



Enriching Minds.
Enhancing Community.

2018-2021

strategic plan

The Ridgefield Library last produced a Strategic Plan prior to the renovation and expansion of our facilities more than five years ago. That plan was invaluable in helping the Library achieve its considerable objectives during this transformation. But now that we're well-established in the "new" Library, it's important to map out a fresh set of priorities to lead us into the next decade.

Working with the Library's Board of Directors and with the counsel of more than three dozen community leaders from all corners of the town, we've used the last year to examine the Library's vision, mission, values and objectives. We probed deeply into the Library's role in the community, the changing expectations of our patrons in the digital era, and how we can return the greatest value for the investment that our generous donors and the Town of Ridgefield make each year.

I'm pleased to share the refreshed plan that will guide us through 2021 and beyond. I welcome your comments and input on what we have set out to do.

Brenda J. McKinley Library Director

A handwritten signature in black ink that reads 'Brenda J. McKinley'. The signature is written in a cursive style with a large, sweeping initial 'B'.

Ridgefield Library Board of Directors is grateful to the cross-section of individuals and groups for their participation in creating the Ridgefield Library

Strategic Plan 2018 -2021.

Strategic Planning Committee January 2018

Rob Freeman, Jr., Co-Chair, Library Board Member
Alison Greeley, Co-Chair, Library Board Member
Amanda Bergen, Library Board Member
Michele Booth, Library Board Member
Laureen Bubniak, Development Director
Matt Byrnes, Vice Chair, Library Board
Stephen DeMatteo, Secretary, Library Board
Liz Kelly, Past Library Board Member
Brenda McKinley, Library Director
Dean Miller, Chair, Library Board
Gary Rapp, Treasurer, Library Board
Mary Rindfleisch, Assistant Library Director

Our planning process began with a core set of **values** — principles that are lasting over time and not subject to temporal changes. While consistent with previous values statements, we felt it important to refresh these tenets to better reflect the priorities and ethos of the community that we now serve. The Ridgefield Library is guided by these principles:

To be a trusted community leader and partner, woven into the fabric of Ridgefield

To be an accessible and inclusive resource for all

To respect and value one another in a safe and welcoming environment

Out of these values springs our **mission** — a commitment that frames all we do over an extended period of time. We wanted this statement to be flexible enough to account for changes in society, funding, staffing and other elements that inform how we deliver value to the community. This is our “value proposition”:

The Ridgefield Library anticipates and meets the evolving needs of our community.

We are an essential partner and the place where people go to discover, question, learn and connect.

By design, both of those statements transcend cyclical changes and trends. They are the bedrock upon which all the decisions we make and actions we take are founded. But a Library’s vision statement, while informed by its values and mission, must be more of the moment, speaking to the unique challenges and opportunities of the next 3-5 years.

Jeroen van Beek, Library Board Member
David Yaun, Library Board Member

Community Members

Rev. Whitney Altopp, St. Stephen's Episcopal Church
Rev. Beth Anderson, St. Andrew's Lutheran Church
Nita Asani, Ridgefield Social Services
Deirdre Basile, Joint Council of PTAs
Don Ciota, Commission for the Disabled
Linda Cook, Weir Farm National Historic Site
John Devine, ECDC
Katie Diamond, ACT of CT
Jennifer Rose Dilaura, Ridgefield Arts Council
Nick Donofrio
Kerry Anne Ducey, HamletHub

Liz Fleurette, Ms President US
Mike Flynn, Ridgefield Boys & Girls Club
Friends of the Ridgefield Library
Amy Freidenrich, Board of Finance
Erica Gauquier, Teen Librarian
Bob Hebert, Selectman
Mary Jones, Downtown Ridgefield
Maureen Kozlark, Selectman
Arnold Light, ECDC
Tina Malhotra, Joint Council of PTAs
John Marconi, First Selectman
Melanie Mauldin, Lounsbury House
Dr. Rob Miller, Ridgefield Public Schools
Cyrus Newitt, Thrown Stone Theatre Company
Jason Peck, Thrown Stone Theatre Company

Tony Phillips, Ridgefield Social Services
Patricia Raneri, East Ridge Middle School
Mack Reid, The Ridgefield Press
Ridgefield Library Staff
John Roche, Chief of Police
Don Romoser, Boy Scouts; Boys & Girls Club Board
Rudy Ruggles
Tim Salem, Scotts Ridge Middle School
Theresa Santoro, RVNA
David Ulmer, Board of Finance
Fran Walton, Board of Education
Grace Weber, Founders Hall
Jonathan Winn, Thrown Stone Theatre Company
Steve Zemo, Selectman
Jennifer Zinzi, Ridgefield Chamber of Commerce

Here in Ridgefield, we are blessed. Our Library is one of the centerpieces of our town's Main Street, standing proud in its present location for more than 115 years. A majority of the town's families hold library cards, we have a strong donor base, professionals from the tri-state region want to be members of our staff, and we enjoy a modern facility that incorporates the latest technology. So, it's little wonder that our **vision** is bold and ambitious — but nothing less than what the Ridgefield community deserves:

To be the model for a vibrant and vital 21st century community library.

The job of the Library's Staff and Board of Directors is to operationalize and realize our vision. To help guide our priorities, we have identified three broad **objectives** for the coming three-year period. Each objective will be supported by 6-to-10 goals that we will measure and refresh as we progress on our journey:

Engage the community in meaningful and innovative ways

Cultivate a highly motivated and professional staff

Ensure the financial and operational stability of the Library

You'll hear more about the Strategic Plan in the coming months, and we welcome your comments and input on what we have set out to do. More important, we hope that you will see this plan in action — tangible in your every interaction with the Library and its staff.



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board of directors 2018 : 2019

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David Yaun, *Vice Chair*

Stephen P. DeMatteo, *Treasurer*

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Carroll W. Brewster, *Director Emeritus*

Peter T. Coffin, *Director Emeritus*

Barbara Dobbin, *Director Emerita*

Sally Savoia, *Director Emerita*

Brenda J. McKinley

Library Director

Andy Forsyth

Assistant Library Director

Laureen Bubniak

Director of Development