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**PROJECT PROPOSAL FOR
COMMUNITY AND SCHOOL LIBRARIES IN RURAL LIBERIA.**

NAME

“Liberia Children Community Library FOUNDATION (LCCLF)”

ADDRESS: PEACE COMMUNITY, COTTON TREE

CONGO TOWN, BARCLAY FARM, MARGIBI CO.LIB.

INTRODUCTION

Information Technology has revolutionized the life of human beings and has made lives easier by the various kinds of applications. In the light of the rapid changes with the use of Information Technology, there are many tools, technologies and systems that have been produced and invented.

LCCLF is a Non- Profit Organization concerned with developing Community and School Libraries for Agape Children and Youth in order to make Education more efficient and easier to handle. It has the ability to display the details of the books available in various departments, the transactions of books and about the book holders. The goals of LCCLF are to provide simplicity as well as education and efficiency to the community and school Libraries to Rural Communities to reduce educational deficiencies in Liberia.

- LCCLF in response to the core requirements document for the LCCLF community and school Libraries' project in Liberia with collaboration with the Ministry of education of the Republic of Liberia. In LCCLF proposal we set out a clear plan for a new, independent mutual organization which will deliver the specification in full over the next five years beginning 2023 and lay the foundations for a vibrant Community and School Libraries services for many years to come to support education at the grass roots level in rural parts of Liberia.

The Proposal sets out the distinct advantages of establishing “Liberia Children Community Libraries Project” (LCCLF) in Liberia Communities and Schools, and how we will provide our services to Children and young people of Liberia. It will be supported by our drift Business plan. The Government and the Ministry of education are at a crossroads in respect of their highly valued education provision. We hope the ministry of education, our citizens, partners, and other international organizations will join with staff of LCCLF and communities to ensure the viability and sustainability of our Liberia Community and School Libraries Project..

We believe, the solution to the current education challenges lies in the creation of Community and School Libraries which will exceed the Country’s aspiration and requirements for Community and School Libraries through delivering three core values- Inspiration, Innovation, and Imagination with Inclusion through all three.

INSPIRATION, IMAGINATION, INNOVATION

To deliver this we will build on our three great resources –our staff, our books, and our physical and virtual spaces. The paragraphs below describe how our high-level vision translates into daily action.

INSPIRATION

Inspiration: Services Focused Om Skills and Jobs

Inspiration Libraries will:

- Train staff to understand the different requirements of Children and young people of Liberia and how we can help them. All staff in Community and School Libraries will complete public and universal information offer e-learning package developed by society of chief Librarians to equip them with other skills needed to support access to online benefits.
- Support the IT needs of their communities by delivering a range of e-learning packages for citizens, and the larger Libraries will deliver regular training sessions.
- Provide support to those with low (or no) IT skills to get online and engage with the benefits that the world- wide –web can offer.
- Seek opportunities for greater co-location, or direct delivery, of other services targeted at improving children and young people's reading and other educational skills.
- Seek commercial sponsorship from industry and the business sector to help equip the future workforce with the skills needed for a successful career.

Imagination

Imagination: services focused on Children and Families:

Imagination Libraries will:

- **Inspire learning, literacy, and access to information, knowledge, and opportunities.**
- **Deliver high quality, innovation, and creative storytelling sessions. This will improve literacy, confident listening, speech and language and employment of reading for pleasure.**
- **Deliver focused work with primary and secondary schools aimed at raising literacy attainment levels.**
- **Improving Literacy levels in Children, Young people, and adults in safe and welcoming settings, not only in Library buildings but delivery in community settings (see our inspiration Libraries for our ambition around jobs and skills including improving literacy levels in school leavers)**
- **Seek opportunities for greater co-location, or direct delivery, of other services targeted at children and families, e.g., Youth services.**

Innovation

Innovation Libraries will:

- **Offering a base and resources to support local working within rural communities, LCCLF will develop partnerships with agencies offering resources and dedicated support for emerging enterprises / businesses.**
- **Offer a menu of services aimed at the independent professional. Enterprises centers provide a flexible workspace in addition homeworking. Space support networking which strengthens local entrepreneurs, in a space where they can meet bounce ideas, work and learn in a professional environment, connecting with regional and national agencies and resources.**

Inclusion

LCCLF aims to be inclusive of all the diverse Rural Communities of Liberia. The libraries will reflect the needs, interests, expectations and aspirations of a full range of rural communities of interest including people with protected characteristics.

