**Breakout Session 3: VISION, BELIEFS, MISSION**

**Day 4 - Thurs, Feb 4, 2021
COMPILATION**

**Version Rebecca wrote based on a synthesis of all the Groups**

Our Vision:

The peoples of the iconic American Southwest care for these treasured landscapes

as an essential and continuous legacy

We believe:

Water is the keystone of caring for the lands of the Southwest

Land stewardship evolves, anchored in science and place-based experience

Many voices balance multiple uses in service to resilient nature

Our Mission:

As the public’s steward of the FS Southwestern Region,

we engage communities in the work of sustaining our forests and grasslands

| **VISION** | **BELIEFS** | **MISSION** |
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| United people across rich cultural landscapes sharing ownership and pride in the future of our shared land and water. | 1. Water is a sacred resource.
2. Service is essential to sustaining life.
3. Weaving relationships across boundaries drives our success.
 | We **share** leadership in stewarding resources to sustain life for the peoples of the Southwest. |
| Walk the land together benefitting mutually through shared stewardship. | 1. People are our greatest resource.
2. Collaborative and responsive in serving diverse community needs at the landscape level.
3. We base our decisions on science, using innovative technology while honoring and respecting history.
4. These are public lands not Forest Service lands.
 | We **steward** unique southwestern lands for its varied people. |
| A future where people use the lands, enjoy the outdoors, and feel connected to thriving, healthy Forests and Grasslands. | 1. We believe healthy public lands create healthy communities
2. Rich heritage and culture of the Southwestern Region connects all
3. We believe more voices lead to better decisions
 | We **balance** the use of the lands so that communities thrive. |
| Peoples of the southwest work together to sustain life and communities. | 1. Shared stewardship is the best path to achieve collective desired outcomes OR Many voices contribute to the ideal path forward
2. Land stewardship is best when science based and informed by traditional knowledge
3. Water is a cornerstone to land stewardship in the southwest
 | **Convene and inspire** peoples of the southwest to forge a path forward in stewarding their natural resources and adapting to world forcesOR**Facilitate** access to and **help build** connections with natural resources and wildlands for the peoples of the southwest |
| The forests and grasslands of the southwest nourish and unite all peoples.  | We believe:1. the peoples of the southwest can live off the land while conserving it for their children
2. healthy forests and grasslands resources are not defined by imposed boundaries
3. personal connections to these places take many forms, the common thread among people is that they care deeply about these lands
4. past, present and future traditions are honored
5. respectful dialogue can unite all peoples
6. all peoples have a voice and an active role in caring for the land
 | We **unite (assemble, convene**) all peoples in the care of forests and grasslands through shared management and conservation of the unique landscapes of the southwest that will allow people to recreate, earn a living, and experience these treasured lands.ORWe **celebrate** the rich history of the southwest and its peoples, while **engaging** each other in caring for the lands that sustain us. |
| Creating and sustaining generations of interconnection with the land to utilize, protect, and restore our resources so that they thrive for all life tomorrow. | -We believe in multiple uses but not every use everywhere. -We believe in the creation of a conservation ethic together with all people for the benefit of all life.-We believe in fostering communication between the diversity of beliefs to jointly lead in a scientifically sound manner. | Our mission is to **unite** our partners to **ensure** we **conserve** and **preserve** our forests and grasslands so that they all not only survive but thrive for future generations. |
| Thriving communities characterized by their deep connection to landscapes and culture.ORExpanding connections between communities with nature and the outdoors. | 1. Building cohesive relationships with our communities builds trust and connection.
2. Connected people understand the value of our landscapes and the importance of a land ethic.
3. A land ethic provides for the restoration of landscapes and the soul.
 | We **promote** the endurance of nature while **expanding** connections of communities. |
| We treasure our unique cultures and landscapes that values providing people working together for access and benefits that come from our National Forests and Grasslands. | We believe that our work is vital is to the nation, our conservation work has value and contributes to our purpose, we provide unique benefits for all and value diversity. | We **work** together to **balance** *contributing to prosperity* and *protecting legendary ecosystems* and *honoring human legacies*. ORWe work together to balance providing prosperity, conserving legendary ecosystems, and honoring human legacies. |
| We can foster balanced use through sharing stewardship.  | 1. Relationships are more important than transactions.
2. Community needs influence our program of work.
3. Cultural characteristics of this region are living and vibrant expressions of the SW history.
 | As stewards of the land, we **sustain and cultivate** the connection between the people and the SW landscapes. |
| **BONUS: Proposed SW Region Motto!** *“Keeping it flowing from peaks to playas”* |

