

# Two Harbors Public Library 2025-2028 Strategic Plan

*Adopted by Two Harbors Public Library Board of Trustees January 14, 2025.*

**Mission Statement**    **We are a cornerstone of the community dedicated to fostering lifelong learning, connection, and inclusivity.**

**Vision Statement**    **We envision a welcoming space where everyone will feel empowered to explore, create, and embrace learning.**

## **Values**

**Learning:** We are committed to continuous education, the pursuit of knowledge, and the right to accurate information.

**Growth:** We strive for personal and professional development in all our endeavors.

**Connection:** We foster meaningful relationships and collaboration within our community.

**Curiosity:** We encourage exploration, creativity, and a passion for discovery.

**Community:** We foster an inclusive space and support all members of our community.

## Focuses:

### Access

- **Ensure all have easy access to library resources to accommodate their schedules and preferences.**
- **Support readers through personalized materials recommendations.**
- **Improve archive resources and research experience by having relevant and valued information available.**

### Arts

- **Offer creative programs focused on artistic expressions for all ages.**
- **Host a public artist to help steer and promote collaboration projects.**
- **Launch collaboration projects between library and local arts community.**

### Atmosphere

- **Create a welcoming and comfortable environment with spaces for reading, studying, and socializing.**
- **Design welcoming outdoor spaces for patrons to use.**
- **Improve patron, staff, and building safety and security.**
- **Own our role as the most welcoming place in the community.**

## Objectives and Goals

# Access

**Objective:** Ensure all community members have easy access to library resources, improve archival resources and research experience, and support readers through personalized materials recommendations.

### Year 1

- Survey current patrons and potential patrons for desired access to library resources.
- Train library staff to provide tailored reading suggestions during interactions with patrons and ensure patrons recognize staff as a resource.
- Conduct an audit of current archival materials and workplace to identify areas for improvement. Continue deaccessioning.

### Year 2:

- Implement increased accessibility to library resources based upon survey results.
- Promote a personalized readers' advisory recommendation system based on patrons' reading goals and preferences.
- Enhance the user experience of the archives section with better organization and finding aids.

### Year 3:

- Compare and analyze activity of library use based upon increased access to resources.
- Develop an in-library platform where patrons can receive personalized recommendations and share reviews with the community.
- Host workshops and events to educate the community about the importance and use of archival resources.

### Year 4:

- Assess usage of archive resources and make adjustments.

# Arts

**Objective: Foster a vibrant arts culture by offering creative programs, hosting local artists, and launching an annual collaboration between library patrons and local art community to encourage pride and creativity.**

**Year 1:**

- Coordinate creative programs focused on artistic expression for all ages, including workshops, classes, and exhibitions.
- Host local artists to help steer, pilot, and promote collaboration projects.

**Year 2:**

- Develop partnerships with local art organizations and schools to enhance program offerings.

**Year 3:**

- Launch collaboration project(s) involving local artists and community members.
- Host community art events to showcase the collaborative work and engage the public.

**Year 4:**

- Evaluate the impact of the arts programs and collaborations, and make necessary adjustments to continue fostering a vibrant arts culture.

# Atmosphere

**Objective: Create a welcoming, comfortable, and safe environment that promotes inclusivity and a sense of community.**

## **Year 1:**

- **Develop and design welcoming outdoor spaces for patrons to use, including seating areas and gardens.**
- **Conduct a safety audit and implement immediate improvements to enhance patron, staff, and building safety.**
- **Enhance volunteer program to include standardized onboarding, training, and recognition.**
- **Commit to an offsite retreat focused on professional and personal development of staff.**

## **Year 2:**

- **Redesign indoor spaces to create inviting areas for reading, studying, and socializing.**
- **Introduce a new safety protocols and training for staff to ensure a secure environment.**
- **Invest in supported risk-taking ideas that were the outcome of the staff retreat.**

## **Year 3:**

- **Continuously gather and incorporate staff and community feedback to improve the library atmosphere.**
- **Continue to invest in the staff with the focus on being a great place to work, where you can be innovative and grow personally and professionally.**

## **Year 4:**

- **Evaluate the impact of the changes and make necessary adjustments to maintain a comfortable and inclusive environment.**
- **Expand outdoor spaces and amenities based on patron usage and feedback.**

### **Strategic Plan Steering Committee**

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Amanda Houle, Library Board  
Madeline Jarvis, Library Staff  
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Dan Thewis, Library Board

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## **Two Harbors Public Library**

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