



CHARTING THE FUTURE

****Shaw Public Library Strategic Plan****

2021-2025

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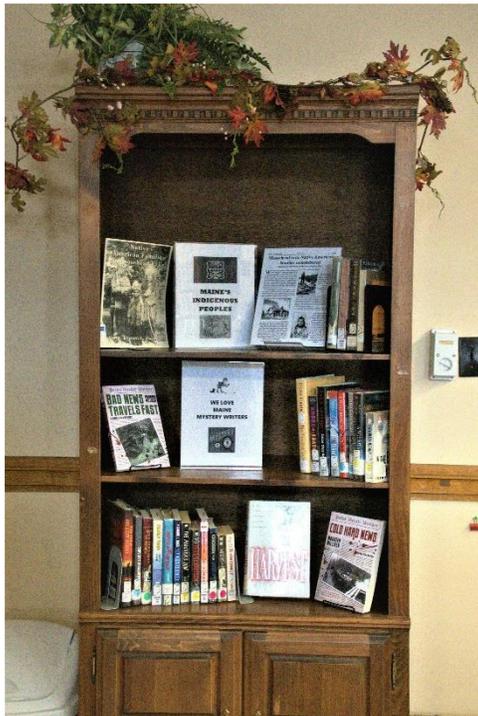
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OUR MISSION:

To provide a gateway to discover, explore and inspire connections within our community and beyond.

OUR VISION:

Shaw Public Library will be central to and responsive to our communities and deeply valued by them.



From the Director

Dear Patrons,

Shaw Public Library is a focal point of the town for residents and visitors alike. The library provides value in ways that are often difficult to measure. We provide a cozy, warm and welcoming space for you when it is raining or snowing. With a variety of items available to check out. The dedicated children's room offers books, toys, DVDs, crafts and more. You said our staff is an essential element of the library and they are always here to welcome you and help you find your next favorite book or movie. We present programs about local history, the outdoors, cooking, art and many other topics. All of these are offered at no cost to patrons and community members.

The trustees have been meeting for many months to provide a vision and strategy for the library for the next five years. We collected input from the town with an area-wide survey sent to all Greenville and extended community members. This was the foundation for the strategic plan, which is divided into 4 key areas:

1. Providing programs, resources and services that are responsive to community needs
2. Maintaining and enhancing our physical facilities
3. Enhancing financial sustainability
4. Building organizational, staff and volunteer capacity

Focusing on each of these areas means we can continue to improve the facilities, programs and services while maintaining and improving financial stability.

We look forward to serving you in the years to come.

Sincerely,

Laura Nederhoff
Director



From the Board of Trustees

The SPL Board of Trustees is pleased to present this Five-Year Strategic Plan for the Shaw Public Library. This plan is the culmination of months of work by library trustees past and present, your library staff, members of the supported communities, and representatives of our town governments. Our goal is to provide a guide to the future ensuring the library remains central to our communities, grows, and continues to be relevant.

The library is a living, breathing space. Like any home, and particularly older homes, it requires tender loving care, otherwise known as maintenance. In addition to the day-to-day maintenance, such as changing lightbulbs, there are larger issues we need to address in the coming years. Some of these issues have readily identifiable solutions, such as repointing bricks to maintain building structural integrity and modifying shelving to ensure items are easier to find and access. Other items will require creative and cooperative thinking, such as creating usable space to support and expand services.

On the following pages, you will find the strategy and goals for the upcoming five years. Like the library, this plan is a living, breathing work and will be adjusted as community needs emerge and change. The plan will address the most immediate needs and lay the groundwork for longer term goals reaching into the decades to come. Ultimately, our goal is to provide the services, spaces, and information the community needs and desires. The plan will guide all of us, the Board of Trustees, the Director, the Staff, volunteers, Greenville town government, and Shaw Public Library Association in this endeavor.

As your Board of Trustees, we look forward to the future with enthusiasm for the adventure and we value your interest, comments, and help along the way.

