

STARR LIBRARY

Long Range Plan: 2026 - 2030

Table of Contents

Mission, Vision, and Key Messages..... 2

Part A. Current Environment..... 2

 Budget..... 2

 Library Usage..... 3

 Programs and Partnerships..... 4

 Collections and Borrowing..... 5

 Technology..... 5

 Staffing..... 6

 Administrative..... 6

 Facility..... 7

 Demographics and Economic Factors..... 7

 Comparative Library Data 2024..... 9

 Charts and Tables..... 10

 General Information..... 11

 Services..... 11

 Financials..... 12

 Key Conditions & Trends (Summary)..... 12

Part B. Strategic Goals..... 13

 Mission..... 13

 Vision..... 13

 Goal 1: Inspire Lifelong Learning and Creativity for All..... 13

 Goal 2: Expand Access, Inclusion, and Belonging..... 15

 Goal 3: Strengthen Our Capacity to Grow and Lead..... 16

 Goal 4: Shape a Thoughtful, Accessible, and Future-Ready Facility..... 18

 Goal 5: Build Financial Strength to Support a Thriving Future..... 19

Closing Statement..... 20

Long Range Plan: 2026 - 2030

Mission, Vision, and Key Messages

Mission

We inspire curiosity and foster community engagement by providing a welcoming space for learning, exploration, and connection. Through free and open access to ideas, creativity, discovery, and technology, we empower individuals and strengthen our community.

Vision

We envision a library that goes beyond books—offering dynamic resources, flexible spaces, and enriching experiences that support lifelong learning and meaningful connections. A modern, accessible library will ensure everyone in our community has the opportunity to grow, create, and thrive.

Key Messages

- Starr Library is a vibrant community hub where people of all ages come to learn, connect, and grow.
- We are committed to being at the heart of Rhinebeck—where knowledge and ideas are exchanged and creativity flourishes.
- Everyone is encouraged to take advantage of our accessible resources, engaging programs, and opportunities to help build a bright tomorrow for the library.

Part A. Current Environment

Starr Library serves as a high-use, community-centered institution operating within a dynamic environment shaped by strong demand, limited physical space, and evolving community needs. The following conditions frame the strategic priorities for the next five years.

Budget

Starr Library's 2026 operating budget is \$711,070, supported through a combination of public funding, state aid, and private revenue sources. The tax levy from the Town of Rhinebeck (414-budget referendum) contributes \$546,800, with additional support from endowment distributions, annual appeal giving, donations from the Friends of Starr Library, other donations, program-related revenue, and minimal state aid.

The library has successfully increased public support in recent years while also strengthening fundraising capacity. However, a meaningful portion of the budget continues to depend on annual giving and variable revenue streams. This requires ongoing donor engagement and careful long-term financial planning to maintain program growth and operational stability.

Implications for planning

- Ongoing fundraising remains necessary to support service levels beyond the public tax base.
- Financial planning must balance operational needs with long-term capital and facility priorities.
- Diversification of revenue sources will be important for organizational stability.

Library Usage

Starr Library serves as a high-use community hub that extends well beyond traditional borrowing. The library is open seven days per week, including three evenings, totaling 50 service hours, and operates year-round. Approximately 80% of Rhinebeck residents hold library cards, and the building is used daily for internet access, research, technology help, job and housing searches, meetings, and informal community connection.

The library attracts a broad mix of users — longtime residents, newcomers, visitors, remote workers, students, families, and older adults — who rely on the space in different ways. Patrons gather for literary activities, crafts, games, writing groups, playgroups, and community events, while local organizations and government entities regularly use library rooms for meetings and civic activities. The library's location adjacent to Thompson-Mazzarella Park further increases informal use and walk-in traffic.

On any given day, multiple activities compete for limited space: quiet study and remote work; children's programs and family visits; meetings and clubs; book donation

operations; and programming. This overlapping demand reflects the success of the library as a shared community space, but also creates ongoing challenges related to scheduling, noise management, storage, and flexible use of rooms.

