2020 – 2030 the Strategic Plan

Partnerships

Opportunities

Thomas County Public Library System

Customer Focused, Community Centered
Preface

Message

from the

Director

Trent Reynolds, Director
Thomas County Public Library System

This ten-year Strategic Plan (2020-2030) represents the future of the Thomas County Public Library System. This is an exciting time for our libraries as we continue to sharpen our focus on customers and extend our reach into the communities we serve.

As we work to provide the excellent library services and outstanding customer service that our community has come to expect, we have identified eight key areas in which to focus. As with any successful organization, our libraries need to evolve in order to remain responsive to the needs of our community in the coming years.

A great library system is vital to the continued development and enrichment of Thomas County and its residents. These eight goals will help us to be more customer focused, provide for greater community involvement and to be more responsive to change. Additionally, we will be pursuing new ways of doing business that increase staff efficiency, increase customer satisfaction, promote literacy and community awareness, and improve access to our resources.

We now have the opportunity to formalize these changes with the creation of this new strategic plan – one with goals that are not only timely and relevant to customers and the community, but also aligned with the vision of Thomas County. Inside, you will find an Executive Summary, our Strengths, Weaknesses, Opportunities and Threats (SWOT) section, Goals for the future, a Capital Expenditures Plan, and Appendices. With this map for our future, there is little that we, as a library and as a community, cannot accomplish through collaboration, innovation, creativity and hard work.
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"A public library is the most enduring of memorials, the trustiest monument for the preservation of an event or a name or an affection; for it, and it only, is respected by wars and revolutions, and survives them."

Mark Twain

Mission

The Thomas County Public Library System (TCPLS) provides open access to information for recreational and educational purposes. TCPLS is committed to providing its users an atmosphere and environment free from unnecessary distractions and conducive to the most efficient use of library facilities.

Vision

Through a love of reading, discovery and lifelong learning we improve the quality of life for our community.

Values

Service – well-trained, enthusiastic staff that cares.
Inclusion – a welcoming environment for all, regardless of circumstances.
Commitment – provide customers with the best possible experience.
Passion – we love our libraries and deliver service with respect, pride and passion.
Community – we are your neighbors, family and friends and it shows.
**Stakeholders**

Important stakeholders and valued partners in the future success of the Thomas County Public Library System include:

- Residents of Thomas County
- Residents of the State of Georgia
- National Users of the Library
- Library Staff
- Thomas County Officials
- City of Thomasville Officials
- Library Board of Trustees
- Friends of the Library
- Thomas County and City of Thomasville Schools Systems, Private Schools and Home-Schooled Children
- College and University Students
- Thomas County Businesses
- Other Georgia Library Systems

**Board Members**

(as of January 2020)

arranged by position number

- Chuck Stafford
- Adrian Burns
- Curnell Henry
- Sharon Herring
- Nicole Gatlin
- Erin Rehberg, Secretary
- Dr. Dusty Kornegay, Vice Chair
- Ann McCrickard
- Dr. Kathy Keown, Chair
- Jean Christie, Treasurer
- Wiley Grady
- Ben Wiggins
- Dr. Lisa Williams

“Whatever the cost of our libraries, the price is cheap compared to that of an ignorant nation.”

_Walter Cronkite_
Acknowledgments

The Thomas County Public Library System would like to thank the Thomas County community, Library Trustees and Library Staff for their input and contributions.

Several groups and individuals contributed their opinions and insight to the development of this plan. As an institution funded by and for the public, a great deal of effort has gone into consulting the public about the future of the library. Library staff members have been involved throughout the process, providing valuable insight into the evolving usage patterns, preferences and needs of library customers. More than half of library employees shared their ideas through a survey that asked about future priorities for the library, changes in how people use Library resources, and suggestions for new or better ways to serve library customers.

In 2018 and 2019, when customers were asked about the future of Thomas County Public Libraries, the most common responses were:

"More electronic books"
"Remodeled Buildings"
"Well-trained Staff"
"New and current materials"
"Up to date computers & technology"
"Creative and entertaining programs"
"Clean, well-organized facilities"

*Based on 2019 Library Town Hall meeting, online surveys, and informal customer conversations.

Note: The words “library” and “libraries” are used interchangeably throughout this document and are defined as all libraries within the Thomas County Public Library System unless otherwise noted.
Overview

The Thomas County Public Library System (TCPLS) provides open access to information for recreational and educational purposes. TCPLS is committed to providing its users an atmosphere and environment free from unnecessary distractions and conducive to the most efficient use of library facilities. To accomplish this mission, the library:

- Provides high-demand, high interest materials of a popular nature in a variety of formats to meet the educational and recreational needs of the communities.