The Board of Trustees

Jolene Staruch, President

Linda Wohlforth, Treasurer

Barbara Crossman, Secretary

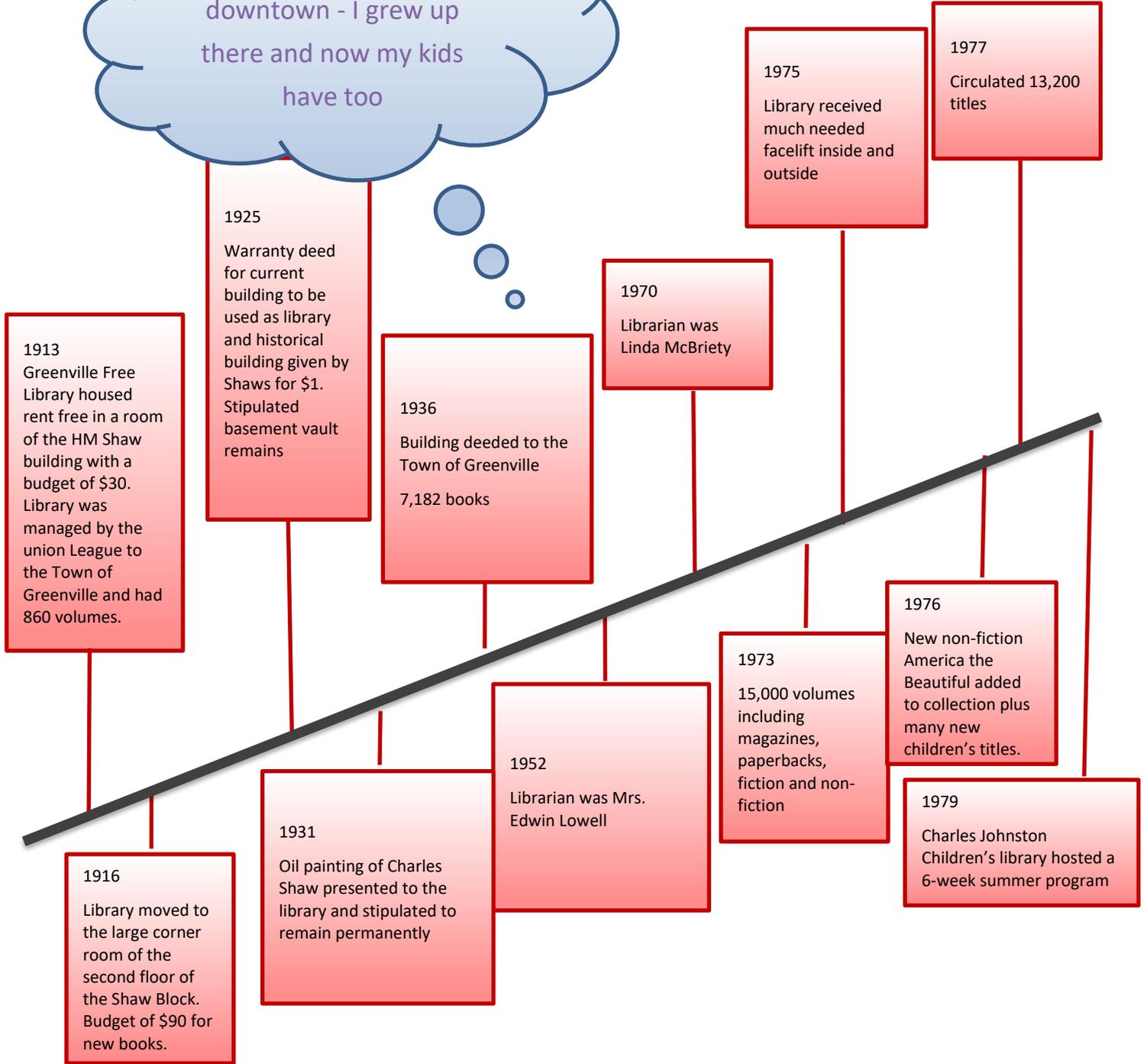
Marlene Stevens

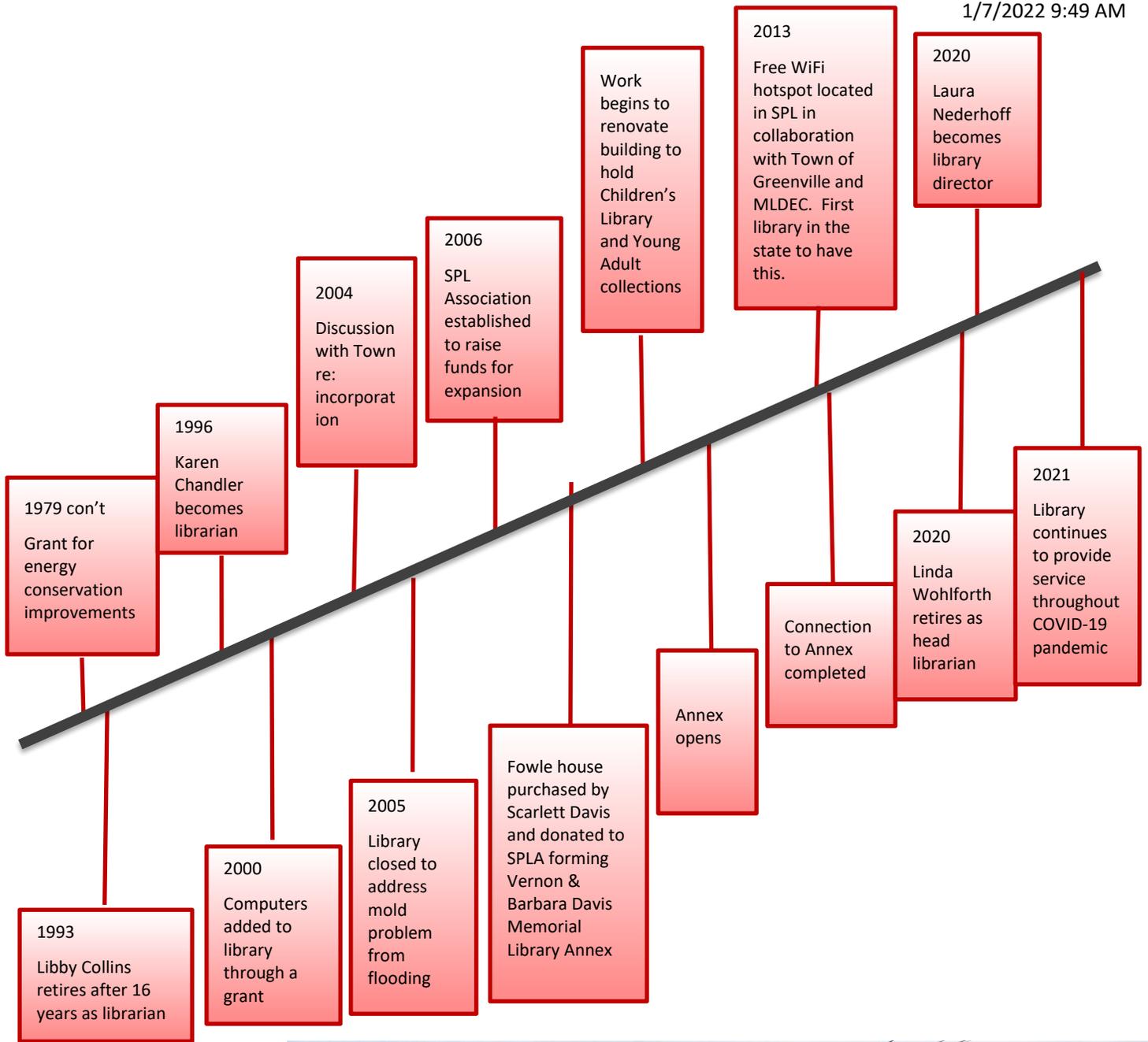
Lynn Mullholland

Sandra Ryder

A Brief History of Shaw Public Library

...crucial pillar of downtown - I grew up there and now my kids have too





Planning overview

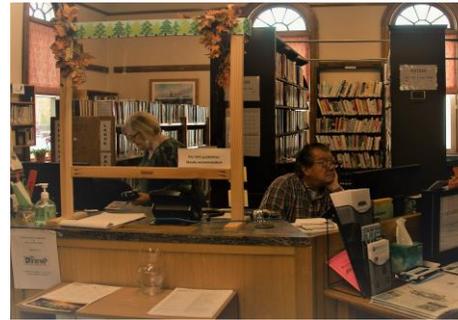
In 2020, the Shaw Public Library saw many changes, starting with major changes in how we could support our communities in the face of a worldwide pandemic, and then bid a fond ‘see you later’ to Director Linda Wohlforth, celebrating and thanking her for all she had accomplished during her tenure. We saw the installation of a new director, Laura Nederhoff, who rapidly assumed the responsibilities from Linda. In 2021, the Board of Trustees of the Shaw Public Library (SPL) welcomed several new members to the Board of Trustees and embarked on the creation of a new 5-year strategic plan for the library.

The planning effort took place over an 8-month period and included sending surveys to every residence in Shirley, Greenville, Greenville Junction, Beaver Cove, and Harford’s Point, as well as having the survey available at the library for any patron to pick up. The Board and Director met monthly to review policies and frame the strategic plan based on survey responses along with other input from patrons, library staff and the Board.

The following guidelines for SPL’s planning process were established by the Board of Trustees:

- A process that will result in a plan to guide the SPL Board and staff’s work-plans, finances, and volunteer and staffing strategies over the next five years.
- A commitment to consider and anticipate the future shape and needs of our community as we also examine the changing role of libraries and national data and trends.
- A plan that leads to action and to measurable results.

There’s always someone at the front desk ready to help!

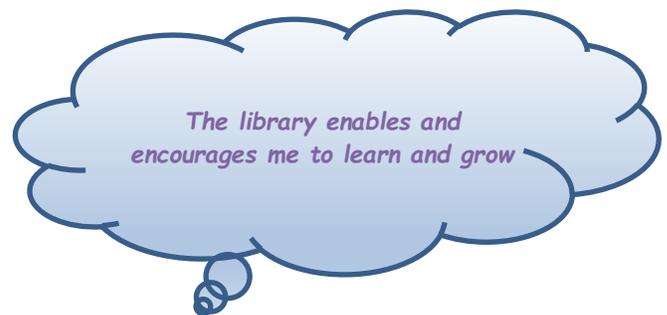


Listening to our community

Committed to hearing from our community and our patrons, the Board sent surveys in advance of developing a vision for the future. This community outreach included:

- interviews with key community members
- Discussions with the staff
- A community survey that reached out to all of Greenville, Shirley, Harford’s Point, and the unorganized territories between the towns.

The sense of shared ownership for the library and its future was both rewarding and encouraging.



What became clear as a result of our outreach:

