

**MONTROSE REGIONAL LIBRARY DISTRICT**  
**2023 - 2027**  
**STRATEGIC PLAN**

Adopted September 11, 2023

## **Introduction**

This Strategic Plan is drafted following an interesting time for the Montrose Regional Library District. The difficult years of the COVID pandemic have been followed by a time of growth and excitement for the District. Programming is at an all time high for the District and staffing is at one of the highest levels in the history of the District. Demand for services is also high. The District is also experiencing the highest number of challenges to materials and programs of all time reflecting what is happening in society.

In order to determine needs for this strategic plan a series of community interviews were initiated by the Board of Trustees. Over 70 community members, leaders, and stakeholders were interviewed in this effort over a period of 10 months. Staff members conducted the interviews with community members representing all areas the District serves.

The District has just completed a wage and salary survey and has taken steps to bring staff pay up to standards. The District now pays a minimum of \$15 per hour for the lowest paid staff. The District is in the midst of a major HVAC upgrade at the Montrose Regional Library scheduled for completion in the spring of 2024.

The Paradox Valley School is closing at the end of the 2022-2023 school year and the building is to be closed. The Paradox School/Public Library has been shuttered and all library materials are in storage in Naturita. Plans for how to serve this segment of our population will be part of this plan.

The Montrose Regional Library building is now 25 years old and at capacity. The addition of the Annex in 2021 has been a great help with staff space and space to house the District's Outreach vehicles. The District now owns a 32 foot bookmobile, a 19 foot Sprinter van, a Chevy Bolt EUV, and a book bike. The materials and programming budgets are very robust. In 2027 0.85 of the District's 3.85 mill levy will sunset. Current property tax assessments are also increasing at record levels but the State of Colorado is taking measures to lower those assessments. The final effects of these actions are unknown at this time. Higher inflation remains somewhat of a concern.

The Montrose Regional Library District continues to provide a place where everyone is welcome and has access to literary and informational resources. We provide parents, caregivers, and children with the tools they need to pursue a life-long love of reading and learning. We connect students of all ages and backgrounds with the support they need to pursue formal and informal education. We support community members in achieving their future work and career goals. We connect people with each other in a safe forum for the free exchange of thoughts and ideas. We provide enriching informational and developmental programs which help patrons better understand each other and the world in which they live.

## **Mission**

*Promote lifelong literacy, foster learning, and be a center for people and ideas.*

## **Core Values**

We the Montrose Regional Library District Board of Trustees and Staff Members

1. Choose respect, consideration, empathy and tolerance as our fundamental values, enhancing the community's quality of life;
2. Serve our economic and culturally diverse community as a place to connect people to the resources they need, to solve problems, and to create positive change;
3. Provide free and equal access to information, facilities, services and programming;
4. Provide opportunities and encouragement for all ages to continue life-long education;
5. Serve as a community facility for open communication of ideas and information so our community has the opportunity to experience critical thinking, global awareness, original ideas and technology readiness;
6. Partner with area organizations and citizen groups in order to achieve common goals;
7. Value our patrons and Library team members by responding to all with equal, respectful and friendly service;
8. Plan for the future and work to continually improve services, programming, and collections to ensure we meet community needs;
9. Maintain clean, friendly facilities that keep pace with the changing needs of our community.

## **Board of Trustees**

### **Purpose Statements**

1. Maintain high Library standards and seek ways to improve Library services to meet the needs of the community.
2. Stay current with the public's desires for Library services and be active in promoting the Library throughout the community.
3. Improve Board performance through regular training and evaluation.
4. Seek opportunities to improve revenue.
5. Protect the integrity of collections, programs, and services.

### **Goals**

#### **Funding**

Fund all aspects of the strategic plan.

Determine what steps need to be taken in light of the 0.85 portion of the mill levy sunset in 2027.

Should more library space in Montrose be deemed necessary, determine a funding mechanism for adding more space.

## **Outreach**

Improve perception of Library relevance in our community.

Promote library involvement in issues discovered through the community surveys.

Support and promote staff efforts for the library to become a community information center.

