

Request for Extension of 3-Year Strategic Plan

Date: April 14, 2026

To: Board of Management of the Toronto Zoo

From: Chief Executive Officer

Wards: All

SUMMARY

This report is seeking approval to extend the current three-year Guardians of Wild 2025-2027 Strategic Plan by one-year to support the continued implementation of key initiatives. The Toronto Zoo has made strong progress towards its ambitious priorities and remains pleased with results to date. Following the extension, staff will move to an annual review and update process.

RECOMMENDATIONS

The Chief Executive Officer recommends that the Board of Management of the Toronto Zoo:

1. Approve a one-year extension of the current three-year Guardians of Wild 2025-2027 Strategic Plan
2. Direct the Chief Executive Officer report back annually with updates on progress and any recommended adjustments to strategic priorities

FINANCIAL IMPACT

There is no financial impact resulting from the adoption of the recommendations in this report.

DECISION HISTORY

The current three-year Guardians of Wild 2025-2027 Strategic Plan was previously adopted by the Board of Management at its meeting on October 2, 2024, as the guiding framework for organizational priorities and to provide strategic alignment. This report

builds on that direction by proposing a measured extension to support full implementation and evaluation of outcomes.

<https://secure.toronto.ca/council/agenda-item.do?item=2024.ZB12.3>

COMMENTS

The Toronto Zoo is pleased with the progress achieved under the current Strategic Plan, which set out ambitious goals. The work to date has demonstrated strong advancement toward these priorities.

Extending the current plan by one-year will allow additional time to complete key initiatives and ensure that intended outcomes are fully realized and assessed. This approach supports continuity in delivering on established priorities while the organization prepares to transition to its next planning cycle.

Looking ahead, transitioning to an annual review process will provide greater flexibility and responsiveness. Regular updates will allow the organization to refine priorities, respond to emerging needs, and ensure continued alignment with broader environmental and organizational changes.

CONTACT

Dolf DeJong
Chief Executive Officer
ddejong@torontozoo.ca
(416) 392-5909

SIGNATURE

Dolf DeJong
Chief Executive Officer