

Rappahannock County Public Library

5-Year and Strategic Plan

Adopted by the Library Board of Trustees
August 2025

Introduction

The Rappahannock County Public Library is an integral part of our county's cultural life – a place where everyone, regardless of age, ability, or financial means, can connect, learn, and thrive. Through innovative programs and essential services, the library provides the resources to foster lifelong learning, wellness, and social engagement, and enables access to the arts, literature, and technology. More than just books, the library is a hub for community growth and enrichment.

The library thus caters to the many needs of our community, adapting and evolving with change and innovation, while remaining a welcoming and inclusive place for all County residents.

The Library Board of Trustees ("Board") is entrusted with the Library's future, planning for its continued success and exceptional service to the community. To this end, the Board and the Library Director ("Director") have identified and honed our Vision, our Mission and our Values. Additionally, we have noted the challenges of meeting our mission, and determined appropriate service goals and objectives.

Both the Board and the Director recognize that our strategic planning requires ongoing thought and input to be most effective. Thus, this 5-Year and Strategic Plan ("Plan") serves as the backbone as we continue to grow or encounter new challenges, and will be reviewed and revised as needed.

Rappahannock County Public Library ("Library")

Vision Statement

The Library serves as a center for the community where all people are welcomed, encouraged, and supported in the pursuit of information, literacy, technology, culture, wellness, and lifelong learning.

Our Mission

The Library's mission is to improve the quality of life for members of the Rappahannock County community by providing informational, educational and recreational materials, as well as services and programs of interest and cultural value to the community at large.

Our Values

The following values guide us in our vision and help fulfill our mission:

- **We complete every transaction with respect and excellent patron service.**

We believe in mutual respect, intellectual freedom and equal opportunity. We adhere to professional ethics and treat our patrons with respect as we provide equitable access to information, resources, materials and services.

- **We collaborate, identify with and celebrate our community.** We increase our visibility by partnering with individuals, educators, businesses, public agencies and nonprofit groups to ensure that Library resources and services are accessible to all patrons, reflect our community and meet its needs.

- **We promote information literacy and lifelong learning.** We believe that all individuals need access to accurate information, resources, materials and services. Therefore, we endeavor to inspire lifelong learning across various platforms to benefit both individuals and the community as a whole.

- **We embrace technology and encourage creativity and innovation.** We recognize that technology is constantly evolving, and we adapt, learn new skills, and introduce tools, services, and techniques to meet our community's needs. We do so with creativity and innovation that inspires both staff and patrons.

- **We anticipate and embrace change.**

We foresee the changing needs of our community. We embrace change, solve problems with creativity and enthusiasm, foster growth, adapt to technological developments, and augment the overall well-being of our community.

Our Challenges

Surveys and community engagement have made it clear that we need more space and resources to meet growing demand. As it stands, the library is stretched beyond capacity, unable to provide dedicated accessible spaces for the various segments of our population and limited in its ability to expand our award-winning community programs. In particular, surveys and community interaction have identified the need in Rappahannock County for:

- ◇ **A Neutral Safe Indoor Public Space** for young adults to gather after school and on weekends.
- ◇ **Expanded Children's Space and Programming** to meet growing demand as our current events are at or exceeding maximum capacity, and there is more we can offer to encourage early literacy and intellectual and cultural growth.
- ◇ **Increased Capacity for Adult Programming** which is regularly over-crowded or wait-listed due to space limitations and significant patron interest.
- ◇ **More Community Meeting Space** as the Library's public meeting room is often fully utilized during preferred hours and cannot accommodate certain events due to the small room size and limited seating capacity.
- ◇ **Flexible Work Space** available for tutors, computer help, and other small group activities.

At the same time, we need to meet continuing objectives:

- Increase the awareness of Library materials, resources, services and programs to ensure and improve public use, appreciation, and support;
- Build and strengthen community engagement through developing and leveraging current partnerships and relationships with community organizations, supporters, donors, and volunteers to advance the Library's mission;
- Enhance the ability of staff, trustees and volunteers by providing access, resources, and support for training opportunities.

Strategic Goals and Objectives

Based on internal assessment of challenges and areas needing improvement, the Board and the Director have adopted the following goals and objectives for the Library:

- Embark on a capital campaign to raise money and generate support for an expanded and accessible library building that would meet the community's stated

and anticipated needs and desires for Library services and guarantee adequacy of Library facilities for the next 10-20 years. Engage in renovation and expansion of Library facilities to meet these needs.

ACTION ITEM: Develop fund-raising capabilities and resources to assist in the financing of expansion and renovation of facilities. Identify grants and other revenue sources to assist with this process.

ACTION ITEM: Develop a plan to bring the renovation and expansion to fruition. Engage members of the community with relevant expertise to ensure the success of the project, and to secure community support for all aspects of the project.

- Explore and develop new relationships and partnerships with community groups, individuals and foundations to support and expand Library offerings and to maximize community outreach. Provide engaging programs and services that encourage learning and wellness. Increase advocacy efforts to ensure the success and liveliness of the Library in the Rappahannock community.

ACTION ITEM: Deepen the relationships with community groups and local nonprofit organizations. Collaborate with these groups to develop services and programming for patrons. Highlight these partnerships and increase outreach for both the Library and the individual groups in various media outlets.

- Create, conduct, and participate in training for Library staff and Board that 1) strengthens the Library organization, 2) allows the Library to adapt effectively to environmental and technology changes, and 3) results in better service to the public. Utilize training sessions, workshops, and courses to develop, improve, and enhance relevant skills.

ACTION ITEM: Increase budget allocation as needed to allow staff, trustees and volunteers to participate in continuing education opportunities. Require and encourage staff to participate in continuing education and training opportunities throughout the year.

ACTION ITEM: Provide volunteers with applicable training, materials, and resources to ensure consistent and appropriate performance of volunteer duties and tasks.