# 16th Inspiration Celebration 2025 Results

At Lillie M. Evans Library District on Wednesday, September 24, 2025 5-7pm

Attendance from LME Library Staff: Beth, Anita, Kate, Autumn, Ruthie, Lorrie, and Josie. Practicum student: Tom Stagg. Attendance from LME Library Board: Diane, Angie, Rachel, Deb, and Randy. Gayle & Dan were absent.

1. Celebrating our accomplishments–we reviewed our FY25 successes starting with our LRP goals.

2. Longevity Recognition—Beth was recognized for completing 15 years on September 1, 2025. This is Anita's last IC, and she will be celebrating her 20th anniversary in January 2026.

3. Long Range Planning FY27-29– our timeline for developing our next LRP is attached.

4. Workplace Culture—we reviewed a worksheet on workplace culture (attached) and created some statements to define the culture at LME Library. These statements include:
   - We are committed to direct, open-minded communication.
   - We value and respect each other.
   - We collaborate with each other and achieve results as a team.
   - We provide services and develop partnerships to build an engaged community.
   - We draw on each staff member's individual strengths, differences, passions, and experiences.
   - We are proud of our building and work to maintain welcoming spaces.
   - We strive to create a pleasant work environment with kind and positive interactions and project this model in our community.
   - Our leaders develop trust by supporting innovation and providing flexibility.

5. Dream Big – other staff suggestions included:

| **What would make our collection better?** | **Category** | **Budget impact-est.** |
|---|---|---|
| Continue with Books that Talk | Materials | <$1000 |
| More shelf space for Large Print | Facilities | |

| **What would make our services better?** | **Category** | **Budget impact-est.** |
|---|---|---|
| Knee scooter for Library of Things | Service | <$100 |

| **What would make our facility better?** | **Category** | **Budget impact-est.** |
|---|---|---|
| Electronic outdoor sign | Facilities | >$50,000 |
| Self-check machines | Facilities | >$30,000 |

| **What areas should we fix?** | **Category** | **Budget impact-est.** |
|---|---|---|
| Banner for over top of Library of Things | Facilities | <$100 |

| What are things that need to be changed? | Category | Budget impact-est. |
|---|---|---|
| Restart scheduled school visits (impacts students' reading and critical thinking skills, our ability to communicate with students, and their perception of the library as a safe and welcoming space in our community) | Service | |

6. Adjourned at 6:56pm.

# Long Range Planning Timeline 2025-2026

24-Sep-25

| Date: | Action: | Assigned to: |
|---|---|---|
| **Inspiration Celebration** | Approve tentative timeline | |
| | Culture discussion | |
| October/November 2025 | Hire Focus Consultant (Focus Group, Mission & Community Profile) | |
| | Tech Inventory | Director/Staff |
| | Review/revise library's mission statement | Director/Staff/Board |
| November/December 2025 | Develop list of Focus Group names | |
| | Meet w/staff | Director |
| | Develop Letter for Focus Group | Director |
| | Set date for Focus Group meeting | Director/Staff/Consultant/Board |
| | Develop patron survey | Director/Staff |
| January/February/March 2026 | Update community profile | Director/staff/Consultant |
| | Focus Group meeting (2 hr/evening) | Director/Staff/Consultant/Board |
| | Administer patron survey | Staff |
| | Compile results | Director/Consultant |
| | Update Tech Plan | Director/Staff |
| April/May 2026 | Share results of Focus Group meeting/survey w/staff & board | |
| | Staff Input | Director/Staff |
| | Develop goals/objectives | Director/Staff |
| | Develop Measurement | Director/Staff |
| **May 2026 Board Meeting** | analyze goals/objectives | Director/Board |
| | analyze measurements | Director/Board |
| May/June 2026 | Complete plan | Director/Staff/Board |
| **Inspiration Celebration 2026** | Present plan | Director |
| September/October 2026 | Communicate plan to community | Director/Staff/Board |

LME Library Mission: The mission of the Lillie M. Evans Library District is to provide materials and services to help residents meet their personal, educational, cultural, and professional needs. The Lillie M. Evans Library District supports an environment for life-long learning and is dedicated to making the Princeville community an attractive place in which to live, visit, and work.

# Workplace Culture

Workplace culture is a pattern of behavior across the organization. Any member of the organization can influence culture so it's important to take time to talk about what our culture is and more importantly, what we want it to be. I want us to brainstorm and plan how to build and maintain a team culture that supports us at our best.

Examples of what culture is:

**The way we do things around here.**

**A positive workplace culture is where staff are engaged within the organisation, they feel involved and emotionally connected; they invest in their role and the organisation to support the goals and values of the organisation. They enjoy coming to work!**

**The character and personality of your workplace and what makes your workplace unique. It is made up of the shared characteristics of the people in your workplace and includes values, traditions, beliefs, interactions, behaviours, workplace norms and attitudes.**

**Our workplace culture is the translation of our organisational values into our strategy for delivering services.**

**Culture is a set of living relationships working towards a shared goal.**
**It is not something you are, it's something you do.**

Negative Workplace Behaviors

- Workers form cliques and exclude colleagues.
- Administration shows favoritism and bias against certain workers.
- Workers gossip about other workers.
- Employees fail to accept feedback or constructive criticism.
- Passive-aggressive communication.
- Managers don't set clear expectations then yell at employees about poor performance.

1. Discuss - What does having a "positive" workplace culture mean and why is that important to us in our work?

2. What are some of LME Library's culture statements?