

EMPOWERING LIBRARIES WITH IMPACTFUL NORTH STAR STATEMENTS

Arley Friendship Library

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INTRODUCTION

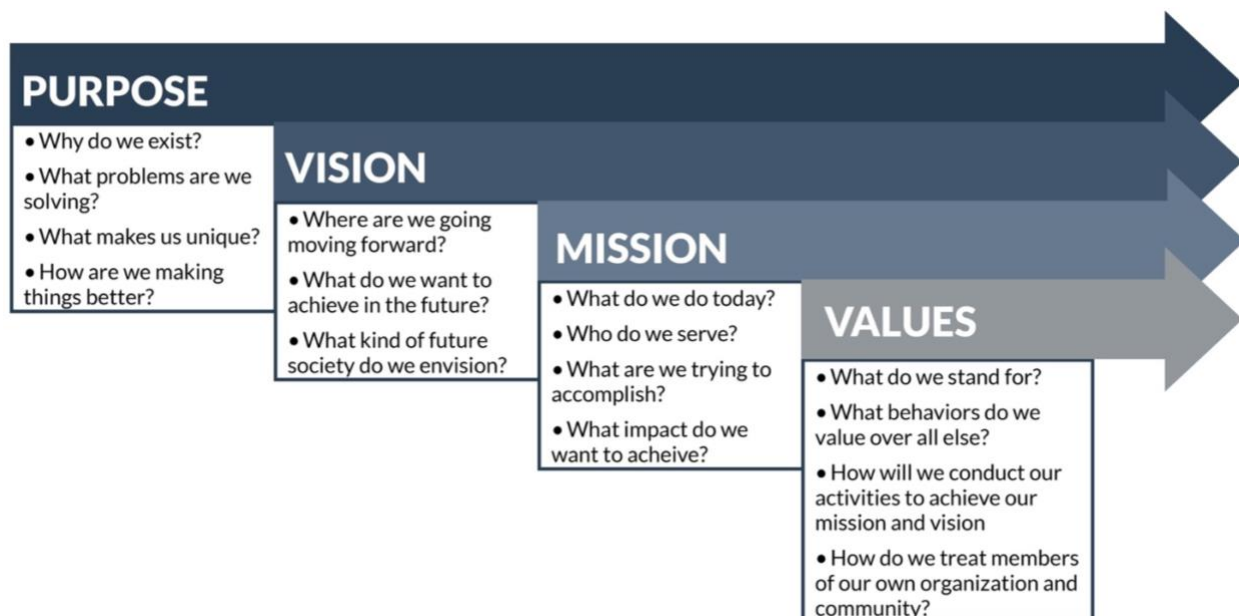
In today's dynamic library landscape, crafting compelling North Star statements is crucial for libraries seeking to make a lasting impact. North Star statements are powerful tools that libraries use to navigate their strategic direction and guide decision-making.

Comprised of purpose, vision, mission, and values statements, North Star statements serve as a compass, providing staff, patrons, and stakeholders with a deeper understanding of the library's values, objectives, and future aspirations.

In this guide, we'll explore the power of North Star statements and provide practical tips to help create statements that resonate, inspire, and elevate your library.

THE POWER OF NORTH STAR STATEMENTS

Your library's North Star statements are more than just words on paper; they are a foundation of your identity and direction. A purpose statement defines your library's core reason for existence, speaking to the heart of your patrons. Vision statements provide a glimpse into the role the library plays in the long-term transformation of the community. Mission statements communicate your library's unique offerings and target audience, guiding your daily operations with clarity. And your values exemplify the ethos of your library, fostering a culture of trust and inclusivity.



Here are some tips to help you create impactful North Star statements:

Engaging Your Stellar Library Team

Crafting impactful North Star statements is a collaborative journey for your library. Engage your stellar team, from librarians to support staff, to co-create statements that truly represent your library's mission. By involving the collective expertise and passion of your team, your statements will resonate with your staff and patrons alike, fostering a sense of pride and unity. Tip: When gathering input from many, make sure it is clear who will select the final statements.

Drawing Inspiration from Library Leaders

Before crafting your own statements, draw inspiration from other visionary library leaders. Explore North Star statements from renowned libraries to discover what captivates library-goers. (See the *50 Library North Star Statements* in the Appendix.) Reflect on the North Star statements of peer and aspirational libraries. Infuse this collective inspiration into your thoughts and discussions while formulating your statements.