Ongoing, recently began a series of Trustee columns. Resume public presentations to the community.

## **Staffing**

Appropriately staff Montrose Regional Library District.

## **Collections/Programming**

Continue to monitor collection and programming budgets to ensure balance and strategic plan goals are met.

## **Technology**

Maintain leading edge in internet/communications and network security.

## **Facilities**

Maintain welcoming, safe, comfortable buildings and mobile facilities.

Determine if facilities continue to meet the needs of the communities they serve.

## **Priorities**

1. Determine how to infill potential budget shortfalls
2. Create a timeline for 2024/2025 ballot initiative.
3. Review library space needs to fulfill community needs as outlined in the community surveys.
4. Seek board level opportunities to promote library resources in assisting with issues brought out in the community interviews. Promote staff efforts to work in this area.
5. Support the Foundation in continuing to organize the annual Foundation events.
6. Define how reserves should be used.
7. Identify funding for capital expenditures whether that be through reserves or an election in order to form a capital facilities district or to issue bonds.
8. Promote library as a space for all of the community to use. Support staff efforts to do the same.

Continue to hold at least one Board of Trustees meeting per year at Naturita Library.

Regularly communicate with Montrose Library Foundation and Friends of the Montrose Library through Board liaison or through attending meetings, activities, or programs.

**Purpose Statements**

1. Maintain high Library standards and seek ways to improve Library services to meet the needs of the community.
2. Stay current with trends in library operations and best practices.
3. Seek opportunities to improve library revenue.
4. Improve staff performance through regular training.

**Goals**

1. Research a variety of funding sources.
2. Accurately forecast revenue streams and manage the financial resources of the Library in a responsible manner.
3. Fully staff the Montrose Regional Library District in order to keep facilities open 7 days a week. Continue the push to open the Montrose Regional Library earlier in the day.
4. Continue to address pay levels and pay structure to coincide with other similar rural Colorado Regional Library Districts.
5. Determine how the District can assist with the issues brought out by the community interview process.
6. Expand the Library's role of being a community hub for activities and resources.
7. Ensure that the Board is informed of the needs of the community related to Library services.
8. Increase employee satisfaction and promote open communication among employees.
9. Continue to focus on safety and the perception of safety at all Library facilities, eliminate unsafe situations, and ensure proper maintenance and improvement in the appearance of District property.
10. Continue to expand communication with the staff of the Naturita Community Library.

**Priorities**

1. Determine the best way to assist the community with the issues brought up by the community surveys.
2. Maintain a six-month reserve fund.
3. Revitalize, maintain, and keep the Library website current.
4. Review the facilities assessment and develop a plan and schedule for facilities maintenance and upgrades as warranted.
5. Review wage and salary surveys and develop a schedule for adjustments to the MRLD structure as recommended. Perform new surveys as necessary.
6. Determine how to continue services to the Paradox area of the District.
7. Facilitate regular communication between the Board of Trustees and all the branches.
8. Continue monthly reports from Departments to Board of Trustees.
9. Develop and update policies and procedures for District as needed.
10. Maximize efficiency of current computer library system to benefit patrons.
11. Address succession planning in all departments.
12. Current staff will be encouraged to broaden the range of responsibility and self-motivation with an

increase of wages or hours when needed and when budget allows for such increases. Explore performance based wage increases.

13. Encourage each department member, where appropriate, to research at least one outside local agency from the business, medical, cultural, educational, technological, or governmental sector and become a partner with that agency or group by attending meetings or otherwise interacting with them.
14. Maintain a consistent style for all District publications.

## **Funding/Development**

### **Purpose Statement**

Funding and Development encompass both near term and long term goals. In addition to the regular budget of the Library District, this section includes working with the Friends of the Montrose Library on short term funding needs and the Libraries of Montrose County for longer term funding needs as well as capital construction needs.

### **Goals**

1. Define budget needed to accomplish all goals.
2. Create timeline for voter property tax initiative to fund the potential shortfall.
3. Create timeline for needs assessment and if determined necessary, expansion/replacement of the Montrose Regional Library.
4. Build a large and diverse pool of Library supporters.
5. Provide excellent donor relations.
6. Use grants to fund new initiatives when appropriate and when these initiatives can be sustained.
7. Build awareness of Library services.

