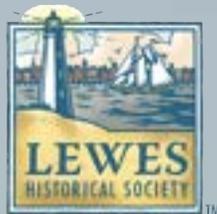


LEWES HISTORICAL SOCIETY

THREE-YEAR STRATEGIC PLAN

JANUARY 2023 - DECEMBER 2025



Presented 1.28.23

Our Vision

To preserve and share the diverse history and heritage of the greater Lewes region.

Our Mission

The Lewes Historical Society promotes and advocates the preservation, interpretation, and cultural enrichment of the Lewes region, through museum exhibits, educational programs, historical research, and publications.

GOAL ONE

INCREASE PUBLIC INVOLVEMENT TO PROVIDE A FULL PICTURE OF LEWES HISTORY

01

Objective

Increase local African American, Hispanic, and Native-American participation in LHS preservation and presentation efforts. Seek ways to further tell stories of their history in the greater Lewes region.

02

Objective

Consider whether other population segments have been overlooked or under-represented in LHS's historical presentations. Re-evaluate and edit all tours and exhibitions ensuring that they have an emphasis on inclusivity and represent all voices.

03

Objective

Create traveling exhibitions with a focus on the Lewes region's diverse heritage.

04

Objective

Present lectures and an annual Symposium that directly engage with the community and highlight omitted perspectives of the past.



GOAL TWO

CREATE YOUTH LEARNING OPPORTUNITIES THAT FOSTER A CONNECTION TO OUR COMMUNITY HISTORY

01

Objective

Incorporate the history of the Lewes region into the existing 4th-grade school curriculum, including first settlers in the early 1600s, Lenape Native Americans, and maritime history of Lewes to the present.

02

Objective

Provide early American History lesson plans to our schools for middle and high schools that focus on the maritime, blacksmithing, agriculture, and textiles trades.

03

Objective

Incorporate lesson plans that dovetail with each of the youth exhibits at the museum including Breakwater, Lighthouse, the Life of a Lighthouse Keeper, and Communications during the various periods.

04

Objective

Explore diversity and inclusion by telling an in-depth story of the Menhaden Net Reel and the fishing industry in Lewes - via video, vignettes, etc.

05

Objective

Continue/expand the utilization of internship opportunities for interested diverse high school students.

06

Objective

Incorporate pre-colonial facts into our history of the Lewes region, including Native American lifestyle and contributions, etc.

GOAL THREE

GUARANTEE OUR HOLDINGS AND HISTORICAL KNOWLEDGE ARE EFFECTIVELY AND DYNAMICALLY STEWARDED

01

Objective

Raise public awareness and obtain adequate funding to maintain our built resources, archives, and collections that are available to the public.

02

Objective

Initiate a feasibility study to examine the best options to maintain a high-quality, sustainable, accessible, and visible museum facility dedicated to Lewes Region History and assure the best use of current and future LHS assets and resources.

03

Objective

As stewards of the history of Lewes, the Lewes Historical Society will share this history through current scholarship, presentations, publications, interpretation, and exhibitions.



GOAL FOUR

ENSURE HISTORICALLY SIGNIFICANT PROPERTIES AND CULTURES ARE PROTECTED

01

Objective

Create property preservation and interpretation plans for each historical property.

02

Objective

Complete upgrades to Ryves Holt House, Cannonball House, and Lifesaving Station.

03

Objective

Create traveling exhibitions with a focus on the Lewes region's diverse heritage.

04

Objective

Fully support LHS educational, interpretive, and living history programs.

05

Objective

Ensure preservation of Lewes Historical Properties.



GOAL FIVE

ESTABLISH SYSTEMS TO SECURE OPERATIONAL STABILITY AND DEVELOP SUSTAINABLE RESOURCES

01

Objective

Develop a 3-year financial plan at the Balance Sheet/Profit & Loss level to include break-even and profitability targets.

02

Objective

Develop strategic, relevant, financial ratios to be incorporated into Board reporting.

03

Objective

Clearly define the responsibilities of the Finance, Development, and Endowment committees to avoid confusion and duplication of efforts.

04

Objective

Develop a strategic and operational plan for Endowment.

05

Objective

Develop a compensation and benefits philosophy to guide compensation and benefits decisions.



GOAL FIVE

ESTABLISH SYSTEMS TO SECURE OPERATIONAL STABILITY AND DEVELOP SUSTAINABLE RESOURCES

06

Objective

Revamp the cash forecast process so that it is accurate and update the Finance & Administration manual.

07

Objective

Identify resource for backup financial and accounting support.

08

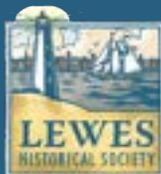
Objective

Develop LHS Financial Operations Manual.

09

Objective

Reevaluate our Investment Policy, including regular review of Endowment draw in relation to investment performance.



Notes

