

Philmont Staff Association 2003-2008 Strategic Plan

As approved by the Executive Committee Feb. 28, 2003

Draft updated by LRP Comm. Nov. 6, 2004

LRSP Approved by the Board of Directors December 15, 2004

Mission

The Philmont Staff Association (PSA) unites the Philmont Staff – past and present – for the purpose of serving the adventure, heritage and experience of Philmont Scout Ranch and the Boy Scouts of America.

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

- A. Identify and assist Philmont management to recruit qualified seasonal staff applicants.
- B. Utilize personal profile of PSA staff members to support specific Philmont programs.
- C. Continue capital campaign to develop the new staff activity center.
- D. Provide and implement service opportunities for PSA members.

Goal II. Recruit and retain PSA members.

- A. Reach out to current seasonal staff for PSA membership
- B. Reach out to staff of all eras.
- C. Articulate a membership retention program.
- D. Establish at least one chapter within each region.

Goal III. Strengthen the administrative structure of the PSA.

- A. Ensure adequate staff.
- B. Employ professional management methods.
- C. Ensure adequate volunteer structure to carry out the goals of the PSA.
- D. Ensure adequate staff and support for communications.

Goal IV. Ensure the long-term financial stability of the PSA.

- A. Develop and continue to fund the PSA Endowment fund.
- B. Develop comprehensive donor relations and grow giving base.
- C. Develop special events to generate funds.
- D. Solicit corporate and foundation giving.

Goal V. Support the Boy Scouts of America.

- A. Encourage PSA members to be active in local councils.
- B. Encourage PSA members to support BSA High Adventure.

Vision

The Philmont Staff Association is recognized and celebrated for outstanding service to Philmont Scout Ranch and the Boy Scouts of America.

We do great things for Philmont.

We do great things for Program.

We do great things for youth.

We do great things for the experience.