### **Priorities**

1. Develop a plan to gain financial support from the largest number of donors.
2. Use a variety of social media platforms.
3. Develop and implement a planned giving program.
4. Update website in order to facilitate gifts to the Library.
5. Implement a new donor database.
6. Promote the Montrose Regional Library through special events arranged by the Libraries of Montrose County Foundation.
7. Hold a party each year to honor and recognize donors.
8. Research advertising and underwriting opportunities to support capital projects.
9. Research new grant opportunities, especially through American Library Association and Institute for Museum and Library Services.
10. Explore partnerships with other organizations to secure additional grants.
11. Develop a comprehensive advertising plan, based on outreach to desired populations.
12. Explore alternative ways to communicate with patrons and the greater Montrose community.
13. Investigate other libraries' experiences with direct mail and other wide-scale requests for support.

## **Building and Facilities**

### **Purpose Statement**

The Montrose Regional Library District aims to provide efficient, attractive, and useful spaces for the citizens of the District. Such spaces should be welcoming and allow for the myriads of uses required by modern libraries. Facilities should provide adequate space for the needs of District residents.

### **Goals**

1. Maintain welcoming, safe, comfortable buildings and mobile facilities.
2. Reduce environmental impacts from buildings and grounds.
3. Continue to maintain and improve documentation of facility maintenance needs.
4. Maintain and improve scheduling of annual maintenance events, and inspections.

### **Priorities**

1. Complete an internal needs assessment for the Montrose area for the next 5 years.
2. Complete HVAC replacement that is underway.
3. Complete a thorough review of the facilities needs assessment.
4. Create Facilities Manager position to oversee maintenance and custodial staff.
5. Continue following cyclical maintenance plan.
6. Investigate and resolve Naturita flood diversion issues.
7. Maintain appropriate administrative hardware and software.
8. Investigate long-term (15-20 years) facility needs.

## **Outreach**

### **Purpose Statement**

This strategic plan seeks to address the issues facing the communities within the Montrose Regional Library District, as identified through the community interview process. We have selected issues under the “Community” category to address with initiatives to be carried out by staff under the guise of outreach and integrated into their everyday jobs.

### **Goals**

1. Become the center of Montrose for thoughtful examination and discussion of topics of concern to the community.
2. Support lifelong learning.
3. Work toward Outreach being a separate department by the end of this plan.
4. Break out Outreach into its own department when funding and staffing allow.

## **Priorities**

1. Fund a fully supported Outreach program and staff.
2. Improve the public perception of the relevance of the Montrose Regional Library District.
3. Provide library services to residents of all ages who are under served by traditional means of access.
4. Collaborate with other community agencies and groups to promote literacy and build community.
5. Create satellite collections throughout the community to increase community access to library offerings.
6. Address the community interview identified issue of generating a feeling of community.
  - A. Provide dynamic and educational library services to residents of all ages through existing collaborative locations.
    - Schools
    - Parks, gardens, and recreational areas
    - Museums
    - Senior living facilities
  - B. Investigate and assess new locations within the Montrose and Olathe communities to establish a broader reach to those economically or geographically challenged.
  - C. Investigate new collaborations with organizations that specifically provide services to disadvantaged groups.
    - LGBTQ+
    - Housing and food insecure
    - Latinx
    - Rural

### **Additional Resources Needed**

1. One FTE Outreach Department Head (Bilingual)
2. One FTE Outreach Librarian (Bilingual)
3. Explore grants and additional funding for a new, upgraded bookmobile.

## **Circulation**

### **Purpose Statement**

This strategic plan seeks to address the issues facing the communities within Montrose Regional Library District, as identified through the community interview process. We have selected issues under the “Community” and “Social Issues” categories to address with initiatives to be carried out by the Circulation Department.

### **Goals**

1. Provide a well-informed, diverse staff with the skills and resources needed to provide a quality library experience for our entire community.



