



Pahrump Community Library Strategic Planning Workshop No. 1

Sunday, September 7, 2025

9:00am to 4:45pm

Pahrump Community Library, Meeting Room (Room 108 and 109)
701 East Street; Pahrump, Nevada 89048

Sunday, September 7, 2025

9:00am to 9:15am: Arrival, Check-In

9:15am to 10:00am: Introductions, Overview of the Strategic Planning Process, and Organizational Culture Assessment

- Introduction to the Strategic Planning Process
- EXERCISE: Identifying Organizational Culture

10:00am to 10:45am: Community and Organizational Assessment Part 1

- EXERCISE: Four Questions Regarding Organizational and Community/Regional 'Likes' and 'Dislikes'
- Introduction to the use of Socio-Demographic, Economic, and Housing Data
- EXERCISE: Identifying Relevant Trends in the Community/Regional Socio-Demographic, Economic, and Housing Data

10:45am to 11:00am: **BREAK**

11:00am to 12:00pm: Community and Organizational Assessment Part 2

- Importance of Community Expectations and Formal and Informal Mandates
- EXERCISE: Eight Questions Identifying Community Expectations for Program, Resource, and Service Development
- EXERCISE: Identifying Formal and Informal Mandates

12:00pm to 1:00pm: **WORKING LUNCH**, Community and Organizational Assessment Part 3

- EXERCISE: Completing a Strengths, Weaknesses, Opportunities, and Threats Analysis

1:00pm to 2:15pm: Reviewing and Evaluating Existing/Past Strategic Planning Efforts

- EXERCISE: Review and Evaluate the 2020 to 2024 Pahrump Community Library Five-Year Master Plan

2:15pm to 2:30pm: **BREAK**

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Sunday, September 7, 2025, Cont'd

2:30pm to 3:15pm: Identifying Strategic Partners, Stakeholders, and Possible Future Collaborations

- Introduction to the Creation, Attraction, Retention, and Expansion Model
- EXERCISE: Utilization of the Creation, Attraction, Retention, and Expansion Model

3:15pm to 4:30pm: Identifying Priority and Primary Issues for the Next Five Years

- EXERCISE: Identifying Priority and Primary Issues for the Pahrump Community Library

4:30pm to 4:45pm: Wrap-Up, Thank You's, and Next Steps

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A Five-Year Strategic Plan for the Pahrump Community Library

Presentation Materials

Sunday, September 7, 2025
9:00am to 4:45pm

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701 East Street
Pahrump, Nevada 89048

University Center for Economic Development
<https://www.unr.edu/business/centers/uced>



Welcome!

**A Strategic Plan for the Pahrump Community
Library – Strategic Planning Workshop No. 1**

**Pahrump, Nevada
Sunday, September 7, 2025**

What is Strategy?

“A strategy is a way of describing **how** you are going to get things done. It is less specific than an action plan (which tells the who-what-when); instead, it tries to broadly answer the question, ‘How do we get there from here?’ Do we want to take the train? Fly? Walk?”

What is Strategy?

Elements of a Strategy Include:

- Recognition of existing barriers and resources (people, money, power, materials, etc.)
- Tied to an overall vision, mission, and a set of clearly defined objectives.
- Direction for future planned initiatives focused on providing information, enhancing support, removing barriers, providing resources, etc.

What is Strategy?

Does the Strategy:

- ***Give overall direction?*** The strategy should point out the overall path without dictating a particular narrow approach.
- ***Fit resources and opportunities?*** Should take advantage of current resources and assets while embracing new opportunities.
- ***Minimize resistance and barriers?*** Keep in mind that opposition and resistance is inevitable. Good strategies should attract allies and deter opponents.
- ***Reach those affected?*** Should connect the intervention with those who it should benefit.
- ***Advance the mission?*** The strategy should make a difference on the mission and objectives.

The Agenda for Today (Day 1)

A Strategic Plan for the Pahrump Community Library –
Strategic Planning Workshop No. 1:

1. A Review of the Strategic Planning Process
2. Community and Organizational Assessment Part 1
3. Community and Organizational Assessment Part 2
4. Community and Organizational Assessment Part 3
5. Identifying Strategic Partners, Stakeholders, and Possible Future Collaborations
6. Identifying Priority and Primary Issues

Question No. 1 (5 Minutes)

If your organization was a person, what would it be like and why?

- Man or woman?
- Introvert or Extrovert?
- Physically fit or out of shape?
- Liberal or conservative?
- Are they Oprah, Woody Allen, John Wayne or Forest Gump?
- What do they regularly wear?
- What kind of movies do they like?
- How do they act at a party?
- Would they even go to a party?

Question No. 2 (5 Minutes)

If your organization was a car, tell me about it.

