STRATEGIC PRIORITY: LEADERS IN OUTDOOR EDUCATION

INVESTMENT ACTION	TOTAL COUNT	TOTAL MOUNTAINEERS \$ VALUE
A1 e-learning	34	\$34
A2 enhance places to		
teach	29	\$87
A3 leadership dev	28	\$84
A4 leadership progression	36	\$36
A5 new program centers	34	\$136
A6 streamline website	15	\$30
A7 utilize books content	2	\$2

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TOP PRIORITY BY COUNT: A1 E-Learning (19) LOWEST PRIORITY BY COUNT: A7 Utilize books content in courses (0) AREA OF HIGHEST SPENDING: A3 Leadership development (\$33 Mountaineers Dollars)

The Mountaineers'

education makes the organization unique.

content in courses is

Remember that the

Mountaineers is first

volunteer-driven and

and foremost a

grassroots

organization.

the lowest priority.

focus on outdoor

Utilizing book

There is long-term need for program centers, although both branches recognize the large costs associated with this. Program centers offer space for building community. The placement of the centers is important, whether the center is mobile or permanent.

TOP PRIORITY BY COUNT: A5 New program centers (22) LOWEST PRIORITY BY COUNT: A7 Utilize books content in courses (0) AREA OF HIGHEST SPENDING: A5 New program centers (\$88)

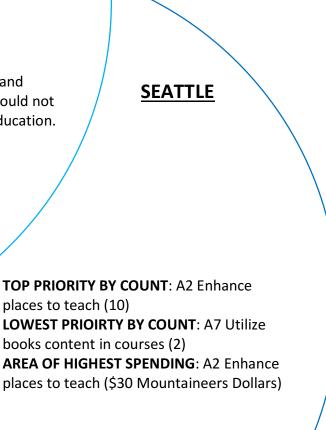
CONCERNS:

• A4 Leadership progression: the notion of "making it simpler" is concerning. Make the process more transparent but do not lower the standards for volunteering.

Remember that books and tutorials cannot and should not replace real outdoor education.

> **TOP PRIORITY BY COUNT**: A2 Enhance places to teach (10) LOWEST PRIOIRTY BY COUNT: A7 Utilize books content in courses (2) **AREA OF HIGHEST SPENDING**: A2 Enhance





STRATEGIC PRIORITY: ENGAGE FUTURE MOUNTAINEERS

INVESTMENT ACTION	TOTAL COUNT	TOTAL MOUNTAINEERS \$ VALUE
B1 culture of inclusion	37	\$37
B2 family gateway	12	\$12
B3 mountain workshop partners	21	\$42
B4 resident camps	12	\$36
B5 youth-focused publications	1	\$1

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TOP PRIORITY BY COUNT: B3 Mountain workshop partnerships (11) LOWEST PRIORITY BY COUNT: B5 Youth-focused publications AREA OF HIGHEST SPENDING: B3 Mountain

workshop partnerships (\$22 Mountaineers Dollars)

CONCERNS:

• B1 Membership recruitment strategy is unclear and needs to be better defined.

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Willing to invest greatest dollar amount in mountain workshop partnerships.

TOP PRIORITY BY COUNT: B1 Culture of inclusion (9) LOWEST PRIORITY BY COUNT: B5 Youthfocused publications (0) AREA OF HIGHEST SPENDING: B3 Mountain workshop partnerships (\$12 Mountaineers Dollars)

CONCERNS:

• B1 Need to reflect on underlying barriers to membership and subtle acts of exclusion

Outreach & engagement of future members are key to sustainability. Mountaineers must expand reach in schools and look further ahead.

Youth-focused publications are lowest priority.

A culture of inclusion is a top priority, though understandings and approach to diversity and inclusion are different for each branch.

Recruitment of diverse leadership and membership of adults and youth are key to achieving diversity and inclusion.

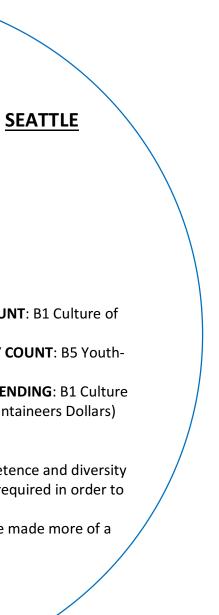
> TOP PRIORITY BY COUNT: B1 Culture of inclusion (20) LOWEST PRIORITY BY COUNT: B5 Youthfocused publications **AREA OF HIGHEST SPENDING:** B1 Culture of inclusion (\$20 Mountaineers Dollars)

CONCERNS:

• B1 Cultural competence and diversity in leadership are required in order to achieve inclusion • Website should be made more of a

priority





STRATEGIC PRIORITY: ADVOCATE FOR WILD PLACES

C4 Sustainability

INVESTMENT ACTION	TOTAL COUNT	TOTAL MOUNTAINEERS \$ VALUE
C1 Conservation advocacy ed	39	\$39
C2 conservation books	7	\$7
C3 conservation & stewardship	37	\$37

27

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TOP PRIORITY BY COUNT: C4 Sustainability (16) LOWEST PRIORITY BY COUNT: C2 Conservation books (2) AREA OF HIGHEST SPENDING: C4 Sustainability (\$16 Mountaineers Dollars)

CONCERNS:

• Program centers should be models of sustainability

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\$27

TOP PRIORITY BY COUNT: C1 Conservation advocacy education (14) LOWEST PRIORITY BY COUNT: C2 Conservation books (1) **AREA OF HIGHEST SPENDING: C1** Conservation advocacy education (\$14 Mountaineers Dollars)

C2 Conservation books are the lowest priority.

The Mountaineers should be a conservation leader and model.

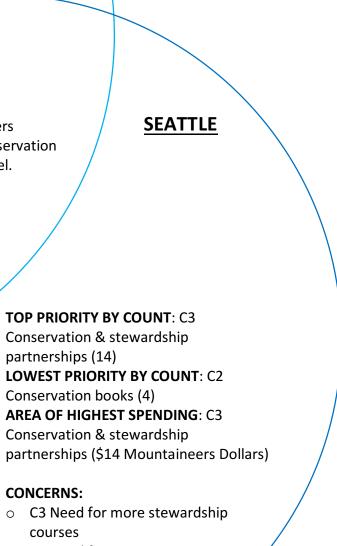
TOP PRIORITY BY COUNT: C3

Conservation & stewardship partnerships (14) Conservation books (4) **Conservation & stewardship**

CONCERNS:

- courses
- articles in magazine





• C2 Need for more conservation