2. Optimize the effectiveness of the Library team structure to utilize circulation staff members within the scope of their interests, talents, and experience.
3. Maintain quality of service to Spanish speakers.
4. Retain excellent part time staff members.
5. Keep the Library fresh, new and inviting.

## **Priorities**

1. Address the community interview identified issue of access for everyone through library cards.
  - A. Temporary cards allow access to community members experiencing homelessness.
  - B. Supplying library cards for community members in special needs programs and temporary housing.
2. Address the community interview identified issue of access for everyone through circulating library materials.
  - A. Maintain an organized staff to effectively supply library materials to patrons throughout the consortium.
  - B. Quickly process holds both for our patrons and throughout the consortium.
  - C. Maintain staff to effectively return materials.
3. Address the community interview identified issue of volunteer opportunities.
  - A. Maintain a welcoming environment for our shelving volunteers. Keeping the training organized and friendly.
  - B. Welcoming new shelvers as needed.
4. Address the community interview identified issues of access for everyone.
  - A. Investigate and implement more efficient ways to translate library produced materials into Spanish.
  - B. Keeping bilingual circulation staff members to better serve our Spanish community.
5. Address the community interview identified issues of mental health and stress.
  - A. Provide a stress free and peaceful environment for the entire community.
  - B. Being respectful and friendly to all our community members when they enter the library.
  - C. Explore ways to decrease friction among patrons.

## **Youth Services**

### **Purpose Statement**

This strategic plan seeks to address the issues facing the communities within the Montrose Regional Library District, as identified through the community interview process. We have selected issues under “Community”, “Nature”, Social Issues”, “Infrastructure”, and “Economy”.

### **Goals**

1. Address the community interview identified issue of community, nature, economy, social issues.
  - A. Re-invent current programs to move outdoors.
    - a. Nature story times at offsite venues

- Botanic Gardens
  - Ute Indian Museum
  - Parks
- B. Utilize community helper story times
  - C. Sponsor local and global author literary events
  - D. Create library owned children’s sensory garden and play area
  - E. Provide STEAM programs in CMU outdoor classroom
2. Intersect current literacy programs with under-utilized businesses and organizations in Montrose and Olathe that would benefit from outreach visits with an innovative lens to ‘*reach people where they are*’, especially those that serve disadvantaged groups, such as LGBTQ+, Latinx, rural, food/housing insecure, and mentally/physically disabled.
    - A. Laundromats
      - ‘Suds-n-Stories’
    - B. Homeschooling groups or co-ops
      - Curriculum fairs
      - Kit petting zoo
    - C. Non-profits
      - Hilltop Fatherhood Classes
      - Sharing Ministries
    - D. Olathe Community Center
  3. Invite local businesses, professionals, and organizations to library programs to provide direct access to specialized information and expertise.
    - A. STEAM Career Fair to connect youth with potential mentors in various fields.
    - B. Themed family fun nights at the library once a month
    - C. Baby and preschool story time info themes, such as inviting dental hygienists during National Children’s Dental Health Month
  4. Invite local businesses to sponsor books for one of the three story walks in the community.
  5. Investigate location for nursing station in the main branch library.
  6. Curate a print collection of local authors, historical figures, and events designed for youth under sixth grade.
  7. Address the community interview identified issue of economy and infrastructure
    - A. Investigate the use of public transit (free or discounted fees) for families requiring transportation to library programs, both on and off site.
  8. Address the community interview identified issue of Community and Social Issues
    - A. Designated multi-language patron information hubs for library and community services.
      - a. Physical site within the library facilities
        - Seasonal consolidated library program info book (instead of individual flyers for every program in each department)
      - b. Informational, educational, and directional multi-language electronic kiosks
      - c. Online space within the MRLD website
        - Collaborative organization information
        - Tutorials on various services, how-to videos, etc.
      - d. Monthly e-newsletter
    - B. Designated staff information hub

- a. Organization-wide shared file system for MRLD public documents, training resources, meeting minutes, professional organizations, etc.
- b. Digital documentation platform and archival system

#### Additional Resources Needed

1. One FTE – Youth Services Librarian (Bilingual)
2. One FTE – Communications/PR Assistant (Bilingual)
3. Volunteers – Scanning and tagging documents
4. Translation service

## **Teen Services**

### **Purpose Statement**

This strategic plan seeks to address the issues facing the communities within the Montrose Regional Library District, as identified through the community interview process. We have selected issues under the “Community” category to address with initiatives to be carried out by the Teen Services Department.

