

Thomas Memorial Library Strategic Planning 2024-2025

Agenda for Meeting #4 – 6:30 – 8:30 PM, 12/12/24

Vision & Gap Analysis

1. Brief open forum to capture general thoughts and insights since Meeting 3
2. Review emerging Vision Elements from Meeting 3 (see Flip Charts below)
3. Compare Vision with current situation and identify gaps. These gaps will provide a second list of potential areas of focus needed to achieve the Vision

Meeting Norms (for all meetings):

- Start and end on time
- Actively participate
- Allow others to finish their thoughts
- Hold facilitator accountable
- Be candid and respectful—assume good intentions

Flip Charts from Meeting #3

Mission Exercise - Common Themes for mission

Community

People - connecting

Supportive/Responsive - now more important

Access to Resources/Opportunities

Personal growth & fulfillment

Intellectual Freedom

Learning

Sustainability

Public Good

Lifelong - Throughout the life span

Vision Exercise - Elements (proudest of in 2030)

Gained more first-time users

Expanded programs & offerings to be more inclusive (Example: people with disabilities)

✓ Found real ways to support victims of domestic violence and other vulnerable communities - Identify & Help. It is part of TML's DNA to help all who need help.

✓✓ TML is a Truly safe place, sanctuary, haven -- proven out by stats

Strongly position TML as a desirable destination

Bring in diverse people to speak at programs

Developmentally appropriate responsive programming & materials

Significantly stronger young adult user base

✓ Evolved & ever-changing Tech & AI capabilities - stayed relevant/essential
Provided real tools & resources to cope with what's going on in the world - meaningful support
Library survived Trump administration
✓ Provided space for people to be together in community and be themselves
✓ Steadfast commitment to Intellectual Freedom, "Beacon of Integrity" - Defenders!
Inspired collective, communal, and individual joy, creativity & critical thinking.
Empowered, fulfilled people meeting their potential
Refuge for community members dealing with stress at societal & personal levels
TML maintains our values

Parking Lot

Re: Project 2025 - Need to be proactive in welcoming & embracing all people as a Sanctuary - Safe Place for Everybody

VALUE: TML does not distribute disinformation

VALUE: Human rights/respect

VALUE: TML is a safe place for all

VALUE: Inclusivity/Diversity

Need: Mental health room & social worker needed? (resources are a challenge)

- Need to be specific in how we can help people

- Helping people make sense of the world - Example: Film Screening & Discussion

People here get strength, "Finding Strength" in learning in a non-judgmental environment

TML is a healthy environment (low vox paint, fresh air, clean water, lighting, etc.)

Facilitator's Vision Consolidation Ideas:

Embrace with open arms and help underserved/vulnerable/fringe/abused/misunderstood communities and provide opportunities for members of those communities to make a difference (e.g. featured speaker in a program -- Tell your story and share your thoughts and ideas)

Increase TML user base with a primary focus on those who stand to benefit the most (e.g. young adults, new to the area, vulnerable, ESL/low literacy, etc.)

TML is a safe haven and sanctuary welcoming all and providing time and space that is physically safe, comfortable, pleasant, intellectually free and safe, and attitudinally accepting. See yourself and be yourself here.

We consistently live our values with joy and enthusiasm.

TML Draft Elements of the Vision:

In the next five years, Thomas Memorial Library will be recognized as a champion of civic engagement and critical thinking, an anchor of community care and hope, and a portal to collective empowerment, enrichment, and personal fulfillment.

Champion - of diversity, civic engagement, healing, care, welcoming, inclusivity, meaningful support, critical thinking, humanitarianism, hope

Anchor - of community, collective consciousness, creativity, joy, foundations of well-being, safety, focus, learning, education, hope

Portal - to knowledge, enrichment, fulfillment, discovery, purpose, expansion, inspiration, empowerment

Strategic Planning Team

Staff

Rachel Davis, Library Director & Strategic Planning Leader

Sasha Kohan, Community Engagement Librarian

Allyson Frick, Family Engagement Librarian

Sarah Gabrielson, Family Engagement Assistant

Advisory Committee

Tim Blackstone, Chair

Reed Dyer

Liz Elliott

Patience Maloney

TML Foundation

Megan Bagdasarian

Bradley Russell

Facilitator

Will Plumley

Meeting Schedule

All meetings begin at 6:30 PM in the Library Conference Room

September 26, 2024

October 17, 2024

November 14, 2024

December 12, 2024

January 9, 2025

February 6, 2025

March 6, 2025

April 10, 2025

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Facilitator's Elements of a Strategic Plan:

Mission of the library: Raison d'être

Values of the library: Character of the library, what we value and expect in ourselves and our partners, how we do business, what is most important to us.

Vision: Where you aspire to be in 5 years

Objectives/Goals: 4 – 6 objectives that will deliver the Vision

Strategies: An initial set of strategies for each objective that can achieve the Objective (these are changeable throughout the 5-year time horizon of the plan as new and better ideas arise and/or there are external changes of consequence)

Measures of Success: What we agree to measure over the 5-year period and what level of achievement constitutes success in reaching our vision. Best practice: 5-year target for each measure, then, once plan is adopted, set Annual success goals for each measure and manage to those Annual Goals.