

Smith Park of New York

3 Year Strategic Plan Summary - Established February, 2020

Governance

- #1 Document Board Policies: Financial, HR, maintenance, website updating/IT, board/ meetings, succession planning
- #2 Board Membership / Organization: Incorporate camp families (through automatic membership fee charged at registration) and staff into SPONY membership.
- #3 Record Organization & Maintenance: New board positions Record Holder and Co-Treasurer and paid administrative staff and office space.

Camp Operations

- #1 ACA Accreditation
- #2 Programming Innovations
- #3 7 Weeks of programming
- #8 Additional staffing weeks 8,9,10 - recruit more staff and alleviate burnout

Facilities

- #1 Establish Work Weekend System and Overall Maintenance Plan
- #2 ACA accreditation & ADA Compliance
- #3 Connecting Hart, Keller & Raymond to Main Septic
- #4 Finalize Plans for Lodge/Dining Hall Repairs
- #5 Create Plan for significant recreation feature
- #6 Create Plan for McComb Lodge

Rentals

- #1 Create Budget
- #2 Streamline rental process and pricing
- #3 Add staff member for managing rentals
- #4 Expand rental opportunities to weekdays and winter
- #5 Purchasing from wish list
- #6 Facilities upgrades (water/heat for winter)
- #7 Other groups - scouts, solar, wilderness, retreats

Resource Development

- #1 Whole board involvement
- #2 Legacy Giving