### **Goals**

1. Create an environment where teens feel welcomed by staff and the space provided for them.
2. Allow teens ownership of their space, programs, and collection.
3. Ensure the teen collections and programming is representative of the entire community.

### **Priorities**

1. Address the community interview identified issues of Community → “Generational Differences,” “Volunteer Opportunities,” “Things for Families to Do,” “Desire to ‘Come Together’”
  - A. Create intergenerational programming that provides fun opportunities for cross-age skill-building and connections and/or develops youth leadership capacity through sustained meaningful volunteerism and program guidance
    - a. Develop an ongoing afternoon Tech Office Hours in the library, staffed by well-trained teen volunteers, during which patrons can seek support with phones, computers, social media, software, or other concerns
    - b. Initiate a skill-based series for ages 6 to 18 in which participants are encouraged but not required to “invite an adult, too!” and/or that taps into cross-age skill-sharing (e.g., Intro to Crochet, Intro to Ukulele, Sushi-Making, Book Buddies)
    - c. Build connections between the library’s Board of Trustees, the library’s Teen Advisory Board, and any other library advisory groups (e.g., annual or semi-annual joint meetings convened around specific issues affecting the library)
  - B. Engage local middle and high school students (and teachers), members of the homeschool community, and other youth-serving organizations to a) identify opportunities for collaboration and b) recruit volunteer leaders for Teen Advisory Board and Tech Office Hours

- C. Take programs traditionally housed in the library to interested youth-serving organizations and groups, including specific focus on outreach in Olathe (e.g., author visits to schools; maker workshops to CASA, the Alliance, Partners, and the Boys & Girls Club; Spanish-language book club, if library/school staff capacity exists; increased Teen Literary Magazine outreach)
  - D. Initiate outreach to senior-serving organizations and social and civic spaces popular with older adults (e.g., Rotary, Altrusa, churches, golf communities, etc.)
2. Communications and Public Relations
- A. Designated multi-language patron information hubs for library and community services.
    - a Physical site within the library facilities
      - Seasonal consolidated library program info book (instead of individual flyers for every program in each department)
    - b Informational, educational, and directional multi-language electronic kiosks
    - c Online space within the MRLD website
      - Collaborative organization information
      - Tutorials on various services, how-to videos, etc.
    - d Monthly e-newsletter
  - B. Designated staff information hub
    - a Organization-wide shared file system for MRLD public documents, training resources, meeting minutes, professional organizations, etc.
    - b Digital documentation platform and archival system

#### Additional Resources Needed

1. Translation Services
2. Cross-departmental PR and communications collaboration and support (e.g. monthly e-newsletter, library-wide shared file systems, etc.)

## **Adult Services**

### **Purpose Statement**

This strategic plan seeks to address the issues facing the communities within the Montrose Regional Library District, as identified through the community interview process. We have selected issues under the “Community” and “Economy” categories to address with initiatives to be carried out by the Adult Services Department.

### **Goals**

1. Ensure staff is knowledgeable, friendly, and well trained.
2. Staff the Reference desk adequately all open hours of the library.
3. Provide robust programming for adult patrons.
4. Ensure District residents have an up to date collection of materials from which to choose.

