



# Strategic Plan

## 2026 - 2031

Adopted by the Board of Directors  
February 11, 2026

## Table of Contents

- 1** Overview
- 2** Mission, Vision, Values
- 3** Message from the President
- 5** Truchas Chapter Board of Directors
- 6** Trout Unlimited (National) Goals
- 6** Truchas Chapter Goals
- 7** GOAL 1: Conserve, protect and restore Rio Grande Cutthroat Trout to key watersheds in their native New Mexico Range.
- 10** GOAL 2: Implement successful fundraising activities in support of the Chapter's Mission.
- 13** GOAL 3: Expand communication capabilities to increase awareness of the Chapter and its activities (members and non-members) and improve the efficiency of the work of the Board of Directors.
- 15** GOAL 4: Expand Youth Education to ensure next generation stewards of New Mexico cold water fisheries and support of the Truchas Mission.
- 17** GOAL 5: Increase the diversity and engagement of members and non-members through Chapter membership development programs.
- 21** GOAL 6: Create and maintain a succession plan for leadership roles in the Chapter.



## Overview

### Truchas Chapter, Trout Unlimited

The Truchas Chapter of Trout Unlimited (TU), based in Santa Fe, New Mexico, is one of four chapters in the state. The chapter works to carry out TU's vision in the waters of northern New Mexico through conservation projects, youth programs, fundraising efforts, and communications and advocacy efforts. Through the Chapter's conservation projects, it seeks to secure the remaining populations of native Rio Grande Cutthroat Trout and to restore that species into more of its historical waters. It also seeks to improve the condition of the watersheds in northern New Mexico through habitat improvement

projects, river cleanups and advocacy. With the Chapter's youth programs, we instill a strong connection with our rivers by teaching young people about the wildlife that inhabits them, so that future generations are moved to protect these rivers and their wildlife with as much passion as we have. The Truchas Chapter forms partnerships wherever possible with state and federal wildlife and public lands agencies, schools, and with non-governmental organizations. The Chapter carries out its work entirely with volunteers and is a 501(c)(3) organization; contributions to the Truchas Chapter are tax-deductible.



## Mission

*To conserve, protect and restore northern New Mexico's cold-water fisheries and their watersheds.*

## Vision

*By the next generation, Truchas Chapter, in collaboration with other Trout Unlimited Chapters, will ensure that robust populations of native and wild cold-water fish once again thrive within their New Mexico range, so that our children can enjoy healthy fisheries in their home waters.*

## Values

- We are driven by our Mission and work together with all TU members to achieve a common Vision.
- We work to find solutions to problems rather than simply treating symptoms.
- We rely on science to help guide our decisions and inform our partners.
- We operate through collaboration and partnership with like-minded organizations.
- We are innovative and entrepreneurial.
- We are non-partisan.
- We believe that educated and informed anglers make good stewards.
- We are optimists and believe in a better future.
- We believe that education and engagement of youth is essential to sustaining our Mission and achieving our Vision.

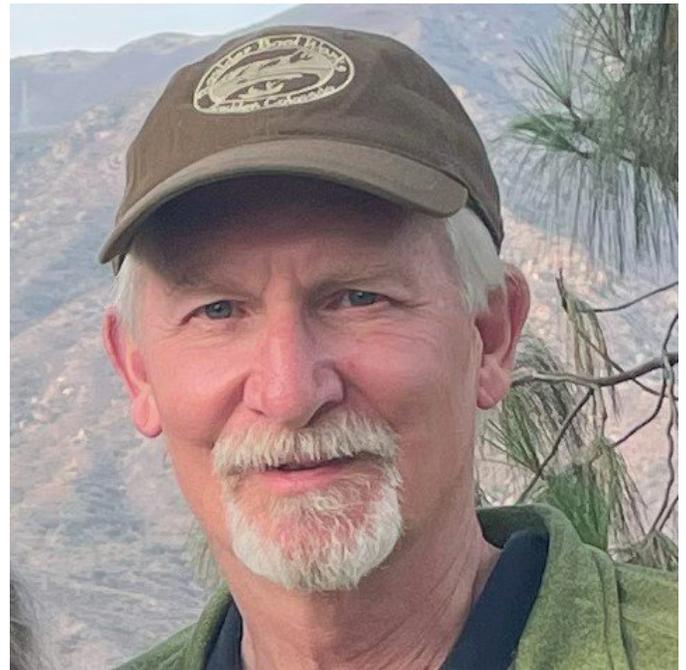
## Message from the President:

# *Charting Our Course for New Mexico's Coldwater Future*

My fellow Members, Volunteers and Partners, I am thrilled to share the Truchas Chapter of Trout Unlimited Strategic Plan for 2026-2031. This plan is more than just a document; it is a shared vision and a clear call to action that will guide our efforts to protect, recover and enhance New Mexico's most precious cold water resources over the next five years. This strategy is built upon three Strategic Pillars that require the dedication of every one of us:

### **1: Protecting and Recovering New Mexico's Native and Wild Trout**

Our primary mission remains the conservation of the species that define our home waters. We are committed to taking strategic action to conserve, protect and restore the Gila, Rio Grande, and Pecos Cutthroat Trout to key watersheds in their native New Mexico ranges. This includes establishing a shared conservation agenda



*Jeff Weber, President  
Truchas Chapter of Trout Unlimited*

with our partners, budgeting dedicated funds for critical restoration projects and significantly engaging in citizen-science activities in the Pecos River watershed. We will also be lobbying TU National to officially recognize the Pecos watershed as a Priority Water - a designation it truly deserves. To support our objective, we focus on:

- Actively working with Federal and State Agencies and seeking to establish relationships with private Pecos River landowners to undertake restoration work.

### **2: Building and Inspiring Our Community**

The strength of the Truchas Chapter is in its people. Over the next five years, we plan to increase our Chapter membership by 20%

and double the number of members actively involved in our conservation work. We will achieve this by enhancing public awareness, improving communication and fostering a culture that is inclusive and respectful of diverse voices. Look for new initiatives like:

- The creation of a new Chapter Media Director position to boost our outreach.
- Efforts to increase the diversity of our board and support a new student college program to mentor the next generation of conservation leaders.
- Expanding our Youth and Member Development Programs, including growing our Trout in the Classroom involvement to 18-20 schools by 2031.

### 3: Investing in Our Future

To successfully execute our vision, we must have the necessary tools and resources. This pillar focuses on investing in our organizational capacity by:

- Launching an annual comprehensive capital campaign to secure the necessary funding for our five-year plan.
- Ensuring our website and social media are current, fully functioning and serve as effective platforms for communication and collaboration.
- Improving relationships with our valued donors and business partners.



We need your passion, your time and your expertise to make these objectives a reality.

Our strategic plan is an exciting roadmap forward. It represents a bold commitment to New Mexico's cold water future, and it requires the full engagement of our members. I encourage you to look at the details, find where your passion aligns and join us in this vital work. The next five years will be transformative for our native trout, and it begins now.

Sincerely,

A handwritten signature in blue ink that reads "Jeff Weber". The signature is fluid and cursive, with a long horizontal line extending to the right.

Jeff Weber, President  
Truchas Chapter of Trout Unlimited

# Truchas Chapter Board of Directors

(Fiscal Year 2025-2026)

Director	Commencement of Term	Position Title	Term Ends
Brian Burrell	04/01/2021	Treasurer	03/31/2028
Darrell Connelly	04/01/2025	Secretary	03/31/2028
Patrick Iverson	04/01/2025	Director	03/31/2028
Bill Lowe	04/01/2025	Director	03/31/2028
Gary Moran	04/01/2022	Director	03/31/2028
Dan Muenzberg	04/01/2025	Director	03/31/2028
Boot Pierce	04/01/2022	Vice President	03/31/2028
Wesley Granberg- Michaelson	04/01/2022	Director	03/31/2027
John Hanasack	04/01/2015	Director	03/31/2027
Nick Tsapatsaris	04/01/2025	Director	03/31/2027
Jeff Weber	04/01/2024	President	03/31/2027
Eric Callow	09/01/2025	Director	03/31/2026
Denise Johnston	11/11/2025	Director	03/31/2026
Mike Jozwiakowski	04/01/2022	Director	03/31/2026

## Trout Unlimited (National) Goals

### Goal 1

Identify a national network of shared priority waters for native and wild trout and salmon and take strategic action to care for and recover them.

### Goal 2

Inspire a diverse corps of staff, volunteers, and partners to advocate for and participate in the care and recovery of our lands and waters.

### Goal 3

Invest in systems and people - staff, volunteers and partners - so we have the tools, technology, training, and resources necessary to achieve our shared goals.