Fortifying with Core Library Values

Start strong by defining your library's core values—the pillars of your library's identity. Name the existing values that capture the ethos of your library and are factored into to day-to-day activities and decisions. Compare the existing values to those that resonate deeply with your community and staff. If desired, add one or two aspirational values toward which your library aims to grow.

Crafting Statements that Illuminate

Bring your library's purpose, vision, and mission to life with captivating stories and real-world impact. Enrich your statements with genuine experiences that demonstrate the transformational role of your library in your community.

Uniting the Statements

Ensure that your purpose, vision, mission, and values are complementary and reinforce each other. When viewed together, are purpose, vision, mission, and values all required? (Note: few libraries currently have purpose statements.) Shorter statements are typically more impactful because they are more easily read and retained.

Empowering with Library Patron Feedback

Empower your library patrons by seeking their input before finalizing your North Star statements. Conduct surveys or engage in community focus groups to ensure your

library's statements reflect the needs and aspirations of your patrons. This engagement fosters a sense of community ownership and strengthens the bond between your library and its users.

Amplifying Your Library's North Star

Publish your library's North Star statements across your website, newsletters, and promotional materials. Encourage your library staff to embody the library's vision and values, creating an environment that nurtures curiosity and learning.

Expert Facilitation for Excellence

To elevate your North Star statements, consider seeking expert facilitation. An experienced facilitator can guide your library team through interactive sessions, ensuring your library's unique voice shines through. The result? Statements that captivate your audience and exemplify your library's distinctive contributions.

Empower your library with impactful North Star statements that illuminate your purpose, engage your team, and connect deeply with your community. By crafting thoughtful purpose, vision, mission, and values, your library becomes a beacon of knowledge and empowerment. Let your library's North Star statements guide you towards a future where libraries shine brightly as transformative community centers, unlocking the doors to endless possibilities.

ADDITIONAL STRATEGY RESOURCES

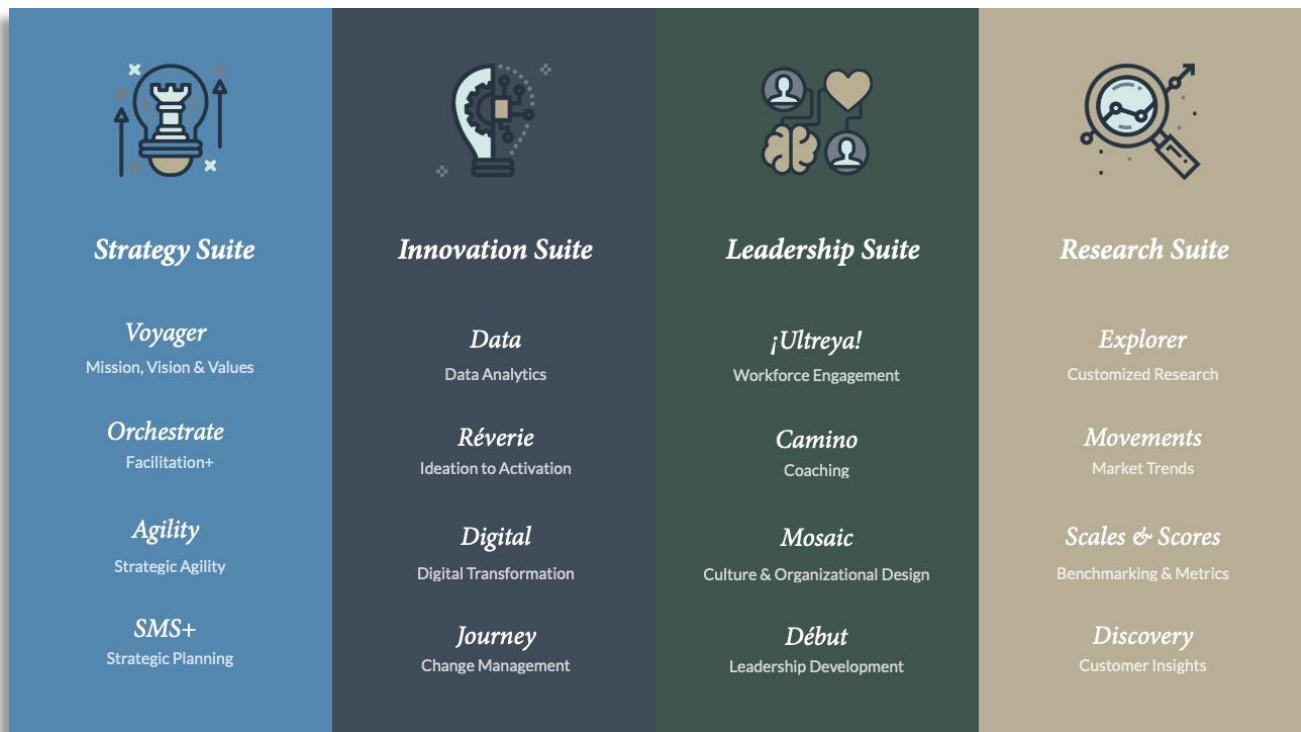
- How to Write North Star Statements: 250 Purpose, Mission, Vision, and Values Examples to Guide You Through the Process ([Link](#))
- Strategy on a Page: Communication Your Strategy Effectively (includes examples) ([Link](#))
- Free Strategic Planning Template (includes a public library example) ([Link](#))
- Meeting Facilitation Reference Guide ([Link](#))
- Developing Strategic Objectives and Focus Areas ([Link](#))
- Introduction to PESTLE Analysis: Why a Systemic Approach is Best ([Link](#))



