

Roswell Public Library Board
Thursday, January 22, 2026 — 4:00 p.m.
Roswell Public Library – Makerspace
301 North Pennsylvania Avenue

Board President: Sally Yntema

*Board Members: Brittany Belding, Jennifer Cole, Janice Dunnahoo,
Marcos Nava, Sandra Shank*

Roswell Public Library Liaison: Enid Costly, Library Director

A. Call to Order by Presiding Officer

B. Roll Call & Determination of Quorum

C. Approval of the Agenda

D. Approval of the Minutes

1. Approval of the minutes from the October 23, 2025 Regular Roswell Public Library Board of Trustee meeting.

E. Non-Action Items (information items)

2. Finances
 - a. 2022 General Obligation Bond Funds
 - b. New Mexico State Grants in Aid
 - c. Carnegie Foundation of New York
3. Children's Garden
4. New Mexico WPA Photos

F. Action Items

5. American 250/Roswell 250
6. Library Park
7. Library Hours

G. Library Staff Reports

8. Library Director's Report
9. Library Strategic Plan

G. Public Participation on Agenda Items

H. Adjourn

Notice of this meeting has been given to the public in compliance with Sections 10-15-1 through 10-15-4 NMSA 1978 and Resolution 25-28.

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Printed and posted: January 14, 2026

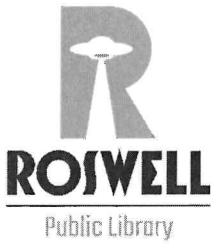
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Roswell Public Library Board of Trustees

Held at the Roswell Public Library
Makerspace
October 23, 2025

DRAFT

Notice of this meeting has been given to the public in compliance with Sections 10-15-1 through 10-15-4 NMSA 1978 and Resolution 25-28.

Call to Order by Presiding Officer

This meeting convened at 4:24 p.m. with Sally Yntema presiding.

Roll Call & Determination of Quorum

Sally Yntema, presiding and Members Janice Dunnahoo and Marcos Nava joining by phone and with Members Brittany Belding, Jennifer Cole and Sandra Shank being absent.

Library Staff Present: Enid Costley, Library Director.

Guests Present: no guests were present

Approval of Agenda

Member Marcos Nava motioned for the approval of the agenda for the October 23, 2025 Regular Board Meeting of the Roswell Public Library. Member Janice Dunnahoo seconded. A voice vote was unanimous and the motion passed 3-0 with Members Janice Dunnahoo and Marcos Nava joining by phone and with Members Brittany Belding, Jennifer Cole and Sandra Shank being absent.

Approval of Minutes

Member Janice Dunnahoo motioned for the approval of the minutes of the September 25, 2025 meeting of the Roswell Public Library Board of Trustees. Member Marcos Nava Shank seconded. A voice vote was unanimous and the motion passed 3-0 with A voice vote was unanimous and the motion passed 3-0 with Members Janice Dunnahoo and Marcos Nava joining by phone and with Members Brittany Belding, Jennifer Cole and Sandra Shank being absent.

FOR THE RECORD: Member Jennifer Cole joined the meeting at 4:28 p.m.

Non-Action Items (Information items)

Finances

2. 2022 General Obligation Bond Funds – there is \$52,855.42 in 2022 General Obligation Bond Funds left to be spent by June 2026.

New Mexico State Grants in Aid - Roswell Public Library is expected to receive \$10,000 in funds through the New Mexico State Grants in Aid. The paperwork has been signed by all parties. We are waiting for the checks to be issued.

The Roswell Public Library has been received an awarded commitment a Federal Grant for reimbursement for 80% of Internet cost totaling \$5,404.32

3. Día de los Muertos

Diana Bernal, Library Assistant presented information on the November 1 Día de los Muertos event at the Roswell Public Library. The event will include a blessing for the Departed by Father Lato, Music, Dance by the Folklorico, Information on creating an Alter, workshop on sugar skulls, exhibition of Frida Khalo, and face painting

4. Children's Garden

We have the funds for the project, but we will not have access to them until December 14, 2026. The timeline for the project has been pushed back. We expect to issue an Invitation to Bid in January 2027. Two-weeks after posting we will host an informational meeting. In February 2027 we will evaluate the bids and we will award the bid to lowest the bidder who meets all the requirements. In March 2027 we present the project to two city council committees and then March or April 2027 to Roswell City Council. The bid is awarded in April or May 2027 after the Roswell City Council minutes are approved. We then hope to have the project completed by September/October 2027.

5. STEM/STEAM

We have a new Science, Technology, Engineering, Art, Math (STEAM) Instructor Megan Rock.

Action Items

Library Park

After discussion Member Jennifer Cole motioned to begin the process of selling the Library Park with the proceeds to be put towards the purchase of a mobile Library van. Member Marcos Nave seconded. A voice vote was unanimous and the motion passed 4-0 with Members Janice Dunnahoo and Marcos Nava joining by phone and Members Brittany Belding and Sandra Shank being absent. The procedure is to:

- Talk with the City Manager
- Obtain an assessment of the property
- Get approval for putting the property on the market
- Contract with a realtor
- Place the property on the market
- Final sale is approved by the Roswell City Council.

Enid Costley estimates that a mobile Library van estimate cost \$100,000. This includes purchase of the van, installation of a Tommy Gate, lighting, security cameras, carts, straps, vehicle wrap, contents and other amenities.

Library Staff Reports

Library Director's Report

The library director's report was presented.

- a. Tumblebooks the Roswell Public Library has used 2022 GO Bond Funds to purchase a three-year subscription to an online picture book collection.
- b. The Nonfiction collections are in the process of being evaluated and moved.

Public Participation on Agenda Items

No public participation on agenda items

Adjourn

The meeting adjourned at 5:11 p.m.

Roswell Public Library

October - November 2025

Accomplishments

Building Improvements Plans

The Roswell Public Library will be closed November 17 – December 1 for renovations. Renovations include installing tile in the children's area that will look like a road with gravel on the edges for the Library Car. The road will have painted strips and seemly curve in and out of the children's area. The gravel will extend in front of the koi pond. We will also have tile installed in front of the circulation desk and entrance to the children's area. We are also having the bookshelves on the south wall removed and relocated. The south wall will be painted while we are closed. We also asked the cleaning crew to polish the floors in the makerspace.

Children's Garden: The completed plans will be presented to the Infrastructure Committee on November 17, and the Finance Committee on December 4. The musical instruments (paid by the Roswell Library Foundation) are expected to be delivered in November. We are working with the Finance Department to sell a CD and have access to the funds set aside for the project. Ideally, we would like to go out for bid early 2026.

Service Improvements

Tumblebooks: We used 2022 General Obligation Bond funds to purchase Tumblebooks Library. Tumblebooks Library has over 1100 titles for grades K-6 which include animated talking picture books, read-along chapter books, nonfiction books and National Graphic videos. The Tumblebook Library includes books in English, Spanish and French. The three-year subscription may be used by the area public and private schools.