**Detailed Findings on Vision, Beliefs, Mission by Breakout Group**

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| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person: James Duran (1B)** |
| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| Vision – aspects of the desired future | E.g., Landscapes flourishing in their variety, strong communities, vast open landscapes, outstanding unique places, home to long-standing traditions, etc.-Uniting differing communities to enrich landscapes in serving- Weaving diverse cultural needs into our stewardship of from our playas to peaks - Actively enhancing experiences across landscapes while uniting and weaving communities and cultures .- Connecting communities in a manner that invigorates public , fostering pride in - United people to share pride in their public lands- United people across landscapes, cultures and communities sharing ownership and pride in the future of our public lands.SW Motto “Keeping it flowing from peaks to playas” |
| Beliefs – consider ones from Identity | E.g., world needs healthy landscapes, historic and innovative uses can coexist, fire used well is a benefit, etc.- Water is a sacred resource- Service is essential to sustaining life.- Weaving relationships across boundaries drives our success |
| Mission - WHAT | E.g., steward the lands, engage the community, reconcile multiple uses- We manage our landscapes to serve our communities |
| Mission - FOR WHOM | E.g., peoples of the southwestern region, communities of the southwest, etc.- We innovatively manage our landscapes to serve our communities- We share leadership in stewarding resources to sustain life for the peoples of the Southwest.-We  |
| 2. Develop draft statements |
| Vision | United people across rich cultural landscapes sharing ownership and pride in the future of our shared land and water. |
| Beliefs (3) | - Water is a sacred resource- Service is essential to sustaining life.- Weaving relationships across boundaries drives our success |
| Mission | We share leadership in stewarding resources to sustain life for the peoples of the Southwest.SW Motto “Keeping it flowing from peaks to playas” |

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| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person: Brad Turberville (2B)** |
| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| Vision – aspects of the desired future | * Walk the land together benefitting mutually through shared stewardship.
 |
| Beliefs – consider ones from Identity | * People are our greatest resource.
* Collaborative and responsive in serving diverse community needs at the landscape level.
* We base our decisions on science, using innovative technology while honoring and respecting history.
* These are public lands not Forest Service lands.
 |
| Mission - WHAT | Stewarding unique southwestern lands for its varied people.  |
| Mission - FOR WHOM | E.g., peoples of the southwestern region, communities of the southwest, etc. |
| 2. Develop draft statements |
| Vision | Walk the land together benefitting mutually through shared stewardship. |
| Beliefs (3) | * People are our greatest resource.
* Collaborative and responsive in serving diverse community needs at the landscape level.
* We base our decisions on science, using innovative technology while honoring and respecting history.
* These are public lands not Forest Service lands.
 |
| Mission | Stewarding unique southwestern lands for its varied people. |

