Draft Vision and Mission *(Spring/Summer 2011)*
- Vision – description of the organization as it effectively carries out its operations
  - Mission – the overall purpose of SEARCH

Draft 5-Year Goals & Objectives *(Summer/Fall 2011)*
- Desired outcomes and results – what SEARCH wishes to accomplish.
  - Clear specific statements of measurable tasks

SEARCH Agency Review of Goals *(Winter 2011-2012)*

Broad Community Review of Goals *(Spring 2012)*

Final Draft of Goals *(Summer 2012)*

Implementation Plan & Structure *(Fall 2012)*
- An "action plan" for new goals
- How goals/objectives will be accomplished/bym whom; specific activities and deadlines
  - What structures/groups are needed
- What resources are needed (staff, time, funds, materials, etc) to accomplish tasks
  - Science support proposal(s) to funding agencies

Goals and Related Activities Implemented *(2013)*
- Specific timeline dependent on funding agency decisions

Program Review *(first review 2013/2014)*
- Assess SEARCH progress, milestones, metrics of success, and new opportunities
  - Revise plans as needed

April 2012