

Philmont Staff Association

2011-2015 Strategic Plan

As drafted by the Long Range Strategic Planning Committee March 20, 2010

Goal I. Provide resources to support Philmont's mission in cooperation with and guided by the Ranch Committee and Ranch Management.

- A. Actively support recruitment and retention of quality staff members.
- B. Support Philmont programs.
- C. Provide opportunities to advocate on issues of land use/conservation/resources.

Goal II. Recruit and engage PSA members.

- A. Develop PSA membership program that reaches staff members in diverse demographic categories.
- B. Ensure membership categories address the needs of the PSA.
- C. Develop training and succession program that ensures on-going leadership of the PSA.
- D. Ensure regional activities that meet the needs of PSA members.

Goal III. Ensure the PSA is financially secure through robust and sustainable funding models.

- A. Develop planned giving program.
- B. Develop plan for next capital campaign.
- C. Educate members about different revenue streams.

Goal IV. Support the Boy Scouts of America.

- A. Encourage PSA members to be BSA members.
- B. Support Philmont's vision of *delivering wilderness adventures that last a lifetime*.
- C. Recognize/support/encourage PSA member participation at local (troop, district, council) level.
- D. Support the High Adventure program through meaningful relationships with other High Adventure bases.

Mission Statement:

The PSA unites the Philmont staff – past, present and future – for the purpose of serving the adventure, heritage and experience of Philmont and the Boy Scouts of America.

Vision Statement:

The PSA is recognized and celebrated for outstanding service to the people, place and programs that are Philmont and the Boy Scouts of America.