

NAMBUCCA SHIRE COUNCIL

Library Strategy
2018-2022



Acknowledgement of Country

The Nambucca Shire Council acknowledges the Gumbaynggirr Nation as the traditional custodians of the lands within its local government boundaries. We would like to acknowledge elders both past and present, and extend that respect to all Aboriginal and Torres Strait Islander people.

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Contents

Introduction	4
Background	4
Context	6
Creative economy	6
Cultural tourism	6
The benefits of libraries	7
Nambucca Library Future Options Survey 2018	8
Community research	9
Interviews, meetings, discussions	9
Online survey results	9
Consistent themes	10
Flexible meeting spaces	10
Youth and learning	11
Under-serviced, under-utilised locations	11
Interim report	12
Current state	13
Library Strategy: Guide	14
Learning: everyone, every age, everywhere	14
Key areas: Summary	16
Learning: everyone, every age, everywhere	17
Connecting: people, enterprise, communities	19
Supporting: art, memory, culture	22
Preliminary costings	25
Next steps	26
Timeline	26
Key actions	26
Glossary of Terms	27
Bibliography	27

Introduction

The purpose of the Nambucca Shire Library Strategy is to position the library service for the future. Ultimately, this means extending the reach of the library into the lives of every Nambucca Shire resident.

Finding new reasons to use and enjoy their library service, residents will also find new reasons to support it.

The library service can achieve these goals by continuing to evolve its core services. Building on its recognised strengths, it will thereby transform its presence and reputation throughout the Shire.

Background

Nambucca Shire Library Service consists of two libraries: a small, centrally located library at Nambucca Heads; a larger library located in Macksville, opposite the Shire's administrative offices. It is a popular service, attracting close to 100,000 visits per year.

Public libraries have exhibited resilience and imagination in how they have navigated the challenges of the 21st century. Nambucca Shire's Library Service is no exception.

Since 2012, when Nambucca Shire withdrew from the Clarence Regional Library Service, it has refreshed its collection of books, magazines, e-resources and access to online information.

It has also been successful in attracting grant funding for the introduction of Radio Frequency Identification (RFID). This technology has benefits for library users and staff, improving the borrowing experience and enabling better circulation and tracking of library items.

“The local library is a community hub where people can get together and interact with different cultures and learn about ongoing changes and trends within the community.”

“The centre of the community. An essential community asset that must be retained at all costs.”

Nambucca Library Future
Options Survey 2018



The service has gradually improved its technology offerings. With access to NBN, the library service can now offer better and faster wifi speeds and bandwidth.

With the appointment of a new library manager in 2017, the service has also been able to conduct more community outreach, building new partnerships and opportunities for collaboration.

The library strategy aims to stabilise the service, building on the foundations that now exist. Over the four-year timeline, there will also be an emphasis on expanding and deepening library services and offerings.

There are three primary drivers of success:

- flexible, attractive spaces that can accommodate a multitude of uses
- diverse programming and partnerships, supported by responsive library collections and systems
- skilled library staff.

The strategy contains objectives and actions that address each of these success factors.

“Absolutely fantastic. I would be lost without it.”

“Cool spot, needs remodelling, great staff.”

Nambucca Library Future
Options Survey 2018

Context

The Nambucca Shire has a population of around 20,000 people. There is modest population growth predicted over the next decade.

The population is relatively homogeneous with a majority Anglo-Celtic bias and less ethnic diversity than adjacent Mid-North Coast LGA's. There is, however, an Aboriginal population of around eight per cent, which is higher than the NSW average. The age profile skews towards an ageing demographic in line with the region generally. There is a noticeable pattern of younger people and families attracted to the Mid North Coast by more affordable housing and healthy lifestyles. Like neighbouring Mid North Coast areas, these changing demographics, combined with a greater emphasis on cultural tourism, generate a strong demand for, if not insistence on, more complex cultural offerings and experiences. It is in this context that a contemporary library service can play a central role.