- People love and value the SPL and appreciate its history
- SPL is regarded as “the center of the community” and is welcoming for all community members
- The SPL staff’s knowledge, expertise, and customer service are highly regarded
- The public spaces and historic qualities of the building are all valued

However, when asked, “What more could the Library do?” respondents consistently told us:

- More space
- Keep expanding the programming being offered and enhance the availability of books
- Accommodate families and work schedules to offer more hours or days of operation
- Remain current with technology and serve as a resource to those who need help accessing it
- Foster or look for opportunities to collaborate with others to meet community needs



What do you value most at the library?

“The resources and staff are amazing!”

“That it is there! Books in your hand, free, to take out and read!”

“I love how active the library is in the community.”

“That it remains a vibrant institution in our town.”

Describing our community

As libraries like SPL look to the future, it is important to consider the community as it is now, and how it will look in the future. Forecasting is not easy, but reviewing current data and examining demographic trends help describe our community and plan for the future.

The Board gathered and reviewed data and trend analysis from the Town of Greenville and U.S. Census Bureau as well as other documents to create a community profile. A full report of the work is included in Appendix B. Some of the key findings are:

- Currently 1527 residents of Greenville and surrounding towns have library cards
- Based on the 2019 Census estimates, 34% of the Greenville population is age 55-74 years old
- There is significant income disparity across the area residents
- 2020-2021 had a significant influx of people into the town, both property owners as well as tourists spurred by the COVID-19 pandemic

Reexamining our mission and shaping our vision

Guided by our community outreach efforts and the landscape assessment, the Board met to reconsider the Library’s mission, give shape to a shared vision for the future, and identify a set of strategic priorities to guide our work. Central to our work was the need to reexamine and include the essential elements of SPL’s mission—our purpose and our reason for being. The

work done ultimately led to the development of the following mission statement:

The Shaw Public Library will provide a gateway to discover, explore and inspire connections within our community and beyond.



