





Tips & Strategies

Customer service, front-line training, and hiring across different organization types

American Museum Membership Conference







Presenters

Kelli Buchan, Director of Membership The Franklin Institute, kbuchan@fi.edu

Melissa Dietrich, Associate Director, Membership Longwood Gardens, mdietrich@longwoodgardens.org

Blair Evans Steck, Director of Annual Giving Peabody Essex Museum, blair_steck@pem.org









The Franklin Institute By the Numbers

- \$3.5m Membership revenue
- 1,000,000 Ticket Types
- 873,333 Total visitors annually
- \$249,080 Membership expense budget (minus staff)
- 211,211 Member visitors
- 35,000 Member households
- 30,000 Square feet for traveling exhibitions
- 50+ Guest Services front-line staff
- 10 Hands-on Scientific exhibits
- 3 Average Member visits per year
- 3 State of the Art Theaters
- 2 Membership staff members
- 1 Observatory







Longwood Gardens By the Numbers

\$9m	Membership revenue
1.5m	Total annual visitation
\$819,000	Operating expenses
750,000	Member visitation
64,000	Member households
80+	Guest Admission front-line staff
11	Average Member visits per year
5	Seasons to explore
3	Membership Team members
1	Amazing place









PEM By the Numbers

\$1.2m	Membership revenue
250,000	Total visitors annually
180,000	Square feet of gallery space
75,000	Member visitors
11,000	Member households
18	Guest Experience front-line staff
2	Membership Team members
1	Amazing place

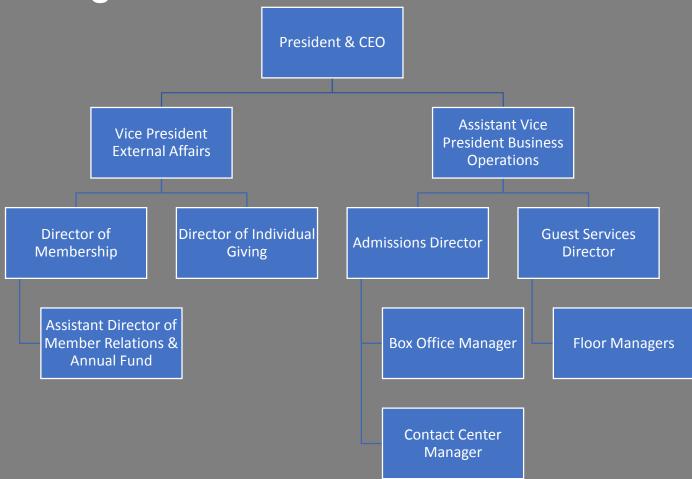








The Franklin Institute Reporting Structure









The Franklin Institute Internal Communications

With Colleagues

- Constant Communications
- Transparency of Goals
- Clarified Priorities
- Compromise
- Work Together on Training Scripts
- Utilize Technological Capabilities

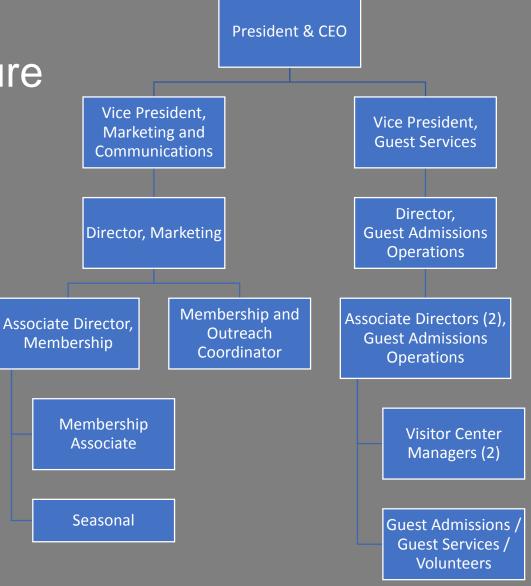
With The Team

- Daily Briefings
- Tools for Success
- Transparency of Goals
- Build a Presence
- Set Goals & Reward Success





Longwood Gardens Reporting Structure







Longwood Gardens Internal Communications

Daily Line-up, 8:30 am and 4:05 pm

- Review the day's events
- Review out going emails
- Prepare for frequent Questions with Talking Points

Bi-weekly Guest Admissions & Membership

• Review short & long term projects

Knowledge Sharing to ensure Support

 Reviewing all Member & STB print and email communications









PEM Reporting Structure









PEM Internal Communications

With Colleagues

- Presence
- Ad hoc meetings
- Flow communication constantly

With The Team

- Weekly morning meetings Guest Experience & Membership Officer
- Biweekly meetings
 - Dir. of Annual Giving & Dir. of Guest Experience
 - All Tessitura Manager Level users
- Monthly meetings Guest Experience Staff & Dir. Of Annual Giving
- Quarterly survey meetings







The Franklin Institute Driving On-site Membership Sales

- Well-trained staff
- Consistent sequence of service You want staff to treat visitors just as well as members; they are your best prospects!
- Visitor incentives to join
 Spot discounting
 Discounted add-ons (exhibitions, films)
- Staff incentives to sell Competitions for gift cards, recognition
- Offer before and after ticket purchase
- BE VISIBLE

Show support for and develop rapport with teams that doesn't report to you









The Franklin Institute Point of Sale



American Museum Membership Conference







PEM Essex Museum

LONGWOOD GARDENS

The Franklin Institute Entrance & Exits



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Longwood Gardens Inclusion to Evolve

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Longwood Gardens Inclusion = Results

 $P|E|M^{\text{Peabody}}_{\text{Essex}}$

LONGWOOD GARDENS



PEM Training Support







The Franklin 3 Best Practices to Success

CAN A BRAIN

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Longwood Gardens What's Next









PEM Empowerment!

American Museum Membership Conference





Thank you!

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