



Montgomery-Floyd Regional Library
One stop, unlimited possibilities

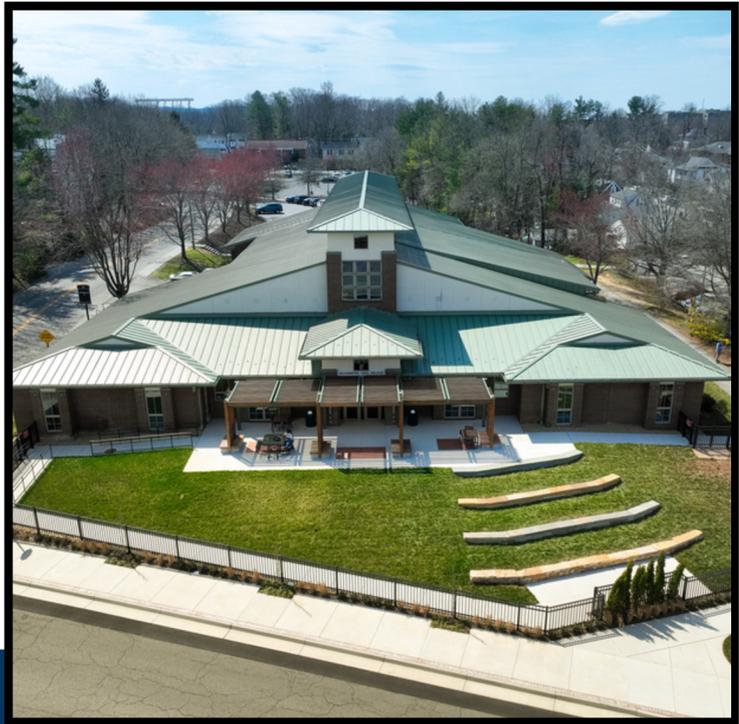
Strategic Plan 2026-2031

**MONTGOMERY-FLOYD
REGIONAL LIBRARY**

-  125 Sheltman St. Christiansburg, VA
-  (540) 382-6969
-  www.mfrl.org

MISSION

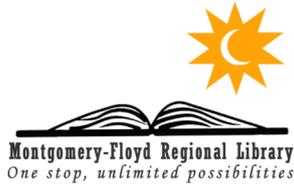
To welcome all people to spaces, services and resources that empower individuals and our communities to thrive.



VISION

A connected community where knowledge and creativity fuel civic engagement and personal growth.



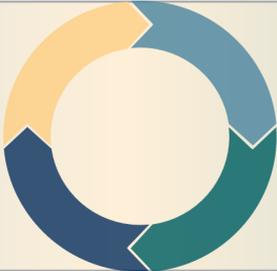


We Value

- Excellent public service
- The voices, needs, and aspirations of all those we serve
- Free and equal access to library materials, services, and opportunities
- Human creativity, intelligence, history, and potential
- The power of connection to inspire, enrich, and transform lives
- Innovation and continuous improvement
- Transparency, accountability, and responsible stewardship of resources

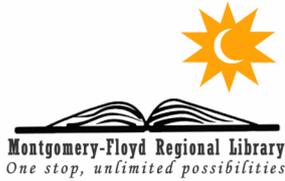
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Our Goals



<p>Inspire Curiosity</p>	<p>MFRL will offer enriching resources and programs that spark curiosity, foster lifelong learning, and encourage personal discovery.</p>
<p>Build Connections</p>	<p>MFRL will strengthen partnerships with community organizations to expand access to services, resources, and shared opportunities.</p>
<p>Move Forward</p>	<p>MFRL will evolve our libraries and virtual spaces to reflect community needs and expectations, offering access to current and emerging technologies—along with the guidance to use them confidently.</p>
<p>Empower Staff</p>	<p>MFRL will invest in staff development and organizational capacity to ensure that all patrons can receive exceptional service.</p>
<p>Demonstrate the Value of Libraries</p>	<p>MFRL will amplify its impact through strategic communication and community engagement—while identifying and removing barriers to access and participation.</p>

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Overview

The Montgomery-Floyd Regional Library Strategic Plan 2026-2031 provides a unified vision and path to success as we strive to serve Montgomery and Floyd county residents over the next five years and beyond. It contains objectives that will be assessed annually and reported in annual updates.

This Strategic Plan is a result of a 9-month process led by the Planning Committee, comprised of the library system's management. Using *Planning for Library Excellence: Standards for Virginia Public Libraries* (Library of Virginia, 2019) and *Strategic Planning for Results* (Public Library Association, 2008) as roadmaps, the committee engaged in discovery and analysis of the current state of the library, including reviews of the library's mission, vision and goals; current organization, capacity, and services provided; and a demographic review of the service area. The committee analyzed our current strengths and weaknesses, opportunities for improvement, and external and structural factors that may threaten current and future operations.

We gathered the community's views from five public input sessions at the branches, along with more than 30 one-on-one conversations with patrons and community members, and over 300 responses to a survey conducted by the library planning firm Enteros. Guided by these insights, along with the experience and vision of MFRL managers and staff, and the leadership of the Board of Trustees, the committee developed updated mission and vision statements, as well as system-wide goals.

The resulting Strategic Plan provides a flexible yet structured framework for setting annual objectives, ensuring MFRL continues to deliver excellent service and value while supporting the growth of Montgomery and Floyd Counties.



STRATEGIC PLAN COMMITTEE

KARIM KHAN | Library Director

RUTH BELLMAN | Business Manager

KERRI COPUS | Library Programs Coordinator

CHRISTOPHER ELLEDGE | Systems Administrator

SARAH PAHL | Youth Services Manager

MARISSA ZRIM | Administrative Coordinator

VICKI REEDY | Acquisitions Manager

LAURA DOBBINS | Branch Manager,
Blacksburg Library

SALENA SULLIVAN | Branch Manager,
Christiansburg Library

JESSICA TABOR | Branch Manager,
Meadowbrook Library, Shawsville

JOANN VEROSTKO | Branch Manager,
Jessie Peterman Library, Floyd



Approved by the MFRL Board of Trustees: