



STRATEGIC VISION

March 2007 – October 2008

*Launched International Women's Day
8 March 2007*

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INTRODUCTION

The Management Committee has developed this paper in response to the constructive, creative feedback discussed at The Women's Library Vision Day held on 9 December 2006. The Management Committee appreciates the contributions of all who attended. The Women's Library could not function without the valuable ongoing participation and feedback of our volunteers.

The Management Committee hopes that this paper will inform, direct and develop The Women's Library as an important resource to the community. We invite our members and supporters to join with us in holding our vision presented below, for the benefit of women and our community.

THE WOMEN'S LIBRARY INC HERSTORY

Established in 1992, The Women's Library Inc was created by a group of women passionate about providing literary resources and a safe space for women. They set the following objectives in their constitution:

The Women's Library will comprise a lending library, a reference library and an information exchange. The Women's Library will house print and non-print material for and about women, in particular lesbians and feminist women, such as:

- i. texts that are required reading for courses offered at tertiary institutions in Sydney addressing the status of lesbians and Women;
- ii. published and unpublished papers and theses;
- iii. published and unpublished works of non-fiction. Particular attention will be paid to collecting in areas of special interest to lesbians and feminists;
- iv. journals, with particular emphasis on journals produced by Australian lesbians and feminists;
- v. newspaper cuttings;
- vi. oral herstory recordings; and
- vii. photographs, letters, diaries, posters.

The Women's Library will be a safe and supportive space where Lesbians and Women can relax, read, study and exchange information. The Women's Library will be a resource particularly for students enrolled in courses addressing the status of lesbians and Women, and research workers. The Association will raise funds through donations, grants and activities of a commercial nature to maintain The Women's Library.

~ Appreciation ~

Thank you to the women of the very first Management Committee, and to all the volunteers and staff during the past 15 years for creating, enhancing and holding the vision.

The Management Committee appreciates the work of Robyn Mah the immediate past Convenor 2003 – 2006 and her Management Committee for their important safeguarding of the constitutional vision. Jeannie, Emma and Joy are part of the current committee, providing continuity, experience and commitment essential to our future success.

The Women's Library also acknowledges the ongoing financial contributions of the City of Sydney and donations made by members and friends of the Library.

STRATEGIC VISION ~ KEY RESULT AREAS (KRA)

KRA 1 FINANCIAL SECURITY

1.1 Financial viability

Vision

- Build up an \$8000 bank balance to meet running costs for 1 year.
- Obtain sufficient financial resources to support a part-time Project Coordinator, who will significantly participate in securing additional resources including volunteers, grants, women's groups and community networking opportunities.

1.2 Sponsorship support

Vision

- Develop a sponsorship strategy to achieve support for the Library's "wishlist". This includes In-kind sponsorship (e.g. goods & services) as well as financial support.

1.3 Book sales

Vision

- Foster relationships with book buyers / sellers to purchase directly from the Library
- Continue to send book stalls to relevant community events
- Develop a publicity plan for promoting the bookstore

KRA 2 INVOLVEMENT AND PARTICIPATION

2.1 Membership

Vision

- Increase membership numbers by promoting our services as a library and women's recreational meeting space.
- Establish two new reduced rate membership categories – Lounge and Volunteer, to reflect increased Lounge usage and acknowledge volunteer contributions.
- Re-establish distance borrowing for members in regional and rural locations.

2.2 Volunteers

Vision

- Increase volunteer numbers so that there are two people on every shift – "share a shift" campaign to be developed.
- Management Committee to be skilled up to train volunteers on their shifts.
- Provide additional support - new volunteers to buddy up with more experienced for the first 4 shifts.
- Provide transport subsidies for volunteers who may need assistance with transport costs.

STRATEGIC VISION ~ KEY RESULT AREAS (KRA) *continued*

2.3 Women's Groups

Vision

- Increase the number of community groups using the Lounge. Priority given to groups which support women's community.
- Each group to be supported by an official link with a committee member, who will provide relevant assistance to the group and updates to the Management Committee.

2.4 Community support & involvement

Vision

- Develop links with local community organisations and business to improve local knowledge about the Library and increase usage.

2.5 Government & funding relationships

Vision

- Maintain regular communication with City of Sydney as our primary funding body.
- Apply for funding grants from relevant government agencies.
- Access government information channels to promote the Library.

KRA 3 EFFECTIVE COMMUNICATIONS

Vision

- All computer and IT systems to have maintenance and upgrade plans.
- All communications processes including database & email, website and newsletter to be documented, accessible and effective.

KRA 4 GOOD GOVERNANCE

Vision

- Management Committee develop transparent, effective support systems, working parties and strategic directions to assist The Women's Library to thrive.
- Volunteers and staff support the objectives of The Women's Library, and are in turn supported by good governance and management practices.
- Working parties support the work of the Management Committee. It was agreed to establish the following working parties: Sponsorship, Information Technology, Community Involvement and Collections.

KRA 5 LIBRARY SERVICES

Vision

- Library collection to be reviewed by a working party and a strategy put in place to develop our specialist resources for women.
- Library catalogue to be available online for viewing and eventually borrowing.
- Opening hours to stabilise at five to seven days a week consistently.