Programs

Dia de los Muertos: 178 people attended the Dia de los Muertos program at the Roswell Public Library on Saturday, November 1. The program included a blessing for the departed by Father Lato. Cultural dancing by Folkloria. Facepainting, decorating skull sugar cookies, information on creating an altar for a loved one who passed, and workshops on how to create items for the altar (sugar skulls, paper flowers, and paper picado). Diana Bernal coordinated this program. Thanks go to the Roswell High School Spanish club which helped create the community altar. Special thanks to Marcos Nava who assisted and supported the event. Thanks also to the Roswell Hispano Chamber of Commerce, Roswell Library Foundation and Friends of the Roswell Public Library.

Spice Club: Sage was the spice of the month of November.

Grants and Donations

State Grants in Aid: The Roswell Public Library will receive \$10,000 in New Mexico Grant in Aid to Public Libraries. Funds must be spent by June 1, 2026 or remaining funds have to be returned. These are restricted funds for library service improvements.

Roswell Public Library

November – December 2025

Accomplishments

Building Improvements Plans

Renovations: The Roswell Public Library was closed to the public (November 17 – November 30) for renovation. We reopened December 1, with the exception of the children's area that remained closed until the flooring was completed and the area was cleaned. The Children's area opened on Thursday, December 11. The tile at the front desk was purchased by the Roswell Library Foundation with the expectation that it would have been installed last fall. After the flood we set that project aside to make repairs to the Bondurant Room. The "pebbles and roadway" project was paid for by the Roswell Library Foundation. The dragon has been moved to the lobby, facilities department staff created a pedestal and Quiannalei, (Library staff) is creating it to look like a stack of books.

Children's Garden: The Roswell City Council approved the plans for the Children's Garden and permission to go out for an invitation to bid (ITB) once funds have been pulled together. The musical instruments have been purchased by the Roswell Library Foundation and are currently in storage.

Service Improvements

Books in Series: In the children's area we are marking books in a series with a small orange dot. These books will be placed on the end of the range display.

Board Books: We are in the process of purchasing another board book browser bins to house the board book collection.

City Directories: We are using 2022 General Obligation Funds to have Advantage Archive scan, index and place on a third-party website 20,296 more pages the Roswell City Directories. This represents year books from 1947, and 1971-1996.

Yearbooks: We are using 2022 General Obligation Funds to scan, index and place on a third-party website more than 3,900 pages of the Roswell High School yearbooks (1980-2000)

Programs

We have scheduled our programs January through April 2026.

New programs: Library staff are offering two new programs for the community. They are a book club for adults on the first Wednesday titled Books & Bites, and a craft program for adults on the second Wednesday titled Adult Crafternoon.

Special Events: Each month there is a special program for families,

- January "Hello Kitty Tea Party"
- February "Fly Away to Neverland" celebrates works of J.M. Barrie
- March is Touch a Truck
- April is Day of the Child/Day of the Book.

Monthly and Bi-Monthly: We offer a chess club (provided by volunteers), gaming club, gardening club (provided by NM Extension Office) and a cooking club once a month. Two science programs a month and two technology classes for adults twice a month.

Weekly Program: We offer weekly programs targeted for children and others targeted for adults. Children's programs include programs for infants and toddlers, and preschool programs. These programs are offered in English and in Spanish. A therapy dog reading program (provided by a volunteer). Adult programs include Yarn exchange, and Coloring program as well as the previously mentioned new programs.

Spice Club: Ginger was the spice of the month for December.

Grants and Donations

State Grants in Aid: The Roswell Public Library has received \$10,000 in New Mexico Grant in Aid to Public Libraries. Funds must be spent by June 1, 2026 or remaining funds have to be returned. These are restricted funds for library service improvements.

2022 General Obligation Bond: We have completed a portion of our projects and we are in the process of requesting reimbursements.

Roswell Public Library

December 2025 – January 2026

Accomplishments

Building Improvements Plans

Children's Garden: Funds have been moved that allows us to issue an Invitation to Bid on the Children's Garden, issued January 15, 2026. A pre-bid meeting is planned for January 20 and the bids will be opened on February 20. We are required to accept the lowest bid that meets all the qualifications of the project.

Building Stucco: The stucco on the east side of the building under the delivery window has been repaired and the stucco is no longer pulling away from the building. The stucco still needs to be painted.

Shelving: New shelving has been installed by the Parks Department Staff. We also had shelving removed from the south wall placed in other locations in the library.

Lights: Facilities have started to replace the burnt-out lights in the library switching them over to LED lights.

Service Improvements

City Directories: We are using 2022 General Obligation Funds to have Advantage Archive scan, index and place on a third-party website 20,296 more pages the Roswell City Directories. This represents year books from 1947, and 1971-1996.

Yearbooks: We are using 2022 General Obligation Funds to scan, index and place on a third-party website more than 3,900 pages of the Roswell High School yearbooks (1980-2000)

Programs

Grinchy Yuletide Festival: Diana Bernal coordinated a Grinchy holiday event on Saturday, December 20 was attended by 246 people. The event included crafts by the Roswell Museum, and another craft by the NM Extension Services, cookie decorating, green grinch punch, facepainting, photos with the Grinch who handed out chocolate coal, reading of the "Night Before Christmas" in English and Spanish, library scavenger hunt and each children selected a free book to take home. This fun family event was sponsored by the Roswell Library Foundation and the Friends of the Library.

Noon Year's Eve Event: Megan Rock coordinated the 11 am to noon event on December 31 to celebrate 2026. The event was attended by 222 and included a photo booth, music, craft, pizza, punch, popcorn, scavenger hunt, and balloon drop and confetti at noon.

Spice Club: The spice of the month for January - turmeric.

Quilt Display: The Pecos Valley Quilters took down the fall quilt display and have the winter display in the Bondurant room.

Grants and Donations

State Grants in Aid: The Roswell Public Library has received \$10,000 in New Mexico Grant in Aid to Public Libraries. Funds must be spent by June 1, 2026 or remaining funds have to be returned. These are restricted funds for library service improvements. Purchases include: cart for STEAM, iPads and cases for children's, reference and circulation, processing materials, storywalk© books, program materials, and shipping supplies for ILL

2022 General Obligation Bond: We have completed a portion of our projects and we are in the process of requesting reimbursements.

Carnegie Corporation of New York: Andrew Carnegie Foundation funded the building of 1,681 public libraries in the United States of which three were built in New Mexico. To honor Andrew Carnegie's gift to the community and to celebrate the 250th anniversary of the signing of the Declaration of Independence, the Carnegie Corporation of New York is providing a gift of \$10,000 to Carnegie Public Libraries. Roswell Public Library is one of three New Mexico Libraries that were started with funds from Carnegie Foundation.