## Truchas Chapter Goals

### Goal 1

Conserve, protect and restore Rio Grande Cutthroat Trout to key watersheds in their native New Mexico Range.

### Goal 2

Implement successful fundraising activities in support of the Chapter's Mission.

### Goal 3

Expand communication capabilities to increase awareness of the Chapter and its activities (members and non-members) and improve the efficiency of the work of the Board of Directors.

### Goal 4

Expand Youth Education to ensure next generation stewards of New Mexico cold water fisheries and support of the Truchas Mission.

### Goal 5

Increase the diversity and engagement of members and non-members through Chapter membership development programs.

### Goal 6

Create and maintain a succession plan for leadership roles in the Chapter.

## **GOAL 1:**

# **Conserve, protect and restore Rio Grande Cutthroat Trout to key watersheds in their native New Mexico Range.**

### **Measurable Outcomes:**

- The Upper Pecos Watershed will become a TU priority water by 2027.
- The number of volunteers participating in field conservation projects will increase.
- The Chapter will engage with conservation focused partners to protect the water quality of the Pecos River.

### **1.1 Engage with the New Mexico Department of Wildlife Fisheries to Identify trout streams within the Pecos River watershed that are key for protection and restoration projects.**

**TIMELINE:** By February 30, 2026, and ongoing, annually

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Documentation of scheduled meetings and meeting minutes with the New Mexico Department of Wildlife Fisheries

### **1.2a Work with TU New Mexico and other NM chapters and partners to set priorities for protection and restoration activities in the Pecos watershed.**

**TIMELINE:** By June 30 and ongoing, annually

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Ongoing activity reported to Board of Directors and the Annual Report of the Conservation Committee

### **1.2b Advocate for TU priorities by engaging legislators or state/ federal leaders, by telephone or in-person meetings.**

**TIMELINE:** Ongoing, annually

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Ongoing activity reported to Board of Directors and the Annual Report of the Conservation Committee

## 1.2c Work with partners to oppose projects that would degrade the water quality of the Pecos River.

**TIMELINE:** Ongoing, annually

**WHO'S RESPONSIBLE:** Conservation Committee Chair

## 1.3 Partner with and assist organizations performing citizen science and watershed restoration projects in support of reintroducing Rio Grande Cutthroat Trout to the Pecos River.

**TIMELINE:** July 2026 through end of year, and ongoing, annually

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Water Sentinels July, August and September water quality measurements; Riversource water quality measurements

## 1.4 Through our Council's National Leadership Committee member, lobby TU National to include the Upper Pecos Watershed as a priority water in its 2027-2032 Strategic Plan.

**TIMELINE:** Ongoing, annually

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Communication/correspondence with TU National will be documented

## 1.5 Work with our partners to execute 10 Pecos Watershed conservation activities by year end 2031.

**TIMELINE:** Ongoing, annually

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Documentation of continued progress of the Upper Pecos Watershed cleanup and Porta Potty Programs; assistance to Amigos Bravas water quality measurements 3 times per year; participation in Pecos National Historical Park fish surveys

## 1.6 Actively recruit and retain committee members and volunteers.

**TIMELINE:** Annually, through 2031

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Creation of volunteer messaging and methods of distribution; active annual solicitation of volunteers, April through September; creation of a Conservation Committee spreadsheet; documentation of communication with volunteers

**1.7 Actively recruit volunteers to serve as Chapter Representatives to attend key partner conservation meetings (Upper Pecos Watershed Association, etc.), in person or via Zoom, to establish better communication and relationships.**

**TIMELINE:** Annually, through 2031

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Volunteer representative appointed prior to May 15, annually

**1.8 Track volunteer participation to record and report volunteer participation in conservation activities and enhance reporting of volunteer hours to TU.**

**TIMELINE:** Annually, through 2031

**WHO'S RESPONSIBLE:** Conservation Committee Chair

**INTERIM MEASURES OF PROGRESS:** Volunteer hours are recorded immediately following conservation events and reported via Track it Forward; monthly reports provided to the Board of Directors, after activities occur



## **GOAL 2:**

### **Implement successful fundraising activities in support of the Chapter's Mission.**

#### **Measurable Outcomes:**

- All fundraising campaign plans are adequately funded with a budget approved by the Board of Directors.
- All fundraising campaigns are adequately staffed by volunteers.
- All fundraising campaigns achieve desired financial results.

