Board of Trustees

NEWARK PUBLIC LIBRARY

Timothy Crist, President
Trish Morris-Yamba, Vice President
Thomas Atutz, Treasurer
Anasa Maat, Secretary
Jeremy Johnson, Alternate for Ras J. Baraka, Mayor
De’Shawn Wright, Alternate for Mr. Christopher Cerf, State District, Superintendent, Newark Public Schools
Charles Auffant
Sandra King
Rosemary Steinbaum

Leadership Team

NEWARK PUBLIC LIBRARY

Jeffrey Trzeciak, Library Director
Ingrid Betancourt, Special Collections
Nicole Butler, Development
Leslie Colson, Human Resources
Heidi Cramer, Public Services
Rod Jefferson, Finance
Jorge Rodriguez, Information Technology
George Wheatle Williams, Planning, Facilities, Security and Government Relations
Libraries are always about the future. This is especially true in Newark where for more than 125 years the Newark Public Library has helped individuals of all backgrounds build their futures and find ways to live out their dreams.

Good libraries have the ability to recognize growing trends before they are fully evident to others. We do that in Newark to the extent we listen to our patrons and understand at a granular level what issues are important in their lives—and then ask ourselves how we can help. In this way, we are always adapting to serve the entire community better.

The purpose of this strategic plan is to spell out for our patrons and ourselves how we imagine the future and what we need to do to reach that future.

This is a time of transformation for the Newark Public Library. We invite you to join us as we aim to create a brighter future for all Newarkers.

Dr. Timothy J. Crist
President, Newark Public Library Board of Trustees
Libraries are often recognized for the quality of the collections or the majesty of the buildings. Truth be told it is the staff that make libraries great, and that is certainly true of the Newark Public Library.

Our dedicated staff bring decades of experience to serving all Newarkers. Their willingness to engage with the community ensures our residents have a voice and that our services and resources are crafted to meet their needs. Their creativity and innovation are phenomenal, and their openness and willingness to experiment allows us to move forward with new programs, events and activities. This is especially important at a time when libraries are changing dramatically.

Most of all, they have a great love for the city and its residents. It is quite simply a pleasure to be associated with the staff of Newark Public Library. Sure, we have great collections and wonderful facilities but our success as a library can only be attributed to the wonderful staff who work here!”

Jeffrey G. Trzeciak  
Library Director, Newark Public Library
Vision
In serving the entire Newark community, the Newark Public Library will be a national model of innovation, collaboration, and service excellence.

Mission
The Newark Public Library transforms lives and strengthens communities through innovative services, stimulating programs, and inspiring collections.
Values

**Commitment** | We pledge to set a distinctive standard of excellence in all services for our Library’s users, for the City of Newark, and for our staff.

**Community** | We engage with residents to co-create a happy, productive Newark. We make the Library an active, integral community citizen.

**Cooperation** | We use our different strengths to work together and with partners throughout the city to achieve our mission and to encourage curiosity in Library users.

**Enrichment** | We shape and transform lives through our programs, services, and collections to fulfill the expectations and dreams of all who use Library resources.

**Expression** | We provide a safe space, where all individuals are free to be themselves.

**Inclusion** | We welcome people of all ages, abilities, beliefs, classes, colors, ethnicities, genders, gender preferences, and shapes into these Libraries. Libraries are for everyone. Everyone belongs here.

**Innovation** | We invite and encourage change as our communities’ needs evolve.

**Leadership** | We are a hub of the community. We use our skills and resources to help all Newarkers.
Strategic Directions and Goals

The following priorities emerged during the many conversations that informed this new Strategic Plan. They will guide the Newark Public Library’s work over the next three years.
Nurture Newark’s Youth and Families

Newark Public Library provides engaging, educational, and entertaining programs for children, teens, and their caregivers.

- Create and augment programs that encourage all youth to learn about their community and the wider world
- Expand print and digital collections to encourage all youth to advance their literacy skills and develop a lifelong love of reading and learning
- Partner with organizations that support youth and families to connect them with the services they need
- Strengthen relationships with Newark schools to build a community of future leaders
- Connect with youth and their caregivers both online and in person
- Promote the holistic health of Newark’s neighborhoods through community service and outreach
Contribute to the Personal Growth and Well-Being of All Newarkers

Newark Public Library delivers essential services and resources to everyone seeking opportunities to build a better life.

- Serve as information and referral hubs for social service and life-enhancing needs
- Expand outreach efforts tailored to Newark’s distinctive neighborhoods
- Strengthen programs supporting Newark’s immigrant and refugee communities
- Develop high-quality programming supporting job-seekers and small business entrepreneurs
- Encourage self-directed learning through enriching programs, services, and new technologies
- Collaborate with educational, cultural, and community organizations to expand access to opportunities and learning experiences
- Engage the growing community of older adults through exciting and supportive programs and services
Contribute to the Personal Growth and Well-Being of All Newarkers

Newark Public Library delivers essential services and resources to everyone seeking opportunities to build a better life.
3

Strengthen Digital Literacy Skills for All

**Newark Public Library** provides all Newarkers with access to the technology and skills necessary in today’s world.

- Assist all Newarkers in building essential technology skills
- Reduce barriers to technology for traditionally underserved populations
- Provide access to current, relevant technology to all who need it
- Introduce and promote new and emerging technologies that enhance learning
- Create a strong and engaging digital presence for the Newark Public Library
Enhance and Promote Newark Public Library’s Distinctive Special Collections

Newark Public Library collects, preserves, and provides access to materials that document the city’s diverse history and culture.

- Improve access to the Library’s current collections
- Meet standards for the long-term preservation of materials
- Increase visibility and promote the development and use of the collections
- Engage diverse communities of users through an active publicity and outreach campaign
- Expand online content through digitization of materials
Provide Welcoming, Safe, and Vibrant Environments

*Newark Public Library creates and provides inviting spaces for lifelong learning and enrichment, open and welcoming to all.*

- Ensure that all library spaces are safe, well cared for, and accessible to everyone
- Establish all libraries as destinations with cultural and educational events that highlight the rich diversity and history of Newark
- Develop the Main and Branch Libraries as “third places,” an anchor in the community where everyone is welcome
- Encourage use of interior and exterior Library spaces by the community
Newark Public Library

Anchor Institution and Dynamic Hub

Incubator of Ideas and Learning
Creator of Community
Trendsetter in Library Technology and Innovation
Acknowledgements

The development of this Strategic Plan was made possible with the support of Prudential, a member of the Newark community for over 140 years.

The Strategic Plan was prepared by a joint committee of members of the Board of Trustees and Library staff.

Thomas Alrutz
Ingrid Betancourt
Aaliyah Bowen
Dale E. Colston
Timothy Crist
Sandra King
Rob Latz
Isidra Myricks
Jeffrey Trzeciak
George Wheatle Williams
De’Shawn Wright

Over 200 Newark community members provided their ideas and gave generously of their time to attend community meetings and respond to an online survey.

One of Newark Public Library’s greatest strengths is its talented and dedicated staff, who provided thoughtful direction and insight into the Library’s future work.

The strategic planning process was guided by DJA Consulting, under the leadership of DeEtta Jones, Principal and Gary Wasdin, Senior Consultant | www.DeEttaJones.com