



## **2026 Annual Action Plan DRAFT**

The **2026 Annual Action Plan — Renovation Edition** charts Bellingham Public Library's path as we modernize the Central Library, with careful oversight of timelines, budget, stakeholder coordination, and quality. Renovation-specific initiatives ensure staff support and uninterrupted service, while non-renovation priorities such as strategic planning, 2027 budget development, and citywide projects are gathered under Thrive & Grow, highlighting our ongoing commitment to a resilient and vibrant library for the community.

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

- Support staff through the Central Library renovation with regular updates, collaborative planning, and opportunities for input to maintain connection across locations.
- Prepare branches for increased patron traffic by coordinating staffing, security, and safety procedures.
- Provide wellness resources, flexible scheduling, and team-building opportunities to manage workload and disruption.

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

- Design, plan, and implement a temporary service model ensuring continued access to holds pickup, research & referral help, meeting spaces, public computing, and browsing.
- Expand branch hours, adjust workflows, and allocate staff to manage increased usage at Barkley, Fairhaven, and Bellis Fair.
- Explore off-site programming, pop-up services, and downtown engagement opportunities.

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

- Provide programming for all ages with staff support in temporary spaces.
- Maintain patron access to collections through temporary storage and adjusted workflows.
- Support staff with training, equipment, and guidance for programming and collections in temporary spaces.

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

- Design, plan, and implement a comprehensive communication plan for patrons, media, community organizations, and City departments covering renovation milestones, service changes, and reopening timelines.
- Lead a major donor campaign to raise the final \$1.5M of the \$3.5M capital goal for the renovation, engaging partners and the community to support enhancements to the Central Library.
- Center youth voices by creating intentional opportunities for youth input to inform Central Library renovation design priorities.

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

- Collaborate with City and County stakeholders to advance planning for a long-term day shelter space, ensuring BPL is welcoming to all while advocating for a broader, compassionate community response.
- Advance sustainable funding strategies for operations and capital needs, including review and update of Level of Service standard for open hours.
- Develop 2027 operational and capital budget requests.
- Implement staff learning hours to support ongoing professional development, skill-building, and knowledge sharing across all roles and work groups.
- Select new materials vendor and set-up preprocessing workflows
- Implement Citywide initiatives including Workday software, Teams phone migration, website accessibility compliance improvements, and updated City document retention procedures.