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APPENDIX | 50 LIBRARY NORTH STAR STATEMENTS

50 Library Purpose, Mission, Vision, Values Statements							
Library	City	State	Expenditures	Purpose Statement	Mission Statement	Vision Statement	Value Statement
CASCADE PUBLIC	CASCADE	ID	50K		The mission of the Cascade Public Library is to provide infinite possibilities to inspire, inform, and entertain patrons of all ages.	The Cascade Public Library is the "hub" of the community that provides a window to the world to inspire exploration of new ideas and technologies.	We are committed to intellectual freedom, universal access, innovation, and encouraging lifelong learning.
MADISON VALLEY PUBLIC LIBRARY	ENNIS	MT	100K		Madison Valley Public Library exists to connect people to information, ideas, and programming and to promote life-long learning, literacy development and community involvement. Our goal is to enhance quality of life for patrons of the Madison Valley by striving to provide resources and technology in a relevant, current and balanced collection.		
GRAND MARAIS PUBLIC LIBRARY	GRAND MARAIS	MN	200K		The Grand Marais Public Library increases knowledge, inspires creativity, removes barriers, and builds community across Cook County.		
HASLET PUBLIC LIBRARY	HASLET	TX	200K		The Haslet Public Library provides - Library services for life-long learning; Cultural enrichment; Information; Recreation for the citizens of the Haslet community; Assures equal access to information; Is responsive to the public library needs of the community; Provides a gathering place for area residents.	The Haslet Public Library will be our community's best and most sought-after resource for information, learning and discovery; will be a focal point of community life that connects and unites people; and will provide a safe and open environment that will foster a tolerant and civil community.	
CAMDEN PUBLIC LIBRARY	CAMDEN	ME	400K		The Camden Public Library is an anchor for the community. We bring people together to Read, Connect, and Discover.		

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GRAND COUNTY PUBLIC LIBRARY	MOAB	UT	400K		The Grand County Public Library is a freely accessible resource that connects people, information, and ideas to inspire, empower, and enrich all members of the community.		
MONONA PUBLIC LIBRARY	MONONA	WI	400K		The Monona Public Library enriches lives by building community connections, fostering imagination, and opening up a world of ideas.		The Monona Public Library recognizes the following values: 1. Passionately advocates for literacy and lifelong learning. 2. Provides free access to information and services for a diverse population through a variety of formats. 3. Supports, cultivates, and celebrates our staff. 4. Works every day to ensure trust, accountability, and privacy to our patrons. 5. Creates a welcoming environment for all that promotes and practices our commitment to equity, inclusion, and diversity
SNOW LIBRARY	ORLEANS	MA	400K		We provide the community connection to ideas, inspiration, and engagement with others.	The Snow Library is for everyone: a hub of imagination that sparks learning, creativity, and joy.	1. We embody the best of the traditional library by supporting reading with a wide variety of books and spaces to read, onsite programs, and resources. 2. We meet the needs and interests of current and future generations with online resources, virtual programming, and by looking to the future for ideas and inspiration. 3. We offer an inclusive, welcoming environment—at the library and virtually—with equitable access and accommodation for all to information, education, and programming, which represent diverse cultures, ethnicities, orientations, and abilities. 4. We connect people and groups, helping them discover common goals and build an ever more thriving community. 5. We continually re-envision spaces within and outside the walls to meet the changing needs of the community. 6. We provide reliable sources of information and educate our community in navigating the myriad of information and misinformation. 7. We believe in intellectual freedom—a pillar of democracy—and actively support our community in developing expanded horizons and enriched perspectives. 8. We offer up-to-date technology for learning, entertainment, and growth, and provide education on how to use it effectively. 9. We collaborate with Town of Orleans and other organizations to develop programs and services and plan for the future of the library and the community. 10. Our staff are supported and challenged in their roles and responsibilities. Staffing levels and activities align with current and anticipated future needs of the library and its users.
SOUTHWEST HARBOR PUBLIC LIBRARY	SOUTHWEST HARBOR	ME	400K		Southwest Harbor Public Library inspires and supports the enjoyment of life-long learning, the love of literacy, and the exploration of new ideas, welcoming everyone through its doors.		

