



# The ABMC Strategic Plan



# Vision

**Fulfill the promise that “time will not dim the glory of their deeds”**

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*Our vision statement originates from words spoken by our first Chairman, General of the Armies John J. Pershing, over seventy years ago. It connects the very beginning of the Commission to our vision of the future.*



# Values

- Integrity** → Doing what's right: legally, morally, and ethically. Our word is our bond.
- Excellence** → Everything we do is done to the highest standards – Average is not good enough
- Respect** → We treat people as they want to be treated, and how we'd like to be treated.
- Commitment** → We are committed to each other, our mission, and to the constituents whom we serve.

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*Our values represent the Commission's priorities, culture, and how our team members act within the organization.*



## Mission

**The American Battle Monuments Commission – guardian of America’s overseas commemorative cemeteries and memorials – honors the service, achievements and sacrifice of United States Armed Forces.**

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*Our mission statement communicates the essence of the Commission to stakeholders and the public. We believe it is a full and inspirational expression of our purpose.*



# Our Mission Includes These Tasks

- ❖ **Design, construct, operate and maintain permanent American cemeteries in foreign countries.**
- ❖ **Establish and maintain U.S. military memorials where American Armed Forces have served overseas since April 6, 1917, and within the U.S. when directed by public law.**
- ❖ **Control the design and construction of permanent U.S. military monuments and markers by other U.S. citizens and organizations, both public and private, and encourage their maintenance.**



# Goals

- ❖ **To develop, operate, maintain, and improve ABMC facilities as the world's best commemorative sites**
  - ❖ **To value and invest in each employee**
  - ❖ **To have ABMC commemorative sites recognized worldwide as inspirational and educational visitor destinations**
  - ❖ **To make ABMC business and resource management the best in government**
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# Goal & Objectives

**To develop, operate, maintain, and improve ABMC facilities as the world's best commemorative sites:**

- **Develop, implement, and sustain best business practices for commemorative operations**
- **Develop master and action plans for new federal and private sites and for the acquisition of existing private sites**
- **Develop automated public access for flower fund**
- **Build and operate a world-class interpretive center at NAC**
- **Revise cemetery standards document**
- **Develop standardized processes for cemetery management & maintenance**
- **Strengthen management of infrastructure modernization, productivity, and equipment programs**
- **Employ a Cemetery Evaluation & Review System**



# Goal & Objectives

## To value and invest in each employee:

- Recruit, develop, and retain a world-class workforce
- Recognize and award superior performance
- Create an environment in which employees feel that they are taken care of
- Develop a skilled and dedicated workforce by encouraging learning throughout the organization
- Ensure that employees have a stake in and can relate their job to the vision
- Ensure employees are energized and "feel good" about working at ABMC
- Communicate ABMC programs and priorities to employees





# Goal & Objectives

**To have ABMC commemorative sites recognized worldwide as inspirational and educational visitor destinations:**

- **Increase public awareness and understanding of the ABMC commemorative mission**
- **Increase the number of visitors to ABMC cemeteries and memorials**
- **Satisfy constituents needs through timely distribution of information & products**



# Goal & Objectives

**To make ABMC's business and resource management the best in government:**

- **Fully resource ABMC's Mission, Vision, and Standards**
- **Clarify organizational roles, functions, and responsibilities**
- **Improve internal controls**
- **Sustain ABMC's excellent image and reputation with our stakeholders**
- **Leverage cutting edge business technologies and practices**