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| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person: Tracy Parker & Liv Fetterman (3B)** |
| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| Vision – aspects of the desired future | E.g., Landscapes flourishing in their variety, strong communities, vast open landscapes, outstanding unique places, home to long-standing traditions, etc.  |
| Beliefs – consider ones from Identity | E.g., world needs healthy landscapes, historic and innovative uses can coexist, fire used well is a benefit, etc. |
| Mission - WHAT | E.g., steward the lands, engage the community, reconcile multiple uses |
| Mission - FOR WHOM | E.g., peoples of the southwestern region, communities of the southwest, etc. |
| 2. Develop draft statements |
| Vision | A future where people know who we are, use the lands, enjoy the outdoors, and feel connected to thriving, healthy Forests and Grasslands.  |
| Beliefs (3) | We believe healthy public lands create healthy communities Rich heritage and culture of the Southwestern Region connects allWe believe more voices lead to better decisions |
| Mission | We balance the use of the lands so that communities thrive |

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| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person: Robert Trujillo (4B)** |
| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| 2. Develop draft statements |
| Vision | * Peoples of the southwest work together to sustain life and communities
 |
| Beliefs (3) | * Shared stewardship is the best path to achieve collective desired outcomes or Many voices contribute to the ideal path forward
* Our employees are vital to the success of our mission
* Land stewardship is best when science based and informed by traditional knowledge
* Water is a cornerstone to land stewardship in the southwest
* water is scarce and limiting factor across the region – we have an opportunity to increase the quantity and quality through our restoration activities in the uplands – resiliency around fire influences water quality/quantity – our rural and urban areas depend on the national forests for their watersheds
* ecological restoration work we accomplish not only benefits water but also benefits community protection, enhancing wildlife habitat, economic values/contribution, increasing quality of life
* our management is science based and leads to good outcomes
* our success is dependent on transparency and collaboration with our publics – including those that are difficult to work with
* we believe that many voices contribute to the ideal path forward
* all peoples enjoy the abundance of healthy lands
* safety of our employees while carrying out our mission work
* we believe in customer service – supporting and providing for our local community needs
* We believe we are a part of the communities we serve – from urban to rural and this is reflected in our work
* We believe in mentoring the next generation of conservationists
* We believe that good relationships across all levels (district, forest, region) with the communities/stakeholders we serve is paramount to successful outcomes
* We believe that wildlands are vital to the health, wellness, and prosperity of our communities
* Our management contributes significantly to the continued connection of peoples to their lands
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| Mission | * Convene and inspire peoples of the southwest to forge a path forward in stewarding their natural resources and adapting to world forces
* Facilitate access to and help build connections with natural resources and wildlands for the peoples of the southwest
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| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person: Matt Jedra (5B)** |
| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| Vision – aspects of the desired future | E.g., Landscapes flourishing in their variety, strong communities, vast open landscapes, outstanding unique places, home to long-standing traditions, etc.  |
| Beliefs – consider ones from Identity | E.g., world needs healthy landscapes, historic and innovative uses can coexist, fire used well is a benefit, etc. |
| Mission - WHAT | E.g., steward the lands, engage the community, reconcile multiple uses |
| Mission - FOR WHOM | E.g., peoples of the southwestern region, communities of the southwest, etc. |
| 2. Develop draft statements |
| Vision | The forests and grasslands of the southwest nourish and unite all peoples.  |
| Beliefs (3) | We believe the peoples of the southwest can live off the land while conserving it for their children.We believe healthy forests and grasslands resources are not defined by imposed boundaries. We believe personal connections to these places take many forms, the common thread among people is that they care deeply about these lands.We believe that past, present and future traditions are honored. We believe respectful dialogue can unite all peoples. We believe all peoples have a voice and an active role in caring for the land. |
| Mission | We unite (assemble, convene) all peoples in the care of forests and grasslands through shared management and conservation of the unique landscapes of the southwest that will allow people to recreate, earn a living, and experience these treasured lands.We celebrate the rich history of the southwest and its peoples, while engaging each other in caring for the lands that sustain us. |

| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person:** Tom (Kerwin, Shayne, Treva, Nancy) **(6B)** |
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| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| Vision – aspects of the desired future | E.g., Landscapes flourishing in their variety, strong communities, vast open landscapes, outstanding unique places, home to long-standing traditions, etc.*… sustain the health, diversity, and productivity of the Nation’s forests and grasslands to mee the needs of the present and future generations.**Idea: Tier back to the Agency Mission**Action, desired conditions, emotional ties,* *… We… conserving (Multi-use management) landscapes – resilient – economic prosperous – quality of life – value the landscapes - climatic conditions - differing --- people can contribute enjoy – for today and tomorrow - variety of uses – heritage piece**“Not what we say it’s what they here… … and see…”*  |
| Beliefs – consider ones from Identity | E.g., world needs healthy landscapes, historic and innovative uses can coexist, fire used well is a benefit, etc.From yesterday: 1. *Our work is critical to overall FS mission*
2. *Our work is vital to the nation as a whole*
3. *Values based, purpose driven, and relationship focused (at times)*
4. *That valuing diversity is a core part of what makes us great*
5. *Our conservation work has value and contributes is outcome driven and based on delivery of high purpose work*
6. *Our work provides significant personal and professional satisfaction (“it’s a calling”)*
7. *In healthy and productive national forests*
8. *People’s relationship to the forests and their need to visit and recreate there*
9. *Unique benefits (solitude, mentally, psychological, etc…) the forests provide (availability, public access and opportunities) to our visitors*
10. *Public lands (FS and other public lands) and access thereto is highly value*
 |
| 2. Develop draft statements |
| Vision | *We treasure our unique cultures and landscapes that values providing people working together for access and benefits that come from our National Forests and Grasslands.* *Or**We work together to balance providing prosperity, conserving legendary ecosystems, and honoring human legacies.**Or**We work together to balance contributing to prosperity and protecting legendary ecosystems and honoring human legacies.* |
| Beliefs (3) | *We believe that our work is vital is to the nation,* *our conservation work has value and contributes to our purpose,* *we provide unique benefits for all and value diversity.* |
| Mission | *We work together to balance contributing to prosperity and protecting legendary ecosystems and honoring human legacies.**We work together to balance providing prosperity, conserving legendary ecosystems, and honoring human legacies.* |

**[NO GROUP 7B]**

| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person: Kim Giang Group: Jeremy Kruger, Erin Swiader, Travis Moseley (8B)** |
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| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| Vision – aspects of the desired future | Conservation, balance use, sharing stewardship,  |
| Beliefs – consider ones from Identity | * Heritage is tied to the land.
* The cultural characteristics of this region are here and now and not history.
* As stewards of the land, we should act with moral consideration and pride for the culture in the SW that defines us.
* Community needs drive our program work requiring close collaboration and partnerships.
* Water is our most important commodity.
* Relationships are more important than transactions
* Our regulations and policies anchor our work
 |
| Mission - WHAT | Sustain and cultivate the connection |
| Mission - FOR WHOM | People and the SW landscapes |
| 2. Develop draft statements |
| Vision | We can foster balance use through sharing stewardship.  |
| Beliefs (3) | 1. Relationships are more important than transactions.
2. Community needs influence our program of work.
3. Cultural characteristics of this region are living and vibrant expressions of the SW history.
 |
| Mission | As stewards of the land, we sustain and cultivate the connection between the people and the SW landscapes. |

| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person: Kurt Davis/Adam B (9B)****Team: Elaine Kohrman, Judith Palmer, Lorrie Baines, Adam Bromley** |
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| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| Vision – aspects of the desired future  | E.g., Landscapes flourishing in their variety, strong communities, vast open landscapes, outstanding unique places, home to long-standing traditions, etc. * What keeps us relevant
* Expand our base (not just the greater good for the greatest number)
* What drives our management style? Current or future use? “gatekeepers”
* Stewardship (steward common grounds for users), shared leadership, partnerships/relationships (between other agencies, outside groups)
* Who is our audience (recreational users, fire, grazing, water sheds)
* Use, restore, protect
 |
| Beliefs – consider ones from Identity | E.g., world needs healthy landscapes, historic and innovative uses can coexist, fire used well is a benefit, etc.* What is the forest service?
* Public users see public land as one large entity (fs, blm, park service)
 |
| Mission - WHAT | E.g., steward the lands, engage the community, reconcile multiple uses* Our mission is to unite with our partners to ensure that we preserve the forests and grasslands for generations
* Is there room for all uses/users on NF lands?
* How do we maintain dialogue with user groups
 |
| Mission - FOR WHOM | E.g., peoples of the southwestern region, communities of the southwest, etc.* How do we educate the public?
* Forest classrooms
 |
| 2. Develop draft statements |
| Vision | * Connecting users to the land/having a shared appreciation
* Creating and sustaining forest service lands for generational use
 |
| Beliefs (3) | * Public education and public leadership
* Will change over time (generational)
 |
| Mission | * Survive and thrive, climate change, sustaining life (water, air, fuels)
* Utilize, restore, protect
 |

* **We value the conservation and preservation of healthy ecosystems in the SW desert forest and grasslands.**
* **We believe that the keys to guiding our decisions are present in the diverse and endemic resources within the SW desert forest and grasslands.**
* **We value a deeper understanding of cultural, endemic diversities within the SW.**
* **We believe we reflect the past, present, and future traditions and livelihood that not only survives but thrives.**

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| 2. Develop draft statements |
| **Vision** | **Creating and sustaining generations of interconnection with the land to utilize, protect, and restore our resources so that they thrive for all life tomorrow.** |
| **Beliefs (3)** | **-We believe in multiple uses but not every use everywhere.** **-We believe in the creation of a conservation ethic together with all people for the benefit of all life.****-We believe in fostering communication between the diversity of beliefs to jointly lead in a scientifically sound manner.** |
| **Mission** | **Our mission is to unite our partners to ensure we conserve and preserve our forests and grasslands so that they all not only survive but thrive for future generations.**  |

| **FINDINGS TEMPLATE: Vision, Beliefs, Mission** | **Process Person: Adam Mendonca (10B)** |
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| 1. Brainstorm concepts or elements for each – explore fresh language (no jargon): |
| Vision – aspects of the desired future | E.g., Landscapes flourishing in their variety, strong communities, vast open landscapes, outstanding unique places, home to long-standing traditions, etc.  |
| Beliefs – consider ones from Identity | E.g., world needs healthy landscapes, historic and innovative uses can coexist, fire used well is a benefit, etc. |
| Mission - WHAT | E.g., steward the lands, engage the community, reconcile multiple uses |
| Mission - FOR WHOM | E.g., peoples of the southwestern region, communities of the southwest, etc. |
| 2. Develop draft statements |
| Vision | Envisioning thriving communities characterized by their deep connection to landscapes and culture. |
|  | Envisioning expanding connections between communities with nature and the outdoors.  |
|  | World peace through healthy environmental and cultural connections. |
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| Beliefs (3) | Building cohesive relationships with our communities builds trust and connection.  |
|  | Connected people understand the value of our landscapes and the importance of a land ethic.  |
|  | A land ethic provides for the restoration of landscapes and the soul.  |
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|  | People who’s basic needs are met care about the land.  |
|  | Educating individuals about the land. Learning more makes people appreciate it more.  |
|  | Care of the land during use. Land ethic.  |
|  | Our actions on the land have impacts for all users and their mental health |
|  | Rec on lands it’s a psychological and mental wellbeing that helps disconnect from technology. Find internal peace. Have a positive impact on mental and physical health.  |
|  | Intent to recognize the context of our cultural history as the backdrop for our decisions. |
|  | Peoples access to the land is a portal for gaining appreciation for the land  |
|  | How we show up matters. How we do something is as important as what we do.  |
|  | Employees and inclusiveness of everyone, building a framework for how we do business. How we show up for folks internal is reflected in how we show up external  |
| Mission | We promote the endurance of nature while expanding connections of communities. |
|  | Feed the stomach and the soul. |