#### **2.1 Obtain approval of the Fundraising Committee's annual plan and budget.**

**TIMELINE:** Annually in April, through 2031

**WHO'S RESPONSIBLE:** Fundraising Committee Chair

**INTERIM MEASURES OF PROGRESS:** Results of prior year's campaign plans are reviewed and reported to the Board of Directors; current fundraising environment is thoroughly assessed; annual campaign plans are developed and presented to the Board of Directors and revised, as necessary, based on Board approved budget

#### **2.2 Solicit volunteers for the Fundraising Committee.**

**TIMELINE:** Annually, April and May, through 2031

**WHO'S RESPONSIBLE:** Fundraising Committee Chair

**INTERIM MEASURES OF PROGRESS:** Volunteer skill sets are identified and described in writing for each campaign; membership is provided with the committee's volunteer needs and job descriptions via newsletters and emails; Committee Chair maintains a contact spreadsheet of interested volunteers; Committee Chair actively recruits interested volunteers and regularly reports activity to the Board of Directors

#### **2.3 Pursue a major donation campaign with corporations and foundations.**

**TIMELINE:** Annually, Fall and Winter, through 2031

**WHO'S RESPONSIBLE:** Fundraising Committee Chair

**INTERIM MEASURES OF PROGRESS:** Conduct a review of potential corporations and foundations to identify potential donors; identify required dates for submittals; develop materials and information to disseminate ("slick" electronic package that can be printed as needed); complete donor request applications and transmit, following Board of Directors approval; track all activity on a spreadsheet and regularly report to Board

## 2.4 Develop partnerships with local businesses to solicit support in return for exposure to our members and partners.

**TIMELINE:** Annually, beginning Fall of each year, through 2031

**WHO'S RESPONSIBLE:** Fundraising Committee Chair and Directors

**INTERIM MEASURES OF PROGRESS:** Donations are solicited annually in the Fall for the following year; donations received by year-end; obligations to partners are fulfilled

## 2.5 Hold an annual online auction fundraiser.

**TIMELINE:** Annually, March/April, through 2031

**WHO'S RESPONSIBLE:** Fundraising Committee Chair and Directors

**INTERIM MEASURES OF PROGRESS:** Auction items are procured; the is set up late March, advertised and auction items are posted; auction ends in early April (in conjunction with Annual Members Meeting; items are delivered to winning bidders; auction results reported to the Board of Directors

## 2.6 Develop relationships with major donors.

**TIMELINE:** Ongoing and annually, through 2031

**WHO'S RESPONSIBLE:** Fundraising Committee Chair and Board President

**INTERIM MEASURES OF PROGRESS:** Spreadsheet of major donors is created and posted under Fundraising Committee on website (Board only); donors personally invited to attend major Chapter events and are recognized; donors are personally contacted in November of each year, with requests for year-end and in-kind donations for online auction and raffles; results/ progress regularly shared with Board of Directors

## 2.7 Execute an annual “Friends of Truchas” fundraising campaign via letters and email.

**TIMELINE:** Annually, Fall, through 2031

**WHO'S RESPONSIBLE:** Fundraising Committee Chair

**INTERIM MEASURES OF PROGRESS:** Messaging is developed for correspondence and website, posted on website; letters, envelopes and member database delivered to printer for printing and mailing in October; email notifications sent to members 3 days prior to mail-out; letters to annual members and lifetime members mailed out by first week in November; email fundraising reminders to members and potential donors early December; donation receipt letters sent to all donors by December 31; all donations are tracked on spreadsheet; obligations to donors are fulfilled; results of campaign are tabulated and reported to the Board of Directors

## 2.8 Maintain Annual Director Pledge Program.

**TIMELINE:** Annually, November, through 2031

**WHO'S RESPONSIBLE:** Fundraising Committee Chair and Board President

**INTERIM MEASURES OF PROGRESS:** Aspiring Board candidates are informed in April of the expectation to make an annual donation that is meaningful to them; Directors are presented with pledge forms each November



## **GOAL 3:**

# **Expand communication capabilities to increase awareness of the Chapter and its activities (members and non-members) and improve the efficiency of the work of the Board of Directors.**

### **Measurable Outcomes:**

- Through the establishment of a Truchas Chapter TU merchandise store, brand awareness will be increased while simultaneously developing additional revenue streams.
- By upgrading the Chapter's Gmail account, a more professional email presence will be in place for communications.
- Engagement with members and the community will be increased.

