

# Carol S. Scofield & Associates

*Keynote Speaker, Trainer, Facilitator*

October 13, 2014

## **Butte County Library Advisory Board Retreat October 8, 2014**

Following is the outcomes from this LAB Retreat

### **WHAT'S WORKING?**

- Great people
- Could be powerful
- Passionate, loyal to library/community
- Leadership: Ron runs a tight meeting
- Big picture
- Passion – Have fun doing it
- Committee's focus on the library
- Strong commitment
- Understanding and accepting the new trends in libraries
- Working relationship with Supervisors
- Staff communication with members
- Communication between members
- Public awareness
- Good interaction/discussion of issues
- Good working relationship of Board with Director

### **WHAT ARE THE CHALLENGES?**

- Bylaws update
- Funding for Board activities
- **Sustainable Funding**
- Board Roles
- **Lack of progress, forward motion, accountability**
- Mission Statement/vision update
- Lack of feedback, communication
- **Relationship building = Results**
- Lack of Clear Goals

The three **BOLD** items are the ones the board members/staff attending the retreat voted as the most urgent and needing action and implementation of a plan.

## **PROPOSED IDEAS FOR ACTION MOVING FORWARD:**

### **Sustainable Funding**

- Investigate what's working, community, publicity
- Research other successful libraries funding sources
- Expand committee
- Increase community involvement in solutions to sustainable funding
- Publicize the need for sustainable funding
- Report findings to BOS and public
- Survey – ask about special service areas
- Sponsorships by business; i.e., Amie's B's
- Foundations, grants, bequests/estates
- Research grant writing – identify what's available and get applications
- Research foundations – identify and get applications
- Investigate Jackson County and Mendocino County funding models for creating support

### **Lack of Progress, Forward Motion, Accountability**

- Timeline, progress reports, action items fully vetted in committee
- Game plan – Goal, who's doing what, by when – can the goal be met by allotted time, check ins and updates at every board meeting.
- Clarify goals/vision = what
- Clarify how, where, when, who
- Break into smaller tasks
- Assign to appropriately skilled person
- Identify leadership skills for group leaders
- Accountability – time frame developed, report progress accordingly

### **Relationship = Results**

- Luncheon in November to socialize, learn about each other's backgrounds and address the action plan from the retreat
- Dinner meeting as a group
- Visit other libraries as a group
- Social time before or after meetings
- BBQ at Jeff's
- Agenda time for relationship building
- Celebrating successes – “no missing file syndrome”
- Sharing humor, listening to stories
- Sit with someone you don't know