Implications for planning

- The library's role has evolved from primarily collection-centered to community-centered.
 - Existing spaces must accommodate simultaneous and often conflicting uses.
 - Future facility planning should prioritize flexibility, acoustic separation, and multipurpose design.
-

Programs and Partnerships

Starr Library hosts or participates in a high volume of programming across all age groups and interest areas. In 2025, the library offered or took part in more than 900 programs with nearly 15,000 attendees, while outside organizations used library spaces more than 100 times with almost 2,000 additional participants.

Programs span early childhood literacy, youth enrichment, arts and culture, wellness, civic engagement, technology education, and community dialogue. The library also collaborates with numerous local organizations and supports large seasonal initiatives such as summer recreation partnerships that substantially increase building use.

The breadth of programming reflects strong community demand and reinforces the library's role as an institution that brings people together. At the same time, program growth requires increased coordination, space management, and staff time.

Implications for planning

- Program demand is a primary driver of facility and staffing pressure.
 - Community partnerships are a major strength and should continue to be expanded strategically.
 - Systems for evaluating program outcomes and capacity will become increasingly important.
-

Collections and Borrowing

Starr Library maintains a collection of about 40,000 items, including books, media, and nontraditional lending materials, in addition to more than 28,000 electronic resources and access to over two million shared items through the Mid-Hudson Library System. Volunteers provide a delivery service to homebound patrons.

Volunteers manage a Local History Collection where researchers from near and far come to inquire about genealogy and properties. The Rhinebeck Historical Society and the Town and Village Historians hold office hours and house community archives here.

Implications for planning

- Physical collections remain heavily used while digital access continues to grow.
 - Collection development must balance community preferences, space limitations, and evolving formats.
 - Nontraditional lending materials and local history collections contribute to the library's unique role.
-

Technology

Starr Library maintains a mixed technology environment (Mac and PC) serving both patrons and staff, including public computers, laptops, catalog stations, printers, scanners, a projector and portable sound equipment, Wi-Fi that extends into the parking lot, and network infrastructure supported by multiple routers and two internet service providers.

Technology access is central to community use of the library, especially for patrons needing internet, printing, and digital services. Network stability is currently maintained with assistance from an outside IT consultant.

As technology expectations evolve, maintaining reliable infrastructure and planning for equipment replacement will remain ongoing priorities.

Implications for planning

- Technology plays a critical role in equitable access and everyday library use.
- Future planning should address lifecycle replacement and infrastructure upgrades.
- Staff training and support systems are needed to keep pace with user expectations.

Staffing

Starr Library operates with three full-time librarians serving in leadership roles, supported by eight part-time employees and a variable number of student pages. Combined staffing equals approximately 6.3 full-time equivalent employees (FTEs), based on a 37.5 hour work week.

This lean staffing model supports a high level of activity and strong community visibility, but allows limited redundancy when staff are absent or new initiatives are added. Cross-training and clear role definition are therefore essential to maintaining operational continuity.

Implications for planning

- Staffing levels remain tight relative to program volume and facility usage.
- Additional growth will require careful prioritization, role clarity, and expanded staffing capacity.

Administrative

Library administration is led by the director and two other full-time licensed librarians overseeing operations, collections, and programming/outreach. Responsibilities include budget and personnel management, collection development, program planning, partnerships, technology maintenance, grant writing and reporting, communications, facilities oversight, board relations, and strategic planning.

The current structure supports collaboration and responsiveness, but requires leadership staff to manage a wide range of operational and strategic functions simultaneously. As the organization grows in complexity, clear delegation and efficient internal systems are increasingly important.

Implications for planning

- Leadership roles require balance between daily operations and long-range planning.
- Continued development of internal systems can reduce administrative strain.
- Organizational clarity supports consistency and succession planning.

Facility

Starr Library operates from a combined facility totaling approximately 10,000 square feet on 1.5 acres at the entrance to Thompson-Mazzarella Park. The original building was constructed in 1976, with a major addition and renovation completed in 2005 that introduced the entrance lobby, elevator, Adult Reading Room, and circulation area.

While the 2005 project improved accessibility and functionality, fundraising constraints at the time required the project to scale back from its original scope. As a result, portions of the building were adapted rather than fully redesigned, contributing to limitations in storage, workflow efficiency, and program flexibility.