### **3.1 Create a Truchas Chapter TU branded merchandise store on the website; use Printful for print on demand and drop shipped fulfillment; use current payment channels.**

**TIMELINE:** June 2026

**WHO'S RESPONSIBLE:** Communications Committee Chair

**INTERIM MEASURES OF PROGRESS:** Product catalog, designs and profit margins are established; payment processor is connected and tested; the merchandise store is promoted via our website, email and social media

### **3.2 Develop a more professional email presence by signing up for Google Workspace.**

**TIMELINE:** February 2026

**WHO'S RESPONSIBLE:** Communications Committee Chair

**INTERIM MEASURES OF PROGRESS:** An account with Google Workspace is established; the existing Gmail account is successfully transitioned to the Google Workspace account; the website is updated; Directors are trained

### 3.3 Track key website and social media metrics to assess changes in utilization and interests.

**TIMELINE:** Annually, through 2031

**WHO'S RESPONSIBLE:** Communications Committee Chair

**INTERIM MEASURES OF PROGRESS:** Assessment of metrics reported to the Board of Directors quarterly, beginning January of each year

### 3.4 Recruit a volunteer Chapter Media Director to facilitate community outreach with the press, radio, community calendars, and general event advertising.

**TIMELINE:** By June 15 annually, through 2031

**WHO'S RESPONSIBLE:** Communications Committee Chair

**INTERIM MEASURES OF PROGRESS:** A volunteer Chapter Media Director is in place by June 15, each year; a media plan is presented to the Board of Directors annually by July 15

### 3.5 Initiate “community outreach messages” from the President to membership and partners to engage with them through personal communications, and also to direct them to the Chapter’s website and social media.

**TIMELINE:** Quarterly, beginning January, through 2031

**WHO'S RESPONSIBLE:** Board President

**INTERIM MEASURES OF PROGRESS:** Messages e-mailed as per timeline



## **GOAL 4:**

# **Expand Youth Education to ensure next generation stewards of New Mexico cold water fisheries and support of the Truchas Mission.**

### **Measurable Outcomes:**

- Increase the number of students served by Trout in the Classroom program by expanding from 13 to 18-20 participating schools.
- Expand youth fly fishing programs and partnering opportunities.

### **4.1 Gradually increase the Truchas STEM Scholarship from \$2,500 to \$5,000, to increase impact and attract more applicants.**

**TIMELINE:** \$500 increase per fiscal year, beginning 2026

**WHO'S RESPONSIBLE:** Youth Education Committee

**INTERIM MEASURES OF PROGRESS:** Increased level approved by Board of Directors in 2026, reflected in fall 2026 announcement

### **4.2 Expand eligible geography for Truchas Scholarship from Santa Fe and Espanola to other territories in the Truchas Chapter purview.**

**TIMELINE:** Begin Spring 2026, and annually

**WHO'S RESPONSIBLE:** Youth Education Committee

**INTERIM MEASURES OF PROGRESS:** Add Los Alamos Public High School for fall 2026 award; consider Las Vegas for 2027

### **4.3 Increase number of classrooms participating in Truchas Trout in the Classroom program gradually each year to 18-20; increase number of classes raising Rio Grande Cutthroat Trout; identify 1-2 Assistant Trout in the Classroom Coordinators.**

**TIMELINE:** Fall 2025 and annually

**WHO'S RESPONSIBLE:** Youth Education Committee

**INTERIM MEASURES OF PROGRESS:** Add 3 new classrooms in 2025-2026; place interested parties on wait list; notes to encourage teachers to consider Rio Grande Cutthroat Trout and request backups by summer 2026

#### 4.4 Contract with Riversource to conduct classroom field trips in river conservation and educate summer interns.

**TIMELINE:** Spring 2026 and ongoing

**WHO'S RESPONSIBLE:** Youth Education Committee

**INTERIM MEASURES OF PROGRESS:** Contract signed and stipends paid; volunteers assist on Penasco and Eldorado schools' field trips

#### 4.5 Identify more opportunities to partner with similar non-profits to help youth experience the outdoors or provide educational presentations.