- Provides reference materials and services that answer the information needs of the community and provides direction to additional sources of information.

- Provides a source for ongoing education, programs and services to meet community needs, and equality of services for the residents of Thomas County.

- Collects, preserves, archives and provides access to a variety of materials that are written by or about Thomas County citizens in both current and historic context.

- Evaluates current services, performs user surveys and makes plans for new services that will meet the community’s needs now and in the future.

This Strategic Plan addresses how TCPLS will meet anticipated customer and community needs across the library system from 2020 to 2030 and guides the services, programs and strategic priorities of the Library system.

The Thomas County Public Library System is a tax-supported, six library system serving the communities of Thomasville, Boston, Coolidge, Meigs, Ochlocknee and Pavo. Policy is set by a thirteen-member Board of Trustees appointed by the Thomas County Board of Commissioners and the City of Thomasville.

The Thomas County Public Library System provides a network of public library services to more than 42,000 local residents and partners with over 280 public libraries across Georgia through GA PINES.
FY 2019 Statistical Snapshot

Approximately 180,000 visits to the Thomas County Public Library System, checking out more than 178,000 items.

Over 78,500 library computer or Wi-Fi log-ins.

The TCPLS website attracted more than 23,000 visitors.

TCPLS offered more than 2000 library and community programs attended by over 20,000 people of all ages.

TCPLS goes where you are with outreach programs such as the Pop-Up Library, the Library Book Bike, the Short-Story Kiosk, school and senior center visits.

Libraries Transform

Public libraries transform communities by providing a center for free and equal access to ideas, information and solutions. Public libraries serve as community gathering places where individuals come together to explore, interact, imagine and evolve.

Public libraries transform people by providing opportunities to learn, find jobs, create businesses and more. Those opportunities can enhance library users’ sense of worth, culture and community.

Thoughtful planning is required to meet the diverse needs of the communities and individuals served by public libraries.

The Thomas County Public Library System anticipates, adapts and innovates to serve its customers and communities. The library system provides spaces to discuss ideas, gather for civic engagement and engage in conversations on issues that matter. Meeting the demand for print materials and popular titles is balanced with a growing desire for electronic formats. The Thomas County Public Library System provides access to technology thresholds of today with computers, the Internet and printers while looking to meet the digital demands of tomorrow.
Section 3 – SWOT (Strengths, Weaknesses, Opportunities and Threats)

Strengths

Facilities

- Headquarters library interior is visually appealing with excellent downtown location.
- Great support from county maintenance personnel.

Staff

- Dedicated staff that wants to improve library services.
- Great customer service.
- Consistent response and follow-through with patrons’ issues.
- Regular contact between library branches.
- Regular contact between managers and staff.
- Culture of communication – emails, daily & weekly staff meetings.
- Capable staff.

Budget

- Library budget is stable with anticipated revenue increases.
- Financial support from local businesses and organizations.
- Fiscal stability.
- Sufficient materials budget for current community needs.

Programs

- Library resources heavily used by existing users.
- Excellent programs, services and materials for families with young children.
- Good public program offerings.
• Strong circulation of library materials.

• Expanding patron base.

• Good collections that reach a broad range of ages.

• Children and Teen collections not limited to curriculum support.

• Collections are current and heavily used.

• Access to Inter Library Loans (ILL) to augment collection.

• Popular and developmentally age-appropriate story times for babies and children.

• Online test preparation.

• Strong summer reading program for kids and teens.

• Public meeting rooms that are heavily used throughout the year.

**Technology**

• Workstations updated in computer labs.

• Online resources for genealogy, languages, periodicals.

• Provision of Wi-Fi to users.

• Computer training lab.

• Online links to bestsellers, new titles and reading lists.

• Access to statewide purchased databases.

• 24/7 access to catalog and databases.

• Credit card payments.

**Marketing, Public Relations & Advocacy**

• Website markets programs and services.

• Library is highly rated by community.
Partnerships

- Dedicated Friends group. Strong local literacy partnerships.
- Friends of the Library support through sales of donated books and other materials.
- Friends of the Library co-sponsorship of programs.
- Reciprocal borrowing agreement with other Georgia public libraries for ILL.
- Programming partnerships with Pebble Hill Plantation.

