



LAKE COUNTY FOREST PRESERVES  
www.LCFPD.org

Preservation, Restoration, Education and Recreation

**DATE:** September 3, 2015  
**TO:** S. Michael Rummel, Chair  
Finance and Administrative Committee  
**FROM:** Alex Ty Kovach  
Executive Director  
**SUBJECT:** Strategic Plan Objectives

**Agenda Item#** 9.1

**RECOMMENDATION:** Recommend approval of a Resolution adopting Strategic Plan Objectives for the Lake County Forest Preserve District.

**BACKGROUND:** In August 2013, the District began the process of preparing a long-term strategic plan. A steering committee was formed to guide the planning process. The strategic planning process was divided into three phases, the first being preparation of a vision statement, and the second being preparation of strategic directions and goals to pursue the vision, and the third being objective development.

In Phase I, a series of educational sessions were offered for Commissioners regarding key issues facing the District, and visioning sessions were held with the steering committee, commissioners, partners and leadership staff members. Using ideas generated during the visioning sessions, the staff prepared a draft vision statement, which subsequently was reviewed by the Steering Committee, leadership staff members, and focus groups of the District’s key stakeholders and partners. The resulting vision statement was approved by the Board of Commissioners in January 2014.

Phase II of the strategic planning process began later that same month. Sessions were held with District Commissioners, staff, volunteers and partners, first to identify strategic directions for the next 20 to 25 years, and then to define 5- to 10-year goals to begin implementing each of the directions.

In July 2014, the Board of Commissioners approved the District’s “Strategic Plan,” which includes the vision statement, the 20-25 year strategic directions, and the 5-10 year goals.

Phase III work began in January 2015. A Core Team of ten staff was selected to lead the objective development process. A process structure was developed that allowed for a range of participation open to all staff. In total, 50% of the staff participated in some way in the creation of the objectives. The objectives developed in Phase III will underpin the District’s work plan for the next five years. The work plan also will provide benchmarks for prioritization and other decision-making regarding the use of resources and issues facing the District.

**REASON FOR RECOMMENDATION:** Board approval of the Strategic Plan Objectives is requested now in order to begin implementation of the objectives.

**REVIEW BY OTHERS:** Department Directors, Chief Operations Officer, General Counsel

**FINANCIAL DATA:** No immediate impact.

**PRESENTER:** Alex Ty Kovach


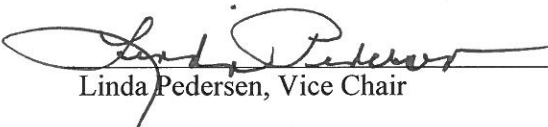
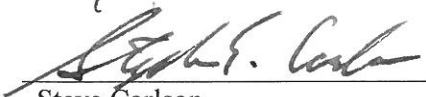
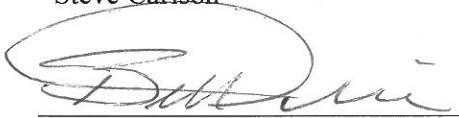
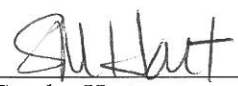
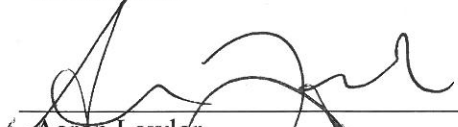
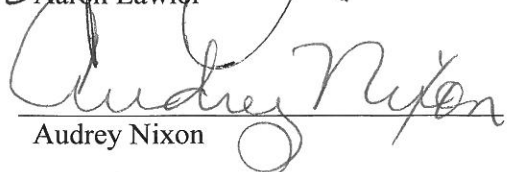
STATE OF ILLINOIS )  
                                  ) SS  
COUNTY OF LAKE )

**BOARD OF COMMISSIONERS  
LAKE COUNTY FOREST PRESERVE DISTRICT  
REGULAR SEPTEMBER MEETING  
SEPTEMBER 8, 2015**

**MADAM PRESIDENT AND MEMBERS OF THE BOARD OF COMMISSIONERS:**

Your **FINANCE AND ADMINISTRATIVE COMMITTEE** presents herewith "A Resolution Adopting Strategic Plan Objectives for the Lake County Forest Preserve District", and requests its adoption.

**FINANCE & ADMINISTRATIVE COMMITTEE:**

|  | YEA                                 | NAY                      |
|--|-------------------------------------|--------------------------|
| <br>_____<br>S. Michael Rummel, Chair    | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <br>_____<br>Linda Pedersen, Vice Chair | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <br>_____<br>Steve Carlson              | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <br>_____<br>Bill Durkin                | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <br>_____<br>Sandra Hart                | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <br>_____<br>Aaron Lawlor               | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <br>_____<br>Audrey Nixon               | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

**LAKE COUNTY FOREST PRESERVE DISTRICT  
LAKE COUNTY, ILLINOIS**

**A RESOLUTION ADOPTING STRATEGIC PLAN OBJECTIVES  
FOR THE LAKE COUNTY FOREST PRESERVE DISTRICT**

**WHEREAS**, the Lake County Forest Preserve District (the "District") was created by public referendum on November 4, 1958, and over its first 50-plus years has grown to become the second largest forest preserve district in Illinois, owning and managing over 30,000 acres of forest preserves throughout Lake County; and