Creative economy

The Nambucca Shire has been proactive and strategic in supporting light to medium manufacturing industries in its designated industrial zones. Its cluster oriented approach has yielded positive outcomes for manufacturing, agribusiness and boutique commercial enterprises across the Shire. This successful approach could now be used to support the cultural and creative economy already extant in the Valley. Once again, the library service can play a critical role in supporting industry and commerce, as well as new and emerging cultural and creative enterprises.

Cultural tourism

The Shire is also investigating new pathways for tourism and destination marketing. Visitor information services, the provision of essential visitor needs such as wifi, computers and recharging stations, and the potential for new forms of cultural tourism can all be supported by a contemporary library service.

“No place in Macksville to hold a meeting unless it is a pub or a club, library would be a better place to hold community group meetings.”

Female, 35-44, Nambucca Library Future Options Survey 2018

The benefits of libraries

Contemporary libraries are more than repositories for books.

While borrowing is still, and should remain, a core library service, its unquestioned primacy is receding in the minds of the communities libraries serve. People have come to expect more from their libraries; and libraries have reinvented themselves to match and exceed these more complex expectations.

There are sound economic, social and cultural imperatives driving an unprecedented investment in public libraries by City and Regional Councils across Australia.

Today's new and revamped libraries:

- provide meeting rooms for a limitless range of learning, business and cultural needs
- provide access to digital technologies, equipment and skills, especially for those who may struggle to gain access otherwise
- support educational outcomes through targeted programs, collections and outreach services
- provide attractive, free, welcoming spaces in which people can meet, sit, read, learn, use WIFI, play music, make things, exchange ideas, attend lectures and classes, study, and, in some cases, experience art making and performance

- and, of course, they still provide free access to books, newspapers, magazines, music and film in either physical or digital formats.

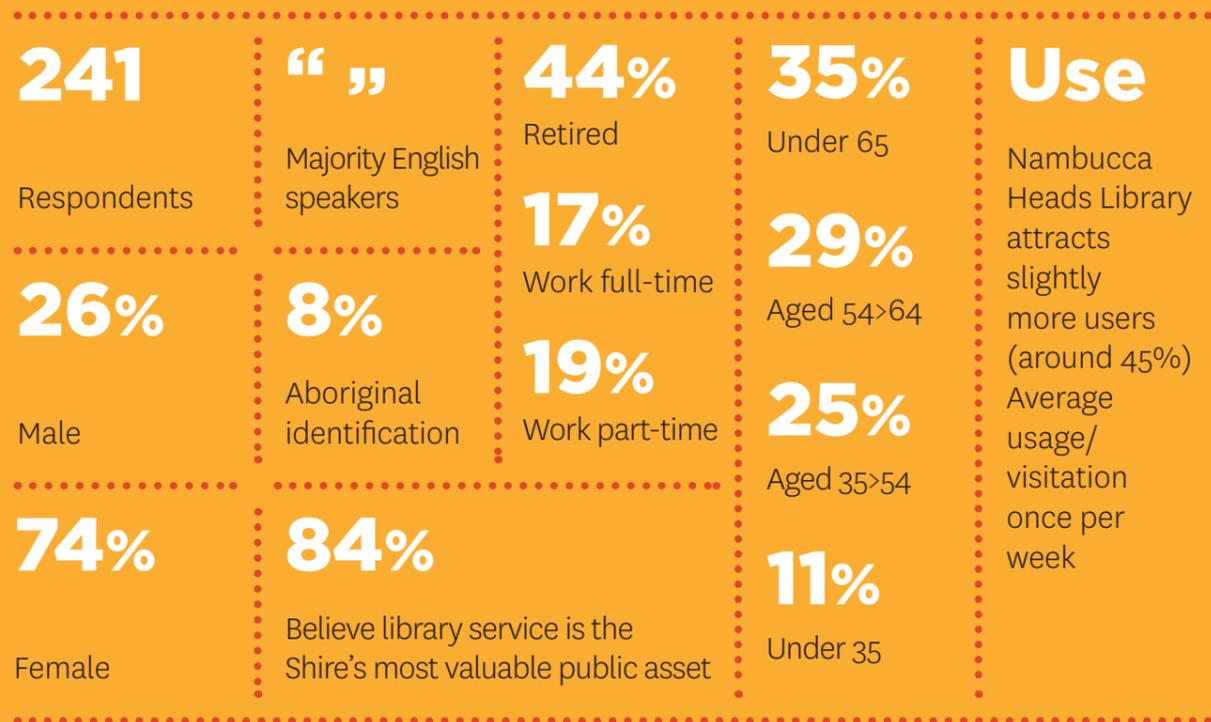
Bellingen Shire, with half the population of Nambucca, supports three branch libraries. Coffs Harbour City Council will give its community a modern, large and multifaceted city library as part of its new Cultural and Civic Space Project. New or enhanced libraries have been delivered in Port Macquarie, Kempsey, Tamworth and Grafton.