The building now supports uses that have expanded significantly beyond what was envisioned in earlier designs. Community expectations for programming, group space, technology access, and informal gathering have grown, and nearly all areas of the library experience high and overlapping demand. Several spaces serve multiple purposes simultaneously, often requiring staff to adapt layouts and manage competing needs.

Recent improvements — including accessibility upgrades, signage improvements, and interior enhancements — have increased usability, but core infrastructure and spatial configuration continue to present challenges.

Implications for planning

- Current square footage and layout limit flexibility for simultaneous programming and community use.
- Aging systems and space constraints increase pressure on staff operations and maintenance planning.
- Long-term renovation and expansion planning is necessary to align the facility with current and future service models.

Demographics and Economic Factors

Rhinebeck's service population of 7,596¹ has a high proportion of residents over age 60. The community shows strong educational attainment and relatively high median household income and home values.

At the same time, a smaller percentage of residents are children under age 18, and affordability challenges remain visible through housing costs and poverty indicators.

¹ 2020 Census

Language diversity, while limited statistically, continues to shape efforts toward inclusion and accessibility.

- Households²
 - 3,702 Households
 - Median household income: \$93,284
 - Housing units: 4,164
 - Households with children under 18: 11%
 - Median home value: \$522,800
 - Median household income: \$93,284
 - Median real estate tax: \$8,261
- Age
 - Over age 60: 45.3%
 - Under age 18: 11.4%
 - Median age: 58.1
- Population of one race
 - White alone 87.2%
 - Black or African American alone 0.01%
 - Asian alone 0.02%
 - Some other race alone 0.03%
- Language other than English spoken at home: 8%
- Sex ratio: 87.5 males per 100 females
- Population below the poverty line: 7.8%
- Without health care coverage: 2.6%
- Education: 52.7% with Bachelor's degree or higher
- Total enrollment in Rhinebeck Central School District³: 942

Key Takeaways

- 🏠 3,702 households
- 💰 \$93K median income
- 🎓 53% bachelor's+
- 👴 45% age 60+
- 👶 11% under 18
- 🌐 8% non-English at home

Implications for planning

- Older demographics increase demand for accessible spaces, lifelong learning, and social connection opportunities.

² 2024 American Community Survey

³ National Center for Educational Statistics Data for 2024-2025 School Year

- Youth services remain important for community engagement despite smaller age cohorts.
 - Economic diversity within a generally affluent area reinforces the importance of free and accessible services.
-

