



## Millinocket Memorial Library

### Proposed Revision to 2023-2026 Strategic Plan

*Approved 8/17/2023; Revised 12/19/2024*

**Mission** To enrich lives, inspire imaginations, and empower community.

**Vision** Our vision is to be a vibrant center of resources, creativity, and exploration where all people can express themselves, learn, and connect with their community. We aim to foster a healthy and connected Katahdin Region where everyone has the support they need to thrive in all stages of life.

#### Values

- We believe in an inclusive approach to our work and welcome all voices and opinions.
- We are committed to free and equal access for people of all abilities and to serving the diverse needs of our entire community.
- We strive to protect intellectual freedom by providing materials that represent all points of view and by challenging censorship as it arises.
- We believe in empowering individuals with the tools they need to create opportunities for themselves.
- We believe in the importance of respect for oneself, for each other, and for our community.
- We believe in the power of ideas to transform people and change the world.
- We value the cultural heritage of our region and seek to honor the past as we prepare for the future.
- We believe in the intrinsic value of collaboration and partnership.
- We strive to be responsible stewards of our natural resources and to root our facility improvements and library operations in environmental sustainability best practices.

#### Goals

- I. Provide engaging and relevant resources and programs that enrich the lives of the greater Millinocket community.
- II. Support community members and organizations as they imagine and develop innovative mission-aligned initiatives that serve our region.
- III. Empower our community by serving the Town of Millinocket and the greater region as a keystone community hub and gathering space.
- IV. Garner broad participation in and support of library programs and services.

- V. Achieve strong organizational sustainability for long term success.

## Goals & Actions

- I. Provide engaging and relevant resources and programs that enrich the lives of the greater Millinocket community.**
  - A. Circulate, maintain, and enhance a collection of books, media, and resources that represent diverse perspectives and support community members of all generations in their lifelong learning pursuits.
  - B. Provide engaging programs centered around literacy, arts and culture, life skills, resource access, and celebrating community for people of all ages and backgrounds.
  - C. Empower area youth to design ongoing tween/teen programming that creates a safe space to explore ideas, build friendships, and support their wellbeing as young adults seeking to fulfill their full potential.
  - D. Offer quality reference, resource navigation, and technology assistance services to people of all ages, abilities, and backgrounds.
  
- II. Support community members and organizations as they imagine and develop innovative mission-aligned initiatives that serve our region.**
  - A. Act as a facilitator for community members, organizations, and agencies as they conceptualize, build, and successfully launch mission-aligned community initiatives by:
    - 1. Using MML expertise in developing and promoting innovative initiatives and enhancing community spaces.
    - 2. Assisting in assembling groups of stakeholders committed to developing, building, sustaining, and expanding initiatives.
    - 3. Amplify and advocate for initiatives to MML audiences and beyond.
  - B. Engage in mission-aligned collaborative partnerships to develop innovative initiatives and solutions that support the greater Millinocket community.
    - 1. Support the ongoing operations and strategic development of the Katahdin Gear Library to connect people to each other and their sense of place by providing programs that afford access to the unique outdoor resources of the Katahdin Region.
  
- III. Empower our community by serving the Town of Millinocket and the greater region as a keystone community hub and gathering space.**

- A. Establish the library facility as both a library and community connection center where all community members can come together for various activities and purposes.
  - B. Invest in practical and incremental improvements to the library facility that enhance the library's safety, usability, accessibility, and sustainability.
  - C. Develop and regularly update a facilities maintenance and improvement plan.
- IV. Garner broad participation in and support of library programs and services.**
- A. Sustain effective marketing activities; Develop plan to increase outreach and engagement from underserved groups based on community input.
  - B. Launch an expanded joint Fundraising Committee to execute Library fundraising events and develop business sponsorships.
  - C. Increase contributions from individual donors through the implementation of targeted, personalized, and impactful donor engagement strategies.
  - D. Continue to strengthen the library's partnership with the Town of Millinocket with a focus on multi-year funding agreements.
  - E. Obtain foundation and government funding by identifying and prioritizing grant opportunities, developing relationships with grantors, and strengthening the library's grant proposals.
  - F. Collaborate with partners on joint fundraising and marketing initiatives to increase reach, visibility, and awareness.
- V. Achieve strong organizational sustainability for long term success.**
- A. Create and maintain a culture of appreciation, respect, and mutual accountability among the board, staff, and volunteers.
  - B. Maintain a strong volunteer Board of Directors through effective meetings and communication, ongoing recruitment, robust onboarding, regular self-assessments, and succession planning.
  - C. Enable library staff to thrive by fostering a healthy, cohesive, supportive team culture, providing opportunities for professional growth, and ensuring commensurate compensation and benefits.
  - D. Maintain and fine-tune volunteer roles, recruitment and training practices, and engagement initiatives.
  - E. Update bylaws and organizational policies — including personnel, risk management, emergency planning, and others — as needed.
  - F. Continue regular budgeting and financial reporting; contract for periodic reviews;
  - G. Develop a 3-5 year financial plan for the library that aligns with this strategic plan.

- H. Monitor and evaluate progress by developing annual work plans that support the actions outlined in the strategic plan; update the strategic plan as necessary.