

**Josephine Community Library District  
Strategic Planning Workshop Minutes**

Monday, January 25, 2021 at 5 pm

Virtual Meeting

Call 720-707-2699. Meeting ID #886 0762 0439

**Members present:** Beecher Ellison, Pat Fahey, John Harelson, Gina Marie Agosta, Laurel Samson

**Members absent:** *None*

**Community members present:** Hazel Danni Black, *Shauna Bland*, Stephen Covrig, Beatriz Defoe, Kristina Espinoza, Denise Kalic, Brandace Rojo, Faith Schultz, Sally Snyder

**Facilitators:** Public Library Consultant Darci Hanning, Library Director Kate Lasky, Acting Secretary Teresa Stover

**CALL TO ORDER.** President Pat Fahey called the meeting to order at 5:05 pm.

**INTRODUCTIONS/AGENDA REVIEW**

Mr. Fahey handed the meeting over to Library Director Kate Lasky, who introduced Public Library Consultant Darci Hanning of the State Library of Oregon. Ms. Hanning welcomed all present, reviewed the agenda, and had everyone introduce themselves.

**DIRECTOR'S PRESENTATION**

Ms. Lasky gave a presentation about the 2020 Community Needs Assessment, including the individual elements of collection assessment, program assessment, outreach assessment, and key findings. She also discussed the library's annual survey and the annual report.

**OVERVIEW: STRATEGIC PLANNING PROCESS**

Ms. Hanning shared her presentation, which included an overview of the strategic planning process.

**VISION/MISSION**

Ms. Hanning led the group through a vision statement exercise. The group reviewed the draft of the mission statement developed by library staff and gathered feedback. Group members pointed out words and phrases they'd like to include in the vision, along with distinctions to be made. One group member offered to translate the vision and mission into Spanish when they're completed. Words and phrases identified as important were inclusive, community, vibrant, informed, regardless of income or lifestyle, connection, strong, world, knowledge, freely, share, accessible, exchange of ideas and information, broadening viewpoints.

Ms. Lasky, the board, and Ms. Hanning will review these words and phrases to craft a new vision statement. Participants were invited to send additional ideas to Ms. Lasky.

Ms. Hanning reviewed the mission statement drafted by staff so far: "The library is shaping the future of Josephine County by connecting people from all walks of life to reliable resources, technology, and information." The group offered feedback.

**FOCUS AREAS**

Ms. Hanning reviewed the six themes that were uncovered in the community needs assessment process: basic needs and resources; diverse perspectives and representation; home, family,

household management; civic engagement; community connections; and activities. Examples of library services that could be under each of these themes were discussed.

The group engaged in a voting process, with each participant voting for their top four priorities among the six themes discussed.

#### **PRESENT STAFF FOCUS AREAS RESPONSES AND TALLY**

The top vote-getters were Basic Needs and Resources, Diverse Perspectives and Representation, and Civic Engagement. These will become the focus areas for the strategic plan.

#### **BRAINSTORM POSSIBLE GOALS**

The group brainstormed one goal that would go under the Diverse Perspectives focus area. They learned the elements of a goal, which identifies a target audience and the benefit that audience will receive. The result was the goal “Young Latinx people will explore and discover Latinx heritage and culture from older Latinx community members.”

The group discussed a growing movement of bringing in people from the target community to help design a program that benefits them.

The outcome of a goal is often about some change that happens.

#### **NEXT STEPS/WRAP UP**

The group reviewed next steps for strategic plan development in February and March:

- The director and staff will finalize the mission statement.
- The director and board will finalize the vision statement.
- The director will draft goals and get board input and approval.
- The director and staff will develop objectives for each goal, and activities for each objective.

Ms. Hanning pointed out that the focus area is the skeleton, while the goals, objectives, and activities flesh it out and bring it to life.

Ms. Lasky thanked the community stakeholders and the board for participating in this process. She also thanked Ms. Hanning for facilitating.

#### **ADJOURN**

The meeting adjourned at 7:05 pm.

Respectfully submitted,



Teresa Stover for Board Secretary Kate Lasky  
Josephine Community Library District