



Columbia Shuswap
Invasive Species Society



STRATEGIC PLAN

2025-2030

Photo: Columbia River, Revelstoke.

WHO WE ARE

THE COLUMBIA SHUSWAP INVASIVE SPECIES SOCIETY

The Columbia Shuswap Invasive Species Society (CSISS) is a non-profit charitable society founded in April 2013 by a group of individuals and organizational representatives who recognized the need for a coordinated regional approach to the growing threat of invasive species in the Columbia Shuswap Regional District.

OUR VISION

The environment, economy and society of the Columbia Shuswap region are stewarded from the adverse impacts of invasive species.

OUR MISSION

The Columbia Shuswap Invasive Species Society is a non-profit charitable organization that facilitates the prevention, reduction and management of invasive species through collaboration, coordination, and engagement.



ACKNOWLEDGEMENT

The Columbia Shuswap Invasive Species Society acknowledges that the region's residents live, work, and learn on the shared territories of many Indigenous peoples, including the people who call this home, whose ancestors cared for this land with stewardship and protocols of respect - Sinixt, Ktunaxa, Secwépemc and Syilx (Okanagan). With gratitude we reflect on our relationship with the land, conscious of how we live and work. We are all responsible to do better in our relationships and in honoring the land.

OUR PURPOSE

- a) To coordinate and engage public, private landowners, land and aquatic managers, Indigenous Peoples and network of partners about invasive species and their impacts.
- b) To establish and operate invasive species management programs.
- c) To do all other things as are incidental and ancillary to the attainment of the above purposes and to operate a sustainable organization.

OUR VALUES

- Collaboration
- Adaptive and resilient
- Transparent and accountable
- Evidence-based decision making
- Equitable, Diverse, Inclusive and Accessible
- Relevant and informed (use Traditional, local and scientific knowledge)
- Commitment to long term stewardship of the Columbia Shuswap region
- Respectful
- Innovative
- Employer of choice
- Independent and non-partisan



STRATEGIC DIRECTION AND GOALS

Opportunity Statement for 2025-2030 Strategic Plan

The Columbia Shuswap Invasive Species Society's new strategic plan for 2025-2030 provides an excellent opportunity to advance the prevention, reduction and management of invasive species throughout the Columbia Shuswap Regional District (CSRD). Across the region, our partners are identifying and responding to the threats of invasive plants, animals, and diseases. In addition, CSISS and partners are responding to added threats and opportunities that may be associated with climate change and natural disturbances. The environmental, economic, and social costs of invasives on our regional ecology and way of life are continuing to grow as existing invasive species continue to spread and new ones are introduced. There are many great examples of local and regional management efforts taking place through the CSRD, and more that can be done to prevent the loss of native biodiversity, and to provide ongoing support for the restoration of habitats and protect species at risk impacted by invasive species. In the next five years, CSISS would like to encourage and assist all of its partners to further increase their capacity for achieving on-the-ground results and collectively reducing the spread of existing invasive species and prevention of new introductions. CSISS will specifically focus efforts on work with Indigenous partners to advance reconciliation efforts, as well as ensure programs are adapting and mitigating to a changing climate. In addition, CSISS will continue to examine threats and opportunities that impact strategic directions, such as changing socio-economic factors, new technological approaches, citizen science, changing regulations, land management planning, national and provincial biodiversity efforts, funding and fee for service opportunities, among other examples.

The Columbia Shuswap Invasive Species Society will sustain its coordinating role to engage and support a network of regional partners [1] in their responses to the threat of invasive species through the following strategic directions and goals over the next 5 years (2025-2030):

[1] Regional partners include all levels of government, Indigenous Peoples, stewardship groups, practitioners, and other groups with an interest in invasive species management.



STRATEGIC DIRECTION 1

Collaborate, coordinate, and engage a network of regional partners in invasive species programs

GOALS

1) Collaborate and coordinate with land managers and network partners:

Provide education and information transfer on all aspects of invasive species management to land managers [2] and our network of partners to promote invasive species management regionally and improve coordination amongst partners. We will do so through a variety of methods including: land manager coordination, research supports, partnership engagement and maintaining a lead role and central contact in the Columbia Shuswap.

2) Engage the public and pathways of spread: With the result of preventing the spread of invasive species, and promoting management of invasive species, by engaging the public and target audiences through behavior change programming, accessible education and information transfer.

3) Provide training and best practices to key audiences and industry groups that are pathways of spread: Provide training workshops and best management practices to key industry audiences, particularly those that are potential sources of introduction for invasive species (e.g. horticulture, forestry, local government, agriculturalists, road maintenance, marinas) with the result of increased identification, management and reporting of high priority invasive species.

[2] Land Manager: A person that manages land on behalf of the following (including but is not limited to): all orders of government (local, provincial, federal, First Nations); private landowners; conservancies; and industry sectors that manage land such as agriculture, forestry, mining, utility companies, tourism, developers and others.



STRATEGIC DIRECTION 2

Take action on invasive species regionally

GOALS

- 1) Take action through planning:** Provide regional invasive species operational planning and data management with the result of prevention and management of invasive species. This will be accomplished through a variety of means, such as operational framework development including regional priority lists and watchlists, and developing and maintaining inventories and databases.
- 2) Take action through prevention:** Provide regional invasive species prevention and reporting with the result of prevention and management of invasive species. This will be accomplished through a variety of means, such as responding to and promoting reportings, supporting EDRR protocols, and supporting improvement of regulations, enforcements, inspection and containment strategies.
- 3) Provide treatment and operational programming:** Provide invasive species regional treatment and operational programming with the result of management of invasive species. This will be accomplished in a variety of means including: treatment coordination; monitoring; restoration post-treatments; and providing fee for service professional services.



STRATEGIC DIRECTION 3

Operate a sustainable organization

GOALS

- 1) Promote safety, diversity, and supportive work environment:** Ensure safety, diversity and inclusion practices, as well as staff and board support, with the result of a positive working environment. This will be accomplished in a variety of means including: safety protocols and practices; operate a respectful, safe, and inclusive organization; retain qualified staff, diverse and engaged board; and create long term stable contracts with bookkeeper, herbicide applicators, vendors, leased vehicles (carshare), consultants, Indigenous contractors and more.
- 2) Ensure sustainable funding and partnerships:** Ensure financial and partnership sustainability with the result of a sustainable, stable and relevant organization. This will be accomplished in a variety of means including maintaining financial budget stability, accessing diverse long term funding sources, and maintaining positive relationships with funders and partners to stay relevant to changing needs and priorities regionally.
- 3) Ensure best practices as a leading organization:** Ensure best practices are followed with the result of a leading professional charitable organization. This will be accomplished in a variety of means including: follow leading new best practices including environmental and climate change mitigation; ensure business continuity and emergency preparedness; expand organization influence; and ensure evaluation tools to implement and measure success of this strategic plan, as well as annual workplans and other documents.





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