GOAL 1
Provide resources to support OCLS

Objective:

Document status of revenue-generating sources to determine opportunities to increase resources generally or target special projects/programs.

Strategies:

- Develop a historical list (last 10 years) of budgetary resource allocations.
- Establish a working committee (Board members & staff) to review previous program and project allocations and evaluate results.
- Recommend ways to educate staff on the funding opportunity and parameters.
- Report findings to Board by May 2026.



GOAL 2
Volunteer recruitment

Objective:

Review existing volunteer policies for recruitment and retention support to encourage broader participation opportunities for Orange County residents.

Strategies:

- Review the current recruitment process for volunteers as well as general membership with a focus on expanding resident involvement.
- Review best practices from other" friends" library organizations.
- Create a "Volunteer Membership Committee" made up of current volunteers and staff to explore and expand recruitment opportunities.
- Explore how FOL can provide additional support for recruitment and retention.

Establish benchmark measurement hours for annual volunteer participation for recognizing value of participation.

GOAL 3
Member recruitment

Objective:

Review existing volunteer policies for Friends of the Library member recruitment and retention support to encourage a broader participation to Orange County residents.

Strategies:

- Review current recruitment process with focus on expanding resident involvement.
- Review best practices from other "friends" library organizations.
- Create a "Membership Committee" made up of Board members and marketing staff to explore and expand membership recruitment opportunities.
- Explore how FOL can provide additional support for recruitment and retention.
- Set goals for membership by quarter and year. Forecast revenue and how it will impact our goals for resource provision, staff development and special event sponsorships.

GOAL 4
Bookstore operation

Objective:

Review current bookstore and branch operational sales practices to familiarize the Board with how they currently function and potential expanded monetization opportunities.

Strategies:

- Establish "Bookstore/Branch Store Committee" to review existing programs and working policies with staff, volunteers, Board representative.
- Recruit "volunteer" book retailer(s) to support committee with marketing and retail sale advice- point of sale, virtual, special events.
- Establish committee by March 1, 2026.





GOAL 5
Staff development

Objective:

Continue to support and enhance current staff development program.

Strategies:

- Solicit OCLS staff input to identify where available resources could be best utilized to improve overall staff development/capacity in serving Orange County residents.
- List recent (last five years) participants in the scholarship program and current employment status with OCLS.
- Provide recommendations to the Board by June 2026 for the budget during the budget adoption process for the 2026-27 Fiscal Year.

GOAL 6
Special event sponsorships

Objective:

Review recent practices for event sponsorships and determine how a policy/procedure should be developed for resource allocation tied to FOL Mission.

Strategies:

- Establish a Special Event Committee to review existing policies and procedures regarding sponsorships.
- Review recent event programs and event sponsorships to determine their context in relation to the mission statement.
- Establish an annual standing event calendar during the budget adoption process.

GOAL 7
Community Outreach

Objective:

Equip board members to be ambassadors in the community.

Strategies:

- Represent the Friends Board in the community by attending events, running tables, social sharing, word of mouth, soliciting donations, referring members and board members, exploring partnerships, etc.
- Work with staff and Board members to find new opportunities to augment and champion OCLS programs in these ways.
- Recommend training opportunities for Board members.
- Recruit new Board Members.
- Determine how best to initiate such a program with the opening of the two new branches in Horizon West and Lake Nona for FY 2026-27.