**TIMELINE:** First half 2027, and ongoing

**WHO'S RESPONSIBLE:** Youth Education Committee

**INTERIM MEASURES OF PROGRESS:** Meeting with another organization by fall 2026, with presentation of NM Trout slides to school group or STEM event



## **GOAL 5:**

# **Increase the diversity and engagement of members and non-members through Chapter membership development programs.**

### **Measurable Outcomes:**

- Increase Chapter membership by 20% by 2031.
- Increase the number of members participating in all membership development activities (Ales & Tales, Annual Picnic, Annual Members Meeting, fishing events, fly tying events, fly casting events, fly fishing film festivals, etc.) by 20% by 2031.
- Increase the number of volunteers supporting membership development events by 20% by 2031.
- Support our Veterans, First Responders and individuals facing or recovering from breast cancer, by establishing regular Chapter sponsored outreach activities and offering first-year Chapter membership, with programs up and running by 2031.

### **5.1 Develop a plan to expand and promote membership development activities which are attractive to diverse demographics.**

**TIMELINE:** Annually, April, through 2031

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Membership Committee Plan presented to Board of Directors annually

### **5.2 Recruit volunteer Chapter activity directors to facilitate individual community outreach activities approved by the Board of Directors (i.e., Casting Director, Fly Fishing Film Festival Director, Fly Tying Director, Ales & Tales Director, NM Women's Fly Fishing Activities Director, etc.).**

**TIMELINE:** Annually, April, through 2031

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Directors are appointed and in place, as required

### 5.3 Develop a membership tracking and feedback system to capture metrics on membership and volunteer engagement in membership development activities.

- TIMELINE:** Initially establish Mid-May 2026 and improve annually through 2031
- WHO'S RESPONSIBLE:** Membership Committee Chair
- INTERIM MEASURES OF PROGRESS:** Initial system is in place by Mid-May 2026; data entered into the system will mirror the data entered into Track it Forward

### 5.4 Create an annual membership engagement survey; evaluate results to improve the Membership Committee's membership development efforts.

- TIMELINE:** Annually, January, through 2031
- WHO'S RESPONSIBLE:** Membership Committee Chair
- INTERIM MEASURES OF PROGRESS:** Survey created annually in January; survey approved by Board of Directors annually in February and disseminated annually in March; results tabulated and presented to the Board annually in April

### 5.5 Review the above tracked annual membership engagement survey (5.4) to evaluate activities; use data to enhance successful activities and/or plan new activities.

- TIMELINE:** Annually, April, through 2023
- WHO'S RESPONSIBLE:** Membership Committee Chair
- INTERIM MEASURES OF PROGRESS:** Survey results compiled into a report and shared with the Board of Directors annually, in April of each year

### 5.6 Personally engage with new Chapter members promptly, welcoming them to the Chapter and its activities.

- TIMELINE:** Monthly, and ongoing, through 2031
- WHO'S RESPONSIBLE:** Membership Committee Chair
- INTERIM MEASURES OF PROGRESS:** Report provided by the Membership Committee Chair to the Board of Directors monthly

### 5.7 Follow-up with expired members, encouraging them to renew their memberships.

- TIMELINE:** Annually, May through 2031
- WHO'S RESPONSIBLE:** Membership Committee Chair
- INTERIM MEASURES OF PROGRESS:** Report provided by the Membership Committee Chair to the Board of Directors, May of each year

## 5.8 Organize and confirm timely notifications of membership development activities to members and partners.

**TIMELINE:** As required, through 2031

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Monthly reports provided by the Membership Committee Chair to the Board of Directors

## 5.9a Explore the National TU Service Partnership for Veterans, First Responders and their families.

**TIMELINE:** Spring 2028

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Information is researched and reviewed

## 5.9b Query membership to ascertain interest in volunteering for Service Partnership activities; establish a Chapter Service Partnership Committee.

**TIMELINE:** Spring 2028

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Survey is sent to membership, results are assessed, a database of potential volunteers with contact information created

## 5.9c Reach out to the La Cienega District Captain for Santa Fe County Fire and Emergency Services, to plan pilot activities for First Responders and their families.

**TIMELINE:** Summer 2028

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Contact is made and a plan is created with minimally, 2 pilot activities

## 5.9d Activities for First Responders and their families are facilitated and evaluated; baseline data of participation is established, with future measurable participation targets.

**TIMELINE:** Late Summer/ early Fall 2028

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Activities are facilitated and evaluated; measurable participation targets are established for future to grow the program

## 5.10a Explore the Casting for Recovery program for individuals suffering or recovering from breast cancer and their families.

