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**


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**

- **Jan 2023**
  - Community Survey with 785 responses collected.
- **Feb – April**
  - 10 one-on-one interviews conducted.
- **April**
  - Strategic Planning Committee developed themes from summary data.
- **April/May**
  - Two open houses presenting themes to the community.
- **June/August**
  - Strategic Planning Committee refined themes, developed goals & objectives.
- **September**
  - Board of Trustees finalize plan.
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.

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 ground, easier to access and more enjoyable to use.

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.

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.