While the mission speaks to our purpose, equally important for any organization is a shared vision of where we want to go together and what success will look like when we get there. Key themes that took shape included the following:

- SPL will not only be at the center of the community but will be *central to the community* as a resource center, a meeting place, and a vibrant hub
- SPL is a gathering place that will attract new readers, new residents, and community members of all ages, and our building will reflect our commitment to being a community hub, accessible to all
- Accessibility will mean maximizing technology and joining with partners to offer programming and resources beyond the confines of our building
- We will meet and exceed the expectations of our patrons, attract and nurture a superb staff, engage volunteers, and expand the community and philanthropic support we receive.

Consideration of these themes led to the adoption of the following vision:

Shaw Public Library will be central to and responsive to our communities and deeply valued by them.

Setting priorities

With an overarching goal of SPL being central to the community, we have committed ourselves to the following strategic priorities to achieve our vision and guide our work over the next five years.

1. Providing programs, resources and services that anticipate and are responsive to community needs
2. Maintaining and enhancing our physical facilities to ensure building integrity and improve accessibility and usability
3. Enhancing financial sustainability
4. Building organizational, staff and volunteer capacity to achieve our goals and shared vision

Each of these priorities is linked to a set of organizational objectives, a work-plan, staffing and volunteer assignments, and a budget. The work of the Board includes monitoring progress toward our objectives, ensuring we have the necessary financial resources, and supporting achievement of our priorities.

The details of the work-plans, or action-plans, are in the hands of the SPL staff, and we anticipate that those plans will continue to evolve and take shape as we and they learn from both our successes and failures and as opportunities and challenges come our way. Together we can turn our vision into reality.



Getting down to work

Having a plan does not mean all the answers are in place. Achieving our vision and responding to the needs of our community requires the Board, staff, and community partners work together to respond to strategic questions like these:

- While 1560 patrons hold library cards, what is the best way to reach and serve the rest of our community?
- How do we maximize collaboration and partnerships to achieve shared goals?
- What opportunities exist to expand or reconfigure our building to better meet the needs and expectations of our patrons?
- Increasing accessibility and offering more programs and services will require funding and staffing—how do we meet those expectations and ensure long-term financial sustainability?

Our planning process has demonstrated that SPL is building upon a solid foundation with multiple champions and supporters who care deeply about the Library and its future.

A note about the Strategic Priorities

The order of the strategic priorities is not intended to provide an order of importance. Instead, the order is meant to serve as a narrative of our objectives and successes. In conjunction with the Director, the Board of Trustees refined details for each priority. The Board of Trustees and staff will work together to address all of the priorities.

Objectives for years four and five of this plan are not fully defined. They will be defined as the community evolves and be further delineated during annual reviews and updates of the plan.

The Children's Room



Strategic Priority #1

Provide high-quality programs, resources, and services that anticipate and are responsive to community needs and a growing number of library users

Programming is an increasingly important aspect of what public libraries provide. As much of what libraries used to provide moves online and becomes available via the internet, libraries continue to be relevant by providing programming to support community needs and interests. Programs provide educational and social opportunities for patrons. Shaw Public Library has committed to providing programs free of charge to patrons, removing barriers to participation.

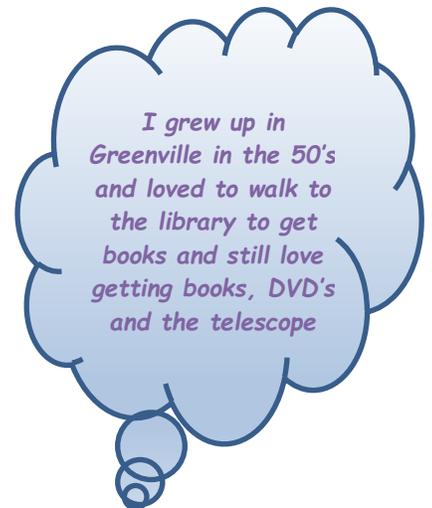
Objective A: Deliver high-quality programs to meet patron and community needs

Ongoing

- Plan and perform periodic/ongoing assessment of patron and community needs (at least quarterly)
- Utilize information from assessments to identify programs, resources and services to offer
- Offer more outdoor based programs such as Astronomy, Gardening, Seasonal, Hiking, Mushrooming
- Offer craft programs such as knitting groups, art classes, cooking demos
- Offer computer literacy programs including basics and apps
- Identify metrics for each program identifying success, repeatability, expandability
- Compile post-program analysis based on patron and staff reviews, actual execution vs previously identified metrics determining whether to repeat, expand, modify or cease providing the program
- Review programs to ensure quality and alignment with mission and values and meet identified metrics
- ✓ *SUCCESS: Programs assessed and list of programs/resources/services & justification documented with metrics; evidence of program analysis utilization to deliver high-quality programs in Director's reports; patrons report high levels of satisfaction with the number, type and quality of programs and services offered*

2021

- Bring back a NASA program
- Provide a Crafter's Corner meeting in the summer to become ongoing
- Request/provide a program with Chris Keene
- Provide one fall Cooking Demo session
- Partner with at least one town organization to bring a speaker/program
- Develop a budget for 2022 and future programming
 - a. Staffing
 - b. Resources/materials
- Provide on-line information to highlight resources/services
- Utilize media to promote program participation and engage the community
- ✓ *SUCCESS: online information available and kept current; 90% of programs promoted in various media; additional programs as listed provided*



2022

- Connect with community to find best channels for disseminating information
- Add an art related program
- Add another outdoor program
- Add more cooking related programming
- Include programming budget in submission to town budget process
- Partner with 2 or more town organizations to provide programming
- ✓ *SUCCESS: Communication channels identified with percent of community coverage for each; programming enhanced as noted with data collected to document attendance and determine viability for repetition.*

2023

2024

2025

Ongoing

- Continue to have a presence at community events to promote the library

Objective B: Secure a platform to reduce wait times for online resources

2021

- Identify appropriate vendor for efficient, responsive online resource checkout
- Secure contract with vendor
- ✓ *SUCCESS: Platform researched, acquired and promoted*

