

### MPL Long Range Work Plan

|  |   |                    | 2023 |    |    |    | 2024 |    |    |    | 2025 |    |    |    | 2026 |    |    |    | 2027 |    |    |    |                   |
|--|---|--------------------|------|----|----|----|------|----|----|----|------|----|----|----|------|----|----|----|------|----|----|----|-------------------|
| Item                                     | Task  | Person Responsible | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 |                   |
| Expand our reach, influence, and impact. |   |                    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |                   |
| 1  | Work with MCLS to find additional services that can be delivered to local seniors.  | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Complete          |
| 2  | Work toward obtaining funding to enhance support of adult services, programming, and outreach.  | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Complete          |
| 3  | Establish outreach to high-density housing complexes to provide information about our offerings, offer a pop-up library to check out materials remotely, and bring programming.   | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | With The Friends  |
| 4  | Improve presence at our Mendon Meadows Book Drop by making cosmetic adjustments, adding literature racks for our fliers, and investigating hosting a Pop-Up Library and/or Book Vending Machine in that space.  | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Removed literally |
| 5  | Partner with the Village, Town and Hamlet officials, local organizations and local businesses, to welcome new and current residents and inform them of the library’s programming and cross promotions in a variety of ways including social media offerings. <del>This would also include working together with these groups on</del> | Grills and Friends |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Ongoing           |
| 6  | <del>Explore</del> participating in additional local events to such as the Christmas Parade.  | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Ongoing           |
| 7  | Nurture connectivity and collaborative efforts with HF-L school district and other educational centers like local pre-schools and home school organizations.  | Paganelli          |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Ongoing           |
| 8  | Work toward a fine-free future to remove barriers to access, increase convenience, and maintain consistency with neighboring libraries.   | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Complete          |
| 9  | Explore and implement ways to foster Board of Trustee and staff diversity.  | McCabe             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Ongoing           |

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|---|--|--------------------|------|----|----|----|------|----|----|----|------|----|----|----|------|----|----|----|------|----|----|----|-------------|
|   |  |                    | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 |             |
| Retain the best traditions; adapt and grow with change. |  |                    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |             |
| 10  | Expand on reading and literacy programs through new MPL- sponsored book clubs, in-person and virtual author visits, and book talks from staff and members of the community.  | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Complete    |
| 11  | Develop a promotion to “Make Regular Library Visits a Habit” (37% of survey respondents used the library about once a week before the pandemic, and 27% used the library about once a week in early 2022).               | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | In Progress |
| 12  | Explore new opportunities such as technology for virtual meetings, hybrid programming, makerspaces, digital media production, and expanded capabilities for training such as a laptop learning lab and paid instructors. | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | On Goiong   |
| 13  | Explore reconfiguring spaces in an effort to improve comfort and encourage people to stay longer (e.g. add a water bottle station).  | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Complete    |
| Focus on sustainable practices and future growth.       |  |                    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |             |
| 14  | Investigate establishing a Library Foundation to help MPL achieve long-term goals and facilitate future growth.  | Dooley             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Complete    |
| 15  | Identify larger scale projects, in collaboration with Town Leadership, to improve efficiency and environmental impact within the physical facility.  | Grills and SLI     |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | With SLI    |
| 16  | Promote the ways MPL supports entrepreneurs, freelancers, and remote workers with workspace, technology and educational attainment.  | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Ongoing     |
| 17  | Consider developing adjacent outdoor spaces to increase opportunities for storytimes, performances, public art, and gardens.   | Grills             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Ongoing     |
| 18  | Ensure appropriate <del>human resources</del> <i>staffing</i> to achieve our goals and objectives.   | McCabe             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Ongoing     |

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|      |   |                    | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 |                          |
| 19   | Offer fair compensation and sensitivity to work-life balance to ensure MPL attracts and retains talented and diverse staff. | McCabe             |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | Standing Sub Committee ? |
| 20   | Fund raiser to establish an endowment (added in 2025 based on #14 Foundation research)                                      | McCabe and Friends |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    |      |    |    |    | With Friends             |