



Operating Charter

Why We Exist: Our Mission

Waltham Fields Community Farm cultivates sustainable and equitable relationships between people, their food supply, and the land from which it grows.

The World We Wish To Achieve: Our Vision

We envision communities with equitable access to the beauty, sanctuary, and food of local, sustainable farms.

The Beliefs Driving Our Organization: Our Values

- Provide support and access to our Farm, its programs, and the food it produces to a diverse range of Waltham and Greater Boston residents.
- Create engaging and rewarding programs that bring people to the Farm to learn, to volunteer, and to experience local farming.
- Promote vegetable production that is environmentally sustainable and financially viable through responsible stewardship of the land and fostering future generations of farmers.
- Continue to create a culture of diversity, equity, and inclusion that guides our Staff, our Board, and the programs and services we provide.
- Nurture a positive work environment that fosters reasonable work-life balance, supportive employee rewards, and opportunities for growth.



Strategic Plan 2022 - 2024

Over the next three years, we will advance and achieve three new primary goals, while sustaining the important work we do today. Representatives from our Board Committees and staff will be accountable for each result.

Expand and diversify profitable, predictable revenue streams to reduce pressure on the CSA program and our farmland

We will know we've succeeded if we are able to increase the amount of land we can rest each year, without impacting net revenue or using reserve funds.

Extend our roots in local community to secure and amplify our reach

We will know we've succeeded if we:

- *Secure, optimize and potentially expand our long-term agricultural footprint and office space*
- *Strengthen partnerships and engagement with local stakeholders*

Simplify organizational activities and infrastructure to make it easier to sustain our mission

We will know we've succeeded if staff and BOD feedback to a new survey on the topic improves over time.