Liberia Children Community Library Project (LCCLF): The Vision

We will set up a new Mutual Organization-Liberia Children Community Library Project (LCCLF)-which will deliver a comprehensive and effective Community and School Libraries for Rural Liberia. Libraries are vital centers for Culture, Learning, Innovation, enterprise and information. Our Citizens are entitled to a full network of local Library services.

The organization will be owned and governed by library users, communities, children, young people, citizens, staff and partner organizations, working in close collaboration with the Ministry of Education.

LCCLF will combine skilled, professional staff, with the energy of the communities and the engagement of the locals. Community engagement is built into a governance of Mutual. LCCLF will recruit community volunteers, drawing on their skills to add social value to the communities, enhancing their life skills, self- confidence and employability. Our staff will be re-motivated as they become co-owners of the new services. Increasing their ability for new way of working, increasing training opportunities and service innovations. LCCLF will be a social enterprise and will use any profits it makes to improve community and school Library services in Liberia. It will not distribute profits to shareholders or members. LCCLF will be a modern, efficient and comprehensive Libraries into the fabric of the communities that partners funders, and communities and that individuals see a vital and relevant to their lives.

LCCLF Mission Statement

The LCCLF mission is for people to find ideas and information to stimulate their imagination, where they can access books for pleasure, learning and recreation, where they can experience innovative technologies that can improve their lives and build new contact and networks in their communities. This will be delivered through a strong network of local libraries to stimulate energy and to support the enterprise.

LCCLF will:

- Deliver community and school libraries in rural communities in Liberia.
- Keep professional staff working with a team of trained volunteers.
- Will create an operational budget for the next five years and years to follow.
- Generate new income through fundraising, donations, and help from our local and international partners.

LCCLF will:

- Put community and school libraries on a strong and sustainable footing for the future-keeping them open and relevant.
- Maximize the engagement the involvement of stakeholders, support the influence of Districts and involve local people in the governance structure of the organization.
- Be flexible with the freedom to innovate, generate income and to provide the services that its customers want.

What can LCCLF do differently-**Cultural change**

1. This new library project will have one purpose, to deliver Community and School Libraries. All energy and resources will be focused on this purpose.
2. To deliver future services differently and to make them excellent, Community and School libraries will need to develop a new culture. The creation of a Mutual in which staff and communities have a stake will enable this change to take place much more quickly and effectively. As co-owners, staff will have a personal stake in success and a secure future. This will ensure staff are more focused on engaging with people and delivering excellence to users in communities and schools.
3. Staff will undergo training and development to champion new skills to take the service forward.
4. The scale and complexity of local Government, enterprises, voluntary organizations. Being more community based, Mutual will attract and encourage such organizations to engage with Mutual to improve community and school libraries services for Children and Young people of the Country. In turn, the Mutual will come closer to the community, and understand the requirements.
5. Library services have played a part in more people's lives at so point, either revising for exams or researching that new job and what has become plain is a Genuine affection for libraries and concern about their future.
6. As a charitable organization Mutual will encourage Philanthropy, attract investment and gift aid and be eligible to a wide range of grant funding.
7. LCCLF will aid with the development of other social enterprises therefore increasing employment, Economy and social benefit to Liberian. This will embrace Liberia Business Charter for social responsibility. The Charter is a set of guiding principles which the Mutual will look to adopt.