Libraries do more than any other cultural institution to promote community interaction and democratic cultural exchange; they support employment outcomes, provide spaces for creatives to create, support literacy and the literary arts, and collect and interpret unique local histories. The return on investment from a contemporary library service is greater than any other cultural or community asset.

“The library needs more funding. A shire levy would be a great idea and would give the funding needed to increase services.”

Male, 65+, Nambucca Library Future Options Survey 2018

Nambucca Library Future Options Survey 2018



“Look to the future and help equip people with the awareness/ education/skills - what do we need in the future? STEM* skills, coding, robotics, environmental awareness, meditation ...”

Female, 25-34, Nambucca Library Future Options Survey 2018

*STEM: Science, Technology, Engineering, Mathematics

“Need Library at Bowraville or any of the other outlying towns, maybe a mobile service. There isn't a space for teenagers. Not enough activities to engage local communities.”

Nambucca Library Future Options Survey 2018

Community research

Between November 2017 and March 2018, creative consultancy firm, Project Sisu, met with and interviewed a range of different stakeholders. In addition, an online survey, available between November 2017 and February 2018, attracted 241 responses from across the community.

Interviews, meetings, discussions

Stakeholder consultations included:

- General Manager
- All library staff
- Specialist Council staff - community development, economic development, tourism, information technology, finance
- Library volunteers
- Muurrbay Aboriginal Language & Culture Cooperative
- Southern Cross University
- Arts Mid North Coast (Regional Arts NSW)
- Local artists, performers, creatives
- Small business owners
- Library managers from Coffs Harbour and Bellingen Shires
- State Library of NSW
- Representatives from local schools, TAFE, learning and technology centres
- Random library users.

Online survey results

The online survey attracted 241 responses. In summary, the highest response rate was from female, over 65, retired community members. This demographic is most likely to use/visit the Nambucca Heads or Macksville library at least once a week.

In general, this group is reasonably happy with the library service, appreciative of library staff, and highly supportive of a free, centrally located library service that meets its dominant needs for borrowing, friendly service, and basic digital skills training.

However, there is another demographic with different needs, perspectives and expectations. This group is between 25 and 45, in part-time or full-time work, more evenly split between female and male, more likely to be critical of some aspects of the library service, more aware of what a contemporary library should look like and provide, and more forthright in what they think the Nambucca Library Service should be doing and not doing to meet their needs.

Consistent themes

Consistent themes have emerged from the community research process.

There is a strong correlation between age and perceptions of the library service. Over 65+ are highly appreciative of the service; value its caring and friendly staff; are generally happy with library collections; and are less likely to need and want meeting and study spaces. Respondents under 45 years of age, are more critical of library spaces and services; more likely to compare the service with other libraries; want more meeting spaces, programs, digital options; want more things for youth; want and expect more contemporary library design. The areas of common ground relate to the restricted size of the library, particularly in Nambucca Heads. Other common ground issues were: extending opening hours in Macksville; making it easier to use wifi and computers; having more arts and cultural events; ensuring adequate staff resources; and better marketing of library services. There were three dominant common themes that emerged from all consultation modes.

Flexible meeting spaces

There is a critical shortage of non commercial meeting and study spaces across the Shire. Neither library has adequate meeting rooms or quiet study spaces. Chambers of Commerce and other business groups are currently paying to meet in clubs and pubs, with all of their attendant commercial distractions. Macksville TAFE is suffering from a lack of suitable lecture and study spaces. Cultural and community groups are struggling to find meeting spaces in which to progress their work.

