



Mechanics' Hall Strategic Plan

Final Draft

10/7/22

By 2027:

- **Mechanics' Hall is recognized as a vibrant and significant cultural organization.**
 - Mechanics' Hall is celebrated for its historic library and performance space by offering diverse, inspiring, and accessible programs and events that amplify, support & educate the creative community.
 - Mechanics' Hall serves as a vital community resource and partner for individuals and organizations working in arts and humanities.
 - Mechanics' Hall enjoys recognition for its literary and performing arts programming.
 - The organization's stewardship and preservation of our historic building are acknowledged as a substantial contribution to the arts and humanities in Maine.

- **Ensure the longevity of Mechanics' Hall through systems and staffing.**
 - Optimize staffing to sustainably achieve mission objectives.
 - Adopt policies and systems to foster an environment that supports smooth operation, improving overall operations and guest experience.
 - Encourage and promote a culture of innovation.
 - Build organizational resilience so that Mechanics' Hall is in a stronger position to deal with external disruptions as well as internal surprises that lead to interruptions to functionality and operations.

- **Build Mechanics' Hall's financial capacity.**
 - Financial modeling supports programming and partnership decisions.
 - Mechanics' Hall is operating with a balanced budget.
 - Operational revenue has increased.
 - Mechanics' Hall has internal development staffing that will support ongoing fundraising that includes a building restoration capital campaign.

- Mechanics' Hall has established a plan for a building fund to sustain ongoing maintenance of the Hall.
- **Broaden and diversify the Mechanics' Hall community.**
 - Attract, retain, and support a diverse staff, board, and membership
 - Diversify stakeholders to support and help curate programming
 - Create a membership, attendee and visitor experience that is better understood and improved
 - Cultivate partners and stakeholders who serve and support the Mechanics' Hall mission and for whom we can serve.
- **Restore and preserve the Mechanics' Hall building for future generations.**
 - Mechanics' Hall has completed a full building master plan.
 - Plans are in place for a full building restoration capital campaign; Phase one, the roof restoration is well under way.
 - Entryway and visitor first impression experience has been greatly improved and accessibility plans are in place.