

# A Future of Abundance

After ten years of service and weathering the ups and downs of financial and operational challenges, ACLA is choosing to focus on the abundance of resources in our community as we move forward. This is how ACLA began: Individuals shared gifts that became the basis for our library and services. Over the years, our community has grown even more rich and diverse. Exploring our local assets and strengthening organizational structure are imperative to ACLA's longevity and success.

Through this focus, we begin mapping a path to become an anti-racist organization. As a public library, we are committed to defending intellectual freedom and serving everyone, but we know that it is not enough to only provide technology and a diverse collection of materials that mirrors our community. The road forward will involve finding creative ways to do necessary reparative work based on the stories shared with us, with the goal of creating a library that is truly welcoming to all.

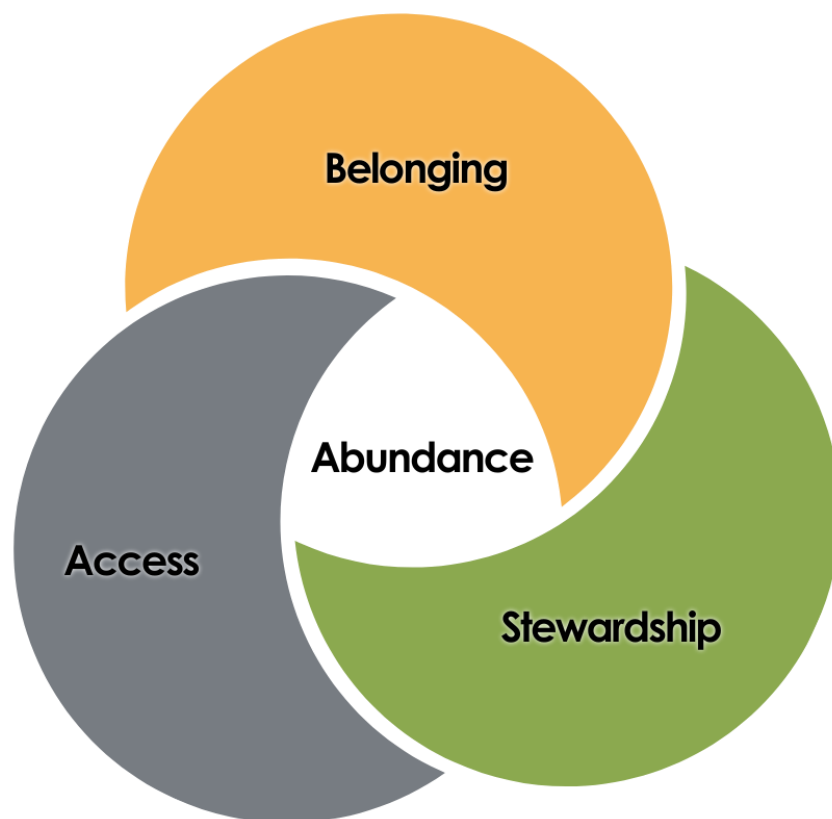
We plan to use processes drawn from [Asset Based Community Development principles](#) to strengthen relationships and build new ties within our community, and to integrate community members' offered skills and gifts into our daily work.

Starting with current patrons and partner organizations, we will conduct surveys and listening sessions to learn more about community strengths, and to find out who we should talk with next. We furthermore hope to uncover reasons that others do not use the library, whether due to structural racism or other biases in our organization, and to break down barriers to access.

Through this process, we hope to cultivate stronger, deeper ties to community members who become more engaged not only in use of library services, but who will apply for employment opportunities, serve as volunteers, and invest financially in ACLA's success.

To support our work, we will prioritize [community-centric fundraising principles](#), centering the well-being of our entire community as we raise funds to strengthen library services.

## ACLA Strategic Priorities




# 1 – BELONGING



## Diversity, Equity, and Inclusion

- Revisit ACLA organizational and library operations policies and procedures with an equity lens in order to equitably serve marginalized and historically underserved groups
- Center equity in recruiting and onboarding new employees, volunteers, and board members
- Cultivate collections and programs that reflect our community
- Continue to build employee, volunteer, and board knowledge and training on diversity, equity, inclusion, and antiracism

## Support Our Community Members

- Connect members of our community to local services, tools, and resources
  - Collaborate with marginalized communities to align library services with community priorities
  - Nurture partnerships with organizations supporting marginalized communities in order to foster intercommunity respect and understanding in Aloha
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# 2 – STEWARDSHIP



## Financial Stability

- Create and implement a 3-year development plan that prioritizes community-centric fundraising principles
- Develop a 3-year budget forecast to guide ACLA's financial decisions
- Continue to make responsible spending decisions and build financial reserves

## Organizational Infrastructure

- Clearly define organizational expectations of staff and board members
- Enhance training and support for staff and board members
- Update and modernize compensation and benefit policies



# 3 – ACCESS



## Patron Experience

- Improve patrons' lives through opportunities to create and to learn new skills
- In accordance with the principles of intellectual freedom as a basic right, ensure that all patrons have free, confidential, and equitable access to seek and discover materials as they choose
- Train, support, and empower staff to make decisions that break down barriers to access and improve the patron experience

## Technology

- Provide public technology access and instruction to prepare people to navigate a continuously changing digital landscape
- Increase staff's technological competence in order to encourage safe digital practices and improve assistance to patrons

## Facilities

- Invite everyone into library spaces that are welcoming, safe, accessible, inspiring, and easy to navigate
  - Develop a long-term facility plan taking into account various potential circumstances, including the possibility of a new location for the library
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