



2025-2028 **STRATEGIC INITIATIVES**

MISSION

To change lives through literacy for people of all ages in Fairbanks and the Interior.

VISION

Providing every individual with access to literacy resources needed to navigate life and contribute to a thriving community.

VALUES

Community
Adaptability
Respect
Empowerment

STRATEGIC FOCUS AREAS

Strong & Effective Governance

Build and sustain a knowledgeable, engaged Board that provides strong oversight, clear roles, and strategic leadership.

Long-Term Facilities & Space Planning

Explore long-term facility solutions that support programs, staff, and bookstore operations sustainably.

Staff Well-Being & Organizational Culture

Support staff retention, professional growth, and a transparent, mission-centered workplace culture.

Financial Sustainability & Fund Development

Diversify and strengthen revenue through fundraising, grants, partnerships, and unrestricted income to support core operations.

Leadership Stability & Executive Transition

Recruit and support executive leadership to ensure continuity, succession planning, and organizational stability.

Bookstore Stability & Growth

Strengthen bookstore operations and visibility to support mission delivery and increase unrestricted revenue.