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DARIEN LIBRARY	DARIEN	CT	1,000K		Our mission is to provide education, entertainment, enrichment, and community building through compassionate service to all. We are the heart of Darien and provide experiences that people love and remember.		Excellence, Innovation, Support
EAST CLEVELAND PUBLIC LIBRARY	EAST CLEVELAND	OH	1,000K		The mission of the East Cleveland Public Library is to provide life enhancing, consciousness raising, Library services and cultural activities that reflect the needs of the East Cleveland community and the patrons of the institution.	The purpose of all services offered by the East Cleveland Public Library is to cultivate and embolden the literacy of our patronage and deepen their ties as members of this community.	As a result of the Strategic Planning process, the following five themes were identified as core values: 1. community 2. autonomy 3. innovation 4. integrity 5. literacy
GRANDVIEW HEIGHTS PUBLIC LIBRARY	GRANDVIEW HTS.	OH	1,000K		To transform lives through knowledge, ideas, and experiences.	To inspire your greatest story.	1. Service - We commit to serve all patrons with professionalism and courtesy. 2. Knowledge - We value lifelong learning, literacy, and curiosity. 3. Stewardship - We provide outstanding value to the community by delivering the highest quality services while maximizing the use of resources. 4. Excellence - We hold ourselves to integrity in all endeavors and responsible stewardship of resources. 5. Innovation - We explore new ideas and embrace new practices to meet the changing needs of patrons. 6. Collaboration - We strive to create partnerships that provide value, resources, and opportunities.
HOMEWOOD PUBLIC LIBRARY	HOMEWOOD	AL	1,000K		The Mission of the Homewood Public Library is to bring people, information and ideas together to enrich lives, build community and inspire lifelong learning.		
LAKEWOOD PUBLIC LIBRARY	LAKEWOOD	OH	1,000K		Lakewood Public Library serves all people by collecting, preserving, and making accessible materials that capture the broad range of human experiences, and by providing services and programs that meet the evolving needs of its diverse community.	Lakewood Public Library is a vital, trusted source of knowledge and opportunities for lifelong learning and enjoyment.	1. Learning 2. Accessibility 3. Excellent Service 4. Community 5. Adaptability

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MIDDLETON PUBLIC LIBRARY	MIDDLETON	WI	1,000K		The Middleton Public Library is the heart of the community, where citizens are empowered to discover, imagine, engage and achieve in an environment that cultivates learning, curiosity, collaboration and creativity.		
PORT JEFFERSON FREE LIBRARY	PORT JEFFERSON	NY	1,000K		The mission of the Port Jefferson Free Library is to be a place of lifelong learning where the community gathers to share and obtain open access to information, services and entertainment, through literature, programming, facility use and outreach.		
SAN MIGUEL LIBRARY DISTRICT # 1 (TELLURIDE)	TELLURIDE	CO	1,000K		The Wilkinson Public Library challenges, inspires, engages and transforms by: 1. Fostering a culture that supports each individual's aspirations 2. Building common ground to unlock the potential of the community 3. Connecting people with the world of ideas		
TWINSBURG PUBLIC LIBRARY	TWINSBURG	OH	1,000K		The Twinsburg Public Library is committed to providing information, entertainment, education, and inspiration to all members of the communities we serve.		
WEST TISBURY FREE PUBLIC LIBRARY	WEST TISBURY	MA	1,000K		The West Tisbury Free Public Library provides free and equal access to information, resources, materials and technology to educate and enrich the lives of the residents and the wider island community in a welcoming and collaborative space.	The West Tisbury Free Public Library will be a community center where lifelong learning happens in a blended environment of quiet and collaborative space allowing self-discovery and connections between people.	

