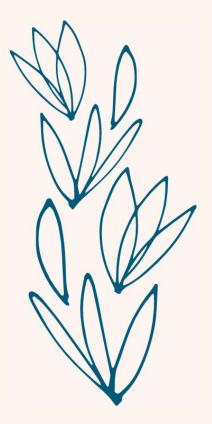


### **Extended through FY2024**





### 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.

#### <u>Values</u>

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.

**<u>Purpose</u>**: 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.