

August 2026 Strategic Plan Update

1. Financial Stability

- a. Grant Writing (5 grants accepted of \$10,000 by April 30, 2027): Jordon has left the library. Evan is continuing to focus on his ALA-LTC grant at this time (that will be completed April 30, 2027) so he has not been pursuing any new grants during this period. Kerry has applied for the State Grant for Libraries (\$5,000 on July 9), the San Miguel County Grant for STEAM (\$6,000 on 7/28), and the Lone Cone Legacy Trust grant for SRP (\$2500 on 8/11). Kerry and Sara continue looking for other grants.
- b. Friends of the Library Fundraising (Raising at least \$2,500 by April 30, 2027): There was a Pampered Chef virtual fundraiser that brought in \$294.51 (\$981.70 sold @30%) in August 2026.
- c. Donors (5 new donors by April 30, 2027): There was a new monthly donor (\$50 per month) in April 2026. There was a new donor contribution of \$500 in July 2026.
- d. Build funds
 - i. Emergency funds: There is about \$5,650 in emergency funds (after retaining the TABOR requirement. So there is about \$22,000 total in the emergency fund.
 - ii. Capital funds: There has not been any grants or funds set aside for the grounds development at this time. However, mowing has been completed and will be on a spring and fall schedule moving forward.
 - iii. Tabor Reserves: There should be about \$16,350 set aside for TABOR if it is needed. Right now, with \$22,000 in the emergency funds, this could qualify as sufficient.

2. Programming

- a. School Partnership
 - i. Work Study: One student has expressed an interest in doing work study here and I will be assisting them to apply for it through the school. We are always looking for a (could be paid or volunteer hours) student to come help with STEAM activities and to be available for homework help!
 - ii. Calendar Communication: There hasn't been any need throughout the summer, but I have received 2 of the 3 fall sport schedules for middle school and will begin planning teen STEAM to start mid-October.
- b. Outreach (Not on the plan, but the library attended Music on the Mesa in June and the UMC community BBQ on August 6)

- i. Library Open House: Has not been scheduled yet
 - c. Library of Things : 7 new things added since May 1, 2026
 - d. Tween & Teen programming:
 - i. Add 3 programs/teen advisory: In-Between Scene added in May of 2026. Will be looking for a teen advisory group once school starts (with sports, that makes it harder.)
 - ii. Increase SRP 10%: 0 in 2025-6 in 2026!
 - e. Increase Senior Programming
 - i. AARP first program August 6 with about 30 participants. The second one is scheduled for September 3.
 - ii. Tech Time: sporadic attendance-about 2-3 each week, but it has cut back on Book-a-Librarian appointments.
 - iii. Senior Lunch: Rhonda and Nina take flyers twice per week and promote upcoming activities. Adult summer reading has been a huge success with more seniors attending and requesting more similar programming.
3. Internal processes
- a. Increase staff salaries: Added a new position of Assistant Library Director. Not replacing two positions that have been vacated this quarter. Have not increased any salaries this quarter, but we are under budget (~39%) for payroll costs based on the budget.
 - b. Workload: Two positions have recently been vacated, so staff are assessing their work duties and we are in a transitioning period, however the Assistant Library Director has taken on several roles from vacated positions as well as some of the duties the Director has been doing. Staff state that they do not feel overloaded, although this is being closely monitored.
 - c. Growth opportunities: All staff are working on their required training. Kerry will be attending the ARSL conference in September. Sara will be attending CAL-Con in September. Evan continues signing up for and attending webinars as his schedule and workload allow.
 - d. Increase volunteers: There have not been any volunteers throughout this reporting period.
4. Landscaping Plan
- a. Break down plan: There has been little progress on this since we are transitioning staff duties. Kerry did speak to the Dark Sky group about what they might like to see included, Brock from WETA (who has some great ideas and partnership ideas for his Tabaguche Youth corps), Sara Owen from the Town (to collaborate on Go-Co grant money for Norwood), as well as the CSU extension office for greenhouse ideas.

- b. Capital Campaign funds: There has been no forward movement on this during this reporting period.
- c. Volunteer Day: This is not required until May 2027
- d. Community Partnerships: Kerry attended a few Park & Rec meetings to be able to get on the same page. Kerry met with the Town of Norwood in August to discuss their park plans so as not to duplicate ideas. Nina remains on the P & Z committee in San Miguel County. Norwood Chamber continues to be a partner and Kerry is on their Board. Kerry is in close contact with Ellen Metrick for the Dark Sky and Brock Benson from WETA.