2022

2023

2024

2025

Objective C: Ensure ongoing method to capture and prioritize feedback from patrons

2021

- Implement method to collect hardcopy feedback
- Effect online feedback mechanism
- Retain and catalog feedback
- Educate staff to record as much information as possible
- Collate and analyze feedback on a regular basis, minimally quarterly
- ✓ *SUCCESS: Procedure and tools created for recording, relaying, and responding to suggestions collected (both hardcopy and other feedback)*



2022

2023

2024

2025

Objective D: Develop technology partnerships to meet the needs of the community

Ongoing

- Evaluate the strongest needs based on observations by staff and patron assistance
- ✓ *SUCCESS: Technology needs evaluated on an annual basis*

2021

- Explore partnerships previously identified and pursue new ones
- Look into local school and college programs that involve community service
- ✓ *SUCCESS: Local schools and colleges providing programs have been identified and reviewed for viability*

2022

- Team with local groups to provide additional help
- Contact selected local schools and colleges and pursue partnerships
- *SUCCESS: Partnerships in place and active*

2023

2024

2025



Objective E: Implement a single, more accessible, friendlier online identity for users, staff and board members by working alongside the website host to create a new user friendly, responsive website

- Single point for updating web information with all points referring to it
- Administrative access to the Facebook page
- Easy to use links on webpage for Balsam access and any other database access
- Prominent display of current/future events at library, including quarterly calendar
- New web page design using ARPA funds
- ✓ *SUCCESS: New more informative, user-friendly, and visually appealing single website up and running by the end of 2021; analytics in place to measure website use and tracking for network usage*

Objective F: Reduce the wait time patrons experience for materials

2021

- Using the data from Balsam and the Cloud Library, purchase additional copies of popular titles using a ratio that will ensure an item is delivered to a patron within 6 weeks
- When placing holds for patrons, make sure to explain the process and the ratio used and the estimated wait time. Create signage and information online for patrons who wish to reserve items themselves.
- Create a method and documented procedure for ensuring that multiple copies purchased are weeded out of the collection in a timely fashion once popularity has declined resulting in documented procedure
- ✓ *SUCCESS: Quicker access to popular titles by the end of 2021.*

Strategic Priority #2

Maintaining and enhancing our physical facilities to ensure building integrity and improve accessibility and usability

Objective A:

2021

- Complete re-roofing of library before falling shingles and leaking cause serious injury and/or damage
- Complete estimates for repointing of bricks
- Complete estimates for returning door pediment (back door of brick building)
- Identify costs and budget for repointing and pediment
- Generator(s) or alternatives installed to service the Annex and Main buildings without requiring presence of library staff to start or monitor during power outages
- ✓ *SUCCESS: Roof re-shingling completed; Written estimates and plan in budget for 2022 for repointing and portico over back door of old building; both buildings covered by emergency generator service not requiring library staff intervention to start/run them*
- ✓ *****NOTE: We need the state to fix the broken cistern and pay for damages caused by its failure and lack of repair since this has been noted as a primary source of library basement flooding**

2022

- Remediate mold in basement
- New furnace for main building
- Masonry repointed to maintain building (keep bricks from falling) and restore building integrity
- Pediment restored to direct water away from the door and alleviate some of the leakage
- ✓ *SUCCESS: Mold remediation complete and basement safe for staff, new furnace installed, masonry repointed, pediment restored.*

2023

- Heat pump for the main building
- Electrical work to overhaul antique wiring completed
- ✓ *SUCCESS: Heat pump installed and working; old electrical knob and tube wiring and other out of date electrical systems retired and replaced*

2024

- New windows installed in the main building
- ✓ *SUCCESS: Windows in the main building replaced with energy efficient, maintenance-free windows*

2025

- Basement waterproofed and usable for meeting space
- Flooring and carpeting replacement
- ✓ *SUCCESS: Basement waterproofed and finished to be usable for storage and meeting space, flooring and carpeting replaced on the main floor of the buildings where worn.*

2026

- All building spaces accessible to mobility impaired patrons
- *SUCCESS: Elevator or other accessible means installed to enable patrons to reach all patron spaces in the library, including study and meeting rooms.*

Objective B: Solve Space needs

2022

- Examine existing space needs by age group, by collection, by programs, and by type of space needed
- Determine if we are optimizing our current spaces and if there could be better utilization of spaces
- Contact other libraries and determine what needs they have identified and how they have resolved space issues/needs
- Work with SPL Association to fund solutions
- Updating of the main building interior (SPLA)
- ✓ *SUCCESS: Space needs defined; solutions documented, updating completed*

2023

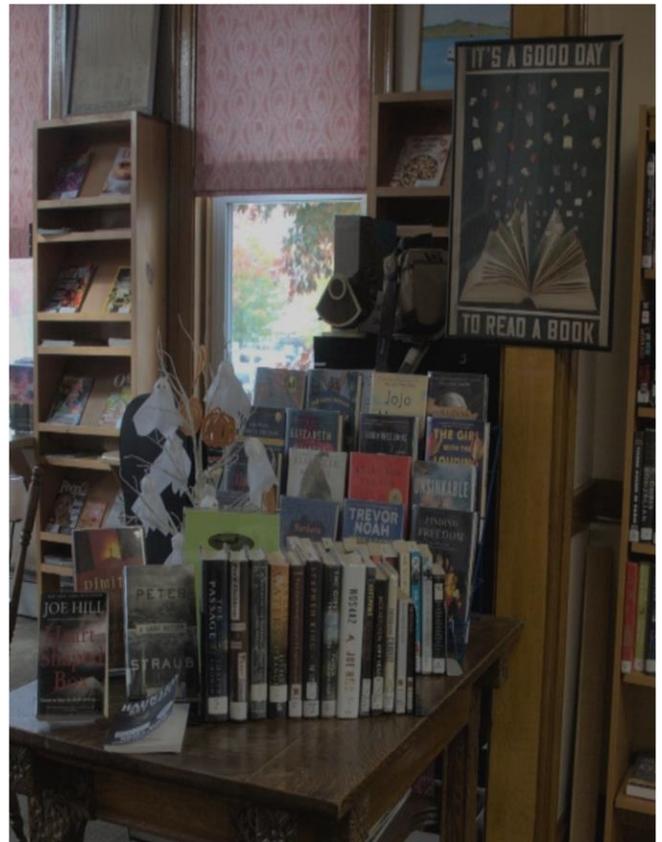
- Document feasible space solutions and develop a plan to execute the desired solutions
- ✓ *SUCCESS: Feasible space solutions identified and documented; plans in place to address 2024*
- Implement space solutions
- ✓ *SUCCESS: Solution budgeted and implemented*