**TIMELINE:** Summer 2028

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Information is researched and reviewed

## 5.10b Establish a committee to develop a plan to implement outreach activities for these individuals.

**TIMELINE:** Fall 2028

**WHO'S RESPONSIBLE:** Membership Committee Chair

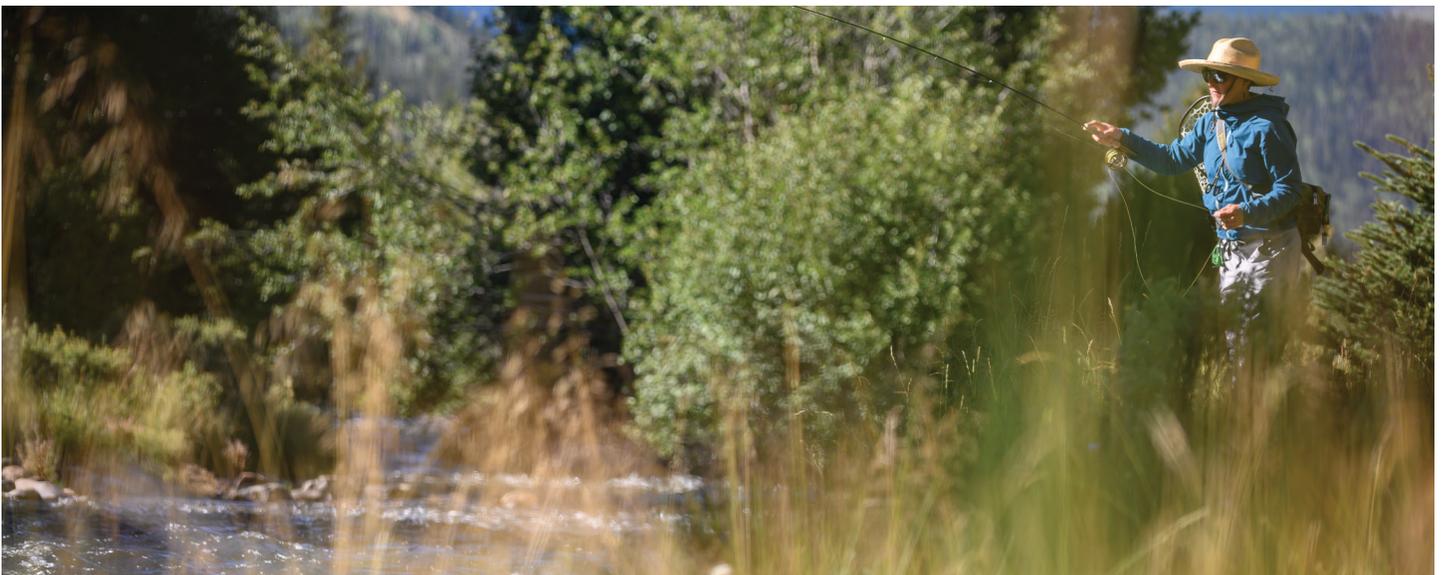
**INTERIM MEASURES OF PROGRESS:** Plan is developed with minimally, 2 pilot activities to be facilitated Spring/Summer 2029

## 5.10c Plan is implemented/ activities are facilitated and evaluated; baseline data of participation is established, with future measurable participation targets.

**TIMELINE:** Spring/Summer 2029

**WHO'S RESPONSIBLE:** Membership Committee Chair

**INTERIM MEASURES OF PROGRESS:** Plan is implemented and activities are evaluated; baseline participation data is established with future measurable participation targets



## GOAL 6:

### Create and maintain a succession plan for leadership roles in the Chapter.

#### Measurable Outcomes:

- A full slate of Officers will be in place at the start of each fiscal year.
- All Committees will have a successor to the Committee Chairs in place at the start of each fiscal year.

#### 6.1 Form a committee to annually recommend nominees for the Truchas Chapter TU Board of Directors - Directors and Officers.

**TIMELINE:** Prior to the Truchas TU Annual Meeting in April and annually (as Director terms expire)

**WHO'S RESPONSIBLE:** Board President

**INTERIM MEASURES OF PROGRESS:** A full slate of Directors and Officers is guaranteed annually

#### 6.2 Develop individual succession plans for each of the Truchas Chapter TU Committees.

**TIMELINE:** No later than February, annually (as Director terms expire)

**WHO'S RESPONSIBLE:** Committee Chairs

**INTERIM MEASURES OF PROGRESS:** Leadership for each of the Committees is guaranteed annually