Comparative Library Data 2024

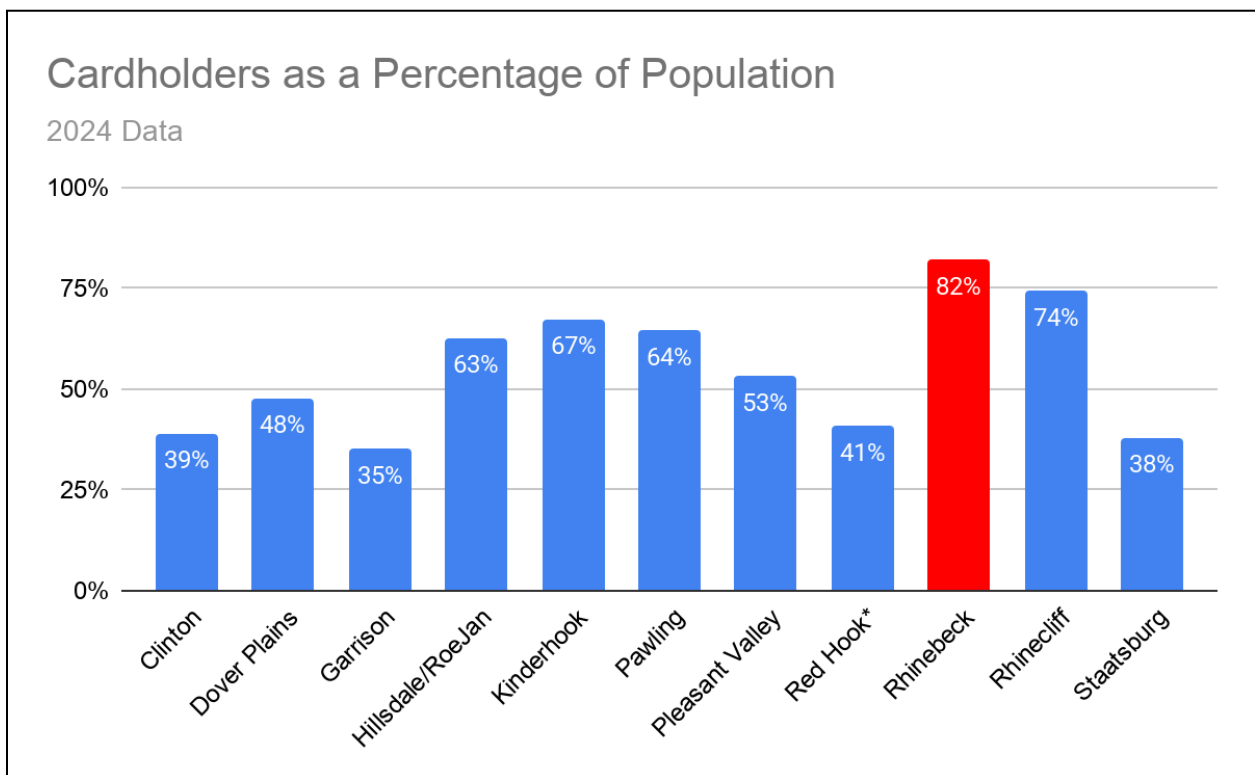
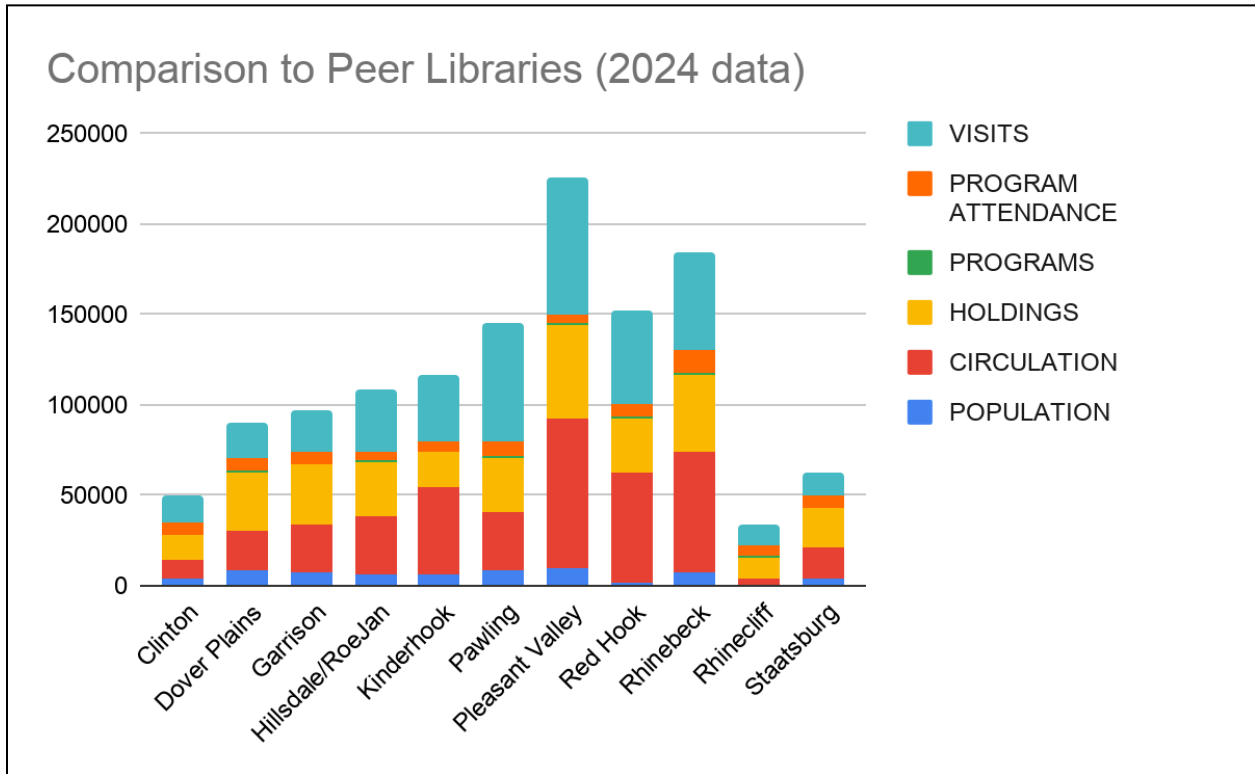
Comparison with peer libraries (those of similar size or in adjacent towns) in the region shows Starr Library operating with high levels of activity relative to staffing and facility size. The library demonstrates strong cardholder engagement, high program attendance, and significant visitation levels compared to similarly sized institutions.

