Strategic Plan

2022-2025

Contents

Current Environment

Budget

- Beekman Library has an operating budget of $506,848.
- The budget reflects a combination of funding: 414-budget referendum of $443,838 and state aid of $4,000. The remainder of the budget is derived from a combination of library fines and fees and the annual donation from the Friends of the Beekman Library.

Staffing

- The Beekman Library has a full-time Director, Assistant Director and Head of Youth Services in addition to eight part-time staff members.
- Based on a 40-hour work week, the library has the equivalent of 6.1 full time employees.
- The Library is open 47 hours per week including 6 days, 3 nights and Saturdays for 52 weeks a year. It is closed for 6 federal holidays.
- Programs for youth, birth through high school age are our most popular offering. Our current Head of Y.S. works 40 hours per week and is assisted by a part-time YS Assistant who works 15 hours per week. On average, they conduct 10-15 programs a week and conduct outreach two days per week.

Administrative

- Beekman Library has a full-time director who is responsible for the management of the library including budget controls, personnel, outreach, public relations, collection development, acquisitions, grant writing, technology, marketing, facilities and operations.
- Beekman Library has a full-time assistant director who is responsible for adult programs, technology training, and assisting the director with

collection development, grant writing, marketing, outreach and public relations.

Technology

- The library maintains a 5-6 year replacement cycle for its 9 staff computers, 8 public computers, 5 patron laptops, 3 staff laptops, 4 printers, main firewall/server and a shared staff server.
- The library has Wi-Fi service throughout the building and grounds.
- An IT consultant provides network/computer maintenance quarterly and support on an as needed basis.

Facility

- The library building is sixteen years old and consists of 5,200 square feet of public space and a 5,200 square foot basement that is partially finished (ceiling, HVAC, lighting, and some sheetrock).
- The main public area of the building is a large open space that includes the circulation desk, stacks, and public computers, there is an office for the director, a separate children's room, community/meeting room and a staff work/break room.
- The basement is currently used for storage, utilities and FOBL bookstore.
- There is a deck on the back of the building that is used for staff meal periods and is used by the public to relax and access WiFi. The deck has three raised planter boxes that are used for library gardening programs.
- The library grounds are owned and maintained by the town.
- The library has a garden/flowerbed area in the front of the building and a beautiful lawn with a huge feature maple tree complete with a wrap-around bench. The lawn is used for concerts and the occasional story time or teen program.

Economic Factors

- As of the last census, Beekman's unemployment rate is 4.2% vs. 5.9% in the U.S.
- 2.3% of town residents live below the poverty line versus 15.6% in the U.S.
- 60% of the homes in Beekman are valued between $300,000 and $499,999
- The median home value is $299,400.
- 87% of the homes in Beekman are owner occupied.
- 41% of homeowners with a mortgage have household expenses over 35% * of their income *(rule of thumb is 28%)
- The median income is $98,483
  *Source: 2010 Census and 2019 Estimated Census

- Cost of living is out of alignment with wages. Wages adjusted for inflation have declined 3.8% from 2010 to 2017.**
- Average cost of living for a two parent, two child household is $177,804 versus average income of $75,350. **
- Population of Dutchess County is declining and will affect school enrollment. Enrollment is projected to continue to decline with a cumulative decline of 26% between 2000-2028, which will result in continued increase in school taxes. **
  ** Source: Mid-Hudson Valley from Great Recession to 2030, October 2019 Hudson Valley Pattern for Progress

Demographics

- According to the 2019 estimated census the population of Beekman is 14,387
- 44% of the residents are female and 56% male
- 78 % are Caucasian.
- 16% Black or African American
- 10% Hispanic or Latino
- The median age is 42.
- 43% list occupation as management, business, science or arts

- 22% list occupation as sales or office work
- The mean travel time to work is 38 minutes versus 27 minutes nationally
- 91% of residents have a high school diploma or G.E.D., 33% are college educated
  Source: 2019 Estimated Census

- Population of Dutchess County continues to age with the total population over age 55 projected to be at 37% by 2030.**
  ** Source: Mid-Hudson Valley from Great Recession to 2030, October 2019 Hudson Valley Pattern for Progress

Political Factors

- The library board enjoys open communication with the current town board
- The library serves the residents of the neighboring town of Union Vale that is unserved by a library.
- Relations with the Union Vale Town Board have been strained in part because the current administration feels that they were paying too much for library service. Although there was a contract for service in the past, the current Town Board chose to not sign a new contract. This lack of a contract means that Union Vale residents have limited library service, which is allowed by NY State Education Law.