The benefits of providing versatile meeting rooms are manifold. The provision of flexible meeting and study spaces, with up-to-date audio visual technologies, would have radial benefits for local businesses, students, community groups, education providers, start up enterprises, and small-scale arts and culture workers.

Youth and learning

In general, the provision of sporting facilities, sports-related clubs and programs, and, of course, the physical amenity offered by beach and river access, is a strength across the Nambucca Valley. When it comes to non-sports related activities and options for youth and young adults, there is a paucity of options. The core business of libraries is to support learning, literacy, knowledge sharing, and cultural participation. A love of reading is positively correlated with literacy, educational achievement, and, ultimately, employability. Support in developing 21st century digital skills and the creative application of these skills is another area in which libraries are excelling. The current Nambucca Library Service is constrained in its core role, especially in relation to youth, by inflexible spaces, lean staffing, and the absence of targeted programs. Under-resourcing also contributes to the limited time available to develop mutually beneficial relationships with suitable community/learning partners.

Under-serviced, under-utilised locations

The research has identified a range of places and spaces that are either under-utilised, under serviced or stymied in what they might otherwise deliver due to a constrained spatial footprint. Some of these places are not under Council ownership or control but are included in order to paint a broader picture of potential sites that can be animated in a broad library strategy.

Under-utilised spaces include the Senior Citizens' Hall in Macksville; the vacant courtyard and cultural hub adjacent to the Nambucca Heads Library; the open spaces surrounding the Macksville Library; the numerous community halls scattered across the Shire; vacant shopfronts across the Shire in general, and Bowraville in particular; and, the Bowraville Racecourse.

“Expand library activities such as music in the library, history talks, art exhibitions, aboriginal history talks, author talks, and more activities for young people.”

Nambucca Library Future
Options Survey 2018

Under-serviced places and stakeholder groups, from the perspective of a contemporary library service, include Bowraville; Scotts Head and Valla Beach; some of the other outlying small townships; local business and industries; tourism and visitor information services; the broader learning and arts communities. Constrained spaces are defined by a physical footprint or spatial configuration that proscribes what can happen and stymies what is possible. Constrained spaces include both Nambucca Heads and Macksville Libraries; the current Muurrbay Cooperative at Nambucca Heads; and Macksville TAFE. The recommendations include actions in relation to most of these spaces and places.

Interim report

An Interim Report was prepared in early 2018. The report presented three library scenarios to Council for review.

These scenarios can be summarised as:

- expanding the library service’s footprint and services;
- specialising in a number of key areas in order to work within existing budgets and staff resources;
- undertaking library closures and a reduction in services in order to redirect energy in areas of higher need.

Council voted overwhelmingly to support a library strategy focused on expansion. It was, however, recognised that many of the initiatives contained in a future library strategy would be grant dependent.

The Nambucca Shire Library Strategy complements and reinforces the following strategies:

Nambucca Shire Council Strategic Tourism Plan 2018-2023

Nambucca Shire Regional Economic Development Strategy 2022

Nevertheless, investment by Council will be required to secure many of these grants in the form of matched funding. Seed funding will also be required for a number of initiatives, including a masterplan for Macksville Library, and the prospect of a new mobile outreach vehicle. A critical component of success will be adequate library staffing.

Current state

The Nambucca Shire Library Service is currently supporting too small a base to ensure sustainability. It is serving this base well, and people for whom the current service model works are very happy and supportive of the service they receive.

The library is doing its best to stretch its offerings into new areas and attract new audiences, but it is hampered by insufficient staff numbers and limited space to expand.

The Shire has invested in its library service in the past. It has built new libraries at Macksville and Nambucca Heads, and updated these libraries with contemporary fittings and furniture when required.

It is time to invest again.

There are numerous reasons to do so:

- libraries are one of the few civic spaces in which residents and visitors can meet, learn, be exposed to new ideas and technologies, or just read and rest in comfort
- the Shire has few explicitly cultural spaces able to support the full spectrum of creative arts - visual, digital and screen-based, music, and the performing arts
- the Council does not have an arts and culture outreach worker, nor social or Aboriginal outreach workers in a Shire that has significant disadvantage and complex needs
- the Shire’s various businesses and entrepreneurs have few suitable places in which to meet outside service clubs and pubs
- the library service struggles to support residents living in areas other than Macksville and Nambucca Heads, both of which require transport to access
- the Nambucca Shire Library Service does not meet minimum State Library of NSW benchmarks for space and staff ratios relative to its population and scale.

Investing in new library spaces, programs and systems will deliver substantial economic, social and cultural returns for individuals, families, and Nambucca’s communities.



Learning: everyone, every age, everywhere

Finding ways to stimulate and support learning is the core purpose of a modern library. Libraries do this through providing resources people want and need. Resources like books, newspapers, magazines, CDs, DVDs, games, e-books, online databases, computers, and tablets. In some places, library users can borrow toys, tools and musical instruments.

Libraries also support learning through providing community spaces. Meeting rooms, study spaces, children's play areas, technology learning labs - are now considered fundamental to new library design.

An increasingly important aspect of the library service is the capacity to host and deliver learning-related programs. In this instance, the sky is the limit. Today's libraries are offering a dazzling array of learning classes, events and workshops. Everything from digital literacy to hip-hop; writers' talks to manga. In this context, knowledgeable staff are a critical success factor.

The objectives grouped under this action area are designed to extend library usage to more people over a wider geographical area.

In order to achieve this, attention has been given to:

- library spaces: spatial reviews of both libraries and the identification of grant opportunities for library extensions
- services: the feasibility of a mobile or pop-up outreach library service
- technology: library systems; access to wifi and internet; promoting library services and programs
- partnerships: building a strong and skilled volunteer cohort; working with learning partners across the community
- library collections: refresh and maintain quality of collections; seek mutually beneficial sharing arrangement with neighbouring councils.

The objectives grouped under this action include:

Objective 1:1 Nambucca Shire's residents will find new reasons to use and enjoy their library service.

- 1:1:1** Initiate ongoing community consultation process to identify current and future library related needs.
- 1:1:2** Ensure that library collections, programs and services reflect community interests and needs.
- 1:1:3** Develop business case for the Shire's first mobile outreach library, including vehicle options and costings.

Objective 1:2 Library spaces will stimulate opportunities for learning and sharing.

- 1:2:1** Conduct spatial review of Nambucca Heads and Macksville libraries.
- 1:2:2** Identify low-cost, short term modifications and improvements to enhance space flexibility.
- 1:2:3** Consolidate business case for extensions to both libraries.
- 1:2:4** Prepare grant funding proposals for extension to Nambucca Heads Library, including creation of an enhanced cultural precinct.
- 1:2:5** Prepare masterplan for Macksville Library, including adjacent community buildings and open spaces.
- 1:2:6** Identify grant funding options to progressively implement the Macksville Masterplan.
- 1:2:7** Identify community halls, precincts and places in which some aspects of the library's services can be delivered in new ways.
- 1:2:8** Design and promote Nambucca Shire's new mobile outreach service.

Objective 1:3 A fresh approach to partnership building will yield new programs, events and possibilities.

- 1:3:1 Develop and implement new volunteer training and development strategy.
- 1:3:2 Identify ways to expand the size and skill base of the library volunteer cohort.
- 1:3:3 Identify ways in which the library service can be a supportive learning partner to the Shire's learning and community organisations.
- 1:3:4 Develop a partnership building plan.

Objective 1:4 Contemporary and relevant technologies will improve the library experience.

- 1:4:1 Implement RFID across library service.
- 1:4:2 Update the library's SPYDUS system and implement new modules.
- 1:4:3 Improve wifi accessibility and speed in line with NBN connectivity.
- 1:4:4 Improve and upgrade library website; extend social media presence.
- 1:4:5 Continue to upgrade mobile and wireless technologies for library users.

Objective 1:5 Library collections will continue to grow and diversify.

- 1:5:1 Conduct annual collection development review.
- 1:5:2 Ensure collections reflect diverse needs and interests of communities.
- 1:5:3 Explore collaborative collection sharing arrangements with neighbouring Councils.
- 1:5:4 Continue to develop e-book, online collections and interactive learning possibilities.

Connecting: people, enterprise, communities

Nambucca Shire covers a geographical area of 1,491 square kilometres. The three main towns – Macksville, Nambucca Heads and Bowraville – have different histories and serve different constituencies. Small beachside hamlets are dotted along the coastline, from Valla Beach to Scotts Head; and inland, too, from Taylor's Arm to Missabotti.

New housing development proposals are slated for Valla, creating another settlement node and need for civic infrastructure and gathering places.

Connection or disconnection can be a function of geography and of other kinds of differences. Nambucca Shire has a modest degree of ethnic diversity, but a relatively high percentage of Aboriginal and Torres Strait Islander residents compared to the NSW average. While it has an ageing profile, Nambucca Shire, and the Mid North Coast in general, is also attracting younger families and individuals looking for affordable housing and a healthy lifestyle.

Libraries are great social connectors. Everyone is welcome in a library. Few cultural institutions cater to such diverse audiences and wide ranging needs.

Over the last two decades, public libraries have displayed extraordinary adaptability and innovation. Libraries help people connect with each other, knowledge, learning, literature and culture. They

offer welcoming, community spaces; diverse collections; digital technologies, equipment and e-resources; and classes, workshops and performance spaces. Thriving and resilient communities are positively correlated with having community spaces where people from all walks of life can co-mingle, learn, debate, make things together, and simply share civic space in low intensity ways. Places like libraries; free and owned by the people who use and value them.

Visitors and tourists to the Shire will also benefit from our libraries.

Attention has been given to:

- 21st century skills: digital literacy, training and new platforms
- dynamic economy: connecting with business, entrepreneurs, property developers
- sense of destination: cultural tourism, visitors and travellers
- cohesive team: skilled staff and partnering with learning providers.

Connecting: people, enterprise, communities

The objectives grouped under this action include:

Objective 2:1 Digital literacy, creativity and communication will connect us in new ways and be supported by skills development for all ages.

- 2:1:1** Continue to provide responsive and relevant digital literacy training, events and ongoing support.
- 2:1:2** Introduce advanced digital skills training programs, and associated software and equipment.
- 2:1:3** Comply with e-smart library cyber safety guidelines.
- 2:1:4** Identify and apply for relevant grant funding to include digital media in existing and new library spaces.

Objective 2:2 Nambucca Shire's enterprises will discover beneficial library spaces, resources and people.

- 2:2:1** Identify ways in which the library service can support local entrepreneurship, especially micro and small enterprises founded by people often excluded from the traditional economy.
- 2:2:2** Work closely with Council's economic and business advisers to promote library spaces, resources and partnership opportunities to Nambucca Shire's business communities.
- 2:2:3** Investigate the possibility of a property developer contribution scheme to fund new library and civic spaces in residential growth areas.

Objective 2:3 Visitors, tourists and travellers will find welcoming library spaces in which to rest, use wi-fi, and learn about local history, culture and events.

- 2:3:1** Partner with tourist information providers to ensure mobile outreach library provides relevant visitor information.
- 2:3:2** Promote library resources, wifi, and visitor support information via conventional and social media.
- 2:3:3** Ensure the design of new library spaces addresses the needs of tourists and visitors.

Objective 2:4 A skilled and cohesive team will implement the library strategy.

- 2:4:1** Ensure all vacant staff positions are filled.
- 2:4:2** Recruit and appoint an operations focused team leader.
- 2:4:3** Develop a business case for a new programs officer position.
- 2:4:4** Implement digital skills enhancement training for all staff.
- 2:4:5** Plan and implement relevant staff training programs.
- 2:4:6** Review and extend library opening hours, including adequate staffing provisions.

Supporting: art, memory, culture

The third action area involves finding new ways to support art and cultural life across the Nambucca Shire. This requires a multi-faceted approach, where the library service will often be an enabler rather than a direct player in making things happen.

