volunteer leaders trained each year.
- Two new community partnerships formed with underrepresented groups, at least one of which is outside Youth and Family Program.
- Strengthening of existing relationships with community partners.
- Ten projects each year engage target audiences (i.e. Spanish-speaking, LGBTQIA+, people with disabilities, and female-identifying).
- At least three projects each year that engage people with disabilities.
- At least two projects each year collaborating with and learning from indigenous people and organizations.

Empowered Community Goal 2: Enhanced Volunteer Leadership. WRV has expanded its volunteer leader community.

Outcomes

- The volunteer leader community is increased by 5% per year.

Empowered Community Goal 3: Culture of Inclusivity.

Inclusivity is an integral part of WRV's organizational and community culture.

Outcomes

- Inclusiveness policies, procedures, and best practices are implemented.
- 100% of new leaders, staff and Board trained in DEI; returning leaders by 2026.

Empowered Community Goal 4: Embraced by Longmont.

WRV is established in Longmont with a strong community presence and positive reputation.

Outcomes

- More Longmont volunteers, especially Latinx volunteers.

Focus Area 3: Strong Organization

Strong Organization Goal 1: Powerful Team.

WRV is powered by a diverse, influential, skilled, and knowledgeable board and staff.

Outcomes

- A high functioning board of directors achieves positive annual self-evaluations.
- Racial/ethnic diversity of staff and board represents that of the communities we serve.

- High functioning staff achieves ~80% of annual objectives.
- Increased Spanish language capacity on staff.

Strong Organization Goal 2: Healthy Financials.

WRV is financially strong with sufficient unrestricted funding, stable cash flow, and healthy reserves.

Outcomes

- Annual revenue budget goals are met for all income streams, continuing to increase unrestricted revenue.
- Greater transparency in financial reporting.
- New budget model for the expanded size of WRV.
- WRV reviews and updates comprehensive internal controls and financial policies and procedures as needed.
- Long-term sustainability goals for operating reserves are established.
- Improve Board understanding of WRV finances.

Strong Organization Goal 3: Clear Brand.

WRV's brand aligns to target audiences, building recognition, authenticity, and trust.

Outcomes

- WRV is highly visible and recognized in local communities.
- WRV is recognized as the leader in volunteer environmental restoration in Colorado.

Strong Organization Goal 4: Culture of Safety.

Safety is an integral part of WRV's organizational and community culture.

Outcomes

- Major injuries and near-misses on projects eliminated.
- All staff and volunteer trainings prioritize safety.
- Concept of safety is expanded to include emotional safety – that WRV is a safe place for all identities.