Fulfilling the Core Requirements**Diversity**

LCCLF will ensure that it serves all the people by:

- Supporting Community and School Libraries or local access hubs across the Country and ensuring that they are open at times that best meet the diverse needs of Children, Young people and the public.
- Pursuing an active outreach approach to include and underrepresented groups.
- Actively encouraging diversity in its own governance and operations
- Providing, with partners, a local focus on relevant information, learning, skills development and activities which lead to measurable impact in respect of social, economic or culture benefits.
- Work closely with the ministry of Education, the peace Corp volunteer, and international organizations as strategic partners.
- Maintain record keeping and quality systems which enable the impact of its services on the diverse Communities it services to be accurately assessed.

Children and Young People

- Inspire Learning, Literacy and access to information, knowledge and opportunities.
- Delivering high quality, innovative and creative storytelling sessions. This will improve literacy, confident listening, speech and language and employment for reading pleasure.
- Deliver focused work with primary schools aimed at raising literacy attainment levels.
- Support for Children and Youth needs focusing on offering personalized learning opportunities.

Provide access to a wide range of learning opportunities for students, children and young people including support for homeworking at all libraries.

Library Lending Services

- Provide a wide range of reading material for free loan to adults, children and young people in a variety of accessible formats and community languages.
- Provide access to a comprehensive range of subject reference resources.
- Provide books, newspapers and magazines which reflect the cultural and ethnic diversity of rural communities.
- All libraries will provide access to students, especially children and young people, to a range of reading materials including.

- Classic and contemporary fiction
- Bestsellers

- **New and emerging authors**
- **Writing short- listed for setting up national prizes.**
- **Information books to support leisure and personal interests.**
- **Provide a range of reader development activities and experiences for all ages.**
- **Promote and enable reading, learning and sharing of knowledge through free access to books borrowing, electronic and other information services.**
- **Provide reading material in a variety of formats including print, books on CD, downloadable e-books.**

Information, Reference, Referral and Support Services

- **Provide access to information services in person, by telephone, letter, fax, e-mail or via the internet.**
- **Provide impartial and confidential information and will refer you to a trustworthy source where necessary.**
- **Provide access to a comprehensive range of subject reference resources.**
- **LCCLP will provide information which is current and accurate. Relevant advice will be impartial and confidential. Where we cannot provide an answer, we will refer to an alternative source of help.**

Digital Technologies

There is a growing risk of a digital divide in society with 1 in 4 adults in Liberia who do not or cannot because the internet is unaffordable. Libraries are key to enable access and aid o all in the use of digital technologies. Libraries are essential to the learning, reading literacy and cultural development of all ages. The LCCLF through its core value inspiration will support the development of digital literacy will:

- **Provide access to the internet (see our business plan)**
- **Support and promote people's engagement with digital information and resources.**
- **Encourage & support the IT skills development of children, youth and people of rural Communities.**

Core service entitlement

- **LCCLF will adopt all the current libraries policies by the ministry of education.**
- **Patrons can borrow books.**
- **Library members will be able to borrow and return books and take books from any LCCLF Library.**
- **Reservations can be placed for any title held by LCCLF.**

- **LCCLP will adopt all core service entitlements as detailed in the core requirements document, looking to improve on good practice.**

Ownership / Membership

The creation of a user and staff lead LCCLF represents an opportunity not just to keep the Community and school libraries across communities in Liberia, but to provide a strategic partner with the ministry of education and international organizations as it looks to be of service to the diverse population. Worklessness is a pressing issue for rural Liberia, with many students, young people and adults lacking skills and locked out of new jobs that the country's businesses are creating. The drive to be at the center of the regional education requires more powerful community and school libraries for children and youth engagement if we are to ensure that regeneration takes place beyond the physical transformation of community and school libraries.

LCCLF intends to offer a mixed ownership model that engages the community and library staff. If LCCLF progresses, it is likely to adopt a form of social with exempt charity status as the legal form.

Membership will be opened to anyone over the age of 16 who supports the objects of society.

Key user groups and our national and international partners will have a voice / influence on the running of LCCLF. Young people and disabilities could contribute to the organization in a meaningful and practical way.

Distribution Of Surpluses

As a charitable community benefit organization any surpluses we have must be invested back into the service to offer enhance service offering to our customers. Through the democratic structure of LCCLF members will have a direct say in how surpluses are used. Current thinking is that staff will have the opportunity to vote on several options for use of some surpluses.