ROSWELL

Public Library

Strategic Plan 2026 – 2031

Approved by

Chad Cole, City of Roswell, City Manager

Date

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Message from Library Director

The 2026-2031 Strategic Plan builds on the work of the previous strategic plans, while also taking into account the changes in New Mexico and Roswell, the rise of censorship, artificial intelligence, changes in publishing market, the need for continued outreach and education and talents of staff.

The unchanging goal for the Roswell Public Library is to maintain its status as a New Mexico Public Library.

Each state library determines what services are required for an organization to be a public library. In New Mexico those services are spelt on in 4.5.2 of the New Mexico Administrative Code.¹ This includes, but is not limited:

1. Providing free services in a library's legal service area, including library collections with circulating materials; reference services; a catalog of library holdings accessible by the public; educational programs; interlibrary loan services; public access computers connected to the internet; and internet connectivity for patrons and staff. This may also include any technology or service that relates to the access to information for patron use.
2. The Strategic Plan, Collection Development Plan and Community Analysis and Needs Assessment on file at the New Mexico State Library.
3. A Library Board that meets at least twice a year.
4. Provide reference service during all hours the library is open.
5. Spend annually local funds \$1.50 per person in the library's legal service area on the library collection.
6. Submitting a report to the New Mexico State Library that is used to determine qualification to be a public library and received State Library Grants and Library General Obligation Bond Funds.

According to the New Mexico Statutes Annotated, Chapter 18, Articles 2-8 through 2-18 The Roswell Public Library Director must have an American Library Association Masters in Library Services or Masters in Library Informational Services degree and New Mexico Permanent Professional Librarian Certificate²

Enid Costley
Library Director

¹ New Mexico Administrative Code 4.5.2 (<https://www.srca.nm.gov/parts/title04/04.005.0002.html>)

² Librarian & Librarianship Certification (<https://nmstatelibrary.org/services-for-new-mexico-libraries/continuing-education2/certification-for-librarians>)

Executive Summary

A planning process created by the Harwood Institute with the American Library Association guided the development of this document. The process focused on discovering the needs of the community and then challenged the library to determine ways to meet the needs. The Roswell Public Library staff interviewed individuals, conducted a survey on meeting the needs of the Hispanic population and held community meetings to identify the following:

- Aspirations for Roswell
- Challenges facing Roswell
- What needs to change to reach our aspirations for Roswell

We also used a ranking of the American Library Association Libraries Transform Initiative to help us determine what library services are most desired by our community.

Based on these comments and research in the library field, we came up with three areas of improvement for the Roswell Public Library.

Service Goals

- Build a Community of Learners
- Engage People in the Community
- Provide Points of Learning
- Encourage Reading for Pleasure
- Create an Outdoor Learning Area/Children's Garden
- Provide Mobile Library Service
- Supporting Initiatives of the City of Roswell

Building Improvements

- Maintain a Safe Learning Environment
- Address Major and Minor Building Improvements

Management of the Roswell Public Library

- Create a Long-Term Plan for Funding Library Programs
- Review and Update Roswell Public Library Board Manual
- Create Partnerships
- Conduct Market Study

Highlights

This plan is not intended to capture all the activities and tasks of the library. Daily tasks such as checking in and out materials, shelving, interlibrary loans and collection evaluation, selecting and processing materials are not included. Rather we focused on goals that will move the Roswell Public Library forward and better position the library to serve the community, as well as become a leader in the library field.

We created this plan knowing that to accomplish this we will be working in partnership with other City of Roswell departments, Roswell Library Foundation, and Friends of the Roswell Public Library. We will also collaborate with public and private schools, businesses, service organizations and nonprofit organizations. We will also lean on the services of the New Mexico State Library, Institute for Museums and Library Services, New Mexico Municipal League, the American Libraries Association and research done by others.

Vision Statement

Our Vision is an educated, connected community of readers, learners, doers and dreamers.

Mission Statement

Our Mission is to transform lives by educating, inspiring and connecting people.

Keys to Success

- Education – We Learn and Teach Every Day.
- Excellence – We Exceed Expectation.
- Freedom – We are Free and Open to All.
- Diversity – We Serve Everyone. We Find Strength in Celebrating Our Differences.
- Community – We Serve and Work in Our Community to Improve Lives.

Analysis

Process

A planning process created by the Harwood Institute with the American Library Association guided the development of this document. The process focused on discovering the needs of the community and then challenged the library to determine ways to meet the needs. The Roswell Public Library staff interviewed individuals and held community meetings to identify the following:

- Aspirations for Roswell
- Challenges facing Roswell
- What needs to change to reach our aspirations for Roswell

We also used the Libraries Transform statement from the American Library Association Libraries Transform Initiative to help us determine what library services are most desired by our community. This was done by a simple ranking of importance or in a group placing a sticker on the five most important statements.

We looked at data from a survey we conducted on Library services to the Hispanic population in Roswell, the Pew Research Center, Think New Mexico, Library-related research, and other research for future trends and issues.

Aspirations

We want Roswell to be a community:

- That is friendly, safe, and welcoming to everyone.
- That is vibrant, growing and fiscally responsible.
 - We want to see people employed and business thrive.
 - We want to see people strolling, riding and driving up and down our streets.
 - We want to attract and retain skilled laborers and professionals.
- Where people are engaged in quality formal and informal community activities for youth, adults and seniors.
- Where people are thoughtful critical thinkers with higher executive skills.
- Where people are educated and know they have the opportunities and skills to succeed.
- That is appealing to new families, and respects the needs of our senior population.

Challenges

In Roswell we need:

- To celebrate the attention created by the UFO incident, as well as the tourism brought to the area. At the same time, we need to promote the other features that make Roswell a great place to live.
- To celebrate our history and culture, especially our Hispanic Heritage.
- To feel safe. We acknowledge that safety is a personal perspective; it is important that people feel safe in Roswell.
- To strengthen our neighborhoods and work together as one community.
- A plan to deal with the transient population, homelessness and poverty in our community.
- To create a community where education, training and providing work-related training is a priority.
- More opportunities for personal growth, stomping out ignorance.
- More opportunities for volunteering, socialization and creating community.
- To fill shortages in professional fields, such as teachers, police and firefighters.
- Alternatives to driving a car that are easy to use, safe and reliable.

To Accomplish

To accomplish our aspirations, we need:

- To change from a fixed mindset to a growth mindset.
- To foster leadership and leadership opportunities.
- To have people be actively engaged in responsible behavior that also makes their lives better.
- Promote more cooperation in the community.

What Library Services Are Most Important

During the community discussion about Roswell, we asked people to rank statements about public libraries or to identify the top five statements.

The community believes the two most important roles of the Roswell Public Library are:

To serve the formal and informal educational needs of the community.

To provide access to reliable information, resources and the internet.