Weaknesses

Facilities

- Community branch facilities have limited hours and cannot be accessed by community residents in the mornings and on weekends.
- Aging branch facilities.
- Inability to grow footprint in current headquarters facility if need arises.
- In branch facilities limited amount of space is insufficient to accommodate needs.
- Missing opportunity for bookstore/coffee shop amenities.

Staff

- Staff support not readily available in branches for some services, especially technology.
- Lack of time for staff training.
- No professional librarian dedicated to children’s and teen services.
- Outreach to audiences and organizations sometimes limited by staffing constraints.
- Insufficient time for some PR activities.
- Inability to recruit qualified MLS librarians due to lack of funding.
Budget

- Current local tax based revenue source limits ability to accurately predict annual funding.
- Limited use of grants.

Programs

- Some library resources are underutilized.
- Limited hours of operation for branches prevent some residents from accessing library services.
- Materials & programs for young children and teens, but not targeting tweens.
- Programs not offered for after-school attendance.

Technology

- Need for constant equipment and workstations upgrades.
- Internet speed sometimes unable to keep up with demand.
- Underutilized Makerspace.

Marketing, Public Relations & Advocacy

- Library programs sometimes have low visibility and level of awareness.
- Limited marketing avenues.
- Limited success educating external stakeholders about library issues.
- Need to target marketing to underserved populations.

Partnerships

- Need for greater communication with schools.
- Devote more time to seeking out partnerships with local businesses.
- Strengthen relationships with local City Councils and County Commissions.
Opportunities

Facilities

- Branch interiors can be enhanced to be visually more appealing.
- Reallocation of space.
- Provide a focal point for community – venue for arts, exchange of ideas, learning place, family destination.
- Make better use of available space to address identified community needs.
- Find ways to improve location convenience for library activities.
- Onsite café and bookstore with greater visibility.
- Maximize provision of public meeting space.
- Make our libraries THE destination for professional and community use of meeting spaces.

Staff

- Succession plan in place for staff.
- Make more time for staff training.
- Expand usage of volunteers.
- Provide cross-training for staff.

Budget

- Building endowments with support organizations.
- Increased grant writing activity.
- During renovations, consider adding café or coffee bar option for revenue generation.

Programs

- Libraries can become leading advocates for reading and literacy in the local region.
- Find niche markets for library services.
- Growing number of seniors – specialized programs.
• Library use as a family activity; real and virtual.
• Increased outreach to community.
• New service models: materials delivery.
• Expand programs for tweens.
• Improve Teen Advisory Group.
• Expand patron base.
• Enhance outreach to County residents.
• Teen-generated teen programs.
• After school programs and materials.
• College application processes.
• Job fairs/job kiosk/career information and materials.
• Additional book discussion and literary programs – book circles.
• Improve business collections.
• Fee-based delivery options.

**Technology**

• Demand for more sophisticated technology in all aspects of life.
• Ability to instruct residents who need technology skills.
• Migration to digital resources.
• Rapidly evolving media formats.
• Increasing demand for access.
• Improve Wi-Fi access.
• Increased provision of online materials.
• Make computers available for gamers.
• Work with teens to develop technology and develop makerspace.
Marketing, Public Relations & Advocacy

- Chance to increase visibility and level of awareness.
- Expand and systematize marketing efforts.
- Promote value of quality public library services to lives of residents.
- Educate external stakeholders about library issues.
- Increase public understanding of available services.
- Cultivate library advocates.
- Identify value of libraries and library staff in the Google age.
- Branding programs to teens.
- Need to increase awareness of online resources.
- Find ways to promote programming without further burdening staff time.
- Cross promote business resources with Chamber of Commerce and other business groups.
- Cross promote job information resources with Dept. of Labor.

Partnerships

- Cultivate relationships with local organizations.
- Use partnerships to leverage resources and garner good will.
- Forge and/or strengthen alliances with:
  - Schools, Colleges, Homeschoolers and other educational organizations
  - Parks & Recreation
  - Civic Groups
  - Senior/Homebound Customer Institutions
  - Religious Organizations
  - Cultural Partners
  - Social Service providers
- Business community

- Employment agencies

• Increase programs with Friends of the library.

• Intergovernmental cooperation with other departments and agencies.

• Expand partnerships with agencies for providing programming.

Threats

Facilities

• Limited hours of operations in branches.

• Occasional disruptive behavior of patrons.

