



2025-2028 Strategic Plan

Drivers

Vision

The Junior League of Philadelphia aspires to be the premier organization for women’s volunteer civic leadership excellence.

Mission

The Junior League of Philadelphia Inc. is an organization of women whose Mission is to advance women’s leadership for meaningful community impact through volunteer action, collaboration, and training.

Position Statements

Voluntarism | Women | Education | Food Insecurity | DEIB

Strategies

Member Engagement and Experience

Community Impact

Financial and Operational Excellence

Objectives

- Refine recruitment and retention strategies to ensure a diverse and thriving membership
- Provide balanced service, social, and professional programming that appeals to diverse member interests and needs
- Offer a comprehensive training program that develops all members’ skills related to service, leadership, collaboration, and DEIB
- Develop and cultivate effective League leaders through focused training and committee opportunities
- Define and refine the organizational culture and members’ connection to it

- Facilitate strong and intentional partnerships with community organizations where we volunteer
- Provide a variety of meaningful experiential service opportunities for members
- Refine processes for measuring and reporting on the League’s impact in the community, both for individual members and collectively
- Pilot skills-based volunteering and community organization board service as volunteer placements that leverage members’ skills and training
- Conduct feasibility study on grant program to financially support the efforts of community partner organizations

- Ensure transparent and inclusive financial decision-making and communications
- Diversify funding streams
- Develop a long-range plan for the headquarters building
- Increase profitability of the thrift shop
- Ensure the annual budget and financial management reflect stated priorities, desired outcomes, and responsible stewardship
- Provide a positive and healthy work environment for staff
- Assess and update operations and structure to better meet member needs and mission achievement