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WRIGHT MEMORIAL PUBLIC LIBRARY	OAKWOOD	OH	1,000K		To provide diverse opportunities for lifelong learning, personal growth, education, and enjoyment, in the heart of Oakwood	To enrich minds and transform lives	1. Empathy - We seek to understand, and we respond with care and respect. 2. Community - We are an inviting and inclusive place where people come together. 3. Curiosity - We connect people to worlds of learning and wonder. 4. Trust - We act with honesty and integrity. 5. Impact - We make a difference in the lives of individuals and the community.
BOULDER PUBLIC LIBRARY	BOULDER	CO	5,000K		Connecting people, ideas, and information to transform lives and strengthen our community.	Service Excellence for an Inspired Future.	1. Customer Service - We are dedicated to exceeding the expectations of our community and our co-workers by demonstrating consistent and professional service with a solution-oriented approach. 2. Respect - We champion diversity and welcome individual perspectives, backgrounds and opinions. We are open-minded and treat all individuals with respect and dignity. 3. Integrity - We are stewards of the public's trust and are committed to service that is transparent and consistent with city regulations and policies. We are honorable, follow through on our commitments and accept responsibility. 4. Collaboration - We are committed to organizational success and celebrate our shared dedication to public service. We believe community collaboration and the sum of our individual contributions leads to great results. 5. Innovation - We promote a forward-thinking environment that supports creativity, calculated risks and continuous improvement. We embrace change and learn from others in order to deliver leading edge service.
ELMHURST PUBLIC LIBRARY	ELMHURST	IL	5,000K		Elmhurst Public Library enriches life in Elmhurst by providing opportunities to connect, create, and explore.	Elmhurst Public Library is the place for discovery at the heart of the community. The Library provides the support, resources, and environment for Elmhurst patrons to: 1. Pursue a Love of Reading 2. Engage with Technology 3. Access Information 4. Connect with Others 5. Explore Interests 6. Create and Innovate	The Elmhurst Public Library Values: 1. Exemplary Service 2. Lifelong Learning 3. Fiscal Responsibility 4. Diversity 5. Intellectual Freedom 6. Innovation 7. Priority to Elmhurst Taxpayers
MONROE COUNTY PUBLIC LIBRARY	BLOOMINGTON	IN	5,000K		The Library strengthens our community and enriches lives by providing equitable and impartial access to information and opportunities to read, learn, connect, and create.	A knowledgeable, inclusive, diverse, and engaged community empowered by the Library	Accessibility; Respectful Discourse; Diversity; Inclusiveness; Integrity; Intellectual Freedom; Lifelong Learning and Literacy; Safety; Service; Stewardship

