



The Library Network

Libraries Working Together

TLN Strategic Planning Committee Report

June 7, 2021

The TLN Steering Committee appointed the Strategic Planning Committee with the following charge:

Working in consultation with the TLN Board and Executive Director, the Strategic Planning Committee will:

- Develop a new Mission Statement and Vision Statement for TLN
- Develop a TLN Membership survey for Strategic Planning purposes
- Set Priorities and Goals
- Define the framework for a Three-year Strategic Plan

Over the past 6 months, the committee met to accomplish the items outlined in the charge. Starting with draft mission, vision, and values statements, we then also drafted priority areas which were based on the input from the 2020 TLN member survey. We created a new TLN member survey specific to our draft strategic planning statements to gather feedback.

Our survey was launched in May 2021 and was open for two weeks. We intentionally sent the survey to the all-tln group email list to gather representation and feedback from all levels of member library staff, not just library directors. We collected responses from 347 people working at 65 of our 74 member libraries (87.84%), and 10 responses from TLN staff, for a total of 357 respondents. More than 75% of the respondents who do not work at TLN are in non-management roles at their library. We are pleased with this level of participation from across our membership and within the TLN office.

The vast majority of the survey responses were supportive of the draft statements, as indicated by those who selected “Pretty Well,” “Very Well,” or “Totally”:

- 93.6% said the Mission Statement captures the purpose of TLN.
- 77.85% said the Vision Statement captures the ideal impact of TLN.
- Between 85.97% and 96.19% said each of the Values Statements capture TLN’s core beliefs.
- Between 88.4% and 95.63% said each of the Priority Areas capture what TLN should focus on over the next several years.

After further review and discussion of specific comments made in the survey, the committee incorporated suggestions and is presenting these final statements to the TLN Steering Committee, for recommendation to the TLN Board.



Note that our committee is respectfully recommending a strategic framework for Steering Committee and Board approval, rather than a full Strategic Plan. We did not draft specific goals or objectives, nor did we set timelines. This committee is in agreement that it is critical for the TLN Director and staff to have direct input on those and lead the membership, either through existing channels (email group lists, committee meetings, further surveys) or new ones, in setting specific goals, objectives, and timelines. As the Strategic Plan will be operationalized and implemented by TLN Staff, we believe this is the correct and prudent approach.

We also suggest that the Steering Committee consider appointing ad hoc subcommittees to work with the TLN Director and staff on specific goals, objectives, and timelines as needed to ensure buy-in and representation from all cross-sections of the membership. We believe this is the best way to ensure that the Strategic Plan is relevant to TLN staff as well as the TLN member libraries.

Respectfully submitted by the Strategic Planning Committee on June 7, 2021:

- Karen Knox (Orion Township Class V) – co-chair
- Eva Davis (Canton Class VI) – co-chair
- Michael Cummings (Flat Rock Class IV)
- Devan Green (Pontiac Class VI)
- Cindy Mack (Brighton Class V)
- Jenny Marr (Ferndale Class IV)
- Carrie Ralston (Walled Lake, Class II)
- Steve Bowers (TLN Executive Director)



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Three-Year Strategic Framework for TLN

Mission

To create a vibrant, collaborative partnership among our libraries, driving access to shared services and resources.

Vision

To support and inspire development, leadership, and innovation in our libraries.

Values

1. We strive to provide excellent **service** to advance all libraries.
2. We facilitate resource sharing and **collaboration** as we are stronger together.
3. We embrace **equity, diversity, and inclusion** and promote these principles for providing library services to all.
4. We foster **fiscal responsibility** through robust purchasing power and proactive planning realizing a positive return on investment for our libraries.

Priority Areas

- **Inclusive Culture:** TLN will reflect the diversity of the membership we serve and strive to realize an equitable organization.
- **Connection:** Members and employees will feel connected to one another and to the mission of TLN through open communication.
- **Engagement:** The TLN membership and offices will be actively engaged in defining our work together.
- **Infrastructure:** TLN will assess member needs and establish an infrastructure to move towards delivery of our mission and goals.
- **New Shared Resources:** Shared resources will be expanded in order to maximize the benefits of working together.
- **New Services:** TLN will work to identify new and expanded services in order to maximize benefits for all member libraries.