Our mission: Work cooperatively with landowners to conserve land for wildlife, scenic views, and local communities.
The Deschutes Land Trust was founded in 1995 by local citizens concerned about the future of Central Oregon and committed to protecting our the high desert of the Central Oregon—a ruggedly beautiful, yet fragile place.

Over the past three-four decades, Central Oregon has experienced tremendous change. Local economies have shifted from a dependence on logging and ranching, to tourism, recreation and other industries. This new economy is based on our enviable quality of life which has in turn generated the highest growth rates in Oregon, and, at times, the nation. In the years ahead, we expect to see more, not less, growth—all in the face of a rapidly changing climate.

For more than two decades, the Deschutes Land Trust has worked with willing private landowners to protect and care for land essential to the long-term viability of wildlife and local communities. We will continue these efforts into the coming decade and this aspirational ten year strategic plan charts the course forward. In the years to come, the Land Trust will redouble our conservation efforts and protect more priority wildlife habitat. We will responsibly care for and return ecological health to our protected lands. We will engage a wider constituency in our work to help our communities find a deeper sense of place and a stronger conservation ethic. We hope you’ll join us on this journey. Together we can conserve and protect the places we love in Central Oregon.

Brad Chalfant
Executive Director
Excellence
We strive for excellence in all aspects of our work so we can be most effective at conserving and caring for the land. We demonstrate the highest standards of dedication, personal integrity, truthfulness, and honesty as we carry out our mission.

Teamwork
Staff and board work together to accomplish our mission to conserve and care for the land. We promote a working environment that values respect, fairness, and integrity. We demonstrate positive leadership exemplified by open communication, creativity, dedication, and compassion.

Accountability
The Land Trust believes in operating as a transparent, accountable, ethical, and effective organization. We hold ourselves to high standards and have policies that outline ethics, conflicts of interest, confidentiality and other important matters. To publicly demonstrate our commitment to high standards, the Land Trust also maintains national accreditation, which ensures our conservation efforts meet national standards for excellence, upholding public trust, and protecting lands permanently.

Inclusion
Our land conservation efforts provide benefits to our entire community and the future generations of Central Oregon. We value the inclusion of diverse staff, board, partner organizations, and community members in our efforts to fulfill our mission.

Collaboration
We embrace collaboration with a network of volunteers, landowners, public agencies, nongovernmental organizations, and academic institutions that support and are interested in land conservation in Central Oregon.

Permanence
Our commitment to the community is an enduring one, premised on the permanence of our land conservation work. Consequently, the Land Trust will invest in the systems and measures to ensure the Land Trust is equipped and prepared to permanently steward and protect the land, while building relevance, a sense of place, and a conservation ethic with future generations.

...preserving land for future generations.
**CONSERVATION, STEWARDSHIP AND COMMUNITY**

**Goal 1: Conservation and Stewardship**
As climate change and accelerated population growth impact the region, the Deschutes Land Trust conserves and stewards targeted landscapes to protect native wildlife and vegetation and provide meaningful opportunities for local communities to connect with the land.

**Strategy 1:**
We conserve lands that preserve watershed function, protect migration corridors, and improve connectivity, including wetlands, riparian habitats, forests, and uplands. We also work to protect specialized habitats that protect vulnerable species and lands that are intrinsically valuable to local communities.

**Strategy 2:**
We responsibly steward our protected lands in perpetuity.

**Strategy 3:**
We maintain and expand partnerships with conservation and community groups, Tribes, agencies, universities, and others, to leverage funding, extend limited resources, and further the goals of the Land Trust.

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**Goal 2: Community and Connections**
The Deschutes Land Trust envisions a future where our community is connected to and engaged with the land and land conservation so that together we can build a sustainable future for Central Oregon.

**Strategy 1:**
We inspire the community to value nature and keep it healthy and cared for into the future.

**Strategy 2:**
We engage, mobilize, and expand our current constituency of donors, volunteers and ambassadors so they feel connected and invested in our work.

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**Caring for nature...**

...connecting community.
Goal 3: Leadership and Reputation
The Deschutes Land Trust envisions a future where we are the demonstrated leader in the conservation and stewardship of private land in Central Oregon and beyond.

Strategy 1:
We build internal leadership and collaboration at the staff level in order to attract and retain talented, professional staff.

Strategy 2:
As the primary resource for private land conservation in the Deschutes Basin, the Land Trust is regularly consulted on the most significant private land conservation projects in the basin.

Strategy 3:
We continually demonstrate and share with others in our field the progressive, scientifically-robust, ecologically-sound restoration and management (including recreation/access) techniques in use at our protected lands.

Goal 4: Long Term Organizational and Financial Sustainability
Deschutes Land Trust envisions a future in which the organization is financially self-sustaining. Operation and stewardship requirements will be fulfilled by a variety of unrestricted revenue sources and a fully funded stewardship endowment. The organization will be led by excellent staff, board, and volunteers who are leaders in their field of expertise.

Strategy 1:
We develop a diverse suite of durable funding sources that provide the necessary revenue to sustain our vision and fund on-going operations.

Strategy 2:
We provide funding for on-going stewardship of the Land Trust’s preserves and easements through the development of endowment resources and other permanent funding sources. The Land Trust has significant restricted funds that are carried over from year to year; diligent management of these funds will support achieving stewardship objectives.

Strategy 3:
We engage and develop strong Board member involvement and leadership to help meet financial and organizational goals. Board members provide community support and leadership through engagement with the Land Trust’s staff, partners, and donors.

Strategy 4:
We invest in our employees and infrastructure to ensure long-term staff retention through maintaining a high quality work environment that promotes work/life balance and employee satisfaction. We continue to make the Deschutes Land Trust an excellent place to work, by providing staff with the resources and capacity required to carry out the goals of this strategic plan.
**Board of Directors**

- President: Jim Nicol
- Vice President: Glenn Willard
- Treasurer: Mike Cutting
- Secretary: Ted Johnson

**Directors**

- Rod Bonacker
- Lori Chapin
- Ed Clark
- C.E. ‘Win’ Francis
- Robert Groves
- Danielle Lored
- Joanne Mathews
- Kim McCarré
- Gillian Ockner
- Robert Thomas
- Dougal Williams

**Advisors**

- Chris Babcock
- Robert Bruno
- Mike Hollern
- Betsy Johnson
- Jim Knapp
- Rick Rupp
- John Shelk
- Bill Smith
- Fran Willis

**Executive Director**

- Brad Chalfant

**Staff**

- Pat Cohen
- Amanda Egertson
- Betsy Hartley
- Jana Henn"hfil"n
- Marina Heppenstall
- Neal Marks
- Sarah Mowry
- Fiona Noonan
- Brad Nye
- Michael Rubovits
- Jen Zalewski