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PALO ALTO CITY LIBRARY	PALO ALTO	CA	5,000K		The Palo Alto City Library connects our diverse community through knowledge, resources, and opportunities. We nurture innovation, discovery, and delight.	A flourishing city where people achieve their dreams.	City of Palo Alto Values: 1. Quality - Superior delivery of services. 2. Efficiency - Productive, efficient use of resources. 3. Innovation - Excellence in creative thought and implementation 4. Courtesy - Providing service with respect and concern. 5. Integrity - Straight-forward, honest and fair relations. As a Library, We Value: 1. Providing free and open access to collections, resources, and services to all. 2. Learning and being a learning organization. 3. Embracing differences and diversity. 4. Challenging the norm. 5. Fostering an engaged community and staff. 6. Our relationships with one another and with our community.
UPPER ARLINGTON PUBLIC LIBRARY	UPPER ARLINGTON	OH	5,000K		The Library's Mission is to create educational, social, and entertaining experiences to inspire our local community to explore, gather, and grow.	The Place for Integrated Learning.	1. Integrity - We adhere to professional standards, take care with fiscal stewardship and embrace transparency. 2. Knowledge - We love to learn and to support the lifelong learning that transforms lives. 3. Service - We focus on providing the best user experience possible. 4. Tradition - We support and nourish Upper Arlington's spirit, imagination, history, and culture.
WASHINGTON-CENTERVILLE PUBLIC LIBRARY	CENTERVILLE	OH	5,000K		The Library is our community's connection to diverse opportunities for education, enrichment, and engagement.	To be a dynamic leader in fueling the intellect and imagination of those we serve.	I am... 1. Exceptional - We love the Library, our community and our work. As such, we strive to be the best at what we do and to create a place where people want to be. 2. Collaborative - We build connections and positive relationships with our team, users and community through mutual trust and respect. 3. Inclusive - We are free and open to all. We treat everyone with dignity and compassion, and seek differing opinions in order to arrive at the best solutions. 4. Accountable - We deliver on our commitments and act with honesty and integrity as careful stewards of our resources. We challenge ourselves to constantly learn, adapt and evolve. 5. Customer-Focused - We let customer needs drive our decision-making and motivate us to deliver world-class service each day. We use creative, innovative thinking to find new and better ways to serve customers.
WILMETTE PUBLIC LIBRARY DISTRICT	WILMETTE	IL	5,000K		The Wilmette Public Library District exists to serve the informational, intellectual, cultural, and leisure needs of the Wilmette and Kenilworth resident and business communities.	A community inspired by a love of knowledge and discovery.	1. Growing Community - Library services strengthen community connections. 2. Knowledge & Discovery - Learning and discovery at the Library enrich your life. 3. Diversity & Inclusion - The Library is a place where all feel welcomed and served. 4. Sharing Resources - Effective resource investments provide outstanding library services. 5. Marketing & Communications - Our community is aware of the library's value and impact on the lives of residents.
BERKELEY PUBLIC LIBRARY	BERKELEY	CA	10,000K		The Berkeley Public Library supports the individual's right to know by providing free access to information and by developing collections and services which meet the diverse needs of our multicultural community.		

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CAMBRIDGE PUBLIC LIBRARY	CAMBRIDGE	MA	10,000K		Welcoming all, inspiring minds, empowering community.	A Cambridge where everyone has equitable opportunities to learn, people live their best lives, and democracy thrives.	1. Access - We advocate for free and equitable access for all. 2. Community - We engage our community and partner with others to achieve collective impact. 3. Diversity - We embrace diversity of people, opinion, and thought. 4. Intellectual Freedom - We champion free and confidential exploration and expression of information and ideas. 5. Learning - We celebrate the power of literacy, inquiry, and discovery throughout one's lifespan. 6. People - We provide excellent and responsive patron-focused service. We invest in our staff to best serve our community. 7. Social Justice - We acknowledge the systemic inequities that have shaped our society and take intentional action to create more equitable outcomes. 8. Sustainability - We seek practices that are environmentally sound, economically feasible, and socially equitable.
CLEVELAND PUBLIC LIBRARY	CLEVELAND	OH	30,000K		We are the "People's University," the center of learning for a diverse and inclusive community.	Cleveland Public Library will be the driving force behind a powerful culture of learning that will inspire Clevelanders from all walks of life to continually learn, share and seek out new knowledge in ways that are beneficial to themselves, their community and the world.	
SALT LAKE CITY PUBLIC LIBRARY SYSTEM	SALT LAKE CITY	UT	10,000K		The City Library is a dynamic civic resource that promotes free and open access to information, materials, and services to all members of the community to advance knowledge, foster creativity, encourage the exchange of ideas, build community, and enhance the quality of life.		WE ARE THE CITY LIBRARY. WE WORK TOGETHER TO MAKE LIVES BETTER. 1. We are inclusive - We have the courage to be our authentic selves. We honor differences of thought, opinion, and worldview because we believe that we are stronger together. We believe that diversity in all its forms leads to connections and community that we can only create together. 2. We are open - We cultivate a space for good where we can share differing opinions without judgment. We respect one another and the decisions we make collaboratively, realizing that mistakes, failures, and changes are part of what makes us better. 3. We are curious - We are creative explorers who approach all we do with a learning mindset, and we strive for continual improvement in our personal and professional lives. We are always looking for ways to pitch in and make the Library better. 4. We are playful - We bring a spirit of fun to all that we do. Our collegiality and generosity inspire deeper connections with each other and our community. We see every day as an opportunity to inspire new ideas and make someone smile. 5. We are kind - We care. We treat each other and those we serve with empathy and compassion, lifting each other up, and celebrating our successes together. TOGETHER, WE ARE THE CITY LIBRARY.

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ARAPAHOE LIBRARY DISTRICT	ENGLEWOOD	CO	30,000K		We are dedicated to being the best public library for the communities we serve by providing outstanding and personalized service to everyone seeking access to the world of information and ideas.	A literate, informed and fulfilled community.	We focus on our customers and anticipate their needs. We value integrity, inclusion, learning and fun. We act with courage, respect, empathy and passion.
BOSTON PUBLIC LIBRARY	BOSTON	MA	30,000K		The Boston Public Library's mission is to preserve and provide access to historical records of our society, and to serve the cultural, educational, and informational needs of the people of the City and the Commonwealth.		
BROOKLYN PUBLIC LIBRARY	BROOKLYN	NY	30,000K		It is the mission of Brooklyn Public Library to ensure the preservation and transmission of society's knowledge, history and culture, and to provide the people of Brooklyn with free and open access to information for education, recreation and reference.	Brooklyn Public Library will be a vital center of knowledge for all, accessible 24 hours a day, and will be a leader in traditional and innovative library services which reflect the diverse and dynamic spirit of the people of Brooklyn.	
CARNEGIE LIBRARY OF PITTSBURGH	PITTSBURGH	PA	30,000K		To engage our community in literacy and learning.	Through Carnegie Library of Pittsburgh the people of our region will develop the literacies and connections that support individual achievement and strengthen the power of community.	1. We build COMMUNITY. 2. We prioritize PEOPLE. 3. We provide ACCESS. 4. We enable LEARNING.
CINCINNATI AND HAMILTON COUNTY, PL OF	CINCINNATI	OH	30,000K		Connecting people with the world of ideas and information		1. Empathy - We believe in everyone's innate value and potential. 2. Enjoyment - We believe there is no prescribed path to knowledge - so why not make the journey fun? 3. Connection - We believe we go farther, together. 4. Community - We believe libraries are the incubators of community

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COLUMBUS METROPOLITAN LIBRARY	COLUMBUS	OH	30,000K	To INSPIRE reading, SHARE resources, and CONNECT people.		"A THRIVING COMMUNITY WHERE WISDOM PREVAILS."	1. RESPECT (OPEN TO ALL) = Appreciate diverse cultures and life experiences of everyone + Be attentive and give thoughtful responses + Talk with people, not about them = People feel valued. 2. INTEGRITY (DO WHAT'S RIGHT) = Be honest with yourself and others + Be true to your word + Maintain the highest professional ethics = We are trusted 3. INSPIRATION (ALWAYS IMPROVING) = Imagine what's possible + Innovate and embrace change + Be exceptional for our customers and each other = Timeless value
CONTRA COSTA COUNTY LIBRARY	MARTINEZ	CA	30,000K		Bringing people and ideas together	Contra Costa County Library is the pulse of our community. Working together, we spark imagination, fuel potential, and connect people with ideas and each other.	
DENVER PUBLIC LIBRARY	DENVER	CO	30,000K		Together, we create welcoming spaces where all are free to explore and connect.	A strong community where everyone thrives.	1. WELCOMING - We make our resources, services and expertise accessible for all, recognize the inherent dignity in each person, and provide safe places where everyone can be themselves. 2. CURIOSITY - We foster a culture of exploration, innovation and forward thinking by creating environments that support learning and growth. 3. CONNECTION - We are neighbors. We foster relationships, listen and act to build and strengthen our community. We bring people together to share information, ideas and experiences. 4. EQUITY - We work to change inequitable practices, structures and policies, and attitudes that drive them, to provide opportunities for every person in our community to thrive. As we do so, we actively examine our roles in perpetuating oppressive systems. 5. STEWARDSHIP - We are accountable to our community, using our resources responsibly. We lead with honesty and integrity, protect privacy and preserve and share the full history of our Denver community.
EAST BATON ROUGE PARISH LIBRARY	BATON ROUGE	LA	30,000K		The East Baton Rouge Parish Library is a community service organization that connects our citizens with information, resources, materials, technology, and experiences in order to make a positive difference in their lives.	The Library contributes to the quality of life, enjoyment, enlightenment, and economic vitality of our diverse and dynamic community.	