- New or old?
- Clean or rusty?
- How does it run?
- A lot of upgrades or basic?
- Sedan, minivan, pick-up truck, sports car?
- Does it have a GPS or hand-crank windows?
- How many miles are on it?
- Is it well cared for and oiled every 3,000 miles or can it use some “TLC”?

Question No. 3 (5 Minutes)

If we put a musical score to the daily activity of your organization, what would it sound like and why?

- Indiana Jones adventure?
- A love song from Casablanca?
- Boring...simply “white noise”?
- Is it more Kenny Logins or more Randy Newman?
- Something from Friday the 13th?
- Yakety Sax?

Community and Organizational Assessment Part 1

EXERCISE: Four Questions

- In small groups, work together to answer the following four questions:
 - What do you *like* (or what we don't want to change) about southern Nye County and your community?
 - What do you *dislike* (or what needs 'fixing' or what would we like to change) about southern Nye County and your community?
 - What do you *like* (or what we don't want to change) about the Pahrump Community Library?
 - What do you *dislike* (or what needs 'fixing' or what would we like to change) about the Pahrump Community Library?
- Time Allotted: 15 Minutes

Examining the External Environment

Data Analysis of the Socio-Demographic and Economic Data Options:

- **Cross-Sectional:** look at the data at a fixed, single point in time.
- **Comparative:** examine the data in a community relative to other communities or to other parts of the state (or communities relative to the state/nation).
- **Longitudinal:** focus on changes in the data over time.

Identifying Relevant External Conditions

25 Minutes: Answer these five questions for the socio-demographic, economic, and housing data given to you in the supplemental handout (**Identify up to Three Trends**):

- What **condition** does the data describe? Example: my community's population is 'old'.
- What **direction** of change does the data describe? Example: my community's population is *getting* older.
- What is the **intensity** of that change? Example: my community's population is aging at an *increasing* rate.
- How does my community (territory) **compare** with other communities? Example: my community is older and getting older at a greater rate than other communities.
- What **overall picture** does the data paint? Which specific needs should the organization address based on the conditions, direction, intensity, and comparison completed above?

Community and Organizational Assessment Part 2

The Importance of Understanding Internal and External Conditions for Strategic Planning

Understanding both internal and external conditions is crucial for effective strategic planning. Analyzing internal factors like resources and capabilities, and external factors, allows organizations to make informed decisions, identify opportunities, and mitigate potential risks, ultimately leading to more successful strategic outcomes.

EXERCISE: Eight More Questions

- In small groups, work together to answer the following eight questions:
 - ***Community Engagement and Connection:*** In what ways do you think the organization is meeting the needs of the community and/or region?
 - ***Impact on Clients:*** What do you believe is the most impactful service(s) the organization provides?
 - ***Workplace Culture and Values:*** Do you believe our workplace culture reflects the values we promote? What are those values?
 - ***Sustainability and Long-Term Impact:*** What changes would you recommend to ensure the lasting impact of the organization?
 - ***Effectiveness of Communication:*** How can we improve the transparency about organizational outcomes?
 - ***Partnerships and External Relations:*** What partnerships or collaborations should we explore to amplify our impact(s)?
 - ***Resource Allocation and Efficiency:*** Do you feel resources (time, money, staff) are being allocated effectively to maximize impact?
 - ***Feedback and Continuous Improvement:*** How can we better measure and track our effectiveness?
- Time Allotted: **35 Minutes**

Identifying Formal and Informal Mandates

What are the Organization's:

- ***Formal Mandates:***
 - Nevada Revised Statutes, Federal, State and Local Laws and Regulations, and State and Federal Court Decisions.
- ***Informal Mandates:***
 - Stakeholder Expectations, and Needs of the Public and entities that the organization serves.

Time Allotted: **20 Minutes**

Community and Organizational Assessment Part 3

For the Next Five Years...

- The **strengths** and **weaknesses** of your organization or community are **internal** to it and are identified in the **present**.
 - Strengths: characteristics of the organization or community/region that give it advantage over others.
 - Weaknesses: characteristics that place the organization or community/region at a disadvantage relative to others.
- The **opportunities** and **threats** of your organization or community are **external** to it and identified in the **future**.
 - Opportunities: elements that the organization or the community/region can exploit to its advantage.
 - Threats: elements in the environment that could cause trouble for the organization or the community/region.

