

**TLN Strategic Planning Committee Meeting Minutes
Friday, February 26, 2021**

1. Minutes from 2-12-2021 were approved by unanimous consent
2. Further discussion of draft mission and vision statements:
 - a. Mission: The mission of TLN is to create a vibrant, collaborative partnership among member libraries, driving access to shared services, technology, resources, and expertise.

Steve Bowers discussed the draft mission statement with TLN department heads. They want to keep the tagline “libraries working together” and the committee had no problem with that. They suggest striking “member” from the mission to reflect the statewide collaborations and partnerships of TLN. The committee discussed the pros and cons and had further discussion about TLN’s role in the state and its obligations to member libraries.

Steve noted Plan of Service update may want to further define “member” (library whose state aid portion goes to TLN) and “affiliate member” (as far as future revenue streams and collaborative shared services offered beyond TLN members). The TLN Board asked at their February meeting what are the benefits of membership, so Steve and the TLN staff are working on a list: professional development, jobs list, membership meetings/networking. TLN should further define this area with an eye towards developing the benefits of an “affiliate membership” for a fee (since affiliate members don’t have state aid funds flowing to TLN to pay for services, they would be charged fees).

Discussion of “vibrant” and what it represents/communicates; concern that the mission is too wordy and could be more concise. Consensus was to leave it in for now because of the feeling that it evokes after several years of stagnation; “vibrant” meaning “responsive.” Everyone will continue to think about the mission and possible edits.

Circling back to the TLN department heads’ comments, there was lengthy discussion on “member” and whether it should be included in mission, vision, or values. Consensus to have mission and vision be inclusive (remove “members”) and to add values statements that include members, partners, and DEI initiatives (to be tackled in detail at a future meeting).

Revision: The mission of TLN is to create a vibrant, collaborative partnership among libraries, driving access to shared services, technology, resources, and expertise.

- b. Vision: TLN supports, educates, and encourages its member libraries to be leaders in excellence and innovation.

Discussion of “excellence and innovation” and the verbs “supports, educates, and encourages.”

Revisions:

TLN supports, educates, and encourages [organizational] leadership and innovation in libraries.

OR

TLN supports, educates, and encourages libraries to be leaders in excellence and innovation.

Committee will continue to think about refinements to the vision statement for discussion at next meeting.

- c. Values: The committee supports Steve’s suggestion that there be values, either as words/phrases or as sentences. Committee agreed on these areas as a start:
 - statement about members
 - statement about partners
 - statement about diversity, equity, and inclusion
3. Discussion of summary of highlights from the survey last fall that Steve sent and drafting survey questions.
 - a. "TLN is made up of a very diverse group of libraries. The sizes are diverse, the communities are vastly different, budgets and the geography are different. Balancing the unique needs of all of these is an ongoing challenge."
 - b. https://drive.google.com/file/d/1oLUVwvBA9GOpdh7DwIJ-omaLrf_TD_ax/view

Steve shared the results of his membership survey from the fall. Discussion of the goals/themes already identified from that survey and if the committee should use those as a guide for this additional survey.

Consensus on a brief survey that outlines how we got here, “in response to what you told us, we drafted this mission and vision and values. What do you think...?” We can specifically ask “would you support this mission?” with a Likert scale; “would you support the vision statement?” with a Likert scale; “would you support these values?” with a Likert scale. This will keep the survey short and sweet and will make data analysis easier because it will be “strongly agree/agree/neutral/disagree/strongly disagree” rather than parsing text comments. A text box could be added at the end of the survey to capture any comments.

Steve will work on a preamble to the survey, the committee will continue to focus on fine-tuning the mission/vision/values.

Committee Members

- 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)

Email list for committee discussions: planning@lists.tln.org

Committee page on TLN website: <https://tln.lib.mi.us/committee/planning/>

Next meeting: Friday, March 12, 11am-noon