Strategic Work Plan 2021-2023
**GOAL 1:**

ALHFAM is enriched by the diversity of our membership and is committed to engaging multiple voices and perspectives.

As an organization we have been complacent in not actively reaching out to diverse populations to find ways to support their professional growth and encourage their participation and leadership within the organization. Looking to the future, we seek input from new voices as work begins to address our organizational weaknesses.

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**Objective 1:**

Collaborate with external groups and individuals to advise ALHFAM’s board on how to best attract and serve people in under-represented groups.

**Objective 2:**

Celebrate the diversity that exists in our membership by encouraging members to share their knowledge and experiences and creating an inclusive environment for them to do so.

**Objective 3:**

Increase participation in ALHFAM by members who are underrepresented in Living History roles or museums (e.g. BIPOC, LGBTQ2, people with disabilities). Increase minority membership by 5% in five years.
GOAL 2:

ALHFAM delivers unique content and resources unlike what other museum associations provide for members and those involved with living history and historic agriculture.

Objective 1:

Ensure resources are useful, easy to access and relevant to the needs of our membership. New resources should be intentionally developed and cultivated.

Objective 2:

Offer modern methods of interacting with association activities, workshops and meetings. Increase the use of virtual platforms for various applications, while still maintaining the in-person, hands-on experiences that ALHFAM is known for.

Objective 3:

Review member resources to ensure they remain relevant. Investigate alternate delivery platforms.
GOAL 3:

ALHFAM implements strategies to ensure the financial stability of the organization and our ability to serve the needs of our organization.

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<thead>
<tr>
<th>Objective 1:</th>
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<td>Develop new strategies to raise money separate from auctions and membership</td>
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<th>Objective 2:</th>
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<td>Broaden and increase membership numbers</td>
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<th>Objective 3:</th>
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<td>Create protocols for regions to be able to request funds for regional conferences and scholarships, and set limits or stipends.</td>
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GOAL 4:
The ALHFAM Board ensures transparency and accountability to our membership through good governance practices and open communication.

**Objective 1:**
Improve communication with members

**Objective 2:**
Improve opportunities for members to engage with Board

**Objective 3:**
Ongoing review of policies and procedures and position descriptions