This performance indicates effective use of existing resources while highlighting pressures created by high utilization.

Implications for planning

- Demand for services is strong relative to existing infrastructure and staffing.
- Continued growth may require additional capacity in space, technology, or personnel.
- Comparative data supports strategic investment in facilities and organizational development.

Charts and Tables



General Information

GENERAL	Population	Cardholders	Type	Square Feet	FTEs⁴
Clinton	4,037	1,569	Association	2,400	3.86
Dover Plains	8,415	4,015	Association	5,000	5.35
Garrison	7,221	2,544	Association	9,467	11
Hillsdale	6,617	4,145	Association	7,500	4.28
Kinderhook	6,404	4,317	Association	2,570	4.66
Pawling	8,012	5,159	Association	3,148	6.17
Pleasant Valley	9,799	5,205	Association	8,500	6
Red Hook ⁵	13,600	5,552	Public	4,750	5.93
Rhinebeck	7,596	6,228	Association	10,684	5.96
Rhinecliff	622	463	Association	11,000	3
Staatsburg	3,529	1,338	Public	1,600	2.77

Services

SERVICES	Circulation	Holdings	Programs	Program Attendance	Visits
Clinton	10,468	12,869	574	7,049	15,108
Dover Plains	21,624	32,797	546	7,347	19,002
Garrison	26,638	32,680	478	6,974	22,435
Hillsdale	31,133	30,971	325	5,437	33,773
Kinderhook	48,292	18,929	518	5,454	36,535
Pawling	32,734	30,035	793	8,508	65,404
Pleasant Valley	82,938	51,482	607	4,699	75,693
Red Hook	60,261	30,278	557	7,440	52,094
Rhinebeck	65,965	43,006	796	12,606	54,000
Rhinecliff	3,557	11,313	411	6,251	11,575
Staatsburg	17,385	21,919	363	6,631	13,105

⁴ Full-time Equivalents: total hours worked by all employees in an average week divided by the number of hours in a full-time employee's week.

⁵ The combined population of the Towns of Red Hook and Milan, including unchartered service areas.

Financials

FINANCIAL	Total Budget	Public Funds	Materials	Total Personnel	Per Cap Local Funding
Clinton	\$251,020	\$150,179	\$19,130	\$129,940	\$37.20
Dover Plains	\$299,041	\$275,000	\$19,564	\$240,347	\$32.68
Garrison	\$538,538	\$342,500	\$25,795	\$567,404	\$47.43
Hillsdale	\$450,788	\$148,139	\$37,180	\$256,234	\$22.39
Kinderhook	\$538,557	\$311,636	\$36,510	\$312,877	\$48.66
Pawling	\$723,753	\$634,379	\$38,697	\$354,959	\$79.18
Pleasant Valley	\$661,610	\$525,000	\$111,232	\$353,855	\$53.58
Red Hook	\$584,411	\$461,060	\$31,457	\$285,570	special case
Rhinebeck	\$805,135	\$465,072	\$66,294	\$456,141	\$61.23
Rhinecliff	\$194,382	\$107,000	\$1,836	\$104,451	special case
Staatsburg	\$242,934	\$200,917	\$18,221	\$135,202	\$56.93

Key Conditions & Trends (Summary)

Several themes emerge across the current environment analysis and directly inform the strategic goals of this plan:

- Starr Library functions as a high-use community hub with diverse and competing demands for space.
- Program attendance and community partnerships continue to grow, increasing operational complexity.
- Staffing levels are lean relative to service expectations and organizational scope.
- The existing facility is heavily utilized and increasingly constrained by layout and infrastructure limitations.