2025

Objective C: Make it easier for patrons to navigate the physical library (previous item addresses online access)

2021

- Staff to assess current signage gaps and to speak with patrons about signage needs.
- Create new signage with the space we have available.
- ✓ *SUCCESS: By the end of 2021, signs around the library make navigation easier and eliminate the need to wait in a line to ask a directional question.*



"I currently have no internet at home...so the use of the computers is critical."

"I use the library to take out books but also as a quiet work place. "

2

The Shaw Library Association raises money through sales of donated books and items in the Book Barn



Strategic Priority #3

Enhance Financial Sustainability



Objective A: Establish and implement a five-year financial sustainability plan

2021

- Establish five-year financial goals for operational and capital budgets
- Evaluate SPL’s revenue-generating approaches and expenditure patterns; compare to best practices among similar-sized libraries in the region
- Examine current and historic funders
- Incorporate a ‘Donate’ button on the website to accept restricted funds for library materials and contributions to a town fund designated for library capital improvements
- ✓ *SUCCESS: Documented five-year financial plan and budget; Major donating groups identified; Web page incorporates donate button*

2022

- Engage appropriate town and SPL Association members to achieve the funding goal
- Provide clear direction to sponsors for directing donations to the appropriate funding vehicles
- Initiate an annual Town sponsored fund-raising drive mailing and follow-up
- ✓ *SUCCESS: Annual fund drive in place with follow-up*

2023

- Determine possible fundraising by feasibility study or other method
- Research increasing contributions by other communities, annual donors, targeted large donors
- ✓ *SUCCESS: Methods to encourage and increase contributions identified and implemented*

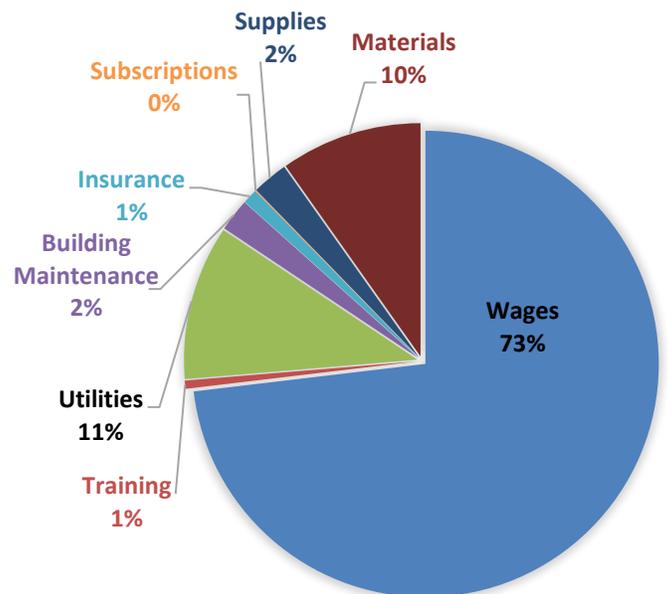
2024

2025

Ongoing

- On or before February 1, the director will provide the board with anticipated expenditures for the next fiscal year.
- No later than February 28, the Director will develop projected baseline operating and capital budgets for each of the next five years

SPL 2021 Budget



- After review and approval by the Board, budgets will be forwarded to the Town Office for review, discussion and approval.
- ✓ *SUCCESS: By 2025, SPL's net assets will increase to equal two months' worth of annual operating expenses. Each year, the diversity of SPL's revenue sources will increase.*

Objective B: Increase municipal and community support for SPL

- Meet with town leaders to prepare a multi-year plan to increase municipal support for SPL
- Increase visibility of Board of Trustee members with Town of Greenville officials by attending Select Board meetings
- ✓ *SUCCESS: Municipalities are more engaged; annual SPL operating and capital needs are accurately identified in a timely manner; ensured, increased endowment; realistic expansion plan; ongoing community engagement; at least once a month the library is represented at the Select Board meeting.*

Objective C: Establish a Board process to focus on annual giving, planned giving and such other major funding opportunities as the committee identifies to fulfill the strategic plan goals

2022

- Establish the process and identify resources need to implement it
- ✓ *SUCCESS: The committee is established; its function and goals are articulated; and work of the committee has begun*

2022

- Articulate goals for committee and begin work

The Young Adult Reading Area



Strategic Priority #4

Building organizational, staff and volunteer capacity to achieve our goals and shared vision

Objective A: Assess on an annual basis the staffing structure and job descriptions in order to ensure consistency and appropriate allocation of work.