- The library has requested 414 budget referendums since 1998. The requested increases and vote results are as follows:

YEAR	FROM	TO	% Increase	RESULT	YES VOTES	NO VOTES
1998	$82,460	$156,020	89%	Pass	No Data	No Data
2004	$156,020	$295,000	89%	Pass	1,833	1,150
2010	$295,000	$407,000	38%	Fail	1,552	1,638
2011	$295,000	$349,883	19%	Pass	1,435	1,110
2013	$349,883	$362,129	4%	Pass	1,359	884
2015	$362,129	$380,000	5%	Pass	1,138	739
2017	$380,000	$405,000	6.6%	Pass	1,580	1,290
2019	$405,000	$424,329	4.7%	Pass	1,597	894
2021	$424,329	$443,848	4.6%	Pass	1,372	1,228

*New Building ** 2% Tax Cap signed into law

Comparative Library Data 2020

GENERAL	POPULATION	SQUARE FEET	HOURS	FT EQUIV	VISITS	Per Cap
BEEKMAN	14,621	5200	50	6.10	16687	$29
EAST FISHKILL	29,029	11972	59	11.14	46906	$34
FISHKILL	12,608	8650	43	11.50	33882	$53
HP	18,183	3296	52	7.79	28800	$25
KENT	13,507	10300	49	9.83	19890	$46
LAGRANGE	15,730	5751	47	8.57	20,000	$43
PATTERSON	12,023	7500	50	14.30	11882	$77
PAWLING	8,463	3148	50	6.61	46963	$53
PLEASANT VALLEY	9,672	4800	53	5.50	35065	$46

FINANCIAL	TOTAL BUDGET	PUBLIC FUNDS	MATERIALS $	DIRECTOR'S SALARY	TOTAL PERSONNEL$
BEEKMAN	524002	424329	48925	72000	284928
EAST FISHKILL	1012115	983592	94874	92000	639745
FISHKILL	680012	668176	54387	78000	481486
HP	479794	459954	26102	80366	351409
KENT	635071	620596	58420	80430	440306
LAGRANGE	807711	681840	73282	72828	384507
PATTERSON	938376	921897	29782	77175	566025
PAWLING	514151	450000	45168	66560	334736
PLEASANT VALLEY	525447	444800	103816	82000	301361

MATERIALS/SERVICES	CIRCULATION	HOLDINGS	Turnover	COMP USE	PROGRAM ATTENDANCE
BEEKMAN	58236	51129	1.13	2194	N/A
EAST FISHKILL	155743	83213	1.87	2844	N/A
FISHKILL	52145	63756	.82	2203	N/A
HP	42237	58473	.72	1044	N/A
KENT	52068	78317	.66	1661	N/A
LAGRANGE	79866	61298	1.30	902	N/A
PATTERSON	40626	48789	.83	1073	N/A
PAWLING	38983	47785	.82	2472	N/A
PLEASANT VALLEY	71090	56062	1.26	4757	N/A

Comparative Library Data 2019

GENERAL	POPULATION	SQUARE FEET	HOURS	FT EQUIV	VISITS	PerCap
BEEKMAN	14,621	5,200	50	6.2	44,573	$28
EAST FISHKILL	29,029	11,972	59	13.4	100,183	$33
FISHKILL	12,608	8,650	43	11.5	79,790	$47
HP	18,183	3,296	52	8.6	48,333	$25
KENT	13,507	10,300	49	9.5	77,136	$43
LAGRANGE	15,730	5,751	47	9.3	No Data	$41
PATTERSON	12,023	7,500	50	16.5	59,699	$77
PAWLING	8,463	3,148	50	6.8	71,380	$53
PLEASANT VALLEY	9,672	4,800	53	5.8	42,661*	$45

FINANCIAL	TOTAL BUDGET	PUBLIC FUNDS	MATERIALS $	DIRECTOR'S SALARY	TOTAL PERSONNEL$
BEEKMAN	515,672	405,000	52,453	70,000	290,556
EAST FISHKILL	1,017,530	956,084	103,593	90,000	603,888
FISHKILL	627,515	596,586	46,534	76,843	338,042
HP	502,516	450,036	22,567	79,402	387,719
KENT	612,943	579,306	56,812	78,853	415,490
LAGRANGE	739,113	652,308	108,664	71400	394,148
PATTERSON	953,616	920,208	38,762	73,,500	604,019
PAWLING	520,870	450,000	46,788	64,000	324,786
PLEASANT VALLEY	728,350*	440,000	136,388	80,000	292,764

MATERIALS/SERVICES	CIRCULATION	HOLDINGS	Turnover	COMP USE	PROGRAM ATTENDANCE
BEEKMAN	77,454	49,654	1.6	8,041	12,620
EAST FISHKILL	199,687	90,504	2.2	6,165	7,478
FISHKILL	85,023	64,556	1.3	6,632	6,768
HP	58,125	61,914	.9	4,401	3,446
KENT	83,885	77,722	1.1	8,072	11,951
LAGRANGE	126,449	71,064	1.8	2,579	7,587
PATTERSON	67,548	48,943	1.4	7,426	9,429
PAWLING	48,576	46,410	1.0	8,616	8,646
PLEASANT VALLEY	70,292*	48,173	1.5	2,636*	6,645*

*Pleasant Valley was closed and relocated after a fire in 2019

Mission Statement

The Beekman Library strives to be relevant to all residents and to contribute to the sense of community in the town of Beekman. The mission of the Beekman Library is to provide town residents the library materials, programs and services that meet their needs for lifelong learning, literacy, enrichment, and pleasure.