- Technology access remains central to equitable service delivery and requires ongoing investment.
- Demographic trends suggest continued demand for adult and senior programming while maintaining strong youth engagement efforts.
- Financial sustainability depends on balancing public funding with successful private support and long-term planning.

Together, these conditions highlight the need for strategic investment in people, systems, facilities, and financial sustainability to support continued growth and community impact.

Part B. Strategic Goals

Mission

We inspire curiosity and foster community engagement by providing a welcoming space for learning, exploration, and connection. Through free and open access to ideas, creativity, discovery, and technology, we empower individuals and strengthen our community.

Vision

We envision a library that goes beyond books—offering dynamic resources, flexible spaces, and enriching experiences that support lifelong learning and meaningful connections. A modern, accessible library will ensure everyone in our community has the opportunity to grow, create, and thrive.

Goal 1: Inspire Lifelong Learning and Creativity for All

Purpose:

Curiosity and creativity are at the heart of our mission. We will expand opportunities for hands-on learning, shared experiences, and skill-building that engage every age group.

Strategies and Measurable Objectives:

1. **Grow programs that encourage hands-on learning and creativity.**

- Adjust program statistics gathering to capture this info and the number of staff-led programs so we can establish a baseline and then build in successive years, as long as the growth is sustainable

2. Maintain offerings for youth, families, adults, and seniors in diverse formats.

- Lectures, instructional workshops (media literacy, technology), clubs & peer groups, performances, virtual (example: gentle at-home exercises for seniors), community events (potlucks, seasonal celebrations, patron appreciation events)
- New possibilities include intentionally intergenerational programs and adding a Saturday Storytime
- Increase virtual programs, especially in the winter
- Introduce participant surveys at programs

3. Invest in library-led innovation and staff-designed programming.

- Additional pay for staff-led programs
- Maintain at least one program per month to be developed and fully led by staff
- See also Goal 3 “Strengthen Our Capacity to Grow and Lead”

4. Continue expanding partnerships for civic engagement.

- Find ways to increase connection and understanding across partisan divide
- Legislator breakfasts / in-library office hours
- Town / Village committees or town hall forums in library

5. Elevate youth voices in program design and collection development.

- Increase engagement with teens
- Explore possibilities for surveying teens through school
- Increase partnerships with schools through clubs, teachers, counselors, advisory, library visits
- Work towards building a regular field trip (either students come to the library or librarians go to the schools)
- Revive efforts to establish a teen advisory council

6. In 2026: Adjust program tracking systems and introduce satisfaction/learning outcomes metrics:

- Number of programs and attendance by age group and by program type
- Percentage of programs led or developed by staff
- Youth involvement in advisory or volunteer roles

- Participant satisfaction and learning outcomes

Existing Efforts and Recent Accomplishments:

- **Expanded youth programs:** doubled Music & Movement and Storytime sessions; added Family Yoga, Connect & Play, Lego Club, STEAM workshops, book clubs, therapy dog visits, DIY/zine workshops, and multicultural craft activities
 - **Expanded adult programming:** author talks, civic literacy events, climate series, financial/health literacy programs
 - Partnership program with Rhinebeck @ Home three years and counting
 - See annual report to the community
-

Goal 2: Expand Access, Inclusion, and Belonging

Purpose:

Inspiring curiosity and fostering community engagement means ensuring *everyone* feels welcome and represented. We will deepen outreach and partnerships to ensure all community members see Starr Library as their space.

