



## The Bermuda Botanical Gardens Strategic Plan (2022 – 2026)

**This is the Strategic Plan of the Bermuda Botanical Gardens for 2022 – 2026, endorsed by the Bermuda National Parks Commission on the 17-April 2024 and confirmed by the Department of Parks on the 10-May 2024.**

### 1) Strategic framework

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| 1. Bermuda National Parks Act 1986                                    | 2. Development and Planning Act 1976                  |
| 3. Occupational Safety & Health Act 1982                              | 4. National Occupational Certification (NOC) Act 2004 |
| 5. NOC Regulations 2008   | 6. NOC (Designation of Occupations) Regulations 2008  |
| 7. NOC (Landscape Gardeners) Regulations 2014                         | 8. Parks Business Plan 2021 to 2022                   |
| 9. BGCI Botanic Garden Planning, Development & Management Manual 2016 | 10. BGCI Botanic Garden Accreditation Standards       |
| 11. Caribbean Plant Conservation Strategy 2030                        | 12. Draft BBG Maintenance Manual 2022                 |
| 13. CECC Values and Ethics Code 2021                                  | 14. GOB Public Service Standards Code 2021            |

### 2) Definition:

The Bermuda Botanical Gardens is a program of the Bermuda Botanical Gardens Park that holds documented collections of living plants, related historic buildings, structures and artifacts. These are safeguarded in perpetuity for the purposes of scientific research, conservation, display, enjoyment, wellness and education.

### 3) Vision:

"A Bermuda that values its natural and cultural heritage, discovering solutions for the future in the process."

### 4) Mission:

"Safeguarding and enhancing our Garden's historic resources for the discovery, enjoyment and well-being of future generations."

### 5A) Values (of the Government of Bermuda):

As public officers, we are committed and expected to uphold the following values of our organization, here abbreviated as "ITAPS!":

1. I - Integrity
2. T - Teamwork excellence
3. A - Accountability
4. P - Professionalism / Impartiality
5. S - Service excellence

### 5B) Values (of the Bermuda Botanical Gardens):

As stewards of the Bermuda Botanical Gardens, we must have and uphold the following quality standards of industry best practice, here abbreviated as "QS-4!":

### QS = Quality Standards!

1. QS in horticultural care! "We take pride in our training and work!"
2. QS in facility and equipment management! "Better asset management best supports our people!"
3. QS in customer service! "We are the BBG's horticultural ambassadors!"
4. QS in people management! "All our interactions with each other will be marked with respect!"

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### 6) Governance Strategy:

Governance for the Botanical Gardens shall be a **hybrid governance model** comprised of a volunteer / community organizing group (i.e. volunteers from the public & private sector) working with the administering government agency (i.e. technical officers appointed by the Department of Parks) to jointly implement the BG General Program (Management Plan) based on a signed Memorandum of Understanding.

### 7) Financial Strategy:

Operational and Capital Development Funding for the Botanical Gardens shall be based on a **blended funding model** comprised of the following revenue streams:

- **Government / Public** (per standard GOB Budget Cycle)
- **Philanthropic / Private** (funds, in-kind donations & volunteer programs)
- **Earned Income** (funds to be generated, held & dispersed via MOU with relevant registered [host] charity for BG)
- **Grant Funding** (via UK, US and Caribbean region opportunities emerging through connection with groups like BGCI, CCABGN and Naples BG. Use Sep – Nov (per GOB Budget Cycle) each year to research and prepare Grant Applications in addition to the GOB Budget Application process.
- **Value Capture Financing Initiatives** (BBG Friends Financial working group to research & propose).

### 8) The 2023 Bermuda Botanical Gardens Declaration:

We are the stewards of the Bermuda Botanical Gardens! We are its horticultural ambassadors!

We are committed to its success! We uphold and call for **QUALITY STANDARDS** of botanical garden best practice, represented by the motto “**QS-4!**”

1. **QS** in horticultural care!
2. **QS** in facility & equipment management!
3. **QS** in customer service!
4. **QS** in people management!

### 9) Strategic Pillars:

1. P1 - Operations and Maintenance
2. P2 - Financials and Human Resource Management
3. P3 - Accreditation, Professional Membership and Plant records
4. P4 - Analytics, Planning, Policy and Design
5. P5 - Programs, Engagement and Outreach

### 10) Strategic Goals:

1. G1 - Better business planning and Human Resource support (P1 & P2)
2. G2 - Better data, clear metrics and improved decisions (P4)
3. G3 - Better facility and asset management (P1, P2, P4 & P5)
4. G4 - More learning, networking and advocacy (P5)
5. G5 - Renewed professional credibility and support (P3)



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### 11) Strategic Targets: BG Mgmt Areas & Bldgs (2022 – 2026):

1. 2022 – 23: BG Bldgs Annual Invasive Plant Mgmt / S&H Waste Bin Review & Repair (G1 & G3)
2. 2023 – 24: New BG Staff Break Area & Restroom / Site Security Assessment & Repairs (G1 & G3)
3. 2024 – 25: BBG Public Restroom Improvements / Cacti & Exotic House Facility Repairs (G3)
4. 2025 – 26: Revised BG Program @ Visitor's Center / Formal Garden & Pathway Improvements (G3)
5. 2026 – 27: Covered Pavilion @ Old Educational Bldg / S&H Site Benches Assessment & Repairs (G3)