



Farmington Community Library

Strategic Plan

2023 - 2029

www.farmlib.org



One Library, Two Locations

FCL Farmington Hills: 32737 West 12 Mile Road

FCL Farmington: 23500 Liberty Street

WHY

The Farmington Community Library is a lifelong resource for the community. The library's committed staff, engaged patrons, and essential services create a welcoming and supportive community space. To align resources with the emerging priorities of the community, FCL has undergone a comprehensive strategic planning process with feedback from the community and stakeholders. By implementing a renewed strategic plan, FCL will focus efforts on creating community, expanding connections, and cultivating curiosity.

HOW

FCL initiated a strategic planning process in the Summer of 2022. Amanda E. Standerfer from [Fast Forward Libraries LLC](#) was engaged in August 2022 to facilitate the planning process in three phases: Learn, Dream, Do. The Learn phase entailed forming a Planning Team to guide the process, holding staff and Board of Trustee sessions, conducting a community survey, and leading focus groups. In the Dream phase, the Planning Team discussed possible future pathways for the library. This strategic plan will guide FCL through the Do phase, as the library executes its vision for the future.



PROCESS TIMELINE

SEPTEMBER 2022 – MARCH 2023

The Planning Team spent months learning about community needs and developing strategies to advance the library’s mission over the next seven years.



VISION & MISSION



Vision

Growing a vibrant, connected community

Mission

We engage our diverse community through resources and experiences that celebrate ideas, inspire creativity, and enrich lives.



STRATEGIC DIRECTION 1

Create Community

We positively impact our community by providing a variety of library spaces, ensuring accessible services, and supporting collaboration and inclusion.

Goals

1. Create functional, welcoming, and collaborative spaces to engage and explore.
2. Provide barrier-free access to resources that support community members of all ages, backgrounds, and abilities.

Possible Outcomes

- People enjoy using the building
- High staff satisfaction
- Increased usage
- Space use is maximized
- Patrons find what they need
- Patrons feel supported
- Patrons think of the library first when they have a need



STRATEGIC DIRECTION 2

Expand Connections

We are a vital community resource. We aim to broaden partnerships, increase awareness, and foster new connections that emphasize the value of our work.

Goals

1. Explore and develop collaborations to raise awareness and impact of community resources.
2. Every community member understands that the library is vital and valuable.
3. Cultivate a sense of belonging for every community member at every stage of life.

Possible Outcomes

- Increased awareness
- Increases partnerships
- Increased usage
- Satisfaction with the library
- Patrons share stories of their connection to the community
- Patrons report their culture is reflected in the collection and programs



STRATEGIC DIRECTION 3

Cultivate Curiosity

Library staff and Board members are integral to our success. We will encourage an internal culture of growth that influences how we learn from and serve the community.

Goals

1. Nurture a responsive and innovative work culture that empowers staff members.
2. Utilize community input and data to evolve resources and explore new possibilities.
3. Ensure a sustainable future through prudent financial planning and intentional Board development.

Possible Outcomes

- Staff retention and high job satisfaction
- Patrons are satisfied with collections, services, technology, and programs
- Trustees feel equipped to make decisions
- Staff have data to make changes to collections, services, technology, and programs
- Successful millage
- Board satisfaction



NEXT STEPS

Implementation and Evaluation

Now that this plan has been adopted by the Farmington Community Library Board of Trustees, the staff will develop an activity plan to guide implementation. Implementation is a continual process. The timing of certain activities will be determined by priority and influenced by various factors, such as funding and other resource allocation. Review and adjustment of the activity plan will happen on a regular basis.

Evaluation of the plan will be ongoing once implementation is underway. The status of the plan and its implementation will be reported regularly to Trustees and stakeholders.