IMPLEMENTATION

How will we hold and action our vision?

The Management Committee and Project Coordinator will take strategic action under each Key Result Area. Working systematically to achieve vision outcomes, each member of the Management Committee has an elected executive position as well as a portfolio based on interest and expertise. At the time of this publication, the following roles are held:

Responsible	Executive Position	Portfolio/s
Gabrielle Jones	Convenor	Government Relations, HR & Events
Fiona Davidson	Treasurer	Purchasing & Finances
Spiderlily Redgold	Secretary	IT, Website & Exhibitions
Jeannie Sotheran	Public Officer	Community Liaison
Emma Wilkinson	Volunteer Coordinator	Human Resources
Sue Gee	Ordinary member	Membership Services
Joy Vivien	Ordinary member	Bookstore & Collection
Karah O'Shaughnessy	Ordinary member	Fundraising & Corporate Relations

The Management Committee are also guided by a Charter of Operational Roles "living" document which further describes key daily tasks and responsibilities. These duties will be shared by the Project Coordinator, Management Committee and other volunteers as appropriate.

The Management Committee will meet on the third Monday of each month from 6.30pm – 8.30pm to report on initiatives within their portfolio and to oversee management and governance matters. Again, our work at the Library is not possible without the commitment of our valued volunteers. Volunteers and other members are invited to submit matters for consideration at the monthly Management Committee meetings.

Reviewing our vision

The Management Committee will review achievements under the Strategic Vision in September 2007 and again in September 2008, providing a report to the Library's Annual General Meeting in October each year.

APPENDIX 1: THE WOMEN'S LIBRARY FEES & SERVICES

Library Membership Fees

The Committee of Management agreed to introduce two new \$10 fee categories Volunteer & Lounge memberships. The Volunteer membership recognises the valuable contribution of volunteers to the library with a reduced membership. The Lounge membership recognises people who would like to support the library with a non-borrowing membership which provides access to our facilities.

Fees	General Membership	Members are entitled to: <ul style="list-style-type: none"> • Borrow from the library collection • Use the space • Use coffee and tea making facilities • Receive regular information about library events • Computer and internet access
\$55	Institution	
\$40	Waged	
\$30	Part Waged	
\$25	Unwaged/University Student	
\$13	School Student	
\$10	Volunteer Membership	Members who volunteer 4 hours per month are entitled to: <ul style="list-style-type: none"> • Use the space • Use coffee and tea making facilities • Receive regular information about library events • Computer and internet access • Borrow form the library collection
\$10	Lounge membership	Members are in this category are entitled to: <ul style="list-style-type: none"> • Use the space • Use coffee and tea making facilities • Receive regular information about library events

Library Opening Hours – From March 2007

3rd Monday of the month 11 am - 3 pm
 Tues and Weds 11 am to 3 pm
 Thursday 11am – 8 pm
 Saturday and Sunday 12 noon to 4 pm

Library Services

The Women's Library and meeting space has a collection of over 25 000 books and pamphlets: everything from popular fiction by women through to specialist non-fiction covering issues from health, sexuality and popular culture to politics, history and human rights. There is an archive of feminist periodicals and texts.

The library is also a comfortable and modern meeting space available for all sorts of women's groups. Additionally, regular art exhibitions are held in the Library building which is generously made available by the City of Sydney and run by a team of volunteers.

The library runs a popular second hand bookstore with around 5,000 titles – everything from the latest crime fiction through to classics as well as travel, history, biography, health, drama, cooking, children's books and more – all selling at just \$2 each.

APPENDIX 2: THE WOMEN'S LIBRARY ACHIEVEMENTS

Over the past couple of years, City of Sydney funding has assisted with the development of a comfortable, accessible recreational space for women. These achievements list below from the 2005 / 06 project will be built on through our Strategic Vision in 2007/08.

- We have provided a lending and research service to the community including rare feminist and lesbian books, ephemera and journals.
- We have provided a safe and supportive space to all women to develop social networks
- We have provided access to training, and skill development of many women
- We have expanded and develop new opportunities for community involvement through workshops, exhibitions and discussions
- We have disseminated amongst the women's community, information by for and about the Women's community and our part as a safe and supportive community space for women
- We have promoted art and cultural activities for members and the general public
- We have increased opportunities for Volunteerism with the women and girls community
- We have enhanced links between local community groups and shared resources where possible. We have fundraised for the Cancer Council
- We have advocated for the needs of women who are disadvantaged or marginalized, in particular Lesbian and older women and women with mental illness
- We have encouraged Lesbian mothers and step mothers to be out and proud as families and to use our facilities for meetings, story readings and community support
- We have welcomed homeless and street women to take advantage of our supportive space
- We have shared our space with other community groups for meetings, special events and fostered new initiative for the women's community.
- We have provided photocopy services and internet services to the general public in a safe and supportive space.

"Strategic Vision March 2007 – October 2008" paper
Prepared by Gabrielle Jones, Convenor, The Women's Library
on behalf of The Management Committee, March 2007