



# Sacred Earth Foundation

*Ekone Ranch... a place for children of all ages*

## Three-Year Strategic Plan, April 2012 Summary of Priorities

### **Mission**

To hold Sacred Earth Foundation lands in trust, steward with reverence, and teach sustainable living to children of all ages.

### **Vision**

(Pending wordsmiths, based upon three fundamental elements: Education, Community, and Land Stewardship)

### **Values**

(Pending wordsmiths, based on values of Environment, Family/Community, Personal Growth, and the qualities of Respect, Creativity, Adventure, and Perseverance)

### **Area 1: Land Trust**

*Objective: To be a model of good land stewardship*

### **Priorities**

1. Develop a management plan that includes soil, water, air, plants, animals, infrastructure, energy
2. Acquire (or support another conservation buyer to acquire) Parcel #1 (Rainbow Springs)

### **Wish List**

1. Acquire (or support another conservation buyer to acquire) Parcel #2 (20 acre parcel west of valley) and Parcel #3 (80 acres west of cemetery)
2. Assess feasibility of placing externally-held conservation easements on SEF Land
3. Assess feasibility of SEF holding conservation easements on adjacent parcels
4. Upgrade and remove fencing
5. Restore damaged areas
6. Consider another careful commercial timber harvest

### **Area 2: Community**

*Objective: To have a thriving and stable residential community at Ekone*

### **Priorities:**

1. Investigate models for creating "home-security" for people who invest their personal resources in a home on SEF land. Make a decision about which model SEF will utilize, if any.
2. Enact a by-laws change requiring a minimum number of residential community members on the board of directors

3. Further develop community documents to include:
  - a. Policy regarding residents adopting or fostering children, taking in elderly family members, etc
  - b. Policy welcoming families with children at Ekone
  - c. Policy regarding residents who become disabled etc.
4. Develop a site map that defines future home-building sites, integrated with overall land management plan.
5. Define policy regarding parameters for new homes; size, materials, utilities etc.

**Wish List**

1. Develop a plan for residents who become physically challenged
2. Consider developing another SEF business that would offer elder and hospice care to the public

**Area 3: Cemetery**

*Objective: To cultivate White Eagle as a model green cemetery and revenue stream*

**Priorities:**

1. Build consensus between Board and Cemetery committee regarding restructuring management and operations of cemetery for effectiveness and accountability
2. Implement efficient, effective, and accountable business and burial practices
3. Improve existing access road to grounds
4. Evaluate pricing structure compared to other burial and cremation options
5. Restructure payment plans
6. Create offerings for burial ceremonies

**Wish List**

1. Horse-drawn hearse and/or other ways to de-mechanize whenever possible
2. Consider purchasing electric ATV
3. Purchase of 80 acre parcel west of cemetery for added access to grounds
4. Raise prices to ensure organizational viability
5. Create options for pet burials
6. Assess options for friends & family pricing

**Area 4: Summer Camp**

*Objective: To inspire the next generation of earth stewards*

**Priorities**

1. Develop a risk management plan—use for staff training
2. Develop a long-term staff recruitment and training strategy
3. Develop a staff code of conduct

**Wish List**

1. A 4x4 van for campers or adults/residents for off-site excursions
2. Research legalities of homegrown meat served at camp

**Area 5: Horses & Livestock**

*Objective: To facilitate a rich exchange of learning and mutual benefit between animals and humans*

### **Priorities**

1. Create a Horse Advisory Council
2. Articulate Ekone's approach to horse training
3. Hire/assign a herd manager
4. Build new hay storage shed at Heavenly Heights

### **Wish List**

1. Implement barefoot trimming practices
2. Maximize existing pasture
3. Training and tools for harness work
4. Build Paddock Paradise track system and a functional arena
5. Raise all our own meat and eggs
6. Host clinics and horse events at Ekone

### **Area 6: Other Programs**

*Objective: To create more opportunities for kids and adults to feel "Ekone Magic" while maximizing facilities and generating income, in alignment with SEF's mission*

### **Priorities**

1. Keep what we have going! Don't lose ground!
2. Pursue possibilities based on current interests, passions, and opportunities:
  - a. Mentoring at-risk kids for extended periods
  - b. Native American kids camp
  - c. Building workshops
  - d. Programs for home-schoolers
3. Articulate groundwork for expansion that includes:
  - a. Available calendar windows for additional programs
  - b. Areas of interest and enthusiasm of current residents
  - c. Update this every winter for the coming year.

### **Wish List**

1. Develop cottage industries on site, e.g. furniture making, fiber arts
2. Become a forestry conservation research outpost
3. Develop new programs: birdwatching, music or song-writing, cob-building, off-grid tours, permaculture, rites of passage camps, forest management, solar cooking, wilderness skills for adults, animal care and "harvesting," Muir Trek
4. Market SEF facilities to like-minded groups to run their own programs here

### **Area 7: Facilities and Infrastructure**

*Objective: Maintain and expand existing facilities for residential community, programs and camps*

### **Priorities**

1. Purchase, install and begin using a solar pump
2. Evaluate all existing structures as regards how used, strengths, weaknesses, needs, funds needed to maintain; based on this, develop a master plan for repairing, remodeling, re-conceptualizing existing facilities to develop more options for resident housing and guest lodging

3. Evaluate all equipment, vehicles, utilities and other infrastructure (fences, roads, trails)—how used, strengths, weaknesses, needs, funds needed to maintain/upgrade. Use assessment to prioritize funds and efforts
4. Articulate a building policy that includes building for longevity, using non-toxic, local or salvaged materials when possible, and meeting code requirements
5. Kitchen/dining room/sanctuary: consider options for improving/expanding existing kitchen or building a new structure. –make timeline and plan for doing this
6. Sell old, high maintenance machinery; acquire one large-mid-sized, reliable, multipurpose 4X4 tractor with loader and backhoe.

#### **Wish List**

1. Finish gutters on barn
2. Establish a grey-water system if possible
3. Repairing/move damaged fencing in big horse pasture and restore land around pond to native plants
4. Carriage house in turn-around
5. Septic upgrade and establish composting toilet options
6. Pond maintenance
7. Build a new structure during an alternative building workshop
8. Get valley power off diesel

#### **Area 8: Governance & Worldview**

*Objective: A high-functioning organization responsive to current needs*

#### **Governance Priorities**

1. Develop and update Board member orientation materials and process
2. Establish at least one board position for an Ekone resident
3. Educate board and staff on models of governance and conduct trainings

#### **Staffing Priorities**

1. Create pathways for Board to acknowledge and support staff
2. Articulate a hiring preference for current Ekone residents
3. Create a volunteer coordinator position

#### **Wishlist**

1. Horse trainer/manager
2. Community education/programs director
3. Development director
4. Head gardener
5. Construction project manager

#### **Worldview Priorities**

1. Make a plan for natural disaster—e.g. 6 months of food on hand for residents, water filtration system, first aid training
2. Clarify SEF's spiritual perspective: "Deep Reverence for the Earth"
3. Develop fire-arm policy
4. Develop off-grid management plan

#### **Wish List**

1. Land acquisition