



**Strategic Plan
USGS Retirees' Organization
October 2019**

The USGS Retirees' Organization, "retirees," is composed of retirees and friends of retirees, from the U. S. Geological Survey. "Retirees" was founded in 1974 as Water Resources Division (WRD) Retirees. It is run by elected volunteers and volunteer staff. A principal purpose of "retirees" is to keep members in touch with each other and with their former bureau. Membership is open to individuals outside the USGS, i.e., other Bureaus within DOI and other federal agencies.

Those of us who have worked for the USGS know what an outstanding organization from which we retired, and we have many interesting stories about the work we did and the people with whom we worked. USGS Retirees is an excellent way to maintain contact with our friends and colleagues and to stay current with what is going on in our former agency. Membership is open to anyone retired from the USGS. The quarterly newsletter is a good way to keep in contact. We also publish the USGS Retirees' Directory each year.

The purpose of this plan is two-fold. First, it intends to communicate goals and objectives of the organization. In so doing, we hope to spark conversations about how we can better collaborate to address the work and mission of the organization. Secondly, it serves a guide for planning. The officers began working on this plan in autumn 2018. A significant part of the process is to gather input from fellow members. The plan, and its contents, should reflect the range of feedback that we receive. This plan, therefore, is a work-in-progress.

Based on what we heard, we are suggesting the following mission statement: Provide a forum for all retirees to remain in contact, through newsletters, meetings, and reunions; inform members of current activities of USGS; and provide resources to individuals with potential to become valuable employees of the USGS. The plan is based on five broad goals:

- Maintain a viable organization
- Provide support for the USGS and encouragement for potential USGS employees
- Provide a platform to celebrate our careers
- Provide a way to keep members informed about USGS programs
- Preserve the history the USGS Retirees' Organization and members

Our mission is supported by a foundation of four core values: Communication, outreach, partnership, and teamwork.

Based on our broad goals and core values, our objectives are as follows:

- Provide active forums for retirees to stay in contact with each other and to socialize with fellow retirees through newsletters, local meetings and the biennial reunion
- Provide a vehicle to keep members informed about earth science and about the work of the USGS
- Provide a link between retired employees and USGS management
- Grow the organization by including retired USGS employees beyond the Water Mission Area
- Grow the organization by focusing recruitment beyond former managers. *(We need to improve participation from those who hold all level of positions in the USGS. It may be that more can be done along these lines in the Water Science Centers, if we can strengthen the ties and get some volunteer work done there)*
- Support and encourage young scientists to consider careers in the USGS through mentoring and scholarships
- Provide support for USGS programs. The collective wisdom about specific issues would be useful at critical times
- Celebrate the careers of retired USGS employees. Instill a sense of pride in our careers

Based on these objections are current action items are as follows

- Support and encourage young scientists to consider careers in the USGS, through mentoring and scholarships--continue scholarship program, increase mentoring of recipients)
- Provide support for USGS programs from the outside. The collective wisdom about the importance of the organization should be useful at critical times (need help on this)
- Celebrate the careers of retired USGS employees. Instill a sense of pride in our careers
- Provide a forum for retirees to stay in contact with each other and with science centers by communicating with fellow retirees through newsletters, local meetings and the biennial reunion (need help on this)
- Increase attendance at our biennial reunion
- Increase the awareness of "Retirees" in USGS offices
- Provide a vehicle to keep members informed about earth science and about the work of the USGS
- Provide a link between retired employees and USGS management
- Grow the organization by including retired USGS employees beyond the Water Mission Area
- Grow the organization by focusing recruitment beyond former managers
- Staff recruiting table in the Reston cafeteria at lunchtime, maybe every six months?
- Add Affiliate Members to the electronic version of the Retirees' Directory

As you read this plan, we hope that you will identify opportunities to collaborate with our fellow retirees and with active and future USGS employees. The plan is intentionally short and meant for members to use as they consider how to advance our mission and objectives. Our activities and programs should be able to use this document to guide our work and other work with our members to build on our strong foundation of communication and connections.

If you would like to discuss the plan, including how we might better work together, please send a note to the Organization e-mail with attention to President, wrdretirees2014@gmail.com. We look forward to hearing from you!