

Lindsborg Community Library

15 Year Plan

Approved November 2, 2021

I. **Library Vision**

1. In 2035... the Lindsborg Community Library (LCL) welcomes community residents and visitors of all ages to be engaged in the pursuit of lifelong learning. LCL provides a high quality of library services, embracing literature, technology, and the arts for the purposes of education, enrichment, exploration, and enjoyment.

II. **Planning Methodology**

1. This 15 Year Plan is based on information gathered regarding felt needs from city government, community members, and library board and staff members.

The City Comprehensive Plan was reviewed for how LCL can contribute towards the goals and objectives listed as needful growth for the next 20 years. LCL also received a grant from the American Library Association: Libraries Transform Communities: Focus on Rural and Small Libraries initiative for the purpose of conducting community conversations. These community conversations were held in July 2021 to gather input on how residents in our community would like to see LCL grow over the next 15 years.

Input from both of these sources, along with ideas from Library Board Members and Staff Members, was compiled into this final 15 Year Plan for 2021-2035.

III. **The 15 Year Plan**

1. **In 2035... the Library has sustainable funding sources that support providing full library services that meet best practice standards of excellence.**

Current funding sources include City of Lindsborg property tax distributions, grants-in-aid from the South Central Kansas Library System (SCKLS) and State Library of Kansas, withdrawals from funds invested with the Greater Salina Community Foundation, estate gifts and memorials, fundraising from the Friends of the Lindsborg Library 501(c)3 nonprofit organization, and donations from patrons and friends.

LCL is currently underfunded when compared to other public libraries of similar service population sizes. For more details, reference the document prepared for the May 3, 2021 Lindsborg City Council presentation.

During that presentation, the Library submitted a request for an increase in annual funding in order to begin closing the gap. That request, moving from a library mill levy rate of 2.050 to 3.000, was approved in September 2021.

There are numerous felt needs in our community for expansion of library collection materials, e-Library options, programming events, open hours, staffing, and more. Expanding library services to meet these needs will require additional sustainable funding sources to be secured.

Over the next 15 years, LCL will continue to pursue sustainable funding source options so that valuable library services to community residents and visitors can be expanded to meet best practice standards of excellence and community felt needs.

2. In 2035... the Library has the necessary staff team required to meet community desires for open hours, patron services, and programming events.

In the Community Conversations held in July 2021, individuals expressed a desire for additional open library hours, on both weekends and extended hours during the week. The current 3 member staff employed by the Library is not sufficient to expand hours from the current offering (M-F 10am – 6pm; Sat 10am – 2pm). Staff employed at present are a 32 hour/week Library Director, a 12-16 hour/week Assistant Librarian/ Used Book Store Manager, and a 15 hour/week Library Clerk.

In order to offer the requested additional hours, services, and program events, LCL will need additional staff. This will include both increases in hours and pay rate/benefits to encourage retention as well as adding new staff positions. Paid library staff will be supplemented with expanding volunteer staff positions by regular recruitment and training of both teen and adult volunteers to assist librarians as needed.

Over the next 15 years, LCL will expand both paid and volunteer staff positions so that open hours, patron services, and programming events for all ages can be fully staffed and expanded.

3. In 2035... the Library building has the necessary facility components in order to function well as a community service organization.

In February 2021, LCL experienced flooding due to burst water pipes. To prevent disastrous losses in the event of a repeat event, the building would benefit from

the installation of at least 1 floor drain. The building is also in need of additional storage space: the Heritage Room has table and chair storage that blocks access to bookcases needed for heritage collections; the men's bathroom is regularly used to store donations of books to the Library and Book Store; materials for the annual book sale are currently stored off site in personal garages.

Over the next 15 years, LCL will consult an architect about the possibilities for a remodel to address these issues. After a plan is formed, LCL will proceed with securing sufficient funding to finance remodeling needs.

Two of the four HVAC units for the building are estimated to be 30+ years old; two were installed in 2017. Over the next 15 years, LCL will set aside funds for the eventual replacements when required.

4. In 2035... the Library both celebrates Lindsborg's Swedish heritage and welcomes the diverse ethnic identities in our community and our world.

