



2025 Annual Action Plan

WELCOME & INCLUDE: We offer welcoming, safe places and experiences, where connections and understanding flourish.

- Focus on two key goals identified by Library staff:
 - Top internal goal: stronger advocacy for employee/staff safety and mental health
 - Top external goal: make the Library feel safe for everyone
- Support the transition of Security to a Citywide division
- Update Emergency Management plans and procedures for all Library locations, addressing fire, lethal threats, inclement weather, hazardous materials, and air quality

ACCESS & OPPORTUNITY: We connect people with opportunities and resources to solve problems and help them achieve their aspirations.

- Evaluate service priorities and develop strategies to maximize community access to library services in a period of limited fiscal and staffing resources.
- Finalize the purchase and installation of the Barkley Community Drop Box to improve community accessibility
- Research options for allowing patrons to print on devices connected via WiFi and provide recommendations
- Update the confidentiality policy to ensure clarity and alignment with best practices
- Enhance website accessibility as part of a Citywide project

READ & LEARN: We inspire a lifetime of reading, learning, curiosity, and discovery.

- Plan and host two large-scale events for adults focused on important community topics

INFORM & INVOLVE: We provide information and activities to stay abreast of community issues and events, fostering informed, active participation in civic life.

- Collaborate with the City planning team to develop programming for the mens' soccer World Cup, fostering community engagement through cultural events
- Deliver a National Library Week presentation to the City Council

THRIVE & GROW: We are a valued community partner and trusted city service, playing a central role in Bellingham life.

- Finalize the design and successfully bid the Central Library renovation project
- Establish a "Learning Hours" system to support ongoing staff education and professional development
- Complete annual performance reviews for all benefitted Library staff
- Develop and implement funding strategies focused on capital projects and planned giving, including an expanded Library Giving Day campaign to support the Children and Teen remodel
- Develop a schedule of Board training sessions, including a collaborative session with WCLS Trustees
- Track achievements from the 2020-2025 strategic plan and report on trends in preparation for 2026 strategic planning