VISION
The Gulf of Mexico continues to be a natural, economic, and recreational resource that is central to the culture and heritage of five states and four nations. The people of the region are stewards of this vital but imperiled treasure, and assume the responsibility of returning the Gulf to its previous splendor.

MISSION
Gulf Restoration Network (GRN) is committed to uniting and empowering people to protect and restore the natural resources of the Gulf Region, forever protecting it for future generations.

EQUITY & INCLUSION
In order to accomplish its mission, GRN must be responsive to the needs of everyone in the communities we serve, embracing differences in race, gender, ethnicity, class, ability, religion and sexual orientation. We will continue to have an organizational culture that values people of all experiences, backgrounds and perspectives, and is based on respect, inclusiveness, integrity, honesty and anti-oppression. Further we will use these values to ensure that marginalized and oppressed communities receive our attention and services when confronted with environmental issues. Our commitment to inclusiveness will be evident in our organizational policies and procedures, as part of our strategic plan, and within our organizational goals.
THE STRATEGIC PLANNING PROCESS

The board and staff of GRN are rising to the challenges that accompany a changing environmental and political climate.

We strive to fulfill the mission and vision of our organization through securing sustainable funding and growing a more racially, ethnically and socially diverse GRN.

In 2016, GRN’s board and staff completed a strategic planning process, assessing the strengths and weaknesses of GRN to carry our work for the next 3 years.

The following is the result of our planning process.
PROGRAMMATIC GOALS

FOCUSED OUR EFFORTS

The programmatic work that is highest priority for GRN, are issues that:

- Pose a significant and long-term threat to the Gulf;
- Are regional in scope, rather than local in nature, or threaten to set an important regional or national precedent;
- Are currently not being addressed; and
- Are issues on which GRN staff and board have expertise and can have influence.

PROGRAM GOAL #1. CLEAN FLOWING WATER CONNECTED TO THE GULF OF MEXICO SUSTAINS ECOLOGICALLY VIBRANT RESOURCES THAT SUPPORT HABITAT, WILDLIFE AND COMMUNITIES

**Outcome:** Waters flowing into the Gulf are restored and maintained to be drinkable, fishable and swimmable for all Gulf communities.

PROGRAM GOAL #2. PROTECT AND RESTORE COASTAL AND WETLAND HABITATS OF THE GULF OF MEXICO TO SUPPORT RESILIENT, SUSTAINABLE COMMUNITIES AND HEALTHY ECOSYSTEMS.

**Outcome:** Riverine and freshwater wetlands that support human communities and species of special concern are protected and restored.

**Outcome:** Coastal wetland habitats that are important to community resilience and ecosystems are protected and restored.

**Outcome:** Using natural, “blue-green measures” and other adaptive methods, coastal communities reduce their flood risk and become more resilient in face of climate change, equitably protecting all community members.
PROGRAM GOAL #3. THE GULF OF MEXICO IS A HEALTHY MARINE ECOSYSTEM THAT SUPPORTS DIVERSITY OF LIFE IMPORTANT TO THE SUSTAINABILITY OF GULF COAST COMMUNITIES.

**Outcome:** The Gulf of Mexico marine ecosystem, which is vital to coastal communities and economies, is protected and restored.

**Outcome:** GRN is engaged in a large movement and coalition building that raises awareness of the undue public health and economic burden born by GOM communities from oil and gas extraction, processing and transportation activities and encourages a transition to a clean energy economy in the GOM.

PROGRAM GOAL #4. GRN COLLABORATES WITH INDIVIDUALS AND ORGANIZATIONS TO TAKE ACTION FOR A HEALTHIER GULF.

**Outcome:** GRN has strong relationships with our partner organizations, collaborators, and communities built on GRN’s active support of their efforts and collaborations, that build a unified movement for a healthy Gulf.

PROGRAM GOAL #5: GULF RESTORATION NETWORK QUICKLY ASSESSES EMERGING THREATS TO THE NATURAL RESOURCES OF THE GULF OF MEXICO REGION AND INITIATES EFFECTIVE ACTION.

**Outcome:** GRN is nimble, flexible and able to respond to emerging threats to GOM resources.
ORGANIZATIONAL GOALS

SHARPENING OUR WORK

It is vital that GRN maintains internal clarity and adaptability in following the organization’s mission and vision. This strategic plan includes organizational goals that keep us moving in the direction of a stronger and more agile GRN.

ORGANIZATIONAL GOAL #1 – GRN RAISES AMPLE FUNDS FROM A DIVERSE SET OF SOURCES TO SUCCESSFULLY IMPLEMENT THE STRATEGIC PLAN AND TO SECURE GRN’S FINANCIAL FUTURE.

ORGANIZATIONAL GOAL #2 – GRN’S BOARD OF DIRECTORS HAS THE EXPERIENCE AND PERSPECTIVES NEEDED TO SUPPORT THE MISSION OF THE ORGANIZATION.

ORGANIZATIONAL GOAL #3 – GRN USES STRATEGIC COMMUNICATIONS TO INCREASE THE VISIBILITY OF THE ORGANIZATION, EXPAND ITS BASE OF DONORS, MEMBERS AND SUPPORTERS, AND WIN BOTH SHORT-TERM AND LONG-TERM VICTORIES.

ORGANIZATIONAL GOAL #4 – GRN GROWS OUR STAFF, RELATIONSHIPS AND MEMBERSHIP TO REFLECT THE GULF BY VALUING AND INCORPORATING ALL EXPERIENCES, BACKGROUNDS, AND PERSPECTIVES INTO OUR WORK AND MISSION, AS WELL AS BUILDING RELATIONSHIPS BASED ON RESPECT, INTEGRITY, HONESTY AND ANTI-OPPRESSION.