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Strategic Planning Committee: Overview of Efforts to Date

Recap:

8 Committee Members:

Kathryn Dillon, Roberta Boczkiewicz, Julie Bohan, Clifton Crais, Laura Cyr, Derik Goodine, Karen Lyons, Sarah Stammen

14 Strategic Planning Committee Meetings

Completed:

Jan-April: Data Gathering–Staff & Partner Interviews, Community Surveys

Drafted or Inprocess:

May-June: Mission Statement, Succession Planning/Resources & Strategic Goal Refinement

July 3, 2026

Board Presentation

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Mission Statement

TODAY'S

To cultivate conversation, learning, enjoyment, and preservation of local history, for the enrichment of the community of Casine.

PROPOSED

Mission Statement

To connect the Casine community through learning, culture and shared experience.

Vision Statement

By offering welcoming spaces, meaningful partnerships and accessible programs, the Library supports lifelong curiosity, connections and cultural pursuits for all generations.

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Prioritization of Key Opportunities

1. Programming & Partnerships

a. Clear segmentation across groups

b. Collaborative & partnership model

c. Annual and seasonal planning framework with the resource support

2. Space & Experience

a. Informal survey designed to support programming, accessibility & community hall role

b. Balance competing needs–collection, quiet use, programming

c. Expand access with use of partner space

3. Collection & Services

a. Data driven decision making framework to guide collection & programming to ensure relevant, accessible and actively used

b. Set non-monetary gift policy

4. Communications & Awareness

a. Ensure library services are clearly communicated to all community segments

b. Increase awareness to engage existing patrons and attract new ones

5. Volunteer Strategy

a. Engage volunteers in a structured and purpose-driven program to support operations and programming

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Resources

Current Position Description/Succession Planning:

Children's Librarian–Under review by Debra and Kathryn

Cataloger & Archivist: Reviewed by Rich and Kathryn, "Local History" to "Archivist/Archives"

Director– Kathryn to include SPC findings and her experience/resources to draft Director position while also mapping staff roles & responsibilities for succession planning

Organizational Capacity and Resources

Board to consider subcommittees, ie. Building and Facilities to develop & oversee the RFP process for the library window project in conjunction with Interim Director)

Recommendation to engage the Friends of the Library to rebuild relationships and transform future collaboration, important to revitalize team

Consider engaging consultant/temporary resources and costs to support library during Director transition

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STAGE 4: Strategy Development (July-August)

July/August – Fine Tune Recommendations & Socialize Proposal

Review draft goals & priorities

Succession plan and resource alignment to 5 year plan

Identify strategies, potential projects for each goal & success metrics

Align strategies with succession plan, resources, partnerships and funding budget

Set preliminary timelines for implementation

Review full draft of strategic plan

Share draft with Public and Library Board

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Appendix

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Staff Interviews–Highlights

Strategic Planning Committee: Overview of Efforts to Date

Witherle Library

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Kathryn Dillon

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