• People might stop coming to library due to perception of safety issues.

• Other libraries duplicate services.

Staff

• Staff can sometimes be reluctant to change.

• Staff feel chained to their service desks; need cross-training opportunities.

Budget

• Dependent on LOST funds. No control over amount of annual revenue.

• Competition for public funds among state government.

• Potential reduction in Library budget due to possible revenue shortages.

• Rising costs of materials in all formats and in electronic resources.
Programs

- Competition for customers’ time – many options for leisure, information.
- More fragmented market for library services.
- Reduced time for traditional family activities – including library trips.
- User perception that they have the answers because they have Internet/Google.
- Different age groups use library differently.

Technology

- Increased dependence on the Internet for information and leisure needs.
- Demand for more sophisticated technology in all aspects of life.
- Some residents lack technology skills.
- Technologies need replacement and maintenance.
- Difficult to maintain old and new formats.
- Home technology is sometimes better than library technology, and it deters people from using the library.
- Library technology becomes obsolete quickly.

Marketing, Public Relations & Advocacy

- Limited public understanding of all the services available at their public library.

Partnerships

- Poorly-conceived partnerships can result in net costs outweighing benefits.
Section 4 - Goals

Goal 1: Awareness

Where we are, where we are going and how we will get there.

Strategies:

1. Re-affirm who we serve through surveys, user statistics and dialogue.
2. Develop a Marketing Plan designed to reach all demographics, setting goals for increasing customer awareness.
3. Staff will engage current and potential customers regarding library programs and services.
4. Follow-up and retain customers through conversations and dialogue.

Goal 2: Staffing

Through courteous and professional staffing, we will provide our customers with excellent service, accurate information and an outstanding experience.

Strategies:

1. Continuously review and update Library policies and procedures as needed.
2. Be proactive in seeking out training opportunities for staff.
3. Retain staff through dialogue, one-on-one evaluations, time off incentives and pay raises.
4. Hire additional quality staff as budget allows in order to meet future Library goals.

Goal 3: Collections

We will continue to build collections and provide a wide range of current and up-to-date educational and recreational materials for our customers.

Strategies:

2. Stay relevant and up to date based on professional standards.
3. Insure collection reflects the needs/wants of the community.
4. Conduct system wide inventory/de-selection projects based on a three year cycle, insuring physical collection is an accurate reflection of on-line catalog.
5. Explore digitalization options for print newspapers and genealogy materials.

Goal 4: Programming

We will offer a wide range of cultural, educational and informative events designed to meet the desires and needs of our community.

Strategies:

1. Increase the number of programs that promote literacy.
2. Increase the number of programs that reflect popular and cultural interests across all age groups.
3. Offer a diverse program selection; increasing focus on under-represented communities.
4. Increase the number of family-oriented programs.
5. Develop community partnerships; pool resources to maximize cost efficiency.
6. Develop and present programs designed to assist with job-skills training.

Goal 5: Early Literacy

We will partner and engage with our community to help insure that our children under five years old have equal access to materials and gain essential skills as they enter kindergarten.

Strategies:

1. Identify and implement strategies for assisting families with children who are the most at risk for not being prepared for kindergarten/school.
2. Hold town halls, community meetings to engage target audience in discussions about the importance of early literacy and the impact that it has upon our community.
3. Stay up to date and informed on early literacy issues and best practices to assist children falling behind.

Goal 6: Technology

We will provide free Internet access, in an age-appropriate environment for our community’s educational and recreational enjoyment. We will strive to accomplish this goal using the most current technology available, within the limits of available Library funding.
Strategies:

1. Review and evaluate emerging technologies to provide the most appropriate level of accessibility for our customers.
2. Provide continued staff training to meet the needs of current and future library technology related equipment.
3. Update library’s server(s).
4. Update public use computers as frequently as funding allows.
5. Review and update library’s website in an ongoing manner with an eye toward online bill pay, online donation service and other ease of access services; continue to attract new customers to the Library’s website through marketing and point of contact conversations.
6. Investigate and update self-checkout services at the Thomasville branch.
7. With appropriate available funding, update audio/visual and lighting equipment and configurations in the Henry Flipper Room.
8. Evaluate current customer equipment in the Reference Department. Prioritize and purchase new additional equipment as funding allows.
9. Apply for local, state and federal technology grants to update equipment as available.

Goal 7: Facilities

We will provide safe, updated and comfortable spaces with an eye toward the future needs of our libraries, both aesthetically and structurally.

