Library Board of Trustees ad hoc Planning Committee Meeting

July 25, 2017 3:00 PM Government Center, Room 7

In attendance
Charles Fegan, Chair
Suzanne Levy
Priscille Dando
Sheila Janega

Minutes
Committee Chair Fegan opened the meeting at 3:00 PM. Three committee members were present, Trustee Janega was present and Library Director Hudson was in attendance in addition to various staff.

Chair Fegan welcomed the committee and members of the public to the meeting. He gave a brief update on the process and timeframe to date and thanked Doug and the Staff Strategic Planning Committee for their hard work.

Director Hudson gave a synopsis of the four items to be reviewed by the committee at this meeting; the final consolidated vision statement, a set of seven values, working values statements in both long and short format, and several informational working mission statements.

A final consolidated vision statement was presented: “FCPL is the essential (re)source to inform, engage, and inspire our community.” The statement was accepted as presented by the full committee.

Director Hudson provided some lead-in information regarding the seven values areas which were listed as: collaborative, community focused, adaptable, innovative, service oriented, positive, and learning focused. The seven values are structured with no ranking or hierarchy; all are equally valuable. Accompanying each value is both a long and short working value statement. The committee was asked for feedback on their preference between the long and short working values statements, as well as any other comments they had on the seven values or the key terms used in the working statements.

The Trustees comments included: the need for “evergreen” statements that will be flexible and allow for change over time, to allow for wiggle room but be clear and narrow, and a general preference for the shorter statements. Further comments included feedback on the graphical representation of the values, requesting that they be grouped together into the core and aspirational areas, as well as removing arrows which imply that one value leads into another.

Staff explained the process used to reach the seven values and their statements; the staff committee has been discussing values for approximately two months while reviewing many examples for various agencies and industries. They have whittled down an original list and used an online tool to assist in further narrowing the list, as well as having staff committee members do group work and exercises around the values.
Director Hudson confirmed that the committee prefers the shorter working values statements but would like to see the key words and terms from the longer sentences included in some way, so that their impact is not lost. Also confirmed was an update to the graphical representation of the values.

The committee then discussed the language of the working values statements. Comments included: amendments of the language for the positive value to make it more action focused, amendments to the language for the innovative value to make it more than technology focused, a consensus that a change in culture may be required for some of the values to take root, preference for the learning focused value statement “A”, and discussion around using declarative statements versus subjunctive. The committee affirmed, after discussion, to keep the phrases declarative.

Director Hudson then introduced the five working mission statements. The statements had just been drafted by the staff committee and are informational only. The staff committee will continue to work on refinement and consolidation but requested Trustee feedback and comments. Comments included: there are many references to books but not to other materials, that the Library’s mission should tie into the County’s mission statement, and that a shorter length mission statement is preferred.

The committee concluded their meeting by commending Doug Miller, the Library’s Strategic Planner, and the full staff committee for their hard work and dedication. At the committee’s next meeting, staff will provide the updated values graphic, updated shorter value statements, and more refined working mission statements. The meeting closed at 4:02 PM.