

**NOT FORGOTTEN FARM
STRATEGIC PLAN 2024-2027**

GOALS (full versions):

1. Run an economically and ecologically sustainable farm by using regenerative methods to grow food for sale and donation to the Taos community.
2. Be good stewards of the land by implementing sustainable land management practices for the long-term health of the soil, plants, animals, and people.
3. Honor and prioritize veterans by fostering an integrative community environment and prioritizing them as beneficiaries of our work.
4. Become an immersive and accessible classroom for regenerative agriculture by facilitating educational opportunities for New Mexicans and beyond.

GOAL 1: Run an economically and ecologically sustainable farm		
Objective 1: Grow and distribute food and farm products		
Strategy 1: Build community trust by adhering to food safety standards and best practices		
<i>Activities</i>	<i>Who is responsible</i>	<i>By when</i>
Ensure all employees who may handle farm products are trained in food safety	Farm Manager, Farming Consultant	Sept. 2024, Spring 2025
Achieve a food-safe operation and become certified through the New Mexico Grown program	Executive Director, Deputy Director	April 2026
Adopt written farming policies	Executive Director, Farm Manager, Farming Consultant	April 2025, Ongoing
Maintain compliance with food safety standards by renewing certifications and adhering to policies	Farm Manager, Farming Consultant	Ongoing
Register with and sell farm products at farmers markets	Farm Manager, Farming Consultant	Ongoing
Strategy 2: Prepare and market value-added products in addition to fresh produce		

Host canning and pickling workshops	Farm Manager, Executive Director	Sept. 2026
Package blends of veggies and herbs to sell as pre-made mixes (e.g. soup mix, lettuce mix)	Farm Manager, Farming Consultant	Jun.– Dec. 2026
Grow large amounts of pumpkins for fall	Farm Manager, Farm hands	Oct. 2025
Strategy 3: Create a Community Supported Agriculture (CSA) program		
Identify individuals and families who may be interested in participating in our CSA	All (Staff and Board) - Outreach	Oct. 2025
Launch a low-cost pilot program to experiment and work out kinks (have clear communication)	Farm Manager, Farming Consultant	Feb-May sign up Jun. 2026 dist.
Launch full program at competitive price	Farm Manager, Farming Consultant	Sept. 2026 ads Oct.-Mar. sign up Jun. 2027 dist.
Expand and strengthen program by partnering with another farm	Executive Director	Jun. 2028+
Establish administrative framework, accountability, communication, and customer service	Executive Director	Oct. 2025
Objective 2: Practice regenerative principles		
Strategy 1: Use sustainable and regenerative farming methods		
<i>Activities</i>	<i>Who is responsible</i>	<i>By when</i>
Disturb the soil as little as possible by increasing the use of hand tools and animals between seasons	Farm Manager, Farm hands	Ongoing
Ensure that soil is not bare by covering it with mulch, tarps, and/ or cover crops	Farm Manager, Farm hands	Ongoing
Regularly rotate crops to promote soil health	Farm Manager, Farm hands	Ongoing
Plant a variety of crops to promote biodiversity	Farm Manager, Farm hands	Ongoing

Create and maintain compost stations near each growing area	Farm Manager, Farm hands	Nov-Dec. 2024
Install solar panels	Deputy Director, Farm Manager	Sept. 2025
Use water pumps to irrigate gardens	Deputy Director	Oct. 2024
Harvest seeds from good-quality crops and store to build up our own seed bank	Farm Manager, Farming Consultant	Ongoing
Strategy 2: Prioritize animal welfare and integrate the animals into farming operations		
Build a fenced paddock system around grassy areas of the property to adaptively graze the animals on a daily basis	Deputy Director, Farm hands	Sept. 2024
Maintain a proper shelter for the goats & Barrack	AmeriCorps NCCC	Dec. 2024
Ensure animals receive routine inspection, medical care, and proper diet	Executive Director, Deputy Director	Ongoing
Relocate and establish new chicken coop	Deputy Director	Dec. 2024

GOAL 2: Be good stewards of the land by implementing sustainable land management practices

Objective 1: Promote a healthy wetland ecosystem

Strategy 1: Maintain healthy soil, improve pasture health, and mitigate noxious weeds

<i>Activities</i>	<i>Who is responsible</i>	<i>By when</i>
Partner with regenerative rancher(s) to implement managed cattle grazing on field	Executive Director, Deputy Director	Ongoing
Practice healthy soil principles	Farm Manager	Ongoing
Cultivate native grasses in the field	Deputy Director	Ongoing