## Priorities

1. Address the community interview identified issue of Community “Desire to “Come Together”” - Emerging focus on the library empowering and engaging the community, especially marginalized groups, to share power and agency within the library, and for the library to be responsive in our services and programmatic offerings
2. Create a collaborative community discussion program series that involves multiple community partners, focuses on local issues, and engages community stakeholders to represent a wide range of viewpoints and participants
  - A. Quarterly programs
  - B. Train program staff in the facilitation of community conversations
    - a Possible models are Unify America and/or Living Room Conversations
3. Continue to provide programs that serve traditionally “underserved” communities. This could be a component of the community discussion series, or could be separate programming series.
  - A. LGBTQ+ programming for adults - LGBTQ+ Advisory Board
  - B. Spanish-Speakers - family nights, game nights, cultural programs (including Citizenship)
    - a Collaborate with Youth and Teen Services on family-focused programming for Spanish Speakers
4. Encourage adult services librarians to become involved in community organizations (serve on boards, embed in organizations) as part of their jobs
5. Create displays that emphasize local resources, community
6. Continue to provide resources to people experiencing homelessness
  - A. Look into training to initiate conversations with folks who could perhaps benefit from referrals, but haven’t directly asked
7. Conduct outreach to organizations that serve Spanish-speakers (HAP, area churches, etc.) with relationship-building as the focus. Get to know patrons where they are.
8. Conduct outreach to underserved groups - LGBTQ+, unhoused, etc., with relationship-building as the focus. Get to know patrons where they are.
9. Conduct outreach to Senior groups, both to provide engaging programs, and to encourage engagement within the library.
10. Address the community interview identified issue of Economy “More evening activities downtown” - responding to both what we learned from the Community Interview process, as well as the overwhelming success of recent programs, such as “Read It!” and the recent Wendy Viedlock poetry program at a local business. This strategic initiative really has the power to engage younger adults in the library, and modernize our image for a new generation of library users.
  - A. Continue entertaining programs like “Read It!” that partner with local businesses for fun events, like trivia nights, quiet read activities, etc
    - a This model could replace our Adult Summer Reading program
    - b Create consistent branding and PR using the success of Read It! as a model
  - B. Develop the Different Page Literary Series
    - a Conduct 4 quarterly author/literature programs at local businesses
    - b Choose authors that reflect other community-driven strategic goals (engaging marginalized communities, launching conversations that address community issues, etc)
    - c Create consistent branding and PR using the success of Read It! as a model

- C. Encourage adult services librarians to become involved or embedded in organizations - the City's DART board, for example, or to create coalitions of downtown businesses in order to plan and promote more activities for adults. Develop a "Local Business" advisory board?
  - D. Attending events, surveying community members, etc.
  - E. Meeting with downtown business owners to gauge their willingness to host programs at their sites. Try to be as inclusive as possible
11. Communications and Public Relations
- A. Designated multi-language patron information hubs for library and community services.
    - a Physical site within the library facilities
      - Seasonal consolidated library program info book (instead of individual flyers for every program in each department)
    - b Informational, educational, and directional multi-language electronic kiosks
    - c Online space within the MRLD website
      - Collaborative organization information
      - Tutorials on various services, how-to videos, etc.
    - d Monthly e-newsletter
  - B. Designated staff information hub
    - a Organization-wide shared file system for MRLD public documents, training resources, meeting minutes, professional organizations, etc.
    - b Digital documentation platform and archival system

#### Additional Resources Needed

1. 20 hour/week library assistant position - reference desk staffing support
2. Budgetary support for outreach
3. Collection Development support from CORPS
4. LMCF ordering responsibilities
5. All major adult collections turned over to CORPS (Spanish, Science Fiction, Audio books, periodicals, etc) beginning in 2024
6. Kits remain with Adult Services

#### **CORPS**

(Cataloging, Ordering, Receiving, Processing Services)

#### **Purpose Statement**

This strategic plan seeks to address the issues facing the communities within the Montrose Regional Library District, as identified through the community interview process. We have selected issues under the "Community", "Social Issues", and "Economy" categories.

#### **Goals**

1. Community and Social Issues
  - A. Communities need access to inclusive library collections where patrons can find both material reflective of themselves and that broadens understanding of the world around them.

