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

**5-Year Goals (Summer/Fall 2011)**
- Desired outcomes and results – what SEARCH wishes to accomplish. The "end" towards which all efforts will be directed.
  - Must align with vision and mission
  - Objectives
    - Describe what will be done under each goal, with clear specific statements of measurable tasks
    - Shorter term (annual timeline or less)

- An "action plan"
- How goals/objectives will be accomplished and by whom, with specific activities and deadlines
  - What structures/groups are needed
- What resources are needed (staff, time, funds, materials, etc) to accomplish tasks
  - How will results be measured?
- Need to incorporate plan for annual review process

**Annual Review (first review Fall 2012)**
- Assess progress, milestones, metrics of success, and emerging opportunities
  - Revise annual work plans as needed