



# STRATEGY FOR RESILIENCE, RELEVANCE, AND WELLBEING

2024 - 2028

2028

## CHALLENGES



Shifting labor markets impact recruitment and retention



There is an increasing need for mental health support for younger generations



The impacts of climate change demand innovative conservation solutions



Increasing costs of living strain our members and staff

#3

### PHILANTHROPY & COMMUNITY ENGAGEMENT

- Invest in a Development Team
- Raise \$1M+ in annual philanthropic support
- Increase community-based projects and collaboration
- Pursue climate-related service and sustain core partners
- Deepen our relationship with AmeriCorps

#2

### RIGHT-SIZE OPERATIONS

- Evolve organizational structures
- Leverage technology for efficiency
- Nurture native-led tribal partnerships
- Foster sustainable teen programs
- Plan for leadership succession

#1

### HEALTHY PEOPLE

- Reduce barriers to service for corps members
- Invest in staff: pay, training, benefits, work-life balance
- Increase resources for mental and physical health
- Cultivate belonging and collaboration

## OUR RESPONSE

MCC will thrive and best serve our stakeholders and natural resources by cultivating a culture that prioritizes the well-being of our staff and corps members.

## MISSION

MCC Inspires young people through hands-on conservation service to be leaders, stewards of the land, and engaged citizens who improve their communities.

SEE THE FULL STRATEGIC PLAN AT: [MTCORPS.ORG](https://mtcorps.org)

