Josephine Community Library District
Workshop Minutes
Thursday, October 26, 2017, 8:45-11:45 am
Main Reading Room, Grants Pass Branch Library

Members in attendance: Jennifer Roberts, John Harelson, Judy Williams, Laurel Samson
Members absent: Beecher Ellison
Others present: Michael Kosmala of Coraggio Group,
JCLD Library Director Kate Lasky, and Transition Administrator Teresa Stover

CALL TO ORDER. The workshop started at 8:45 am.

STRATEGIC PLANNING WORK SESSION. This work session was the fourth of four sessions which will result in the development of the three-year Strategic Plan for Josephine Community Library District. In this session, the board:

- Recapped the results of the October 5 strategic planning session.
- Reviewed and refined strategic imperatives and initiatives.
- Drafted the objectives.

The draft strategic plan is in the attached 2017-2020 Strategic Direction document.

ADJOURNMENT
The workshop adjourned at 11:50 am.

Respectfully submitted,

Teresa Stover for Kate Lasky, Board Secretary
Josephine Community Library District
2017-2020 Strategic Direction
Josephine Community Library District
November 9, 2017
Coraggio Group
503.493.1452 | coraggiogroup.com
Overview: Project Timeline

**Immersion Session**  
June 30, 2017

**Community Survey**  
August 2017

**Strategic Planning Retreat**  
September 10, 2017

**Strategic Planning Work Session #1**  
Library Staff Input  
October 5, 2017

**Strategic Planning Work Session #2**  
October 26, 2017

**Strategic Plan Approval**  
November 9, 2017

**Operational Planning**  
November-December
Approach: Coraggio’s Strategic Framework

Vision
What is the ideal future state we are trying to create?

Mission
What is our purpose? What are we here to make happen?

Values
What are the fundamental beliefs that shape how we work together and serve our mission?

Reputation
What do we want to be known for? What is the enduring perception or emotion that describes the total experience of our organization?

Position
What unique & sustainable value do we deliver, where do we deliver, and for whom?

Strategic Imperatives
What must be accomplished over the planning horizon?

Objective
How will we measure success?

Initiative
What collective actions do we need to take, that are transformative in nature?
Josephine Community Library District
2017-2020 Strategic Direction

Vision
A vibrant community strong in itself and connected to the world.

Mission
Enriching our community through access to quality library services across Josephine County.

Values
Integrity
Innovation
Accountability
Freedom
Engagement
Equity & Inclusion

Reputation
Transformative
Inclusive
Dependable
Caring
Essential
Courageous

Position
Our community members and partners value the library system as a lifelong source of ideas and inspiration in an open, warm, and responsive environment.

Imperatives
Enhance program quality and customer service
Nurture a work culture that values and supports its staff and volunteers
Enhance the facilities across the library systems
Develop efficient operating systems and structures
Build awareness and expand partnerships

Objectives
Year-over-year increases in patron satisfaction
Achieve “Enhanced” status in Oregon Library Association Library Standards by 2020
Year-over-year increases in library use
Year-over-year increases (baseline in 2018) in staff engagement
Year-over-year increases in volunteer engagement
Increased volunteers hours by 1500 by 2019
Complete Facilities Master Plan by end of July 2018
Update overall objectives based on the results of the Master Plan by October 2018
Clean annual audit
100% Board participation in Special Districts of Oregon training
Year-over-year increases in patron awareness
Increase in quality and number of partners
Annual Board participation in Oregon Library Legislative Day

Initiatives
Expand hours of operation in response to Measure 17-79 commitments
Implement the collection development plan which improves materials against Oregon Library Association Library Standards
Develop and implement a volunteer recruitment plan that maintains the staff and volunteer balance required to expand hours without jeopardizing culture
Develop and implement a staff and volunteer professional development program that aligns with organizational needs
Develop a Facilities Master Plan that includes a vision which addresses community needs and provides a cost benefits analysis
Develop and implement a fundraising campaign that engages community partners
Develop a long-term financial plan for the library system
Develop and maintain clear policies and procedures for key organizational functions
Build board effectiveness in the governance and oversight of taxpayer funds
Develop and implement a communications plan that includes progress updates on Measure 17-79 commitments and transitions Josephine Community Libraries' brand to the Library District
Nurture healthy and impactful relationships with current and new Library System partners