- B. CORPS staff has over 45 years of experience selecting, processing and cataloging materials for public libraries.
  - C. CORPS top priority is to make collections equitable, inclusive and easily accessible. CORPS participates in ongoing trainings with accredited library organizations to facilitate these priorities.
  - D. CORPS conducted surveys of other library systems across Colorado to collect data for Centralized Ordering.
  - E. CORPS, in the spring 2023, is implementing Evidence-based Selection Planning (ESP) and CollectionHQ (which includes DEI Analysis) offered by Baker & Taylor. Evidence-based Selection Planning (ESP) and CollectionHQ will assist staff with maintaining an up to date, equitable and inclusive collection.
2. Economy
- A. Evidence-based Selection Planning (ESP) is a tool used for evaluating materials before purchasing for:
    - a Reports to identify DOA (Dead on Arrival) materials that cause unneeded spending so purchasing can be adjusted to better fulfill patron's interests.
    - b Diversity of subjects in materials selected.
  - B. CollectionHQ is a tool for evaluating the existing collection for:
    - a Reports to discover material that is poorly circulating at its current location and needs to be reviewed.
    - b Reports for weeding items with low to no circulation, duplicate titles and duplicate subject matter.
    - c Reports on diversity of subjects in the collection.
  - C. Continued training and support, in Sierra and Pika, provided by Marmot to the CORPS staff. Marmot run reports that assist CORPS in their work.
  - D. CORPS has evaluated various cost effective measures and is moving to Centralized Ordering in 2023.
    - a Centralized Ordering will streamline ordering and processing by moving from multiple branches and departments ordering to all ordering being performed by the CORPS Dept. for the entire District.
3. CORPS will work with staff, public and community organizations in the selection of materials for equitable, inclusive and easily accessible collection for all communities within the Montrose Regional Library District.

#### Additional Resources Needed

To fully facilitate CORPS work flow in the next 5 years. Positions requested are:

1. 1 40hr e-material, AV, Database, and Technical Services
2. 2 Part Time Technical Services

## **Naturita Community Library**

### **Purpose Statements**

This strategic plan seeks to address the issues facing the communities within the Montrose Regional Library District, as identified through the community interview process within the community of Naturita, Paradox, and the surrounding areas. We have selected issues under “Community”, “Nature”, “Economy”, “Infrastructure”, “Economy”, and "Social Issues & the Bigger Picture” with initiatives to be carried out by The Naturita Community Library staff.

### **Goals**

1. Serve the community by promoting lifelong literacy, fostering learning, and by being a center for people and ideas.
2. Partner with area organizations, coordinate with District staff, and use available materials as a source for library learning to achieve common goals.
3. Develop and increase social media and marketing plan to promote Naturita library services, collections, programs, and technology.
4. Maintain welcoming, safe, and comfortable facility.
5. Repair damage from 2016 floods, and determine viable solutions for flood water diversion and flood damage prevention.
6. Continue cooperation and partnerships with local community.
7. Strengthen relationships between the Montrose Regional Library and Naturita Community Library.
8. Continue to identify new community members and focus on youth, seniors, and under-served patrons.
9. Maintain, improve and reward quality staff through workshops, webinars, online courses, and library conferences.

### **Priorities**

1. Address the community interview identified issue of Community (Things for families to do, Come together - organizational cooperation and generational cooperation, Maintain historical and cultural assets)
  - A. Continue current program offerings and expand with a focus on self-sufficiency, arts, diversity, continued education, and quality family experiences. Each NCL librarian will host two programs which they feel a personal connection to and which address feedback received during the community interviews.
    - a Water conservation/quality and gardening programs, in collaboration with Colorado Mountain College.
    - b Survival skills and “Artcheology” for 8-18 year old youth.
    - c Family game nights.
    - d Continue offering cultural, historic, and ecological field trips organized and hosted by the library.
    - e Bring art programs back “in-house” post COVID.
    - f Continue to offer the J.E.D.I. book club for teens. Expand to offer a preteen program.