Many artists, designers, performers and writers live and work in the Nambucca Valley. They are producing creative works, running small businesses, collaborating with and supporting other artists, looking for ways to showcase their works and build new audiences. Alongside a regional tilt for the creative industries, there is also a regional shift in the start up sector in general. Nearly a quarter of Australian start-up businesses are built outside metropolitan areas and have the potential to create tens of thousands of jobs, according to a 2017 report from Universities Australia. Creative and vibrant communities benefit from having neutral spaces in which people can meet, work, conduct research, and network with other creatives. Places like libraries.

The Shire has a range of community halls, a restored theatre at Bowraville, the Stringer Art Gallery at Nambucca Heads, and hosts various arts and cultural events and festivals. Nevertheless, people of all ages are seeking more opportunities to participate in culture making. Knitting and craft, the digital arts, dance, music making, choirs, photography, film, ceramics, writing, theatre, and the panoply of visual arts.

Participating in art and culture is positively correlated with brain health, creative ageing, social inclusion, lifelong learning and perceptions of liveability.

The Shire has four volunteer-run social history museums: Nambucca Headland Museum, Nambucca Heads; Frank Partridge V.C. Military Museum, Bowraville; Mary Boulton Pioneer Cottage and Museum, Macksville; and Eliza and Joseph Newman Folk Museum, Bowraville.

It also has a growing local history collection housed in the Macksville Library.

Recapturing its role as a significant custodian of memory, cultural heritage, family and place-based histories is another thread in the library service strategy. While this has a longer term horizon, some actions can be pursued in the short term. Nambucca Shire can also learn from and potentially collaborate with Coffs Harbour City Council as part of its Coffs Coast Heritage and Arts Digitisation project, funded by the NSW Regional Cultural Fund.

The Nambucca Valley is home to the Gumbaynggirr Nations; Saltwater and Freshwater peoples with a rich storytelling tradition. Gumbaynggirr dreaming and foundation stories bring depth, imagination and memory to the Nambucca Valley's cultural identity and cultural life.

Supporting Indigenous-led initiatives and services around learning, cultural tourism, digital literacy and artistic expression are an important feature of a forward-looking library strategy.

Further consultation with Aboriginal groups and organisations is needed. However, early discussions about the feasibility of an Aboriginal Learning and Culture Centre adjacent to the Macksville Library has been optimistically embraced.

Attention has been given to:

- civic learning spaces: importance of flexible spaces to the creative industries
- funding streams: possibility for joint grant funding opportunities with arts and cultural organisations
- eclectic programs: new creative programs run in/or by the library
- part of a broader network: building mutually beneficial network relationships
- showcase Gumbaynggirr language and cultural heritage: consultation with and support for Aboriginal and Torres Strait Islander initiatives and projects.

Supporting: art, memory, culture

The objectives grouped under this action include:

Objective 3:1 Artists, writers, performers and creative entrepreneurs will benefit from library spaces, programs and resources.

- 3:1:1** Explore best practice examples of the 'creative library' and how it can support a lively arts and culture ecology throughout the Shire.
- 3:1:2** Promote library services and spaces to Nambucca Shire's creative practitioners and industries.
- 3:1:3** Apply for joint grant funding projects with visual artists, performers and designers.

Objective 3:2 Residents will pursue a range of creative interests and practices through library-initiated talks, workshops, and pop-up events.

- 3:2:1** Progressively expand library programs, workshops and classes in tandem with the availability of new spaces.
- 3:2:2** Explore collaborative actions with neighbouring Councils, Arts Mid North Coast, and other agencies to extend participation in arts, culture and learning programs and events.

Objective 3:3 Local history collections will be gradually digitised, enabling wider access and new curatorial opportunities.

- 3:3:1** Invite local historians, artists and curators to reinterpret and re-present library and museum local history collections.
- 3:3:2** Work with the Shire's local history museums to identify digitisation projects and grant opportunities.

Objective 3:4 Aboriginal and Torres Strait Islander communities will draw on the library service to support heritage, art, learning and storytelling projects.