Strategies

1. Examine/adjust branch operating hours to meet the needs of the communities.
2. Review annually all current maintenance, landscaping and custodial contracts; adjust accordingly to meet the needs and funding of the library.
3. Improve visibility of the libraries with up to date and refreshed signage.
4. Within established budget, maintain exteriors of all library buildings, considering cleanliness, parking lot maintenance and striping, hazards and safety of customers and staff, and aesthetics.
5. Examine ways to provide efficient and consistent courier service to deliver PINES-loaned materials to branches.
6. Review and maintain current ADA compliance within all library buildings; investigate ways to address deficiencies.
7. Investigate options for renovations at all library buildings, prioritizing projects based on building safety, ADA compliance, customer and staff feedback and future library usage projections.
8. Examine ways to add additional parking spaces at the Pavo Library.
9. Examine best option for the Ochlocknee Library; new flooring or relocation to adjacent building.
10. Review ways to renovate the Thomasville Library to enhance customer experience and improve staff workflow; examine possible SPOST funding and/or GPLS building grants

Goal 8: Advocacy

We will reach out to the community and nurture a warm and mutually supportive environment.

Strategies

1. Create/maintain ongoing dialog with library partners.
2. Identify other community stakeholders and organizations interested in partnerships with the library.
3. Promote the library in a positive image throughout the community.
4. Advocate for increased funding from government sources, including local, state and federal agencies.
5. Advocate and explore funding through non-governmental sources for unsupported projects.
Section 5 – Capital Expenditures Plan

Background and Demographics

Thomas County is located in South Central Georgia and is bordered by Mitchell and Colquitt Counties to the north, Grady County to the west, Brooks County to the east and the State of Florida to the south. Larger cities nearby include Tallahassee, FL, 36 miles to the south, and Valdosta, GA, 30 miles to the west. The City of Thomasville serves as the county seat. Barwick, Boston, Coolidge, Meigs, Metcalf, Ochlocknee and Pavo are towns completely or partially within the Thomas County borders. Until July of 1988, the Thomasville Library operated as a branch of the Colquitt-Thomas Regional Library located in the old post office building in downtown Thomasville. On July 1, 1988, the library separated from that region and became its own library system, accepting jurisdiction over the Boston, Meigs, Ochlocknee and Pavo libraries. In October of 1993, the Coolidge Public Library was created and joined the Thomas County Public Library System.
A variety of factors were considered to develop a plan for Library renovations and additions to meet current and anticipated community needs:

- Building size and condition.
- Property condition.
- Projected population growth.
- Changes in customer expectations.
- Innovations in library services.
- Community assessment and support.

**Maintenance Categories**

Maintenance is divided into three categories:

- **Maintain**
  Maintain an existing facility which will continue serving community needs.

- **Renovate**
  Renovate an existing facility to enable it to meet community needs.

- **Replace**
  Replace an existing Library with a new facility to meet the needs of the community.

In the course of developing this plan, areas were identified through onsite visits, online and printed customer surveys, community town halls and ongoing dialogue with customers and staff.

Funding will consist of available state grants, local SPLOST funds, library fund reserves and community partners. This Strategic Plan does not attempt to identify specific project costs for individual projects.

As with any projected building plan, funding is a significant factor and poses the greatest risk for project failure.
Boston - Carnegie Library

The original Boston Public Library was established in 1881. In 1914, through the efforts of two local social clubs, the Boston-Carnegie Library was established thanks to a $6000.00 donation by Andrew Carnegie.

*City Data

Population – 1314

Median Age – 38 years

Median Income – $31,203.00

Racial Composition –

- Black or African American: 58.57%
- White: 41.20%
- Two or more races: 0.22%

Category: Maintain

The Boston – Carnegie Library has approximately 2,800 square feet of space and is well-suited to its community. Owned by the City of Boston, public comments collected for this plan indicate a desire for the library to retain its historic appearance and neighborhood atmosphere. Anticipated population growth in the area from 2020-2030 will be accommodated by its current size and proximity to nearby libraries.

Though sound in appearance, interior water leaks occasionally appear during heavy rains. The roof will be inspected and evaluated for potential replacement.

General interior “cosmetic” maintenance such as painting and minor repairs will be necessary, as well as exterior landscaping upkeep. However, any major building renovations will be deferred until after 2030.
Coolidge Public Library

Construction began on the Coolidge Public Library in December 1992 and was opened the following October. The library has approximately 2000 square feet of indoor space with and outside patio.