Use Of Volunteers

CROLLP will make greater use of Keen and skilled Volunteers to enable it to provide new types of library services. There is a long and successful history of volunteer investment in public Libraries and LCCLF will take the forward into our vision for Community and School Libraries. We are aware that some staff may be concerned with the use of volunteers alongside professional library staff. LCCLF is committed to having professional staff in all Libraries; volunteers should not be seen as replacing Library staff merely helping to ensure that a comprehensive Library service can be delivered. LCCLF is committed to keeping all staff whether compensated or volunteers in our Libraries, we do not believe that volunteers alone have the ability, expertise or will, to deliver the learning vision we have set out for our staff members.

Staffing

Our plan is to sustain a working relationship with professional staff. Through our international partners, LCCLF will find a possible means for continuous professional development. It is recognized that continual training will need to be provided to keep our staff skills set up to date and current, especially around innovative technologies. The aim of LCCLF is to grow our team's ability and unlock innovation. We aim to encourage progression through the organization and ensure succession planning. LCCLF will make sure that all our staff are well trained to be able to transform our children and young people of Liberia to meet educational challenges.

Conclusion

Future Outlook :

A Library service without a vision is a Library service without a future. LCCLF has a clear and strong vision built around our three core values, Inspiration, Imagination and Innovation.

LCCLF hopes to change the public's expectations of their Libraries service (provide to them by others) to services for the public co- owned and co- produced by them. This is the only in which the greater tradition of Community and School Libraries will be able to adopt and change to meet the social and technological challenges of the future.

By working in a wholly new way with its staff, donates, National, communities and international partners, LCCLF will.

- **Develop and use new skills:** Development of our staff is of paramount importance to LCCLF. We will ensure that our staff are equipped with the skills for the future. LCCLF will develop and train its staff to develop their skills in areas including community engagement, using digital technology, communications, advocacy and audience development, and managing volunteers.
- **Develop the brand:** LCCLF will tell the story of community and school Libraries so that the public really know and understand the offer. Libraries offer a great deal more than books to borrow, but too few people know this. Libraries of the future must achieve a step-change in how they communicate their offer. They need to adopt more distinctive definitions of their purpose. We will do this based around our core values Inspiration, Imagination, Innovation under the umbrella of Inclusion.
- **Work with Marketing Liberia Children Community Library Foundation** to develop a unique LCCLF brand that encompasses the ethos of Liberia. It will be a service of the communities and of the rural communities of Liberia.

- Revisit the services on offer to encompass current social and economic trends. LCCLF will provide social spaces, wider culture offers sustainable buildings, entrepreneurial partnerships, etc.
- Develop joined-up services: LCCLF as focal points of communications, offering a wider range of activities and services.

By five years, innovative approaches will be manifest in such way as

- A community Libraries App for personalized services for readers and information seekers
- Reader development to support mental well-being through reminiscence sessions and books on prescription.
- Makerspaces-lab and wireless printing
- New skype and conferencing facilities.
- Partnership with employment services and health providers
- Support and advice for schools
- In-Library self-service, reading cafes.
- Dedicated local studies centers.
- A newly joined up Library management system e.g., Colleges and Universities.

Evidence Of support for LCCLF

Liberia Children Community Library Foundation (LCCLF) leadership Team headed by Mr. Flomo B. Jutee Founder & CEO, Mr. Emmanuel G. Paye and Mr. Joe McHenry Watson have started their personal contributions by buying of Books and other materials, arrangement of land space, contacting some schools of classrooms Library set up as well as some locals in Rural communities in Liberia and friends and supporters in the United States of America. While we are waiting for further communication to be undertaken by our interim staff, we are also hoping to legalize our organization as a charitable organization in the United States of America and through the ministry of education, Republic of Liberia, and our website to be set up.

JUST A COPY OF THE PROJECT PROPOSAL. MOST OF THESE ARE ALREADY DONE

