

Indian River Area Library

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STRATEGIC PLAN 2024-29



A Strategic Plan is essential to guide planning, transparency, and day-to-day decisions made at the Library. Having a Strategic Plan ensures cohesion in vision no matter what staff, Board, or other changes may occur. This Plan also allows the community to understand the current and future direction of the Library and its overall vision for how the Library will serve its community. It is important to note that this is a living document: specific activities may change as future needs may change. This document serves as guidelines, not rules, for the Library.

The planning process focuses on Library stakeholders concerning the role of the Library. During the planning process, we gathered essential feedback from those who use the Library, local organizations active in the community in other areas (e.g., Kiwanis Club, Lions Club, etc.), and nonusers of the Library. We went through a lengthy process for ten months to hear from the community on ways to strengthen our foundation so we are able to grow in the future and to identify strengths and opportunities for improvement in our collection, programming, and services.

The process began with the formation of a Strategy Planning Committee, including interested members of the community, Library Board members, and the Library Director in January 2023. We then entered the information-gathering stage of the planning process, wherein the Library Director focused her research in two areas: internal (Library staff and administration) and external (the Indian River community). The Director began by collecting Census data about Indian River and its population trends, as well as creating a survey for the public to provide key feedback of current Library programming, services, and the collection to begin collection external information. The Indian River Area Library Community Survey was open for responses beginning in February and officially ended at the end of April; the survey was available both online via the Library website and physically in the Library, as well as in our Township Hall for those two months, with a total of 85 responses.

In April and November, the Director conducted Rounding Meetings with each staff member to evaluate the Library using the SOAR (strengths, opportunities, aspirations, and results) method. In December, there was a staff and Board retreat to review all the data, mission and vision statements, and values to create a Vision Statement and Strategic Directions for the Library. The staff then took that information and created action items to support each goal identified during the retreat. The Director then organized that information to create a final list. The Board of Trustees received the final document at their December 2023 meeting.

The survey responses were essential to support the planning process. Overall, the community is generally satisfied with the current Library offerings, but there were comments regarding the need for increased programming, expanded programming covering a variety of subject matter, and suggestions for the organization and physical arrangement of the Library. Thank you to all who participated and provided feedback.

MISSION STATEMENT

The Indian River Area Library works to inspire the community by providing an inclusive center for information and innovation.

VISION STATEMENT

- Inclusive
- Resourceful
- Adventurous
- Learning

CORE VALUES

- Community Enrichment
 - The Indian River Area Library strives to be a welcoming and safe environment, providing comprehensive programming and services in collaboration with other organizations to respond appropriately to community needs.
- Literacy & Culture
 - The Indian River Area Library supports community members by connecting them to learning opportunities throughout their lifetime in an informed, equitable and inclusive way.
- Accessibility
 - The Indian River Area Library emphasizes open and easy access to traditional and digital resources with knowledgeable assistance to remove barriers that can prevent access to information.

Values and goals are listed in no particular order.

1. COMMUNITY ENRICHMENT

- **Goal #1:** Serve as a gathering place and community center, offering a clean, safe, welcoming environment and facilitating a sense of belonging by our community.
- **Goal #2:** Cultivate intentional, meaningful partnerships with mission-aligned organizations and individual seeking to enhance and empower the community, as well as broadening the Library's reach and recognition by expanding communication and events in the community.
- **Goal #3:** Actively listen to and gather feedback from the community to support the Library in responding to community needs.

2. LITERACY & CULTURE

- **Goal #1:** Ensure community-wide digital literacy by providing access to technology and support that results in confidence and proficiency.
- **Goal #2:** Expand Library collections, services, and programming to provide diverse viewpoints for all ages, ensuring diversity, equity, and inclusion while strengthening an informed community.
- **Goal #3:** Encourage lifelong learning and the discovery of the joy of reading in expansive Library programs, as well as the collection.

3. ACCESSIBILITY

- **Goal #1:** Strengthen services to better support community needs.
- **Goal #2:** Community members have barrier-free access to the collections for a lifetime of reading, learning, and recreation.
- **Goal #3:** Provide digital resources to supplement the Library's collections and services and to increase access to information outside the Library building.