*City Data*

Population – 643
Median Age – 41 years
Median Income – $29,000.00
Racial Composition –

- White: 60.63%
- Black or African American: 27.58%
- Other race: 8.21%
- Two or more races: 3.58%

Category: Maintain

Built in 1993, the 2,000 square feet Coolidge Public Library is well-sized for the community and can accommodate projected population growth. Occasionally, public parking can be a challenge for library customers during seasonal events such as annual summer reading programs. Public comments collected for this plan indicate that the current facility meets the community’s needs. An interior meeting room is available for community functions.

Although no expansion will be necessary before 2030, the library roof is nearing its “end of life” and will need repairs/replacement. A matching 50-50 grant will be applied for through the Georgia Public Library Service. Additional funding will be sought through county SPLOST funds or local library funds.

Additionally, updated interior paint and carpeting will be needed to provide a more up to date appearance. Exterior landscaping and potential tree removal will open up and enhance the front entrance. A new exterior book return container will add to the aesthetics.
Meigs Public Library

The Meigs Public Library was established in 1976. A new library of 2000 square feet was built and located at its current location in October 1993.

*City Data

Population – 661
Median Age – 34 years
Median Income – $23,833.00

Racial Composition –

- Black or African American: 56.21%
- White: 31.99%
- Other race: 8.48%
- Two or more races: 3.33%

Category: Maintain

The Meigs Public Library is designed to accommodate current and projected population growth. Public comments collected for this plan indicate that the current facility meets the community’s needs.

The physical building is sound with a metal roof that will not need replacing until after 2030. General upkeep will include new interior and exterior paint as well as updated carpeting.
Ochlocknee/Gladys H. Clark Public Library

The Ochlocknee Public Library was established in the early 1940s. In the 1955, the library was damaged by fire and rebuilt at its' present location, a 1600 square feet space. In 1985, the library was renamed The Ochlocknee/Gladys H. Clark Public Library in honor of its founder, a member of the Ladies Club of Ochlocknee. The library was renovated and rededicated in May 1993.

*City Data

Population – 675

Median Age – 35 years

Median Income – $40,592.00

Racial Composition –

- White: 71.61%
- Black or African American: 23.19%
- Two or more races: 2.68%
- Asian: 2.52%

Category: Replace

The Ochlocknee/Gladys H. Clark Public Library facility is owned by the City of Ochlocknee and housed inside of a multi-space building. The 1,600 square feet room, originally the fire station is too small to meet existing and future community needs. The interior consists of a public area, a small storage room with adjacent kitchen and a public restroom. The library is bounded by City Hall and a vacant building. Due to the location, the library interior is dark with limited natural lighting.
The Thomas County Public Library System will seek to acquire the vacant building next door through either purchase or donation. By relocating to the adjacent building, the library will double floorspace and provide adequate work and office space for staff, as well as additional room for library customers.

**Pavo Public Library**

The Pavo Public Library was opened to the public in July 1997 in a building owned by the Pavo Men’s Club. In May 1993, the library relocated to its current 1200 square feet building owned by the Pavo Women’s Club.

*City Data*

Population – 607

Median Age – 48 years

Median Income – $31,250.00

Racial Composition –

- White: 49.74%
- Black or African American: 48.50%
- Two or more races: 1.76%

**Category: Renovate**

At 1,200 square feet, the Pavo Public Library is slightly undersized for the needs of the community during special events. We will develop a plan to add an additional 400 – 600 square feet to the rear of the building, which will require the relocation of any underground utilities. Exterior and interior painting and new carpeting will be completed as funding allows.

Of particular concern is the small parking lot which consists of six regular spots (including staff parking) and one handicap accessible spot. Current parking limitations force customers and staff to exit onto the street in reverse, creating the potential for accidents.
The Thomas County Public Library System will propose a partnership with the City of Pavo to purchase and convert the adjacent property into a community parking lot and garden area. Renovations will create a safer parking lot and enhance the beauty of the downtown area.

Thomasville Public Library

The City of Thomasville had its own library prior to the Civil War. In the late 1860s, the Ciceronian Debate Society, the parent organization for the library, incorporated and became the Thomasville Library Association. The library was located on the corners of Crawford and Jackson Streets. In 1963, ownership passed to the Thomasville City Commission and became a true “free public library” as part of the Colquitt – Thomas Regional Library System. In 1964, the Thomasville Library relocated to the old Post Office on Broad and Jefferson Streets and in July 1988, the Thomas County Public Library System was established. The library remained in the old Post Office until a new 23,000 square feet library was built and dedicated in 1993 at its present location on Madison and Jefferson Streets.

