

Long Range Plan 2022 – 2025

Mission Statement

The Library seeks to serve the Town of Pawling, including the Hamlet of Holmes as well as the surrounding areas, by making high-quality Library materials available to all community members free of charge, for the purposes of personal enjoyment, self-improvement or academic inquiry. By meeting the community members' needs, we hope to encourage enthusiastic readers of all ages, dedicated to personal enrichment and learning.

Pawling Free Library Board of Trustees' Values

To maintain and enhance the library's role as an integral part of the community, both in location and contributions, and as a community center for the Village and Town of Pawling and the hamlet of Holmes, the board of trustees is committed to these values:

- Library services provided by staff and volunteers will be professional, user friendly and welcoming for all residents.
- Library facilities should support an optimal range of programs, an array of resources and technology and ample quiet areas.
- The library shall strive to remain a viable, thriving, contemporary organization that encourages lifelong learning, relevant workforce development and access to new and emergent technologies.

Goals and Objectives

1. Finances
 - a. The library will put its tax allocation up for a public 414 tax vote at least once every four years.
 - b. The library board will develop targeted relationships with key community members who are in a position to support the library financially.
 - c. The book sale committee will hold at least one major book sale per year and will also sell books during at least one other event per year.
2. Facilities
 - a. The front entrance and restrooms in each building will be made accessible.
 - b. The Library building will be expanded to include a dedicated children's space.
 - c. The exterior of each building will be professionally cleaned at least once every three years.

- d. The Library will pursue funding opportunities for additional parking next to the annex.
- 3. Technology
 - a. The Library will print photo-ID library cards on-site.
 - b. By 2025, the Library will fund its digital collection at a level commensurate with or greater than its physical collection.
 - c. Public access computers will be replaced at least every five years.
- 4. Programming
 - a. The Library will create programming developmentally appropriate for every stage of life.
 - b. The Library will offer STEAM programming for children, teens, and adults.
 - c. The Library will provide programming and resources that incorporate the needs of non-native English speakers.
 - d. The library will foster relationships with local organizations in order to co-sponsor programs and expand program outreach into the community.
- 5. Staff
 - a. The Library will provide opportunities to staff to develop and maintain their computer and technical skills.
 - b. The Board of Trustees will seek opportunities to increase communication and trust between the Board and the employees.
- 6. Civic Engagement
 - a. The Library Director will maintain a direct relationship with local elected officials.
 - b. The Library will maintain a strong presence with Mid-Hudson Library System to improve our resources, programs and staff training and board development.
 - c. The Library will send a mailing to the entire community at least once per year with information about the library's finances and activities.
 - d. The Library will maintain a presence in local civic organizations.
 - e. The Library will maintain a presence at local civic events.