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FAIRFAX COUNTY PUBLIC LIBRARY	FAIRFAX	VA	30,000K		We build community and promote literacies through programming, community spaces, technologies, and collections of educational and recreational resources.	FCPL is the essential (re)source to inform, engage, and inspire our community.	WHAT WE VALUE - We are anchored by the following values which guide us in our vision and the fulfillment of our mission: 1. COLLABORATIVE - We build meaningful relationships. 2. COMMUNITY FOCUSED - We reflect and celebrate our community. 3. SERVICE ORIENTED - We provide excellent service in every transaction. 4. LEARNING FOCUSED - We promote educational and personal growth. 5. INNOVATIVE - We embrace and encourage innovation and creativity. 6. ADAPTABLE - We anticipate and embrace change. 7. POSITIVE - We express a genuine attitude of enthusiasm.
FREE LIBRARY OF PHILADELPHIA	PHILADELPHIA	PA	30,000K		The mission of the Free Library of Philadelphia is to advance literacy, guide learning, and inspire curiosity.	Its vision is to build an enlightened community devoted to lifelong learning.	1. Build a culture of literacy in Philadelphia. 2. Deliver an exceptional customer experience. 3. Embrace creativity and innovation. 4. Promote diversity and inclusion.
HENNEPIN COUNTY LIBRARY	MINNETONKA	MN	30,000K		Our mission is to nourish minds, transform lives and build community together.	We envision a Hennepin County where library services ensure every person has the opportunity and resources to read, graduate, engage, work and learn.	Customer service, continuous improvement, diversity and inclusion, employee engagement and workforce development
MULTNOMAH COUNTY LIBRARY	PORTLAND	OR	30,000K		Empowering our community to learn and create		1. Free access for all 2. A trusted guide for learning 3. The leading advocate for reading 4. A champion for equity and inclusion
NASHVILLE PUBLIC LIBRARY	NASHVILLE	TN	30,000K		Inspire Reading, Advance Learning, and Connect our Community.	All members of our diverse community are empowered through limitless learning opportunities to enrich their lives.	1. Extraordinary Customer Service 2. Love of Reading 3. Lifelong Learning 4. Intellectual Freedom 6. Innovation 7. Excellence 8. Inclusiveness
PIMA COUNTY PUBLIC LIBRARY	TUCSON	AZ	30,000K		We transform lives by educating, inspiring, and connecting people.	Our Vision is an educated, connected community of readers, learners, doers, and dreamers.	1. Education - We learn and teach every day. 2. Excellence - We exceed expectations. 3. Freedom - We defend the right to read and to know. We are free and open to all. 4. Diversity - We serve everyone. We find strength in celebrating our differences. 5. Innovation - We dream big. Anything is possible. 6. Community - We work with our community to improve lives. 7. Passion - We love what we do.
QUEENS BOROUGH PUBLIC LIBRARY	JAMAICA	NY	30,000K		Queens Public Library transforms lives by cultivating personal and intellectual growth and by building strong communities.	Our vision is a vibrant, informed, cohesive, and empowered society.	1. Inclusion - Queens Public Library welcomes and serves everyone. 2. Access - We provide free information, programs, and services that are open to all. 3. Intellectual Freedom - We uphold the right to privacy and the right to seek, access, and express diverse points of view. 4. Customer Service - We care about the people we serve and strive to deliver exceptional experiences. 5. Innovation - We encourage organizational and staff innovation that adapts to emerging needs. 6. Integrity - We are committed to transparency and accountability. 7. Respect - We treat our customers, staff, and diverse communities with respect and courtesy. 8. Excellence - We hold ourselves to the highest standards in everything we do.

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Library	City	State	Expenditures	Purpose Statement	Mission Statement	Vision Statement	Value Statement
SAN FRANCISCO PUBLIC LIBRARY	SAN FRANCISCO	CA	30,000K		The San Francisco Public Library system is dedicated to free and equal access to information, knowledge, independent learning and the joys of reading for our diverse community.		
SEATTLE PUBLIC LIBRARY	SEATTLE	WA	30,000K		The Seattle Public Library brings people, information and ideas together to enrich lives and build community	A city where imagination and opportunity thrive	1. Support intellectual freedom 2. Promote literacy and the love of reading 3. Center and advance racial equity 4. Protect confidentiality of patron records 5. Respect and embrace the entire community 6. Foster a healthy democracy 7. Support children, youth and families 8. Form strong partnerships 9. Adapt and innovate
TULSA CITY-COUNTY LIBRARY SYSTEM	TULSA	OK	30,000K		The mission of the Tulsa City-County Library is to inspire, promote learning and create connections that strengthen our communities.	Facilitate an environment where everyone is seen, heard and welcomed.	1. Exceptional customer experiences 2. Lifelong learning and curiosity 3. Open access to all 4. The freedom to know 5. Diverse perspectives

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