

## *Pillar 2:*

# INVEST IN CAMP STAFF FOR BETTER RETENTION, ORGANIZATIONAL EFFICIENCY, AND OPERATIONAL EXCELLENCE

Our creative and uniquely skilled staff make it possible for children with serious illnesses to experience life-changing, transformative Camp experiences on a daily basis. Recruiting and retaining a high-performing, culturally aligned team ensures that we will be able to bring our best every day, to the children and families we serve.

### KEY OUTCOME

Establish The Painted Turtle as an employer of choice through increased retention and investment in staff.

### HOW WE'LL GET THERE

- Attract, retain, and engage staff through competitive compensation and benefits.
- Develop an organizational-wide staffing strategy that includes succession plans for the Board and key staff.
- Establish and facilitate a clear process for salary increases and performance reviews.
- Empower staff growth through professional development opportunities.
- Strengthen staff mental and physical well-being through programs aligned with needs.