**WHEREAS**, the District is governed by the Downstate Forest Preserve District Act, 70 ILCS 805/0.001 et seq. (the "Act"), and the District's statutory purposes under the Act include acquiring, restoring, restocking, developing, and maintaining lands in their natural state and condition to protect and preserve their flora, fauna and scenic beauties for the education, pleasure and recreation of the public; and

**WHEREAS**, the District, consistent with the Act, has determined that its mission is "to preserve a dynamic and unique system of natural and cultural resources, and to develop innovative educational, recreational and cultural opportunities of regional value, while exercising environmental and fiscal responsibility"; and

**WHEREAS**, in July 2014, the Board of Commissioners approved the District's "Strategic Plan," which includes the District's 100-year Vision for Lake County and the District's 20-25 year strategic directions and 5-10 year goals, setting the foundation for the development of the five-year objectives pursuant to the Strategic Plan; and

**WHEREAS**, the District's staff has developed and recommends the adoption of five-year objectives, which support the Strategic Plan (the "Objectives"); and

**WHEREAS**, the Board of Commissioners finds that it is in the best long-term interest of the District and the current and future citizens of Lake County to adopt and actively pursue the Objectives of the Strategic Plan;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Commissioners of the Lake County Forest Preserve District, Lake County, Illinois, THAT:

Section 1: Recitals. The recitals set forth above are incorporated as part of this Resolution by this reference.

Section 2: Approval of the Objectives. The Objectives, in the form attached as Exhibit A, are hereby approved and adopted, and the Executive Director is hereby authorized and directed to use the Objectives to guide the work of the District's staff pursuant to the Strategic Plan.

Section 3: Effective Date. This Resolution shall be in full force and effect from and after its passage and approval in the manner provided by law.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2015

AYES:

NAYS:

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2015

\_\_\_\_\_  
Ann B. Maine, President  
Lake County Forest Preserve District

ATTEST:

\_\_\_\_\_  
Julie Gragnani, Secretary  
Lake County Forest Preserve District

Exhibit No. \_\_\_\_\_

# PROPOSED STRATEGIC PLAN OBJECTIVES

## Leadership Objectives

Building on our organization's five core values, we will earn recognition as one of the "Best Places to Work in IL".

*Guardian: Administration*

*Key Voices: Finance; Public Safety*

Develop and maintain a 10-year rolling financial plan that is responsive to changing economic conditions and that ensures our organizational sustainability.

*Guardian: Finance*

*Key Voices: Administration; Executive; Facilities; Operations & Infrastructure*

Reduce our kilowatt hours purchased by 35% to model sustainability through conservation and green practices.

*Guardian: Operations and Infrastructure*

*Key Voices: Executive; Facilities; Finance*

Establish processes for developing strategic partnerships that consider and protect our long-term interests.

*Guardian: Executive*

*Key Voices: Administration; Education; Finance; Natural Resources; Public Safety*

Establish a unified process for creating, editing and storing geospatial and demographic data to effectively inventory, maintain and promote our resources.

*Guardian: Planning and Land Preservation*

*Key Voices: Administration; Natural Resources; Operations & Infrastructure*

Analyze brand usage across all departments and update the graphic standards manual to strengthen public recognition of the District's identity.

*Guardian: Public Affairs and Development*

*Key Voices: Operations & Infrastructure; Planning & Land Preservation*

## Conservation Objectives

Develop partnerships to create three 10,000-acre complexes that provide large-scale habitats for woodland, grassland and wetland species.

*Guardian: Natural Resources*

*Key Voices: Executive; Operations & Infrastructure; Planning & Land Preservation; Public Affairs & Development*

Eradicate buckthorn across 4,000 acres of public and private land, through a collaborative pilot project that broadens invasive species awareness, leading to action for improved ecological health.

*Guardian: Natural Resources*

*Key Voices: Education; Executive; Public Affairs & Development*

Develop a land classification and use policy as the foundational guide for determining future land acquisition, restoration and improvements.

*Guardian: Planning and Land Preservation*

*Key Voices: Education; Finance; Natural Resources; Public Affairs & Development*

## People Objectives

Develop a comprehensive plan for a unique Lake County destination that tells our entwined natural and human story.

*Guardian: Education*

*Key Voices: Administration; Executive; Planning & Land Preservation; Public Affairs & Development*

Increase the number of Lake County schools that participate in an educational experience by 5% annually, to foster future generations of stewards, users and supporters.

*Guardian: Education*

*Key Voices: Administration; Public Affairs & Development; Public Safety*

Approve a master plan and identify a funding strategy that maximizes connectivity between our preserves and communities in north-central Lake County.

*Guardian: Planning and Land Preservation*

*Key Voices: Education; Natural Resources; Operations & Infrastructure; Public Safety*

Present focused public awareness messages and narratives that inspire people to interact with and support their forest preserves.

*Guardian: Public Affairs and Development*

*Key Voices: Education; Finance; Planning & Land Preservation; Public Safety*