Other Considerations

Population Shifts

The population of Roswell is 48,422. This is 56 more people than the 2010 census of Roswell. The population of Chaves County is 65,157. This is 488 less than the 2010 census.³

The demographics in Roswell and Chaves County are also changing, with the majority of people being Hispanic.

Roswell (59.9%) and Chaves County (58.4%).⁴

Ethnicity in Roswell⁵

White (Hispanic) 38%

Other (Hispanic) 11.3%

Multiracial (Hispanic) 9.79%

White (non-Hispanic) 35%

Black or African American (Non-Hispanic) 1.61%

Asian (Non-Hispanic) 1.33%

Multiracial (Non-Hispanic) 1.02%

American Indian 0.17%

Other Non-Hispanic 0.39%

23% of the population in Roswell lives below the poverty line, a number that is higher than the national average of 12.6%. The largest demographic living in poverty are females (55 to 64 years old, then 45 to 54 years old). The most common racial group living below poverty is white.

Ethnicity in Chaves County⁶

White (Hispanic) 37.4%

Other (Hispanic) 9.93%

Multiracial (Hispanic) 10.4%

White (non-Hispanic) 37.1%

Black or African American (Non-Hispanic) 1.38%

Asian (Non-Hispanic) 1%

Multiracial (Non-Hispanic) 1.07%

American Indian 0.69%

Other Non-Hispanic 0.31%

21.2% of the population in Chaves County live below the poverty line, a number that is higher than the national average of 12.6%. The largest demographic living in poverty are females (25 to 34 years old, then 6-11 years old). The most common racial group living below poverty is white.

³ US. Census Bureau <https://data.census.gov/>

⁴ Data USA (<https://datausa.io/profile/geo/roswell-nm>)

⁵ Data USA (<https://datausa.io/profile/geo/roswell-nm>)

⁶ Data USA (<https://datausa.io/profile/geo/roswell-nm?compare=chaves-county-nm#demographics>)

Survey of Hispanic Community

In 2022, the Roswell Public Library did a survey of the Hispanic Community, which may be found in Appendix A.

October 2024 Flood

The October 2024 flood continues to impact the citizens home, business and city services. While the damage to the library building was minor, the library still required mold remediation in the Bondurant [meeting] room, and the south and west interior walls of the library. We had roof leaks and roof repairs were done. Other city services were greatly impacted; there were damages to the Airport, Adult Center, Civic Center, Fire Department and Equipment, Golf Course, IT Department and IT equipment, Museum, Parks, Police Department and Equipment, Road and Bridges, Sanitation, Water Department, and Zoo. Recovering for the citizens and the City of Roswell will take years.

Technology

The State of New Mexico is working towards the goal that “All New Mexicans should have an opportunity to adopt the internet by 2026. This can occur at home, an office, a community institution, or through a mobile device. All New Mexicans should be offered the support to overcome adoption challenges- which may include programs to enable affordability, obtain devices, receive digital literacy training, or have high-quality access at a nearby community institution.”⁷ Some activities that the Roswell Public Library might participate in to help meet the goals to decrease the digital divide include:

- Continue to provide computers with 1 gigabit of speed.
- Continue to group training on computer skills through the Senior Planet Training Program and one-on-one computer assistance.
- Promote computer safety and security.
- Provide information on other support services.

Artificial Intelligence

“Artificial Intelligence (AI) has swiftly integrated into various aspects of our lives, driving significant societal changes. AI enhances productivity by automating repetitive tasks, freeing humans to focus on creative and complex activities. This shift in work dynamics leads to increased efficiency and innovation across industries.

AI's role in public safety and privacy is another critical aspect of its societal impact. AI technologies enhance public safety through predictive policing and disaster response, but they also raise significant privacy concerns. The collection and analysis of vast amounts of personal data by AI systems can lead to unauthorized surveillance and data breaches. Balancing the benefits of AI in

⁷ New Mexico Broadband Plan Update January 2, 2024 Version 1.0
(https://connect.nm.gov/uploads/1/4/1/9/141989814/state_of_new_mexico_three-year_broadband_plan_1-2-24_version_1.0.pdf)

enhancing safety with the need to protect individual privacy is a complex challenge that society must address.”⁸

According to a September 17, 2025 survey conducted by the Pew Research Center *How American View AI and Its Impact on People and Society*

- Americans are much more concerned than excited about the increased use of AI in daily life, with a majority saying they want more control over how AI is used in their lives.
- Far larger shares say AI will erode than improve people’s ability to think creatively and form meaningful relationships.
- At the same time, a majority is open to letting AI assist them with day-to-day tasks and activities.
- Most Americans don’t support AI playing a role in personal matters such as religion or matchmaking. They’re more open to AI for heavy data analysis, such as for weather forecasting and developing new medicines.
- Americans feel strongly that it’s important to be able to tell if pictures, videos or text were made by AI or by humans. Yet many don’t trust their own ability to spot AI-generated content.

Literacy

“The data release by the National Center of Education Statistics showed that Louisiana, New Mexico, Mississippi and Texas had the lowest rates of literacy in the U. S, with an average score under 254.”⁹

From kindergarten to grade three, children learn to read. From fourth grade on, children read to learn. The goal for all students to acquire critically-needed early literacy skills by the end of third grade is paramount in reaching New Mexico's literacy goals. A 2011 report by the Annie E. Casey Foundation found that students who were not proficient readers by the end of grade 3 were four times more likely to drop out before graduation.¹⁰

Censorship

“Between January 1 and August 31, 2023, the Office for Intellectual Freedom reported 695 attempts to censor library materials and services and documented challenges to 1,915 unique titles - a 20% increase from the same reporting period in 2022, which saw the highest number of book challenges since ALA began compiling the data more than 20 years ago. The vast majority of challenges were to books written by or about a person of color or a member of the LGBTQIA+ community.”¹¹

⁸ How AI Is Impacting Society and Shaping the Future Updated: 23 Jul, 2025 (<https://www.geeksforgeeks.org/artificial-intelligence/how-ai-is-impacting-society-and-shaping-the-future/>)

⁹ Map Reveals US Adult Literacy Rates by State - Newsweek January 6, 2025 (<https://newsweek.com>)

¹⁰ New Mexico Public Education Department (https://webnew.ped.state.nm.us/wp-content/uploads/2018/03/NM_Literacy_Framework.pdf)

¹¹ American Library Association Office of Intellectual Freedom (<https://www.ala.org/advocacy/bbooks/book-ban-data>)

Library and Well-Being

The New York Public Library issued a study in 2024 titled *Libraries & Well-Being: A Case Study from the New York Public Library*. This report presented the following findings:

- Libraries create a foundation for well-being: Library spaces, services and materials provide people with a sense of stability, safety, refuge and peace and allow them to escape and focus.
- Libraries foster the core elements of well-being: Libraries generate positive emotions, promote engagement with the world, foster relatedness, helps people find meaning, and facilitates accomplishments.
- Libraries promote personal development beyond well-being: Library users report that library usage supports their personal growth.
- The positive impact of libraries on well-being is highest for patrons living in lower income communities.
- This positive contribution to well-being is also higher for patrons with more physical and time-intensive library usage: the more time spent in the library and attending programs the higher the impact.
- These findings demonstrate that public libraries support the flourishing of their patrons-and thereby help strengthen their communities.