Strategies and Measurable Objectives:

1. Strengthen inclusive programming and outreach.

- Introduce *four new children's programs each year* that expand cultural understanding and attract new users.
 - Begin with quarterly multicultural or bilingual story times for ages 5–8, building off world celebrations and folktales.
 - Collaborate with local businesses, schools, and patrons who are native speakers of other languages.
 - Recruit volunteers through newsletters, social media, and personal outreach.
- Create space for at least *one new affinity or interest group each year* to foster community engagement in new ways.
 - Examples: Queer Horror Book Club, community potlucks, media literacy programs and dialogues to bridge political divisiveness, or Mental Health Book Club.

2. Build belonging and volunteer engagement.

- Host *quarterly volunteer training and appreciation events* (e.g., morning coffee before opening).
- Establish a volunteer corps to distribute monthly flyers at *ten or more community locations* (laundromat, Mexican grocery, gas stations, food pantry, gym, churches, etc.).
- Develop consistent “shelf-reading” and section stewardship assignments for volunteers.

3. Assess engagement and remove barriers to participation.

- Conduct *participant surveys* for at least one program per month.
 - Questions include: How did you hear about this? What did you learn? Did you make a new connection? What could we improve?
- Use survey feedback to refine marketing, program mix, and accessibility.
- Review and update the Collection Development Policy to clearly articulate inclusivity and representation standards while maintaining quality.

Existing Efforts and Recent Accomplishments:

- **Outreach and Collaborations:** BeckHook Pride Parade/LFL, ENL nights, Senior Info Fairs, Climate Action events, Farmers’ Market, DAR Scavenger Hunt, Rotary Club, PTO, Town and Village programs, Roger Phillips Concert Committee
- **Inclusive Programming:** All Abilities and neurodiverse programs, dementia and Parkinson’s support
- **Collections and Accessibility:** Doubled Spanish children’s collection (grant-funded); added translation button to website
- **Staff and Training:** Provided social justice training and modified hiring practices to promote staff diversity
- See annual report to community

Goal 3: Strengthen Our Capacity to Grow and Lead

Purpose:

A mission-driven library requires strong people and systems. By investing in staff, board, and tools, we ensure Starr Library can continue to lead with excellence and sustain the growth demanded by our community.

Strategies and Measurable Objectives:

1. **Provide staff development** and leadership opportunities.
 - Track at least one training per staff member per year, either in person or virtual

- Encourage attendance and/or host low-cost or free PD for everyone on staff; encourage staff to share back what they learn
 - Hold informal feedback conversations at least twice a year with all staff and documentation. Maintain shared notes from staff meetings.
 - Continue to optimize internal operations through thoughtful adjustment of roles and responsibilities, revisiting job descriptions annually.
2. **Support active board engagement** in governance, fundraising, and strategic direction.
- Annual board self-evaluations
 - Encourage attendance at county-wide or system-wide board trainings beyond required 2 hours
3. **Expand systems for data-driven decision making**, evaluation, and transparency.
- See also: program surveys and revamping program statistics categories
 - Continue evaluating software needs (museum pass loans, library of things, calendar, events management, financial tracking, donor management, online payments)
 - Explore the need for devices among staff to ensure there is equity among staff to access training opportunities
 - Continue to build and maintain a comprehensive set of policies, procedures, and documentation
 - Review and revise or re-approve all policies at least once every five years
 - At every staff meeting, review and answer questions related to at least one policy

Sample Metrics:

- Staff training hours and leadership roles developed
- Evaluation systems adopted and regularly reported
- Board participation in training and fundraising initiatives
- Completion and accessibility of core policies and manuals

Existing Efforts and Recent Accomplishments:

- Created a third FT staff position; raised wages/benefits, added health insurance for FT staff
- Staff attended conferences and other trainings (youth mental health, social justice, teaching writing)
- Regular staff meetings, evaluations, shared Google Workspace, and stronger communication systems
- Modernized financial operations with QuickBooks Online and integrated payroll, credit cards, and banking; adopted Bloomerang donor system

Goal 4: Shape a Thoughtful, Accessible, and Future-Ready Facility

Purpose:

Our mission depends on having a space that is flexible, inclusive, and inspiring. As community needs evolve, so must our building. By shaping a thoughtful and accessible facility, we ensure the library continues to foster curiosity, creativity, and connection for all.