- g Host quarterly neighborhood BBQs with a focus on generational interaction, storytelling, and sharing.
- h Expand our volunteer opportunities.
- B. Coordinate with Rimrocker Historical Society, Ute Museum, & local artists to feature bi-monthly revolving displays in the library.
- C. Appoint a librarian to specialize in community resources. This person shall research and collect information on all resources available to community members and create an informational hub system to maximize impact and delivery.
- D. Collaborate with True North, Montrose West End Recreation, San Miguel Resource Center, Bright Futures, the local Senior Center, the Family Link Center, Pay-It-Forward Trust, and others to maximize organizational cooperation and the impact of program offerings in Naturita and the surrounding areas.
  - a Coordinate 4 quarterly organizational meetings to facilitate resource hub and program coordination between organizations.
- E. Conduct outreach to all local and regional nonprofits that offer mental health services, DA services, substance abuse services, senior services, legal aid, housing assistance, and food assistance so we can provide optimal support and information on the resources they seek.
- 2. Address the community interview identified issue of Nature (Beauty, Water, Conservation, and Solar Energy)
  - A. Continue to offer our local geology, ecology, and archaeology hikes with Dr. Glade Hadden. These focus on local ancient history and significant geology of the area.
    - a Expand these tours to focus on youth in an “Archeology” series which will combine education in these fields with ancient life skills, and modern art.
  - B. Continue to coordinate with Colorado Mountain College and River Watch to offer a Citizen Scientist water quality testing group each month. We will train citizens in water chemistry & quality, microbiology, and testing methods. Colorado School of Mines will offer up to 3 hours of college credit. Colorado Mountain College will provide all testing equipment, NCL will provide the coordinator and trainer. The group will then test local rivers and streams and report their findings back to the state.
    - a One librarian will offer a series of classes on building your own water filtration systems.
  - C. Continue developing our seed library partnership with CMC and developing gardening courses based on our local ecosystem.
  - D. Partner with the Apple Core Project to support grafting classes and heirloom species reintroduction.
  - E. Non-programs
    - a Explore options to convert the library to a solar system.
    - b Add an electric charging station to the library parking area.
    - c Create and maintain community gardens in collaboration with CMC, Montezuma Farm to Table, Apple Core, patrons, and other community partners. Educate patrons in garden and crop management. Distribute harvest to patrons and local food assistance programs.
  - F. Outreach
    - a Continue developing partnerships with River Watch, Colorado Mountain College, Colorado School of Mines, Apple Core Project, 4 H, and other organizations which focus on conservation, local geology, history, and educational Ecotourism opportunities.
- 3. Address the community interview identified issue of Economy (Affordable Childcare, Wages,

Affordable Housing)

- A. Explore opportunities for NCL property expansion to include a community center which offers childcare services and training as a community resource, and in support of expanded lifelong learning opportunities available through the library.
  - B. Creation and expansion of an NCL based Community Center over a 3-5 year period, would create job opportunities and offer a positive impact on wages locally due in part to the MRLD board's recent policy development focused on pay equity.
  - C. Current property acquisition exploration has presented opportunities for future subdivision of acquired property and possible partnerships with affordable housing partners. This would assist in funding future NCL expansion projects and affordable housing in Naturita.
  - D. Outreach
    - a Coordinate and collaborate with area nonprofits and organizations to acquire and create collaborative community spaces.
4. Address the community interview identified issue of Infrastructure (Transportation)
    - A. Acquire a battery powered/solar NCL "bookmobile" which would deliver books within the west-end of Montrose County, deliver meals-on-wheels, and offer transportation services to local library patrons seeking transportation to/from library programs.
  5. Address the community interview identified issue of Social Issues & the Bigger Picture (Mental Health, Stress, Access to health care, Food insecurity)
    - A. Expand NCL property holdings, rebrand our tiny rural library, and uphold the MRLD mission statement to "foster our community by providing resources, encouraging reading, and supporting lifelong learning..."
      - a Explore property acquisition options.
      - b Develop a sustainable business plan.
      - c Partner with other local organizations, colleges, and nonprofits.
      - d Develop plans for a cultural learning center, community gardens, community theater space, community child care center, college learning center, vocational and technical learning spaces, collaborative office spaces for nonprofits, physical health center, and other spaces that foster the community, facilitate knowledge acquisition, and promote lifelong learning that goes beyond the page.
      - e Write and acquire grants to fund the purchase, development, staffing of the NCL Community Resource Co-op.