Library of Things

A library of things is any collection of objects loaned, and any organization that practices such loaning. Oftentimes these objects are useful occasionally, but cumbersome to store. The Roswell Public Library loans out Hobby Kits, Keep Roswell Beautiful Cleanup materials, Nature backpacks, and Cultural Passes.

Description

The Roswell Public Library provides community enrichment services and programs to the City of Roswell (population 48,422) and the surrounding area of Chaves County (population 65,157). This includes information services, programs for all ages and abilities, meeting and gathering areas, and loans of books, movies, magazines and music.

Legal Entity

The Roswell Public Library is a department within the City of Roswell. The Roswell Public Library Board of Trustees serves as an advisory board to the Public Library.

Hours of Operation

The Roswell Public Library is open to the public 56 hours per week.

10:00 a.m. to 7:00 p.m. Monday – Thursday

10:00 a.m. to 6:00 p.m. Friday and Saturday

2:00 p.m. to 6:00 p.m. Sunday

Closed for City Holidays

Location

The Roswell Public Library is a single building library located in downtown Roswell, New Mexico. It is a few blocks from the UFO Museum, City Hall, Roswell Museum (currently closed due to a flood in October 2024), Historical Society for Southeast New Mexico Museum, Roswell Convention and Civic Center, Chaves County Courthouse and Main Street business area. With few neighboring population areas, Roswell is the oasis of Southeast New Mexico.

Staff

The Roswell Public Library employs 11 full-time staff and 11 part-time staff to perform library service tasks. Not included in this count are people the Roswell Public Library hires to present specific programs.

Administration – Oversees the management of the Roswell Public Library.

Adult Services – Oversees the management of the main collection, programs for adults, informational services, interlibrary loan, and reading advisory for adults.

Youth Services – Oversees the management of the children's and young adult collection, programs for youth, informational services and reading advisory for youth.

Technical Services – Oversees the cataloging and processing of the collection, maintenance of the Library's online catalog.

Circulation Services – Oversees the borrowing of library materials.

Outreach – A shared task of all service areas.

Services and Programs

The Roswell Public Library provides services to the community. Services are offered free of charge unless noted otherwise.

- Organized borrowing collection of books (children, fiction, factual, graphic novels, large print, and Spanish) DVDs, audio books, New Mexico state documents, and magazines.
- Collection of books and newspapers for use in the building
- Online databases through the New Mexico State Library as well as databases purchased by the Roswell Public Library, Roswell newspaper archives, Comics Plus, Tumblebooks, picture book library, and Libby online electronic books and audio books, Roswell City Directories online, and Highschool yearbooks.
- Informational services and reading advisory
- Computers and internet access
- Printing and photocopy services *for a fee*
- Programs for youth and adults
- Interlibrary loan
- Meeting room space with presentation equipment.
- Quiet gathering places and learning areas
- Educational play areas for young children
- Equipment to scan documents and photos
- Nature backpacks to enhance outdoor activities
- Hobby kits to develop recreational activities
- Makerspace

Building

The 37,000 square foot building includes a limestone façade; floor to ceiling windows; spacious high ceilings; 22 public internet computers (4 of which are designated for students and offer free printing); a makerspace, meeting spaces for groups of 150 and 60 Wi-Fi; study areas; reading spaces with comfortable seating; and a collection of more than 146,616 books, audio books, magazines, DVD, music, databases and electronic books and audio books.

The maintenance of the library building is managed by the City of Roswell Facilities Department.

Improvements to the library building:

- Local artists Tasia Ramage painted a Trompe-l'oeil of pond and pond life in the children's area in 2020.
- Created a no-touch book delivery window in 2020 using General Obligation Bond funds.

- Upgraded our self-checkout computers in 2020 using General Obligation Bond Funds.
- Purchased an outside book/media return box in 2020 using General Obligation Bond Funds.
- A flood in the children's restroom (discovered the morning of June 11, 2020) resulted in remodeled restrooms with new entrance.
- Replaced the meeting room roof in 2020.
- Installed sneeze guards at the service desks in 2020.
- The artist also painted a mural of the Roswell skyline in 2022.
- Play-and-learn areas were created in the children's area using General Obligation Bond Funds and donations from the Roswell Library Foundation in 2022.
- Replaced the entrances to the building in 2022.
- Installed a Storywalk on the west side of the building in 2022 using donated funds.
- Replaced the flooring in the Young Adult area in 2022 using donated funds.
- Replaced the flooring behind the circulation desk in 2023.
- Replacing ceiling tiles in the Bondurant Room in 2023.
- Added more outside lighting and security cameras in 2023.
- Local artist Tasia Ramage painted a mural celebrating Hispanic Culture in 2023.
- Created a makerspace using donated funds and General Obligation Bond funds in 2023.
- Installed Halo air filters throughout the Library with City of Roswell American Rescue Plan Funds in 2023.
- Repaired the library roof in 2023 and again in 2024 after the flood.
 - The Flood in October 2024 required mold remediation of the interior walls on the west and south side of the library and the Bondurant [meeting] Room. It pushed forward our plans to replace the carpet in the Bondurant [meeting] Room.
- The Library roof was repaired in 2023 and again in 2025, due to roof leaks from the flood.
- Drinking Fountain replaced in 2025
- Replaced the flooring in front of the circulation desk with tile in 2025
- Replaced some of the flooring in the children's area with tile in 2025

Funding

Funding for the Roswell Public Library comes primarily from taxes gathered by the City of Roswell. Funds for the Library are part of the General Operations Budget and are subject to City Council approval.

The Roswell Public Library receives two grants managed by the New Mexico State Library.

- The State-In-Aid Grant is requested annually and funds are awarded based on meeting the guidelines set by the state. The guidelines include spending levels for materials, and offering free basic library services. More information on State-In-Aid Grant is found on the New Mexico State Library website under “for librarians” then grants.
- General Obligation Bonds are managed by the New Mexico State Library and are specifically for public libraries. The General Obligation Bonds may be used for specific services improvements. Projects are preapproved and funds are awarded after invoices are paid. More information on General Obligation Bonds for Public Libraries is found on the New Mexico State Library website under “for librarians” then grants.

The Roswell Public Library contracts with E-rate Central to apply and receive reimbursement for internet services from the federal government.

The Roswell Public Library applies for grants and receives gifts and donations from the public, as well as support by the Friends of the Roswell Public Library and the Roswell Library Foundation.

