



STRATEGIC PLAN

2026-2029



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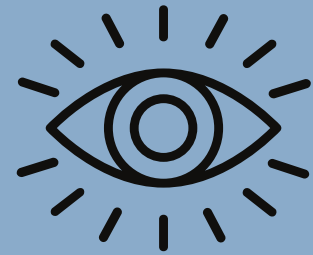
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Mission, Vision, & Values



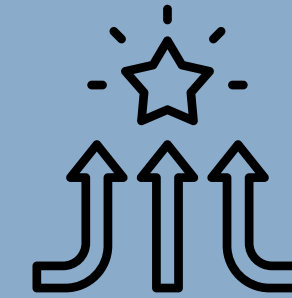
MISSION:
WHAT WE DO

Nurturing community connections and empowering curiosity through service, resources, inclusive spaces, and meaningful discovery.



VISION: WHERE
WE'RE GOING

Lone Cone Library is the heart of our community; a welcoming place where everyone belongs, opportunities are discovered, and doors to information and connection are always open.



VALUES: WHAT
GUIDES US

Community: Providing welcome and orderly space to learn, focus, explore, discover, and have fun together
Service for the Public Good: A caring helpful staff who don't give up on patron information needs
Life-Long Learning: Building the bridge between K-12 education and life-long learning
Sustainability: Prioritizing long-term stability through responsible budgeting, sustainable operations, and evolving services

FROM THE INTERIM LIBRARY DIRECTOR

First, I want to extend my heartfelt thanks to everyone who helped make this strategic plan a reality. What we've created together is the result of a true group effort, and I feel incredibly fortunate to have had the support, insight, and dedication of such thoughtful staff, engaged board members, and passionate community members throughout this process.

It has been several years since the Lone Cone Library has had a strategic plan, which makes this accomplishment even more meaningful. Being part of this work has been both an honor and a responsibility-one that I did not take lightly. Each conversation, survey response, meeting, and shared idea contributed to something much larger than any one person. Together, we have built a roadmap that reflects our shared values, our community's needs, and our hopes for the future.

This process was not always easy-it required time, reflection, honest discussion, and a willingness to listen and adapt. But through it all, what stood out most was the genuine care each of you has for the library and for the people we serve. That commitment is what made this plan not just possible, but meaningful.

This strategic plan is truly a labor of love. It represents a collective investment in the future of the Lone Cone Library and a shared belief in its role as a vital, welcoming, and evolving part of our community. Because of your contributions, we now have a strong, thoughtful foundation to guide our decisions, strengthen our services, and continue growing in ways that matter most to those we serve.

I am deeply grateful for each of you-for your time, your ideas, your energy, and your belief in this work. It is a privilege to work alongside such a dedicated group, and I am excited for what we will accomplish together in the years ahead.

With sincere appreciation,

Kerry Bentler



Lone Cone Library Profile & History.

Community Overview: Norwood & Lone Cone Library Service Area

Norwood is a small, rural community on Wright's Mesa with a population of just over 500 residents. Rooted in agricultural and mining history, the town is defined by strong community ties, resilience, and a deep connection to place. The Lone Cone Library serves not only Norwood but also the surrounding rural areas, where access to resources, technology, and gathering spaces can be limited, making the library a vital community hub. Norwood's population is primarily White, with a significant Hispanic/Latino presence that adds to the community's cultural richness. The area includes a mix of families, working adults, and older residents, creating a need for services across all age groups. While English is the primary language, there is a need for inclusive and accessible resources. Median household incomes are lower than state averages, and many residents work in agriculture, trades, or commute for employment. Educational attainment varies, reinforcing the importance of lifelong learning and access to information.

What the Lone Cone Library Supports

The Lone Cone Library provides essential services that reflect the needs of its rural community, including:

- Programs: Opportunities for learning, creativity, and connection for all ages
- Books & Physical Materials: Core resources for education and enjoyment
- Library of Things: Practical items that reduce financial barriers and support daily life
- Special Collections: Preservation of local history and culture
- Digital Resources: E-books, audiobooks, and online access for those beyond physical reach

The Lone Cone Library is more than a library—it is a cornerstone of the community. It connects people to information, to each other, and to opportunity, while adapting to meet evolving needs and maintaining its commitment to being a welcoming and essential resource for all.



Strategic Planning Methodology.



Staff



Board



Community Survey

Staff began planning in July of 2025. They started with updating the mission, then creating the vision and values before planning the actual plan. They then analyzed internal capacity and external influences to help create the draft.

The Board input and final decision -making happened at meetings and the retreat where discussions were held and findings were reported.

