



STRATEGIC PLAN

Extended through FY2024

Friends of the Library, Montgomery County Strategic Plan

for August 2020 – June 2022

Approved August 19, 2020

FOLMC By-laws – Article 2: Purpose

The purpose of the Corporation is to support public library service in Montgomery County, Maryland, by:

- a) assisting the library in its public information activities;
- b) cooperating with the work of the Montgomery County Library Board and the local library advisory committees;
- c) encouraging gifts, memorials, and endowments for the benefit of library service;
- d) supporting fundraising efforts for special purposes;
- e) sponsoring community events and/or activities; and
- f) creating opportunities for citizens to volunteer their assistance.

Vision Statement:

Everyone in the County values, benefits from, and supports Montgomery County Public Libraries.

Mission Statement

To strengthen, promote, and champion Montgomery County Public Libraries (MCPL), for it to better serve the learning interests and needs of the diverse and changing communities of the County.

Values

Education – We facilitate awareness of public library resources for everyone.

Innovation – We embrace change and evolution of libraries.

Service – We give back to our community.

Integrity – We act as stewards of public trust.

Advocacy – We are champions for our library system.

Purpose: To create a short-term 22-month strategic plan (August 2020 to June 2022) to prepare for the uncertainty and varied future scenarios that may result from the current environment.

Goal 1: Maintain organizational sustainability and financial health to be able to provide meaningful support to MCPL.

Objective 1: Improve organizational ability to be agile and ready to respond nimbly to relevant societal/community issues.

Objective 2: Identify income sources to stabilize finances.

Objective 3: Reassess technology needs to adapt to a changing environment.

Objective 4: Address long-term effect of and prepare for unexpected income reduction.

Objective 5: Increase awareness of MCPL offerings and resources that address needs that have arisen due to the pandemic, particularly in underserved communities, and the role of FOLMC in supporting these efforts.

Goal 2: Incorporate Inclusion, Diversity, Equity, and Access (IDEA) practices throughout the organization and the community that we serve.

Objective 1: Create and sustain a healthy organizational culture by providing conditions necessary for employees, partners, and community members to feel informed, valued, supported, and included.

Objective 2: Engage our community by identifying specific partners that represent our diverse community.

Goal 3: Maintain and strengthen public trust by demonstrating openness and transparency.

Objective 1: Openly convey program impact and financial results.

Objective 2: Update policies and operating procedures to reflect our new work environment.

Goal 4: Build the foundation for a unified and cohesive organization.

Objective 1: Align chapters with overall operations.

Objective 2: Create and develop communications that promote a shared vision.