

# Seymour Library

## 2024

### STRATEGIC PLAN

#### BEGINNING THE PLANNING PROCESS

Seymour Library began work on a new strategic plan in the fall of 2019. The momentum of those discussions was interrupted as the COVID-19 pandemic took hold. In 2021, we picked back up, working with Melina Carnicelli to review our mission, vision, and values [finalized in July 2021].

In the fall of 2022, we received funding from the Stanley W Metcalf Foundation to hire a consultant for this project. We completed an RFP and began working with Heidi Holtz, of Stillwork Consulting.

#### MISSION | OUR PURPOSE

**Connect. Engage. Inspire.**

Seymour Library inspires a love of reading, learning, and discovery through individual growth and community connections in an engaging and welcoming environment.



#### VISION | HOW WE SEE THE FUTURE

Seymour Library will:

- be a community hub for information, inspiration, and ideas to empower personal growth;
- be recognized as a leading resource for educational support, self-directed, lifelong learning opportunities, and 21st-century literacies;
- provide a welcome gathering space that connects us to our shared culture and heritage;
- be a cornerstone of family, cultural, and civic life in the community.

#### CORE VALUES | HOW WE RESPOND

- **CURIOSITY:** We are inquisitive and love to innovate.
- **INCLUSIVENESS:** We are a diverse, equitable and inclusive organization, where kindness and respect are at the core of what we do.
- **VIBRANCY:** We are passionate about libraries, reading, and learning.
- **RESOURCEFULNESS:** We are creative problem solvers seeking various ways to find answers and expand possibilities.
- **COLLABORATION:** Decisions are better when we work together within our organization and with partners.



## STRATEGIC PLANNING PROCESS



# Strategic Pathways

What the Community  
Can Expect to See

*Build*

## PARTNERSHIPS



- Establish and nurture community partnerships to enable community organizations including the library, and community members to work closer together.
- Work with the Friends of Seymour Library and the Seymour Foundation to plan collaboratively for the future.
- Enhance relationships with tax district municipalities.

*Celebrate*

## PLACE



- Develop programming that celebrates the cultural and historical impact of our community.
- Ensure library sustainability by developing a long-range plan for facility maintenance and by exploring future expansion.
- Make library space, including the grounds, easier to access and more enjoyable to use.

*Build*

## PARTICIPATION



- Replicate and expand library services beyond the library building to bring the "library" out to surrounding communities.
- Create an organization where equity is embedded in our culture.
- Foster programs that bring people together.

*Inspire*

## PEOPLE



- Grow and sustain readers of all ages.
- Support Lifelong learning and skills training in adults.
- Focus activities on ease of use, including equitable access to diverse and inclusive learning opportunities.
- Listen, gather, and share patron & staff experiences as a communication tool to keep our community informed.