Goals and Objectives

Service Goals

Build a Community of Learners

1. Align programs' purposes to address at least one of the Search Institute 40 developmental assets. All Library staff who develop or implement programs will do this. This is an ongoing project.
2. Integrate research from Washington State VIEWS 2 (Valuable Initiatives in Early Learning That Work Successfully), Public Library Association Every Child Ready to Read, Mother Goose on the Loose and other research on child development and best practices to present weekly preschool programs for children birth to age 3, and 3 years old and older. Youth Services staff who develop or implement preschool programs will do this. Staff will also create a
3. Create a notebook of programs
4. Provide Bilingual Programs to children birth to age 3, and 3 years old and older. Youth Services staff who develop and/or implement preschool programs will do this. Staff will also create a notebook of the programs.
5. Provide the Public Library Association Early Literacy Calendar to promote early literacy tips and activities to parents of young children. The Youth Services Supervisor will coordinate this.
6. Integrate research from the National Summer Learning Association, the Urban Libraries Council "Libraries at the Center of Summer Learning and Fun" and the book **Summer Planning Begins in September**, to create and improve on providing quality summer reading programs. This will be done by the Youth Services Librarian.
 - a. Increase the participation in the summer reading program by 10% each year.
 - b. Evaluate the summer reading program offered last summer to determine what steps need to be implemented to increase participation. This will be done annually by the Youth Services Librarian.
7. Build on the Makerspace program and the Cooking Club to provide programs to engage people and especially school age children and teens in Science, Technology, Engineering, Art, Math and Health.
8. Provide programs for young adults and/or adults to promote learning, culture and recreational interests.

9. Build on the “Raise a Super Readers” (1000 books before kindergarten) and “Be a Super Reader” (500 books between kindergarten and sixth grade).
10. Provide programs designed for young adults and/or adults to promote reading and literacy.

Engage People in the Community

1. Create a series of passive programs that encourage participation. For example, group puzzles, scavenger hunts, make-and-take programs.
2. Determine the best way to use volunteers to assist with programs. For example, a Read to a Dog program, or assistance with special projects.
3. Develop and implement a Roswell community history project. For example, catalog of gravesites in Roswell, scan local history and add to the online website “Find a Grave”.
4. Carry out a scanning project with the Southwest Historical Society with the end result being an online database of Highschool Yearbooks.
5. Provide another meeting space for community organizations, and help promote and create a community calendar.

Provide Point of Learning Services

1. Reference services via phone, email and face-to-face in a professional and timely manner.
2. Post a series of resource lists on the Roswell Public Library website. The Reference Librarian will coordinate this with other Library staff.
3. Continue to develop the Senior Planet program which provides computer training to seniors and others and reflect and determine way sot increase participation.

Encourage Reading for Pleasure

1. Provide reading advisory through displays and recommended reading lists. Public Relations Librarian, Head of Circulation and Youth Services Staff will coordinate this. Each month there will be a different display in the children’s area, circulation desk and adult area.
2. Integrate research on placing books in the homes and hands of children, create and implement at least three book programs and book giveaways for youth per year. Library Staff who plan the event

and implement this.

3. Promote reading and library materials suggestions at library-sponsored programs. Library staff in charge of a program.
4. Determine the best way to promote library services and especially reading programs through a variety of media.

Mobile Library Services

The plan to purchase a van and have modifications made to provide Mobile Library Services. The van will have a tommy gate to load and unload carts of books. The van will include security cameras, lighting, internet, generator, computer to check out items and other amenities. The Mobile Library Service Vehicle will allow the library staff to do outreach to the community of Roswell and Chaves County.

1. Sell the Library Park to raise funds for the Mobile Library Services.
2. Seek funds to purchase the Mobile Library Services Vehicle.
3. Explore using E-rate funds to develop the Mobile Library Service Vehicle as a mobile hotspot and add with various technologies.
4. Explore using Library General Obligation Funds to create a core collection and provide the technology equipment for the public.
5. Work with City Administration to fund a library position to manage the Mobile Library Services and Vehicle.

Support Initiatives of the City of Roswell

1. Promote and support the tourism events in Roswell, as well as other initiatives for the City of Roswell. The Library Director will assign staff to coordinate specific events. This will be an ongoing project.

Building Goals

Create a Safe Learning Space

1. Conduct a monthly safety check of the building using a checklist created with the assistance of the City of Roswell Safety Officer and library staff. Library staff will complete safety checks and issues will be reported to the Library Director to determine next steps. This is an ongoing project.

2. The Library Director will address minor and major building issues with the Facilities Department as funds allow. **See Appendix C**
3. Update the Emergency/Disaster Plan this will be done by the Library Director with assistance by heads of service areas.

Create an Outside Play and Learn Area or Children's Garden

The Children's Garden will be a fenced Early Childhood outdoor area for young children. Entrance to the Children's Garden will be through the children's area. The area includes a musical garden, reading area, outdoor program area and separate fenced raised garden beds, The estimated cost of this project is \$310,000.

1. Architectural plans were created in 2025.
2. Submit an Invitation to Bid, award bid and break ground for the project in 2026.
3. Host an opening of the Children's Garden Fall of 2026.
4. Install commemorative bricks on the north side of the library.

Curb Appeal

To make the library welcoming we will work with the Parks Department and the local gardening club to add plants, and landscaping features to the outside of the library.

1. Fill in sink hole on the west side of the building.
2. Remove the Yucca plant and replace with rocks removed from the north side of the library.
3. Add plants and plant containers on the west side of the building.
4. Brighten up the alley.
5. Install window clings/sun blockers on the window on the east and west side of the building.

Technology Goals

Access

1. Provide and maintain public computers for the public and staff. This will be done in cooperation with the Roswell IT Department.
 - a. Library General Obligation Bond Fund will be used to purchase computers for the public and staff.
 - b. Computer upgrades and repairs will be coordinated with or completed by the Roswell IT Department.
2. Maintain a scanner for the public to use.
3. Provide remote printing as well as on site printing.
4. Update Library Website.

Technology Training

1. Provide point of learning training for printing, scanning and simple computer tasks.
2. Provide lectures and hands-on training using curriculum created by Senior Planet, or other organizations.
3. Provide one on one assistance with library purchased or state provided databases or apps. (Libby, Beanstack, Comic Plus, Tumblebooks, Weis Finance Information, Newspaper Archives, and others)

Technology Improvements

1. Judge the best way to provide texting for informing the public that items requested are available.
2. Determine the best path to allow the public to remotely sign up for library cards. Allow staff to remotely complete library card registration.
3. Respond to public request by allowing for holds to be placed on items not checked out and allow hold to be placed remotely.
4. Provide staff with iPads to
 - a. Integrate iPads/apps in programs.
 - b. Provide reference and other services away from the desk.
 - c. Provide hands-on training.