Remove invasive species that cannot be mitigated through grazing and seeding (e.g. Russian Olive trees)	Deputy Director	Sept. 2025/ Ongoing
Strategy 2: Cultivate a connection with and knowledge about the land		
Conduct regular observation of conditions	All	Ongoing
Document observed conditions and changes in a logbook	Farm Manager, Deputy Director	Ongoing
Create and post informational signs around property	Executive Director, Deputy Director	Mar. 2025
Visit other farms and ranches to see successful models	Executive Director, All	Ongoing
Objective 2: Engage in appropriate, respectful, and sustainable uses of the land		
Strategy 1: Use water efficiently and effectively		
<i>Activities</i>	<i>Who is responsible</i>	<i>By when</i>
Identify and define water sources	Deputy Director	Apr. 2025
Identify and implement ways to collect and use gray water and rainwater	Farming Consultant, Deputy Director	Aug. 2025
Identify needs for water infrastructure and build accordingly	Deputy Director	Sept. 2025
Test water sources as needed	Farm Manager, Executive Director	Ongoing
Develop SOPs and policies and conduct regular trainings on water use	Farming Consultant	Aug. 2025
Strategy 2: Identify and apply land use protocols		
Train staff and board members on requirements of conservation easement	Executive Director	Feb. 2025
Mindfully develop areas where allowed	Executive Director, Deputy Director	2027

Implement small-scale adaptive grazing on Tract A with farm animals	Deputy Director	Ongoing
Adapt farming and grazing uses based on health of each area	Land Manager, Farm Manager	Ongoing

GOAL 3: Honor and prioritize veterans and military families

Objective 1: Honor and show appreciation for veterans and their families

Strategy 1: Foster an environment that shows respect, acknowledgment, and appreciation for veterans and their families

<i>Activities</i>	<i>Who is responsible</i>	<i>By when</i>
Build and maintain a beautiful veterans memorial park	Executive Director, Deputy Director	Dec. 2026
Host, organize, and participate in events that celebrate veterans (e.g. Ski Week, Veterans Day)	Executive Director, Deputy Director	Ongoing
Create a safe and private space for confidential meetings (e.g. support groups)	Executive Director, Deputy Director	Dec. 2024

Strategy 2: Connect veterans to existing services within the community

Identify and prioritize the needs of veterans within the Taos community	Executive Director, Deputy Director	Ongoing
Train staff on basic confidentiality and available resources that a veteran can be pointed to	Executive Director	Mar. 2025
Establish and articulate the limits of what the Not Forgotten Farm is capable and qualified to assist with	Executive Director	Mar. 2025
As space and resources allow, offer to host non-staff peers and professionals to provide services to veterans (e.g. Bob)	Executive Director, Deputy Director	Jan. 2025

Keep lists of updated resources on site	Executive Director, Deputy Director	Ongoing
Install a bulletin board or similar in the veterans memorial	Deputy Director	Mar. 2025
Objective 2: Prioritize veterans as participants and beneficiaries of the farm		
Strategy 1: Consider veterans and their needs in program development		
<i>Activities</i>	<i>Who is responsible</i>	<i>By when</i>
Reserve slots in agricultural training program for veterans	Executive Director, Deputy Director, Program Director	Dec. 2025
Provide discounts for veterans and military families (immediate family members) with regard to CSA membership, commercial products, and applicable fee-generating programs	Farm Manager	Oct. 2025

GOAL 4: Become an immersive and accessible classroom for regenerative agriculture

Objective 1: Facilitate a productive learning environment through efficient operations and a welcoming community space

Strategy 1: Create a robust, structured volunteer program

<i>Activities</i>	<i>Who is responsible</i>	<i>By when</i>
Offer collective and individualized options to integrate veterans and community members into the farm	Executive Director, Deputy Director	Mar. 2025
Create a consistent and structured schedule that considers the needs of the farm and staff	Executive Director, Deputy Director	May 2025
Create a basic introduction to the farm and training format for volunteers and community groups	Executive Director, Deputy Director	Mar. 2025

Maintain lists of ongoing tasks with varying time commitments and physical requirements that benefit the farm as well as the volunteer	Farm Manager, Deputy Director	April 2025
Strategy 2: Host educational programming led by community experts and partner organizations		
Work with partners to schedule workshops on food safety, soil health, animal husbandry, etc.	Executive Director, Deputy Director	Ongoing
Schedule regular farm tours to showcase our work and how we apply regenerative principles	Executive Director, Deputy Director	Jul-Oct. 2025
Host interactive farm events like a seed exchange	Executive Director, Deputy Director	2026
Strategy 3: Train staff and board members to be effective advocates for our work and shared community goals		
Offer regular professional development and education for staff including educational films, conferences, etc.	Executive Director	Ongoing
Prepare key staff and board members to participate in media appearances such as documentary interviews	Executive Director	Ongoing
Schedule at least one “open house” event per year to showcase our work and progress	Executive Director	Jul-Oct. 2025
Maintain channels of communication with stakeholders and the public through social media, website, newsletter, etc.	Executive Director, Farm Manager	Feb. 2025
Objective 2: Offer opportunities for integrated agricultural training for program participants and/ or interns		
Strategy 1: Create a robust, structured agricultural training program		
Determine program structure, schedule, and desired outcomes	Executive Director	Dec. 2025
Recruit openly throughout Taos County	Executive Director	Feb. 2026
Create program materials and trainings	Executive Director	Jan. 2026