The community was polled with 29 responses-both online and paper copies were tallied. Staff and Board members listened to the voices of the community and incorporated that into the this plan.

PURPOSE OF THE STRATEGIC PLAN

The Lone Cone Library Strategic Plan is a guiding document that communicates our values, commitments, and vision for organizational effectiveness.

Grounded in our mission, vision, and values, this plan provides clear direction for the future through defined goals and objectives that reflect the needs and priorities of our community.

This strategic plan serves as a written roadmap for where the Lone Cone Library is going, how we will get there, and how we will measure success along the way. It focuses our efforts, helping staff, Board members, and partners work toward shared goals with clarity and purpose.

The plan also supports responsible stewardship by identifying the most impactful areas to invest time, funding, and resources. It informs budget planning, strengthens grant applications, and highlights opportunities for donors to contribute to the library's sustainability and growth.

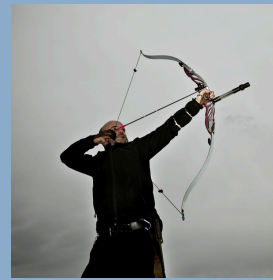
By building on existing strengths, maintaining relevance in a changing environment, and fostering thoughtful decision-making, this strategic plan ensures that the Lone Cone Library continues to serve as a vital, responsive, and forward-looking resource for our community.

This strategic plan reflects where we are today as an organization while providing a clear vision for where we are going. Through the use of SMART goals, it defines where we want to be and outlines specific action steps that guide how we will get there. Grounded in our shared values and ideals, the plan helps inform our decisions and actions while keeping our work aligned with our long-term vision. Ultimately, it clarifies our direction and desired outcomes, serving as a roadmap for the future of the Lone Cone Library.



Strategic Focus

#1 FINANCIAL STABILITY

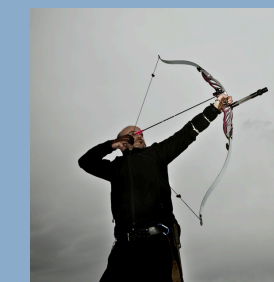


GOALS

- a. Mission-focused grants
- b. Fundraising
- c. Donor Outreach
- d. Build Reserves



#2 PROGRAMMING

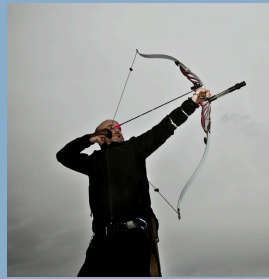


GOALS

- a. School Patnership
- b. Outreach
- c. Library of Things
- d. T'ween and Teen Programming
- e. Senior Programming

Strategic Focus

#3 INTERNAL PROCESSES



GOALS

- a. Increase staff salaries
- b. Clarify Staff Roles & Responsibilities
- c. Provide Staff Growth & Opportunities
- d. Increase Volunteers



#4 LANDSCAPING PLAN



GOALS

- a. Break Down Master Plan
- b. Seek Capital Campaigns
- c. Host Volunteer Day
- d. Increase Community Partnerships

ACKNOWLEDGMENTS

The Lone Cone Library is greatly indebted to the Norwood and surrounding area communities for their continued patronage and support. In preparation of this strategic plan, we would especially like to thank:

Lone Cone Library staff:

Kerry Bentler, Interim Library Director

Evan Allen, Technology & Circulation Desk Manager

Rhonda Oliver, Cataloguer Librarian

Hollie Marble, Library Services Coordinator

Nina Kothe, Facilities & Circulation Desk Assistant

Jordon Smith, Youth Program Manager

Lone Cone Library Board:

Isabella James, President

Todd Bissell, Vice-President

Kim Campbell, Secretary

Emily Haight

Michael Donnellon

And a special thanks to Anna Szczepanski, CLiC



This final Strategic Plan was approved by the Lone Cone Board of trustees on *****

DISCLAIMER

While the Strategic Plan outlines our priority areas for growth and innovation, it is important to emphasize that these goals represent our "reach" initiatives—strategic efforts to expand services to address current and emerging needs.

These areas do not replace the core functions that remain central to our mission.

The Lone Cone Library will continue to:

- Build and maintain a robust collection of materials that inform, educate, and entertain our community.
- Support early literacy initiatives through engaging youth services, including storytimes, reading programs, and partnerships with local schools.
- Provide free access to information in all formats, ensuring equitable opportunities for learning and discovery.
- Protect intellectual freedom by upholding the right to access information without censorship or restriction.
- Ensure our programs, services, and collections are relevant to our community's needs.