Management of Library Goals

Management shall be fiscally responsible with resources, funds, gifts and grants.

1. Sell the Library Plaza to raise funds for the Mobile Library Service Vehicle.
2. Conduct an inventory of the library collection. This is for insurance, as well, to have accurate library catalog records. This will be done by circulation staff.
3. Review and update the Roswell Public Library Manuals.
 - a. Each meeting of the Roswell Public Library Board of Trustees will include a review of one Roswell Public Library policy or procedure. The Library Director will coordinate this project. The policy or procedures may require a review by the City Attorney and approval by the Roswell City Council.
 - b. Each year one of the service manuals will be updated.
 - i. Cataloging
 - ii. Children's
 - iii. Circulation
 - iv. Reference
4. Annually generate and submit to the City of Roswell the Library Statistics January-December.
5. Annually generate and submit to the New Mexico State Library statistics online following guidelines developed by the New Mexico State Library staff.
 - a. Staff gathers daily statistics that are reported monthly to the Library Director.
6. Explore partnerships to enhance services and promote programs.
7. Conduct a market study and create a market plan for the Roswell Public Library.
8. Increase Training for library staff beyond safety training.

On-line Training:
The Research Institute for Public Libraries has a series of webinars about evaluation. The New Mexico State Library offer the Niche Academy.

Marketing

An improvement for the Roswell Public Library cited by library staff and others is that we need to promote our services and programs more widely and more creatively. Currently promotion is

1. Roswell Public Library website hosted by the City of Roswell (<https://roswell-nm.gov/405/Roswell-Public-Library>).
2. Facebook (<https://www.facebook.com/RoswellPublicLibrary>).
3. Radio Stations (Mike Winters radio and the Hispano Radio).
4. Flyers in the library and given to daycares on request. Especially popular are the monthly Library calendars.
5. Outreach to schools, community events and the Farmer's Market as time allows.
6. City of Roswell Seasonal Guide has been limited.

Advertising and Promotion Goals

1. Conduct a marketing study with the end result being a marketing plan for the Roswell Public Library.
2. Determine if there are free resources the library staff might use to promote library services.
3. Participate, in the City Activity Guide as funds allow.
4. Update the Roswell Public Library website.

Evaluation

We are using several methodologies for the evaluation of our projects.

Statistics – people show approval by participation and disapproval by not participating. While this methodology does not provide direct correlation, tracking statistical information can provide trends and things to watch for before they reach a critical point.

Embedded evaluation - embedded evaluation as a process where evaluation activities are integrated into ongoing program implementation to provide a continuous feedback loop to the program team....Embedded evaluation is primarily used to explore and

inform new offerings and implementation strategies. An embedded evaluation approach can be used on its own or within a comprehensive evaluation structure.¹²

Surveys - Project Outcomes, a Public Library Association intuitive, is designed to help libraries demonstrate their effectiveness beyond patron attendance and anecdotal success stories. Through immediate surveys and follow-up surveys 4-8 weeks after the program/service the Roswell Public Library will be able to assess improving or changing a patrons' knowledge, confidence, application and awareness.

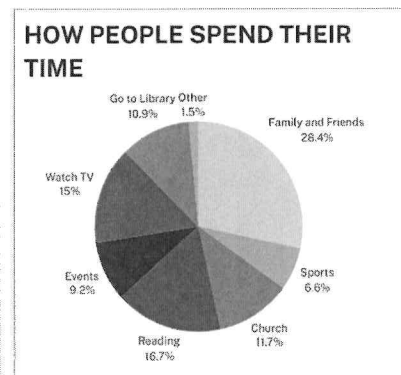
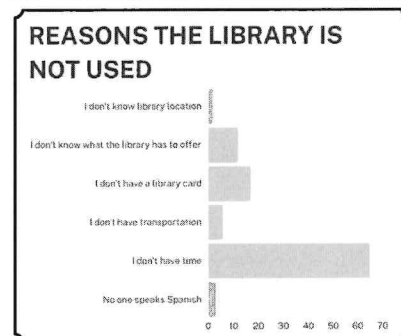
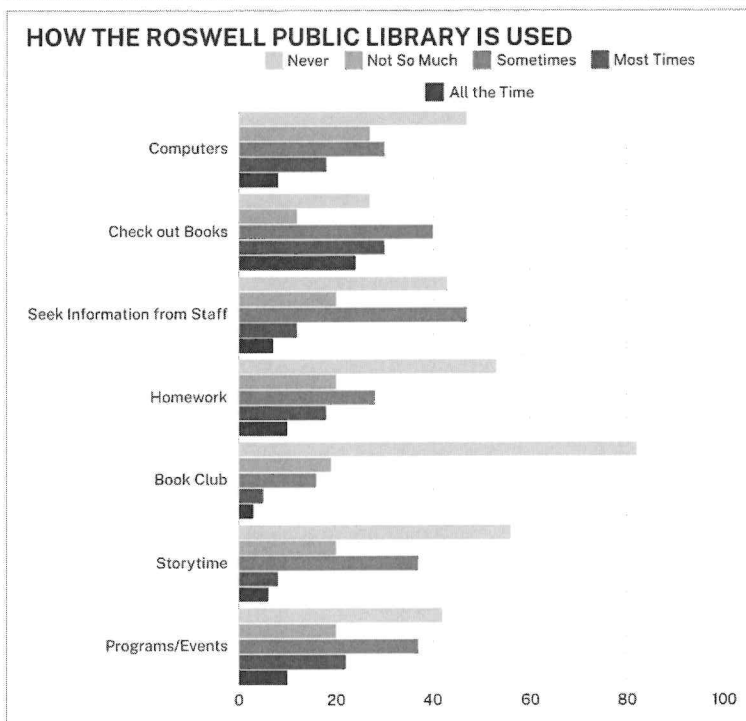
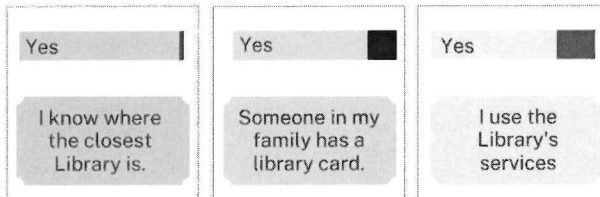
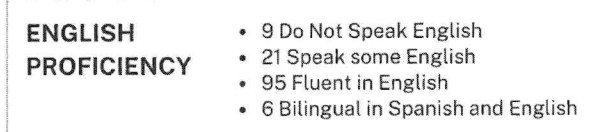
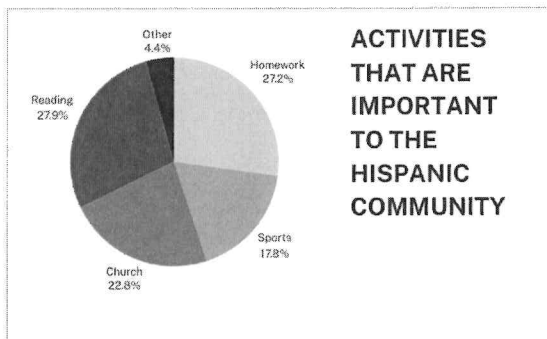
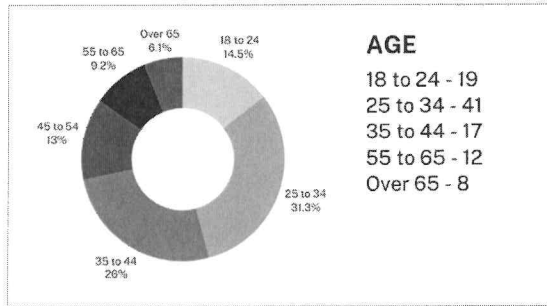
¹² Evaluating the Evaluation Method: A Retrospective on Embedded Evaluation https://www.iepc.org/wp-content/uploads2025/Kahl_Shannon.pdf