Strategies and Measurable Objectives:

1. **Maintain and improve the current facility**, planning and budgeting for major system failures or capital repair needs.
 - In 2026: develop comprehensive building maintenance and risk assessment plan, as well as disaster plans
 - Build up capital repair fund account to cover major needs over the next few years
 - Aggressively pursue grants
2. **Enhance comfort, accessibility, and usability of the existing space** to support programmatic growth.
 - In 2026: Begin adding mini-split system components to supplement existing HVAC (grant funded); implement curb cut project to improve parking lot accessibility (grant funded); upgrade audio/visual equipment (grant funded)
 - 2027-2030: Continue building HVAC capacity with additional mini-splits; develop plans and budgets for possible roof replacement, lighting upgrades in Children's Wing, interior and exterior painting; expand outdoor and adaptable spaces to support a range of experiences
3. **Align future facility renovation and expansion work with evolving community needs**—creating flexible, inclusive spaces for learning, creativity, and connection. Prioritize accessibility, sustainability, and multi-use spaces.
 - Continue to engage the community in planning for right-sized, sustainable expansion with focus groups and/or surveys at least once a year
 - The Board is prioritizing strategizing for the expansion and renovation and is working to advance the project in the next year. *By 2027, this section of the Long Range Plan will be supplemented with additional information.*

Existing Efforts and Recent Accomplishments:

- **Accessibility:** fixed pavement gaps near ADA parking, added handrails, new front doors, improved signage, added website accessibility button
 - **Comfort:** Community Room facelift with repainting, soft window shades, clutter reduction, new storage shed, rearranged Children’s Room
 - **Usability:** Shelf-shifting across collections to improve flow; added colorful furniture and signage in children’s and teen spaces; added benches, picnic tables, laptop bar, coffee station, and refreshed book displays
 - **Planning:** Engaged architects, stakeholders, and lawyers in expansion planning
-

Goal 5: Build Financial Strength to Support a Thriving Future

Purpose:

To remain a welcoming and vibrant hub for learning and connection, Starr Library must be financially strong. Adequate resources allow us to support innovative programs, care for our space, and prepare for the next phase of growth.

Strategies and Measurable Objectives:

1. Implement multi-year financial planning that aligns with strategic priorities.
 - Track annual growth in unrestricted giving, grant revenue, and endowment balance
2. Steadily expand individual annual giving, grants, sponsorships, and legacy gifts to support operations and long-term growth.
 - Increase donor engagement through compelling impact stories and regular reporting
 - Reduce reliance on endowment distributions to allow our investments to grow faster
 - Grow the endowment by increasing community awareness of planned giving opportunities
 - Conduct outreach to local financial advisors and estate lawyers
3. Launch a successful capital campaign.
 - Expand systems, staffing, and tools for sustainable fundraising
 - Build a base of major donors
 - Determine achievable goals

Potential Timeline:

- 2026: Finalize financial forecast and planned giving materials; campaign feasibility study

- 2027–2028: Public phase of capital campaign and expanded fundraising events
- 2029–2030: Assess sustainability of fundraising strategies and update financial plan

Existing Efforts and Recent Accomplishments:

- Increased town tax levy 37% from 2023 to 2026 through two general election votes with more than 70% approval rates.
 - Annual appeal raised nearly \$94k in unrestricted donations in 2024 (ahead of prior year by \$30k) and almost \$96k in 2025. Benefit fundraisers in 2023 and 2025 raised a total of more than \$100k. Tripled digital donations 2021–2025; added stock transfer, donor advisory fund and fee coverage options.
 - Applied for and awarded more than \$70k in grants since 2023.
 - Achieved significant cost savings through vendor switches and contract renegotiations.
-

Closing Statement

Our Long Range Plan affirms that the work of Starr Library is about more than programs and services—it is about ensuring our resources and spaces evolve with the people we serve. By strengthening our foundation, shaping an adaptable facility, and investing in inclusion and creativity, we will continue to inspire curiosity, foster connection, and serve as a true community hub for Rhinebeck.

Approved by Starr Library Board of Trustees: April 23, 2026