



Our Mission - collaborating to support outstanding library services.

Our values are collaboration and outstanding service.

Collaboration – described by us as: active partnerships, cooperation, the practice of sharing resources, engaging in dialogue, networking, synergy, symbiosis, and respect.

Outstanding service – excellence, inspiring, transformative, exciting, and beyond expectations.

The Kootenay Library Federation was founded on three principles

- We exist to provide a venue for the cooperative and collaborative sharing of resources and ideas
- We strive to support and nurture member libraries in the provision of excellent, effective, and efficient library services within our communities
- We are advocates on behalf of member libraries, and work to develop robust partnerships with stakeholder groups in order to ensure the support of all levels of government and the private sector

Objective #1 – We will seek opportunities to increase funding for the KLF.

Goal #1 – Increase KLF capacity to apply for existing grant sources. By extension, this will benefit member libraries.

- Strategies:
 - Participate in grant writing training along with member libraries.
 - Create template materials to increase success and for sharing with member libraries.
 - Responsible parties: ED, LDAG, Boards
 - Timeline:
 - Training in grant writing – by end of April, 2020
 - Templates & resources – by June 30, 2021

Goal #2 – Create a shared, central resource of potential funders for the KLF and member libraries to access.

- Strategies
 - Identify local, provincial, federal and corporate funders as well as inventory local businesses and industries and create inventory.
 - Specific attention to member libraries outside of the CBT service area.
 - Align our needs with potential funders (identify how our needs and wishes are compatible with the funders' mandate)

- Establish a working group to ensure quick action when a grant opportunity is identified
 - Working group to include ED and 3 members of the LDAG
- Responsible parties: ED, LDAG
- Timeline: by April 2020 AGM

Goal #3 – KLF to apply for a grant(s) regularly in each fiscal year

- Strategies
 - ED to identify projects with LDAG
 - Use inventories and databases to make applications
 - Acquire funding for identified projects
- Responsible party: ED
- Timeline: within the annual work cycle of ED; ongoing process

Objective #2 – We will work to enhance advocacy for the KLF and member libraries.

Goal #1: Develop an advocacy plan for the KLF.

- Strategies:
 - Form an Advocacy Committee (KLF Chair, ED, and Board member volunteers)
 - Identify and aggregate library advocacy resources that already exist (for ex. BCLTA, Library Advocacy Now!)
 - Committee to identify KLF advocacy needs, current successes and shortcomings
 - Identify stakeholders and how they related to plan
 - Write the plan
 - Receive Board approval and implement the plan
- Responsible parties: Advocacy Committee, Executive Committee, and ED. The Committee will identify who is responsible for the key action items.
- Timeline: by April 2020

Goal #2: Develop advocacy toolkit for member libraries.

- Strategies:
 - Identify and aggregate available library advocacy resources such as templates, elevator pitch, identifying stakeholders
 - Rework these resources as necessary to suit our needs (ie. small, rural, etc.)
 - ED to make a home for this information on the KLF website
 - Create a schedule to evaluate and update toolkit
 - Develop a marketing plan for toolkit
- Responsible parties: ED
- Timeline: Fall 2020

Objective #3 – The KLF will enhance communication to increase engagement and commitment.

Goal #1: Form a Communications Committee (KLF Vice-Chair, ED, and Board member volunteers)

- Create list of internal and external audiences and partners
- Timeline: begin Fall 2020

Goal #2: Identify what we need/want to communicate to internal and external audiences

- Strategies:
 - Identify the challenges of rural libraries (small, medium & large)

- Develop messages specific to promote the need for sustainable funding
- Codify or summarize the value of the KLF
- Identify the contributions of member libraries to their communities
- Codify the services provided
- Write the plan
- receive Board approval and implement the plan
- Internally promote educational opportunities for staff and board about communication strategies
- Promote board initiatives
- Responsible parties: Communications Committee and ED
- Timelines: Summer 2020

Goal #3: Identify mechanisms/tools required to effectively communicate to internal and external audiences.

- Strategies:
 - Investigate platforms to organize information flow
 - Create additional communication strategies, considering newsletter, Facebook, BCLTA newsletter, member alerts (emails, texts)
 - Create and collect articles for libraries to modify and use in newspapers, with funders, etc.
- Responsible parties: in the short term, Communications Committee; in the long term, jointly the Board, ED & LDAG.
- Timelines: Fall 2020

Objective #4 – The KLF will work to enhance opportunities for collaboration.

Goal #1: We will develop a voluntary mentorship program for member Boards.

- Strategies:
 - KLF to develop an online survey, assessing needs and wants for mentoring, asking about time available, to identify potential participants (both mentors and mentees)
 - Ongoing work between Fall 2019 and Spring 2020 meetings
 - KLF to help pair mentors and mentees
 - Each pair to self-select communication method (Zoom/Slack/phone calls)
 - KLF to support mentoring relationships via technology infrastructure and by making time for in-person support at KLF events.
 - Facilitate connections before Spring 2020 Board meeting
 - Report and evaluate by mentors and mentees
- Responsible parties: ED as coordinator, interested Board members
- Timeline:
 - Introduce topic at October 2019 Board meeting
 - First mentoring meet-up at Spring 2020 Board meeting

Goal #2: KLF to offer professional development opportunities for Board and LDAG twice a year.

- Strategies:
 - KLF to expand the format of professional development offerings (guest speakers, Days of Learning, distributed learning opportunities, etc.)
- Responsible parties: ED, LDAG ProD Committee, Board Executive
- Timeline: Spring and Fall 2020

Goal #3: The KLF will find opportunities to increase collaboration amongst member libraries through joint projects.

- Strategies:
 - Identify current projects underway at member libraries and share the information in Fall 2020
 - KLF will support and facilitate up to 2 joint projects through meetings (electronic or other), staff support, and potentially funding for the length of the strategic plan
- Responsible parties: ED with input LDAG
- Timeline: start date: Spring 2021