*City Data

Population – 18,573

Median Age – 38 years

Median Income – $34,615.00

Racial Composition –

- Black or African American: 53.7%
- White: 42%
- Two or more races: 2.8%
- Some other: 1.1%
- Asian: .3%
- Pacific Islander: .1%

* City data based on 2010 US Census (latest available information)
Category: Renovate

Exterior lot size limits an increase in building size, however, interior redesigns are needed to maximize space and meet the needs of a diversified customer base.

Current interior paint and colors appear dated. Carpet is showing signs of wear and tear. The library should reflect a thriving, ever-changing community.

We will update furniture, flooring and paint throughout all public and work spaces and remodel staff office areas to provide for more effective spacing.

Computer Lab

Current customer computer stations are located in several locations, creating multiple areas of computer related noise. These areas should be consolidated to allow for a more consistent appearance.
By relocating public use computers to one central location, we will insure that noise levels are kept to a minimum. This will also assist staff with monitoring computer usage in accordance with library policies.

Additionally, we will incorporate a larger, glass-enclosed Makerspace area near the Reference Department to attract more interest and users.

Children’s Department

The Children’s Department is a large, open space with adequate natural lighting. A second smaller room is used for children’s activities and a book sale room is located behind and to the side of the Children’s Department circulation desk.
We will work with a designer to determine the most effective and efficient floorplan in order to continue to offer a vibrant children’s program room. We will look at options for relocating the book sale room in order to increase visibility and customer awareness.

Current Library trends across the nation include the creation of library cafes and other “non-traditional” library spaces. Based on surveys, many of our customers have indicated that they would support a library cafe. In order to continue to attract customers desiring these additional services, we will research the suitability of the creation of a library cafe based on location and feasibility.
Section 6 – Appendices

A. Library Addresses

**Thomasville Public Library**  
201 North Madison Street  
Thomasville, GA 31792  
Ph – 229.225.5252

**Boston - Carnegie Public Library**  
250 South Main Street  
Boston, GA 31626  
Ph – 229.498.5101

**Coolidge Public Library**  
1029 East Verbena Avenue  
Coolidge, GA 31738  
Ph – 229.346.3463

**Meigs Public Library**  
3058 N. East Railroad Street  
Meigs, GA 31765  
Ph – 229.683.3853

**Ochlocknee – Gladys H. Clark Public Library**  
1060 N. East Railroad Street  
Ochlocknee, GA 31773  
Ph – 229.574.5884

**Pavo Public Library**  
3031 East Harris Street  
Pavo, GA 31778  
Ph – 229.859.2697
B. Library Funding

How Thomas County Public Library Funding is Used

- **Desired**: Cafes, Special Collections, Updated Furnishings, etc.
- **Essential but not Required**: Updated Technology, Cosmetic Renovations, Target Specific Staff, etc.
- **Required by Board Policy, Local, State or Federal Law**: Materials, Structural Renovations, Staff

The Thomas County Public Library System receives approximately 94% of annual funding via local sources. The additional 6% is received through state funding grants. Local funding is based on a formula of 1/12th of 1% of every sales tax penny (LOST) collected in Thomas County. Additionally, TCPLS collects revenues in the form of overdue library fines, monies collected from library copy, fax services, used book sales, account interest and various private donations.
For FY 19, library revenue was as follows:

Local County Funding...........................................................................................................$903,614.00
State Grants..........................................................................................................................$166,616.00
Misc. Fines, Fees and Donations.....................................................................................$86,786.00
Certified Literate Community Program Donations.........................................................$14,175.00
One Book Committee Donations....................................................................................$8,910.00
Fund Balance Carryover from previous year.................................................................$5,000.00

Total Revenue....................................................................................................................$1,185,101.00

Local county funding can fluctuate depending on a weak or strong economy; however, current
trends have indicated an increase in sales tax revenue for FY20 and possibly beyond.

Expenditure of revenue is broken down into three categories.

1. Personnel
   (payroll, benefits, etc.)

2. Operations
   (utilities, supplies,
maintenance, etc.)

3. Materials
   (books, DVDs, magazines,
electronic subscriptions, etc.)