LCL has special collections of local, Kansan, and Scandinavian heritage and history in both English and Swedish languages. At the beginning of 2021, the vast majority of local and Scandinavian materials are not cataloged in the Library circulation system, making them difficult to find for patrons.

In the next 15 years, these collections will be cataloged to facilitate simpler searching and promoted as valuable resources for both residents and visitors to explore. Additional materials celebrating our history and heritage will be regularly added as new materials are published and made accessible.

It is the Library's intent to welcome, include, and embrace all residents and visitors. In our multi-ethnic world, this includes representation of diverse stories in collection materials.

In the next 15 years, LCL will move toward greater ethnic representation to reflect and celebrate diverse ethnicities in library materials, with a goal of at least as much minority representation as in actual Kansas populations. This will be a particular focus in illustrated books for children to promote healthy self-image as young people grow.

5. In 2035... the Library provides valuable program services to support lifelong learning, from our youngest babies to our oldest senior citizens.

At the present, LCL program events include 2 weekly early childhood story time programs, a twice-a-month LEGO Club building program for K-6th graders, the self-paced 1000 Books Before Kindergarten program, and a summer reading & activity program for children age 12 and younger. There is a great desire expressed for additional programs, both for adults and children.

It is the Library's intent to encourage and support the lifelong learning pursuits for all ages. Requests have been made for classes, lectures, and/or workshops with subjects such as art, literature, technology, heritage and history, science, engineering, and writing.

In the next 15 years, LCL will move towards expanding program offerings led by library staff, volunteers, and invited guests targeted specifically for children, teens, adults, and multi-generational audiences.

As part of LCL's intent to support lifelong learning, collection formats will be expanded with special needs in mind. For our youngest patrons, sturdy board books accessible for infants and toddlers will receive a priority for purchase and replacement. For our most elderly patrons, large print and audiobook formats will receive priority for those whose eyesight has diminished.

In the next 15 years, LCL will continue and grow board book, large print, and audiobook collections.

6. In 2035... the Library is a well-known entity in the community. Residents and visitors know where the Library is, what services are available for them, and view the Library as a source of value added to our community.

At the present, LCL maintains a website through SCKLS and has social media accounts on Facebook and Instagram platforms. Bulletin boards at the front entrance and in the children's area are available for promotional materials. A television is available in the adult nonfiction section for use as a digital message board during open library hours. Promotion and marketing is periodically conducted through use of the Lindsborg CVB, Lindsborg News Record, Dala Town online magazine, flyers, and postcards.

Over the next 15 years, the Library will maintain and strengthen open communication efforts to community residents and visitors regarding Library services and programming. Community conversations will be held regularly so that the Library can determine shifts in service and outreach desired to better serve our community.

7. In 2035... the Library has easily accessible, written copies of complete administrative policies and essential information to facilitate the smooth operation of the Library.

The current Essential Library Notebook was last updated in 2018. Much has changed since then, including migrating to a new circulation system. Many policies, plans, and guidelines need to be reviewed for any necessary updates, or have current practices written and gathered in a central location. This would be especially helpful for board member transfer of knowledge as members resign or fulfill terms.

In the next 15 years, a system for regular review and updates for policy, guidelines, and essential information will be implemented. Duplicate copies of this information will be easily accessible to all Library staff and board members.

8. In 2035... the Library celebrates its 75th Birthday, celebrating 75 years of excellent library service to the Lindsborg community.

In 2020, LCL celebrated its 60th Birthday with extensive grant funded transformations, but original plans for party celebrations were altered due to the COVID-19 pandemic. Our Library has many things to celebrate, even when considering our challenges.

Over the next 15 years, the Library will celebrate the successes in our journey along the way to our next milestone birthday. As we draw close to 2035, we will plan for significant celebration of the Library's 75th year of service!

IV. Conclusion

1. Since 1960, the Lindsborg Community Library has provided access to resources and services beyond what patrons could afford on their own. The need for library services including reading materials, technology access, programming, and more continues to grow and expand.

Over the next 15 years, LCL will continue to expand and adapt library services to better meet the needs of our patrons. By doing so, the Library will be a thriving contributor to the excellent quality of life available in Lindsborg in 2035.