- 3:4:1** Consult widely with Aboriginal organisations, such as Muurrbay Cooperative, community representatives, and youth groups to co-design new pathways for collaboration.
- 3:4:2** Develop concept plans for an Aboriginal Cultural and Learning Centre at Macksville, as part of the Macksville Library Masterplan.
- 3:4:3** Apply for joint grant opportunities with Aboriginal organisations to fund the new Aboriginal Learning and Culture Centre.

Preliminary costings

1

Nambucca Heads Library:

Grant application to NSW Cultural Regional Fund of \$1.7 m + \$500,000
Council contribution

2

Mobile outreach library:

\$30-60, 000 depending on option chosen, State Library of NSW
Infrastructure Grant

3

Macksville Library masterplan:

\$15,000

4

RFID:

Grant of \$145,300 to install/implement RFID in 2018-2019.
Annual maintenance - \$12,000 (from 2019-2020 budget)

5

SPYDUS:

Five-year contract worth \$29,000

6

Additional staffing:

Dependent on level and hours worked.

7

Staff training:

Currently \$2,000 per person each year. Will need to increase to support skills development objectives.

Next steps

The Nambucca Shire Library Strategy presents a forward-looking set of objectives and actions that will position the service for the future.

These objectives and actions are mutually reinforcing, in the sense that making progress in one area makes it easier to achieve actions in another.

The strategy will be successful if more people throughout the Nambucca Valley find reasons to use and enjoy the spaces, resources, opportunities and programs the library service provides.

Timeline

The Library Strategy has a number of actions that rely on successful grant funding outcomes. In particular, a proposed extension to the Nambucca Heads Library and adjacent Small Hall; a new mobile outreach library; and the ability to implement the Macksville Library Masterplan over a four-year period. Given the uncertainty of funding outcomes, effort has been made to assign actions across the four-year timeline (including actions already occurring in 2018) in a way that is sensible and logical.

Nambucca Shire Library Strategy Timeline 2018-2022

Key actions

2018

- Implement RFID/SPYDUS updates.
- Submit grant application to Regional Cultural Fund for Nambucca Heads Library extension.
- Fill vacant staff positions.
- Conduct library spatial reviews.
- Conduct ongoing collection review.

2019

- Develop business case for mobile outreach library.
- Prepare Macksville Library Precinct masterplan, including Aboriginal Culture & Learning Centre.
- Consult with Aboriginal organisations, youth, artists.
- Liaise with creative practitioners, education providers, potential partners.
- Develop volunteer training program.
- Apply for relevant grants.
- Review strategy against relevant benchmarks.

2020

- Proceed with Nambucca Heads Library extension and cultural precinct revitalisation.
- Implement new learning and cultural programs.
- Implement stage one of Macksville Library Masterplan.
- Recruit for new positions: programs officer, digital skills specialist.
- Strengthen partnerships with tourist providers, learning partners.
- Apply for relevant grants.

2021

- Advance collaborative sharing arrangements with neighbouring councils.
- Review and refresh collections.
- Continue to improve digital and technology options and interfaces.
- Review strategy against relevant benchmarks.

2022

- Implement stage three of Macksville Masterplan.
- Review and extend learning and cultural programs.
- Revisit strategic outcomes and plan for the future.

Glossary of Terms

A number of terms are used throughout this document.

Digital literacy

The ability to use information and communication technologies to find, evaluate, create, and communicate information, requiring both cognitive and technical skills.

Digitisation

The conversion of text, pictures, or sound into a digital form that can be accessed by an electronic device, computer, tablet etc..

Masterplan

A detailed vision and plan that helps guide decision-making, design, and subordinate plans.

Partner

An individual, group, organisation or business with whom the Nambucca Shire Library Service can work to deliver a cultural event or program that brings benefit to both parties.

Pop-up library outreach

New generation mobile or ephemeral libraries a, which can include refurbished shipping containers, modified caravans, architect-designed pods, motorcycles and bicycles, or the temporary occupation of vacant shopfronts.

STEM

Science, Technology, Engineering, Mathematics

Volunteer

Volunteers support our library services and programs in numerous ways from customer service, library-related tasks, and programs.

RFID

Radio Frequency Identification tagging.

SPYDUS

The Nambucca Shire's library system

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