- Work with staff members to evaluate job descriptions
- During evaluations, identify professional development needs and associated cost
- ✓ *SUCCESS: Written job descriptions that reflect current responsibilities.*

2022

- Increase staff by 1(part-time): to fully staff the Children's room and to provide desk coverage during absences and high-volume periods
- ✓ *SUCCESS: Additional member hired as staff.*

2023

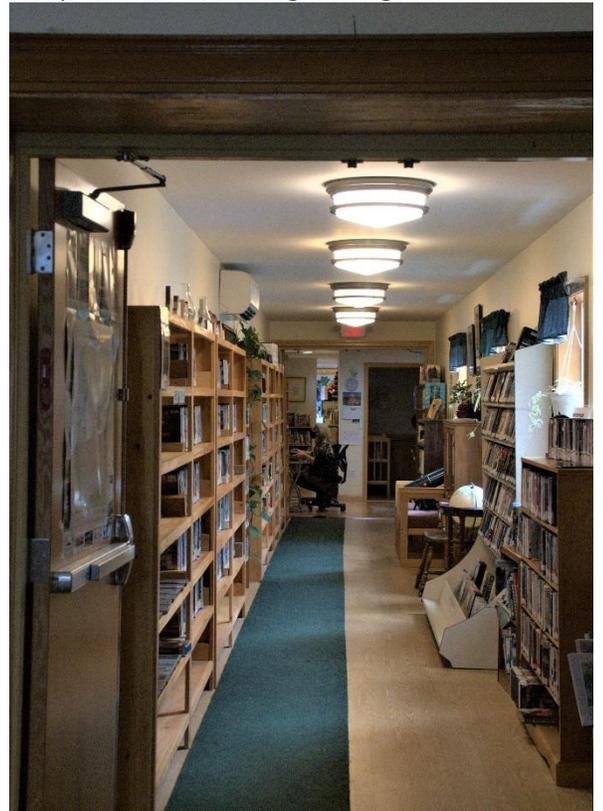
- Increase staff by 1(part-time): to fully staff the library, programs and provide desk coverage during absences and high-volume periods
- ✓ *SUCCESS: Additional member hired as staff.*

2024

- Increase staff by 1: to fully staff the library, programs and provide desk coverage during absences and high-volume periods
- ✓ *SUCCESS: Additional member hired as staff.*

2025

- ✓ Modify Library Director's position to a full-time position with benefits to support increased programming, technical availability and generally increased library usage as the local population (both resident and non-resident) grows and evolves.
- ✓ *SUCCESS: Position modified.*



Objective B: Improve SPL's ability to compete with similar-size libraries for hiring and retaining employees

- Create career advancement plans for each staff position in general, and for each specific staff member, resulting in general career advancement pathways and specific plans for each staff member, incorporating financial and staffing needs to align with the strategic goals of SPL
- Provide pathways for staff to improve if they wish to participate using Maine State Library certifications
- As part of performance appraisal, evaluate implementation of specific staff career advancement plans
- Evaluate wages for all positions to make our positions competitive with similar libraries
- Implement a schedule for new wages
- ✓ *SUCCESS: SPL recruits and retains highly qualified staff*

Objective C: Create a targeted method for volunteer recruitment for the Board of Trustees, Friends, and library volunteers

- Implement a yearly evaluation of the library's needs and Board skills through a skills matrix
- Promote, recruit, and celebrate volunteers (Friends, ongoing, per project, per event, per skill/program)
- Provide at least an annual Staff/Volunteer appreciation event
- ✓ *SUCCESS: Volunteer needs are met; increased use of volunteers by 5%; at least one annual event held*

Objective D: Create succession plans for all positions that ensure smooth transitions during absences and departures.

- Maintain an ongoing schedule and documentation of daily responsibilities, resulting in each position having a schedule a substitute or new hire/volunteer can follow to know what needs to be done when
- Create how-to sheets for tasks performed by each position, covering both long and short term duties, resulting in a "manual" for each position. Note that not all tasks need how-to sheets
- Create a general transition plan for positions resulting in a document listing what needs to be done to smoothly transition each position
- ✓ *SUCCESS: Staff understands and implements protocols to ensure smooth transitions*

