



GREYHIGHLANDS
PUBLIC LIBRARY

2023-2026

Strategic Plan

Inspire Explore Discover Create





What's in a Plan?

This Plan represents a collective effort, born from the Library's commitment to empower and enrich the Grey Highlands community through knowledge, innovation, and accessibility.

In these pages, you will find a roadmap that will guide our endeavors over the next four years. We have a clear vision to not only meet the evolving needs of our patrons, but to anticipate and exceed them. Through careful deliberation, research, and heartfelt conversations with members of our community, together, we have crafted a plan that reflects our shared aspirations.

We believe that libraries are not merely repositories of books, but vibrant centers of learning, creativity, and connection. Through this strategic plan, we endeavor to build upon our rich legacy while embracing the boundless opportunities that the future holds.

We thank each member of our community who contributed their insights, passion, and expertise to this endeavor. Thank you for being an integral part of our shared vision.

Jennifer Murley
CEO/Chief Librarian

Stewart Halliday
Board Chair



Our Vision

The place to inspire, explore,
discover, and create.



Our Mission

To engage and connect the
community through innovative
programs, services, and information.

Our Process

We **engaged over 300** people and heard that the community would like to see more books, an **expanded** "Library of Things", **more** programs for all ages, better advertising, **extended** or "better" hours, **more** technology, and updated spaces.

"Physical space for programming is badly needed."

"Bigger space and more children's toys would be nice."

"There is always a tidy, welcoming atmosphere and helpful staff."

Our Values

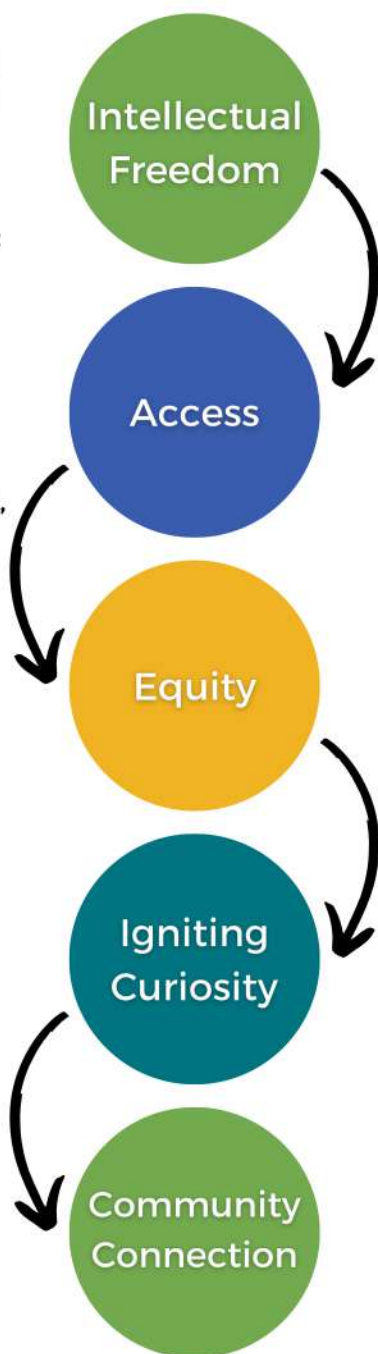
Intellectual Freedom: Protect the rights of individuals to access and express a diversity of viewpoints; allow individuals to explore their own opinions without censorship; promote civic literacy, foster critical thinking, and encourage civic engagement.

Access: Provide free and open access to information, knowledge, and resources.

Equity: Accessibility and fairness drive our services, programs, and design of public spaces.

Igniting Curiosity: Provide access to space, technology, and resources that capture the imagination and encourage exploration and lifelong learning.

Community Connection: Engage in active and meaningful dialogue with the community; foster partnerships and collaborations with local groups and Municipal departments; and provide safe spaces for gathering.





Strategic Priorities

Cultural Leadership

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graph TD; A[Cultural Leadership] --> B[Social Responsibility]; B --> C[Digital Inclusion]; C --> D[Service Growth]; D --> E[Community First]; E --> B;
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Social Responsibility

Community First

Digital Inclusion

Service Growth

Cultural Leadership



We Plan To:

1) Maintain our leadership role in community and cultural planning

2) Create and foster partnership opportunities with other cultural groups and municipal departments

3) Evaluate the Library's role in maintaining all components of the Cultural Channel





Social Responsibility

We Plan To:

4) Be a leader in Equity, Diversity, and Inclusion (EDI) initiatives in the community

5) Speak up and uplift social injustice initiatives (e.g., Truth and Reconciliation initiatives)

6) Enhance outreach to reduce barriers to underserved groups (e.g., marginalized & racialized groups; homebound individuals; new members of the community)



Community First



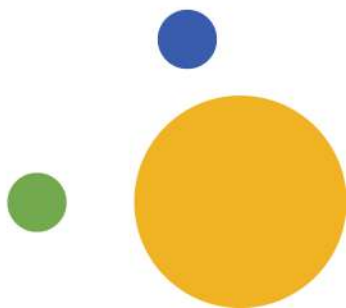
We Plan To:

7) Continue to increase community engagement

8) Enhance Library hours of operation at all branches

9) Continue to provide staff with relevant and applicable skills and training

10) Ensure Library Strategic Plan continues to harmonize with overall municipal and County initiatives and plans





Digital Inclusion

We plan to:



11) Continue to expand the online services and digital communications, and technology services

12) Build a “maker culture” in Grey Highlands through the implementation of a makerspace



13) Create a technology plan to align with strategic objectives

14) Expand technology programs to enhance digital literacy



Service Growth



We plan to:

14) Undertake facilities review of the Walter Harris Memorial Library



16) Strengthen and diversify collections, including non-traditional collections



17) Review the organization's structure and identify areas of growth



18) Investigate alternative service delivery options



The Place To:



Kimberley

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Kimberley, ON
T: 519-599-6990

Markdale

75 Walker Street,
Markdale, ON
T: 519-986-3436

Flesherton

101 Highland Drive,
Flesherton, ON
T: 519-924-2241

www.greyhighlandspubliclibrary.com