

Strategic Plan

July 1, 2023 - June 30, 2028



ARCS

ASSOCIATION OF REGISTRARS
AND COLLECTIONS SPECIALISTS

Mission Statement

ARCS supports and empowers collections professionals through education, leadership, and by building a diverse collections community.

Vision

To be a leading resource for professionals in collections care.



ARCS
ASSOCIATION OF REGISTRARS
AND COLLECTIONS SPECIALISTS

Values

- Recognize and demonstrate the evolving ethics of the profession
- Accountability and transparency to Membership in all areas of operations
- Model Inclusivity, Diversity, Equity and Access in all ARCS endeavors

Goal #1

Empower our membership with the knowledge and tools needed to navigate an evolving field.

Objectives and Tactics

- Endorse principles of Inclusion, Diversity, Equity and Accessibility (IDEA) to empower our members to become leaders in collections stewardship and to realize these principles within their workplace.
 - Implement IDEA Plan of Action at board, committee, and member level.
- Offer a wide variety of perspectives and methods of participation through our educational programs.
 - Host annual or bi-annual conferences.
 - Implement an active and consistent webinar and programming schedule every year.
 - Develop and implement an active and consistent in-person workshop schedule every year.
 - Continue to improve our social media and digital communication, including exploring how best to improve accessibility for all members.
- Be a forum for discussion, professional growth, and learning.
 - Identify and implement different avenues for members to communicate and collaborate with each other.
 - Participate in and promote these conversations.
 - Aggregate, develop, and disseminate professional resources and toolkits for ARCS members.
 - Explore the possibility of creating publications of helpful resources for ARCS members.

Goal #2

Elevate the status of the collections professional.

Objectives and Tactics

- Increase the understanding, relevance, and importance of the profession within the museum field and adjacent natural and cultural heritage management fields.
 - Partner with relevant external professional organizations within the cultural heritage community to strengthen the profession as a whole and to encourage advocacy within and between our respective fields .
 - Partner with educational institutions, such as universities and museum studies programs, to support the career development of emerging collection professionals.
- Promote pay equity.
 - Provide compensation guidelines for institutions and companies around responsibilities, experience, and expertise.
 - Produce a comprehensive salary report of ARCS Members.
 - Continue to develop partnerships with cultural heritage organizations to encourage paid internships.
- Improve the recognition of the registration and collection management professional.
 - Establish improved understanding around the skills, training, and knowledge needed to be a qualified collections care professional.
 - Advocate for clarity in job descriptions and classifications of collections professionals.
 - Publish and/or share resources on and educate members on how to advocate for themselves, their staff, and the profession as a whole.
 - Advocate for the advancement of registrars and collections professionals to leadership positions within the profession.
- Utilize awards to support the development and recognition of collections professionals.
 - Develop an ARCS member recognition program.
 - Identify and diversify potential sponsors, contributors, and investments to grow the awards fund.

Goal #3

Build and sustain community amongst collections professionals.

Objectives and Tactics

- Build a sense of inclusivity and belonging.
 - Engage and encourage diverse and meaningful connections to support member growth.
 - Identify and implement programming that embraces geographic diversity.
 - Develop Meet-Ups that encourage the gathering of varied disciplines and institutional classifications (i.e., Art, Natural History, Science, History, and others) in order to promote the sharing of ideas.
- Broaden the range of member networks (e.g., geographic, discipline, institutional).
 - Create advantageous collaborations with existing local, regional, and international groups to encourage shared discussion, networking and collegial partnerships to strengthen the professional status of members.
 - Plan for ARCS Board Members or Committee Chairs to travel to regional events and cross promote regional and national mission, vision and values aligned organizations.
 - Utilize a range of methods (including a potential alternative to the ARCS forum) to encourage shared discussion, networking and collegial partnerships.
 - Utilize our website and other communication tools to cross-promote relevant programming by partner organizations.

Goal #4

Model efficient and effective governance and organizational structures.

Objectives and Tactics

- Increase the diversity of ARCS funding and revenue streams.
 - Implement an investment plan created by the Finance Committee, in consultation with a financial partner contracted by ARCS.
 - Partner with an Association Management firm to identify new funding opportunities.
 - Work to pass consistently balanced budgets.
 - Implement appropriate webinar, workshop, and conference rates.
- Strengthen membership participation in the running of ARCS.
 - Streamline and strengthen the nominations, onboarding, and volunteer application process.
 - Create a standard set of incentives to offer to ARCS volunteers.
 - Expand the range of perspectives and experiences on the board in keeping with the organization's IDEA principles.
 - Increase international representation on the board and committees from the North American countries in particular, and globally more generally.
- Improve administrative procedures and support.
 - Implement and adhere to a robust Communications schedule with regular communication touch-points to members.
 - Continue to streamline and centralize all programming logistics, and develop and implement standard operating procedures.
 - Explore and possibly amend the transition for board members into executive positions.
- Assess future organizational staffing needs.
 - Continue to assess the feasibility of, and to work towards supporting, a full-time salaried Executive Director position.