2025**Computers for Public Use**

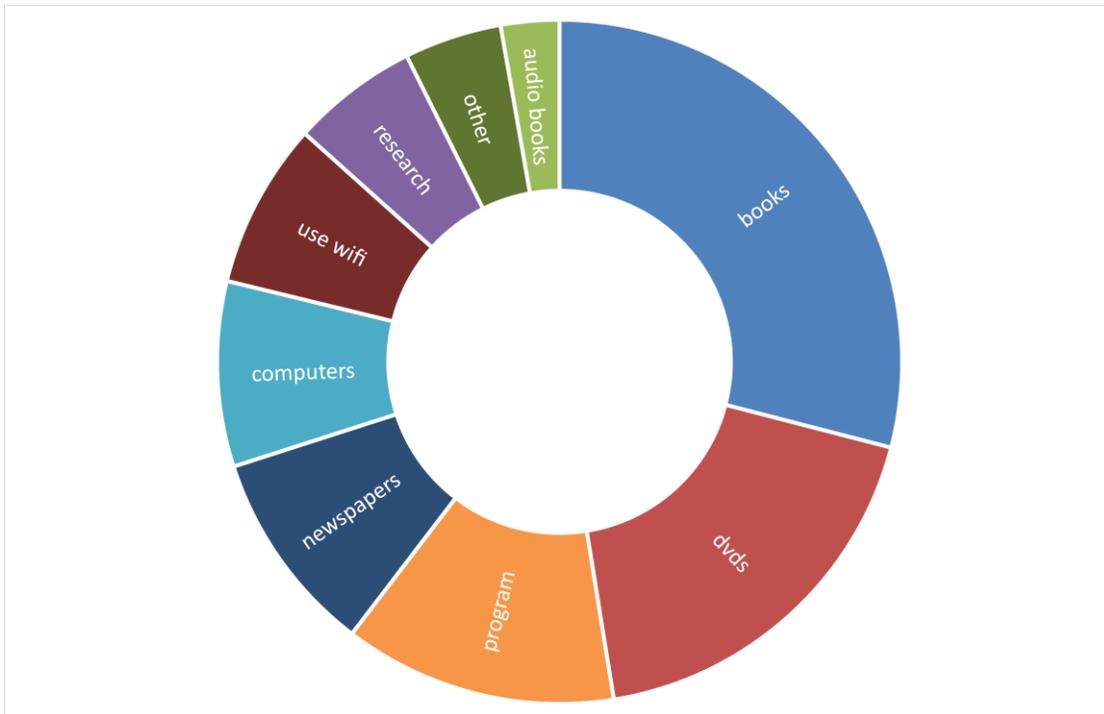
Appendix A: Community survey results

Our community survey, conducted in the early 2021, gathered over 70 replies. We sent the survey through the USPS mail, in our e-newsletter, on our website, on Facebook, and offered paper copies of the survey at the main desk.

#1: Do you use the library?

90% of respondents use the library; of those that did not use the library, 45% stated the reason for not using the library was COVID.

#2: Why do you visit the library?



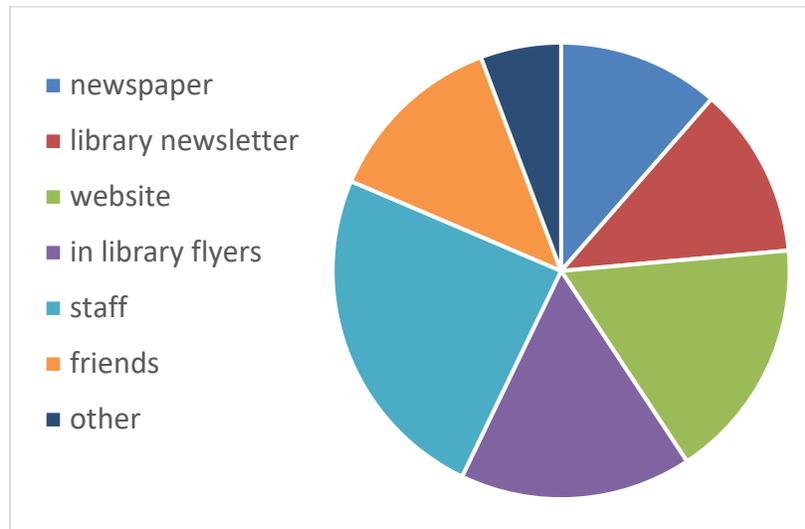
#3:

	Strongly Agree	Agree	Disagree	Strongly Disagree
The library has materials I need	31	34	2	0
Staff are helpful and knowledgeable	49	14	1	0
It is easy to renew books and materials	26	30	8	1

#4: What other programs would you like the library to offer?

- Monthly mini sessions, i.e., intro to collection
- Educational speakers from U Maine like the climate institute, forestry discussions, scientific topics
- Occasional programs on nature, natural history, astronomy, local history, crafts
- School programs (i.e., puzzle club)
- Senior programs (i.e., computer access)
- More evening talks by authors, researchers, artists
- More information about programs online

#5: How do you find out about library activities



#6: What would make the library better?

- Expanded hours – this was the most common response
- Outside sitting area near children’s library
- Designated computers for adults during school vacation and Saturdays
- More new books displayed each week
- Speakers from diverse cultures
- More space
- Individual computer help by appointment
- Easier website

#7: What is the most important/best thing about the library?

- The staff – this was the most common response
- Inter-library loan program
- Book group and MHC programming
- Separation of adult, media and children’s areas
- Access to Cloud Library
- Community center spot

Appendix B: Community profile

SPL Service Area

The Shaw Public Library serves the town of Greenville, as well as the surrounding areas including Beaver Cove, Rockwood, Shirley and unorganized townships.

Age

Age data retrieved August 2021 from the US Census and Maine.gov sites break the total population down by age groups, with 33.7% of the population of Greenville being between 55 and 69 years old. 12.2% of the population is under 14 years.

During 2020-2021, Greenville saw an influx of people – both property owners/buyers and tourists. Rejuvenation of the downtown area with the addition of the Dockside Restaurant, the Birch Bark Bakery, and the new event center/shops currently under construction are making it easier for more people to vacation in Greenville. People who have lived here for years frequently comment on the massive increase in population during the summer months, and note that we no longer see a major decrease in population when the summer ends. The ability to work from home has encouraged more families to stay in the area.

The number of people age 65 and older in Greenville is 26.4%, while the percentage for the country is only 16.5%. In both cases, this number continues to rise and we anticipate the Greenville population will continue to grow, with the majority of the growth being people over the age of 65.

Education

Approximately 90% of Piscataquis County residents have a high school degree and approximately 18% have a bachelor's degree or higher (U.S. Census Bureau, 2019).

Ethnicity

Greenville residents are slightly more likely to be white than the overall Maine population, with 95.9% identifying as white (U.S. Census Bureau, 2019). Demographics data for our communities are substantially similar. The overwhelming majority of households in the county consider English their primary language.

Income

Median household income for Piscataquis County is below the State income, and the percentage of persons in poverty is significantly higher than the State average.

Acknowledgements

The Board of Trustees greatly appreciates the assistance received from many, many people:

The community
Town of Greenville
Board of Trustees of the Library
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Our many volunteers
Individuals who attended a program/checked out a
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And the SPL Staff without whom none of this would be possible:

Laura Nederhoff, Director
Sandy
PJ
Karen
Russ