Vision Statement

The objective of the Beekman Library is to contribute to a sustainable, resilient community that is able to withstand environmental, economic, and political disruptions. This resiliency will be achieved by contributing to a sense of community connection and identity through unfettered access to materials, services and programs that foster lifelong learning, enrichment, community collaborations, civic engagement and dialogue.

Core Values and Community Aspirations

The Beekman Library is:

- welcoming and inclusive
- accessible both physically and digitally
- innovative and focused on constant improvement
- collaborative not competitive
- trustworthy and transparent
- sustainable

Service Area Priorities

1. Community Commons
2. Lifelong Learning and Current Topics
3. Basic Literacy

Plan of Service

Community Commons

Goal: The Beekman Library will be a place for residents to gather for information, learning, enrichment and dialogue that fosters a sense of community identity and connection.

Objective: Provide adequate space for large and small meetings, quiet study areas, as well as community space for socialization and discourse.
Activities:
1. Hire architect to create master plan for expansion and renovation. 2021
2. Start Capital Campaign for expansion project. 2022
3. Purchase new flexible furnishing to allow for multiple uses of existing space 2021-2022
4. Continue to move toward sustainable funding that moves the library closer to the $50 average per capita funding in the county by pursuing budget votes every other year.
5. Support the funding efforts of the residents of Union Vale.
6. Continue to support FOBL through monthly communication, participation in fundraising activities and bringing members into any expansion discussions.

Objective: Provide programming that meets patron's needs for socialization and civic engagement.
Activities:
1. Plan family programs and festivals that foster interaction among residents. (4 times annually)
2. Plan educational programs that provide neighbors an opportunity to discuss and learn about issues that matter to them. (once per month)
3. Continue to plan programs and community-based projects, in partnership with local organizations, to expand residents' perceptions of community and connection. (3 to 4 times annually)

4. Strive for cross promotion of programs, cooperative programming and community projects accomplished through collaboration.

Objective: Provide residents with the local information that contributes to understanding of, and connection to, their neighbors and community.

Ac**tivities:**
1**.** Continue to collaborate with community organizations, schools and town officials to insure we are able to respond to needs as they occur and provide residents with the information they need.
2. Continue to seek out new and more effective means of communication with residents.
3. Promote Burbio and encourage other local organizations to use it as well.
4. Cross promote Town and county programs, services and updates through social media to help residents stay informed about local issues.

Lifelong Learning and Current Topics & Titles

Goal: Beekman residents will have access to materials and programs that satisfy curiosity, expand perceptions, reflect contemporary society and promote independent personal learning throughout their lives.

Objective: Materials will be available in sufficient quantities to meet demand and in sufficient formats to address an increasingly technology based marketplace.

Activities:

1. Continue to increase both physical and digital materials budget to ensure optimal mix of literary fiction, bestselling fiction, nonfiction books and movies that includes a browsing copy of best sellers and high demand holds (4 or more)
2. Continue to expand the "Library of Things" to include items that meet goals.
3. Maintain existing holds per title ratio as per MHLS resource sharing standards
4. Maintain three day turn around on new materials
5. Continually weed collections to allow for new and high demand items
6. Work to expand budget to include a full-time head of circulation and technical services when appropriate.

Objective: Plan programs that meet the needs of the community particularly in the following areas: hobbies, STEAM, and local and national issues of concern to residents.

Activities:

1. Continue science, technology, engineering, math and arts programs that include hands-on experiences for children of all ages. (2 a month)
2. Continue outdoor programming that encourages an appreciation of nature and encourages community engagement while integrating the library collection to encourage further exploration and learning. (1 a month)
3. Continue to conduct programs that facilitate conversations through which residents exchange ideas and debate important questions. (At least once a month)

Basic Literacy

Goal: The materials, programs and services offered by the Beekman Library will promote early literacy to insure reading readiness for our youngest patrons, and information and media literacy for patrons of all ages.

Objective: Maintain quality of early literacy programs while expanding the number of programs as needed.

Activities

1**.** Continue to keep wait list on programs to five or less
2. Ensure that staff attends one or more early literacy training sessions per year.
3. Continue to reach out to local daycares, preschools and parents to educate them about libraries role in early literacy.
4. Provide and promote tools and programs to maximize reading readiness in the community.

Objective: Support residents needs for technology training that allows them to locate the information they need in their everyday lives.

Activities:

1**.** Maintain high quality staff that are well versed in technology, information and media literacy. (Create minimum standards for staff and hire to the standards)
2. Continue to work toward a starting wage of $15.00 an hour and other wages that are in keeping with a $15 minimum.
3. Implement quarterly technology and or information/media literacy training for staff that brings current staff up to minimum standards.

Objective: Expand residents' media literacy with goal of fostering more informed, involved citizens

Activities:

1. Integrate media literacy concepts into educational programs.
2. Annual training provided to staff on media literacy