Camp Fire Inland Southern California
Strategic Plan 2024-2025

The Promise of Camp Fire Inland Southern California

Young people want to shape the world. Camp Fire provides the opportunity to find their spark, lift their voice, and discover who they are. In Camp Fire, it begins now. Light the fire within.

The Mission of Camp Fire

Camp Fire connects young people to the outdoors, to others, and to themselves.

The Vision for Our Future

We envision our local community where all young people thrive and have equitable opportunities for:

Self-Discovery: All young people find their spark, lift their voice, and discover who they are;

Community Connection: All young people find, build, and contribute to their community; they develop meaningful relationships with supportive adults and peers; they feel seen, heard, accepted, supported, and affirmed for who they are today, and who they will be in the future;

Engagement with Nature: All young people experience the power and awe of the outdoors; they learn to respect, love, and care for our world.

Core Values

We believe in the power of collaboration. When our board, staff, and volunteers work together toward a common goal, we accomplish more than individuals working alone ever could. We're most effective when our teamwork is built on a solid foundation of trust and mutual respect.

We are inclusive. Regardless of background, age, or circumstance, we welcome all with open arms. Inclusiveness is not just a principle for us; it's a way of life, and we strive to create a sense of belonging for every child and their family.

We get outdoors. Nature is our classroom, playground, and sanctuary. We understand the profound impact the natural world has on a child's development, and we encourage young people to explore, learn, and appreciate the great outdoors.

We prioritize relationships. Building strong, supportive connections is at the heart of what we do. Our leaders serve as mentors, friends, and guides, fostering positive relationships that help children grow and thrive.

We honor the power of young people. We recognize that the future lies in the hands of our youth. We empower them with a voice and encourage them to take ownership of their dreams and aspirations, fostering self-esteem, empathy, and self-reliance.

We are learners. Just as we encourage children to explore their curiosities, we, too, are committed to continuous learning and improvement. We adapt, evolve, and stay at the forefront of best practices to better serve our community.

We take action. Our beliefs translate into action. We are not passive observers; we are change-makers. We roll up our sleeves, work hard, and make a difference in the lives of young people, ensuring they have the tools to pursue their dreams.

We are responsive. The needs of young people and their families are at the center of our mission. We listen, adapt, and respond to the changing dynamics of our community to ensure that our programs and services remain relevant and effective.

We pursue impact. Our ultimate goal is to make a meaningful impact in the lives of the children we serve. We measure our success by the positive change we bring about, and we remain dedicated to the betterment of our community and the future of the youth we support.

Our Core Strategies for Realizing the Council Vision

To accomplish our vision of our local community where all young people thrive and have equitable opportunities for self-discovery, community connection, and engagement with nature, we must implement core strategies that encompass these ideals. Here are our strategies to achieve these goals:

Comprehensive Youth Programming

- Integrate Camp Fire's National curriculum into our program offerings, ensuring alignment with best practices in youth development.
- Develop and offer a diverse range of programs and activities that encourage self-discovery, including art, sports, leadership development, and STEM initiatives.
- Create opportunities for young people to explore their interests and passions through hands-on experiences, workshops, and mentorship.

Mentorship and Support Networks

- Foster a sense of belonging and community through peer support networks, ensuring that all young people feel seen, heard, accepted, and affirmed for who they are.

Community Engagement

- Increase Board Membership to enhance the diversity, expertise, and overall effectiveness of the Board of Directors. This expansion aims to bring in new perspectives, skills, and industry knowledge that align with Camp Fire' strategic goals.

Environmental Education and Outdoor Experiences

- Develop educational programs that teach young people about the environment, sustainability, and the importance of respecting and preserving the natural world.
- Provide access to outdoor experiences, such as camping, hiking, and nature exploration, to instill a love and appreciation for the outdoors and promote responsible stewardship of the environment.

Equity and Inclusivity Initiatives

- Implement policies and practices that ensure equitable access to programs and resources for all young people, regardless of their background or circumstances.
- Create safe and inclusive spaces where young people from diverse backgrounds can come together to learn, grow, and connect.

Data Collection and Evaluation

- Regularly assess and evaluate the impact of our programs and initiatives to ensure they are effectively contributing to self-discovery, community connection, and engagement with nature.
- Use data-driven insights to adapt and improve our strategies, addressing the evolving needs of young people and their communities.

Advocacy and Partnerships

- Advocate for policies and resources that support the well-being of young people and their access to quality programs.
- Collaborate with like-minded organizations, government agencies, and community stakeholders to amplify our impact and promote our vision on a broader scale.

Continuous Learning and Innovation

- Stay informed about the latest research and best practices in youth development, education, and environmental conservation to continually refine our strategies.
- Embrace innovation and adapt to changing circumstances, ensuring that we remain at the forefront of youth empowerment and environmental education.

By implementing these core strategies, we can work towards creating a community where all young people have the opportunity to thrive, discover themselves, connect with their communities, and engage with the wonders of the natural world.

Key Success Measures 2024 to 2025

The key measures for success in achieving the vision of a community where all young people thrive and have equitable opportunities for self-discovery, community connection, and engagement with nature can be multifaceted. Here are our key measures to assess the success of Camp Fire's efforts:

Youth Self-Discovery

- Incorporate Camp Fire National curriculum into existing programs.
- Collect 5 stories and testimonials from young people about how they have discovered their passions and strengths through our programs.
- Conduct regular assessments and surveys of participants, aiming for at least a 85% rating in program quality and effectiveness based on their feedback.

Community Connection

- Increase Board of Directors from nine to eleven diverse and active members who represent the communities we serve
- Increase in the number of past program participants returning to volunteer with Camp Fire.
- Increase ASES program from three to five school sites to serve more youth.

Engagement with Nature

- Offer one outdoor education field trip per year

These key measures will be regularly assessed and monitored to ensure that Camp Fire is effectively working towards its vision and mission. They will help us track progress, identify areas for improvement, and demonstrate the impact of our programs and initiatives.