

FERNIE HERITAGE LIBRARY

2022-2025 STRATEGIC PLAN



DATE: NOVEMBER 30, 2022

INTRODUCTION

For over 100 years the Fernie Heritage Library (FHL) has been a trusted and respected pillar within the community. This trust and respect as enabled the FHL to serve as Fernie’s “community living room”, providing both a space and place to bring all members of the community together. Community members visit the FHL to find answers and information. This has allowed the FHL to offer a wide array of books, movies, and music to community members and circulate more than 100,000 items annually. In addition to books, movies, and music the FHL also delivers programs and services for all age groups that strive to engage, educate, and inspire.

In addition to pursuing its own vision and mission, the FHL also actively collaborates with other Fernie agencies and businesses to support and enhance their efforts to strengthen and build the community. Further, as a proud and active member of the British Columbia Libraries Cooperative the FHL is constantly striving learn from other libraries across the province, improve its offerings, and deliver greater value to all members of the community. The FHL has a dedicated Board of Directors and a passionate team of staff to enable the pursuit of its vision and mission.

STRATEGIC PLAN

The FHL Board of Directors and Library Director crafted this strategic plan after holding an in-depth reflection and planning session in June 2022. This plan was tailored and finalized in November 2022. The FHL will implement initiatives between 2022 and 2025 to achieve the objectives and outcomes defined in this plan.

VISION, MISSION, AND VALUES

VISION

A welcoming place that creates connections and inspires learning for all community members.

MISSION

A library for everyone to learn, share, and build community.

VALUES

The FHL Board members, Library Director, staff, and volunteers share a core set of values. These values guide the Board members, Library Director, staff, and volunteers as they undertake the work necessary to achieve the vision and mission.

The FHL values...

- Belonging and Inclusivity
 - The FHL welcomes everyone in a safe, accepting environment based on belonging and positive relationships and celebrates differences.
- Respect and Professionalism
 - The FHL ensures that everyone – community members, volunteers, staff, partners – is heard, respected, valued, and treated in a fair and professional manner.
- Innovation and Creativity
 - The FHL encourages everyone to explore novel ideas and engage in creative thoughts and pursuits to address existing and emerging needs.

- Working Together and Collaboration
 - The FHL works together with community members, volunteers, staff, and partners and actively seeks to renew existing and cultivate new relationships.
- Being Solution-Focused and Responsive
 - The FHL operates with a positive mindset and is focused on developing solutions and responding to the essential needs of the community.

STRATEGIC OBJECTIVES

The FHL will achieve the following strategic objectives between 2022 and 2025.

STRATEGIC OBJECTIVE #1

STRENGTHEN AND DEVELOP THE STAFF WHO CREATE AND DELIVER THE LIBRARY EXPERIENCE.

STRATEGIC OBJECTIVE #2

ACTIVELY PROMOTE THE LIBRARY, ILLUSTRATING THE POWERFUL IMPACT THAT IT MAKES ON THE COMMUNITY THROUGH STORIES.

STRATEGIC OBJECTIVE #3

DIVERSIFY FINANCIAL RESOURCES THROUGH THE DEVELOPMENT OF STRATEGIC PARTNERSHIPS WITH PREVIOUS, EXISTING, AND NEW FUNDERS AND IDENTIFICATION OF INNOVATIVE FUNDING STRATEGIES.

STRATEGIC OBJECTIVE #4

DEVELOP A CLEAR AND PRECISE UNDERSTANDING OF COMMUNITY MEMBERS THAT CURRENTLY DO AND DO NOT USE THE LIBRARY AND ITS PROGRAMS TO INCREASE PATRONAGE.

STRATEGIC OBJECTIVE #5

CLARIFY THE ROLES AND RESPONSIBILITIES OF THE BOARD IN SUPPORTING THE OPERATIONS TEAM AS IT CARRIES OUT THE WORK REQUIRED TO ACHIEVE THE LIBRARY'S VISION, MISSION, AND STRATEGIC OBJECTIVES