Appendix A

ROSWELL PUBLIC LIBRARY

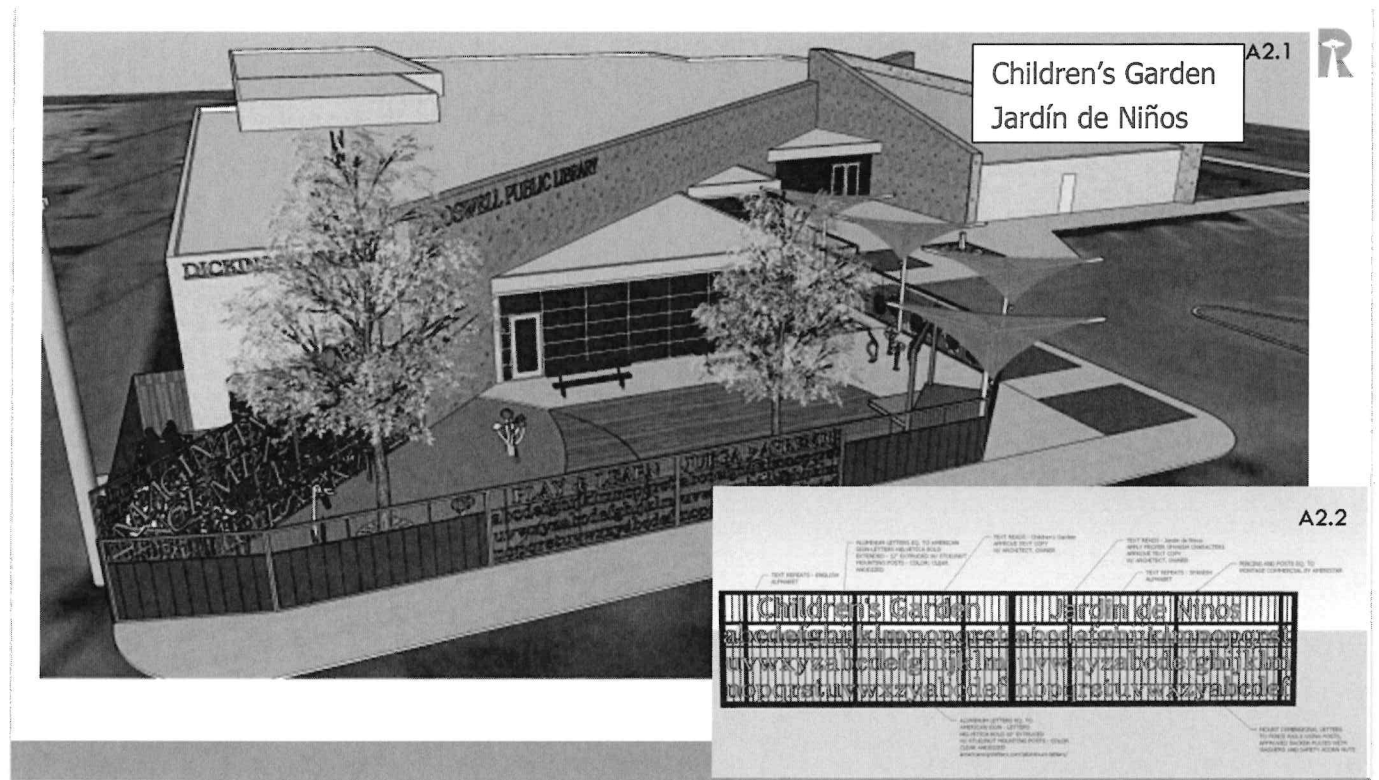
Library Survey of the Hispanic Community

The purpose of the study is to find out what are the services, resources, and programs that are most relevant to the Hispanic Community in Roswell and Chaves County



138 people responded to this survey done September - October 2022

Appendix B



Appendix C

Major and Minor Building Improvements

1. Carpet Replacement

Carpet throughout the Library is glued down to the concrete floor and worn or damaged. Each fiscal year we target and area to improve. Areas include: Lobby, Spanish Collection, magazine, children's, nonfiction and fiction.

2. Lighting

The library is replacing lighting with LED lights as ballast.

3. Exterior of Building

Repairs to the stucco, caulking around the building, building joints, painting, masonry cleaning and tuck points, as well as repairs to the skylights and windows.

4. Library Fire Exit

Install an additional fire exit on the southwest corner of the Library (area overlooking the Tree of Knowledge). The public emergency exits are; front door, eastside of the children's area and southeast corner and Bondurant Room. After the Children's Garden is completed, we will have a emergency exit in the northside of the children's area.

5. Hardwire and Install Smoke/Carbon Monoxide Detectors

Upgrade of our current security system by hardwiring the smoke and carbon monoxide detectors.

6. Interior Patching and Painting

Repair and painting of the interior of the building walls. The areas include Lobby, magazine, and children's.

7. Clean vents.

8. Create Small Meeting Room

Enclose the southwest corner with glass walls. Purchase narrow tables (prefer on wheels) to place around the edge of the room. Wire to allow video games program for teens. The area would be multi-functional; meeting room, study area, program area.

9. Spanish Collection Area

Redesign the area with narrow tables on wheels that may be easily moved to provide group study and individual study areas.

10. Create Storage Area

Repurpose the former photocopy room on the east side of the library for storage. Install doors, install shelves.

11. Expand the Board Book Collection

Purchase additional bin type shelving for the collection. Determine if we might move the location of the children's computers to make room for the shelving.

12. Add display area

Purchase more end of the display cases.

13. Graphic Novels

Relocate the Graphic Novel area closer to the fiction area. Add seating and shelving.

14. Exterior Building Signage

The outdoor electric sign is no longer working. As the estimated cost for repair is \$80,000, this is a low-priority project.

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