STRENGTHS • Strengths of the Organization (the Pahrump Community Library) • Strengths of the Community and/or Region <i>Internal and Present</i>	WEAKNESSES • Weaknesses of the Organization (the Pahrump Community Library) • Weaknesses of the Community and/or Region <i>Internal and Present</i>
OPPORTUNITIES • Opportunities for the Organization (the Pahrump Community Library) • Opportunities for the Community and/or Region <i>External and Future</i>	THREATS • Threats facing the Organization (the Pahrump Community Library) • Threats facing the Community and/or Region <i>External and Future</i>

Reviewing and Evaluating Existing/Past Strategic Planning Efforts

Pahrump Community Library Five Year Master Plan, 2020 through 2024

Pahrump Community Library Five Year Master Plan, 2020 through 2024

Mission Statement

The Mission of the Pahrump Community Library is to serve Pahrump and surrounding communities as a resource center; providing every person with library materials, which satisfy the need for information, assists in the attainment of educational goals, and promote the creative use of leisure time.

The Pahrump Community Library's mission includes promoting the value of information and increasing public awareness of services and programs, which aid individuals in developing their intellectual and creative potential. In this capacity, Pahrump Community Library is to provide a literacy program, which promotes adults and family literacy in an effort to eliminate illiteracy within its community.

The library offers a broad and relevant collection, a clean and inviting building, and well-trained friendly professional staff and uses current technology to increase access to informational resources.

Pahrump Community Library Five Year Master Plan, 2020 through 2024

Vision Statement

The vision statement describes what the Library would like to see in place in the next five years. Pahrump Community Library will accomplish the library's mission through our commitment to each essential core value.

Patron Focus, placing the highest priority on customer service and treat every request as being equal value. **Respect for People**, treating all patrons as valued individuals and in return expect the same from our patrons during all our service interactions. **Equitable Service**, to ensure access to information for people of all ages, abilities, and means. **Patron Privacy**, safeguarding patron's right to request and obtain information in confidence.

Strive to provide friendly, approachable, knowledgeable and expert staff. Many goals are continuous and must be stressed to obtain growth and improvement.

Pahrump Community Library Five Year Master Plan, 2020 through 2024

Goals and Objectives: PUBLIC SERVICE

- Analyze benefits and costs of P.C. Reservation Internet Management – appointments and prepaid fees.
- Implement fine/fee payments via debit card.
- Develop collaborative programs with other State Library Districts.
- Develop more community interest programs.
- Continue and develop more varieties of activities for Children's Services, drop-in story times, NCLab – coding programs, Library Nights.
- Develop collaborative programs with Nye County School District, Pre-K literacy skills. Program that focus on child reading developments as well as parental involvement.
- Continue and develop more resources of Reference Services, developing 'Job Now'/Working with Nye Coalition.

Pahrump Community Library Five Year Master Plan, 2020 through 2024

Goals and Objectives: COLLECTIONS

- Develop e-material budget model that is scalable as demand increases. Dedicate a predetermined percentage of material budgets to e-materials. Increase holding each year.
- Provide appropriate funding to the Acquisitions Budget.
- Further develop Reader's Advisory Services: Blogs, newsletters, online book clubs, web link to various authors.
- Conduct a deeper analysis of entire collection to determine subject and genre weaknesses, determine collection funding priorities, and determine collection loss rates.
- Collection will be maintained, weeded, and up-dated in a timely fashion.
- Continuous evaluation of collection.

Pahrump Community Library Five Year Master Plan, 2020 through 2024

Goals and Objectives: COMMUNICATIONS

- Continue monthly brochures listing library events/policies/services.
- Publicize library newsletter via email with patrons.
- Develop an Awareness Campaign for promoting library services in the community.

Goals and Objectives: PATRON SERVICES

- Circulate materials efficiently.
- Provide staff with training in customer service via staff meetings and workshops.
- Continue to offer extra services to the patron at minimal costs: i.e. photocopies, fax, notary, Internet access computer and typewriter, etc.

Pahrump Community Library Five Year Master Plan, 2020 through 2024

Goals and Objectives: STAFF

- Online Continuing Education Webinar – Nevada State Library and Archive sponsor programs.
- All current Department Heads will receive Certification from Nevada State Library approved Universities. As part of the Board commitment to education, each staff member will receive \$250.00 for each course completed. All textbooks will be purchased by the library, and will become library property after completion of course.
- Continue to meet State Library Minimum Standards when the population of Pahrump reaches 50,000. Upon upper level staff vacancies, personnel with MLS will be sought.
- Maintain the staff currently employed at the library and hire (re-hire) additional staff as revenues increase. Develop merit raises for exceptional annual reviews.
- Attend NLA, ALA Conferences and Seminars.
- Staff and Board of Trustees places best interests of the library first. Stress the assets of the library, not weaknesses, to the community.
- Educational workshops for Library Board Trustee. Attend NLA/ALA Conferences.

Pahrump Community Library Five Year Master Plan, 2020 through 2024

Goals and Objectives: BUILDING

- Continue to maintain the library as a safe library environment.
- Periodic evaluation of building conditions, equipment and accessories upgrades.
- Develop Capital Project Plan to maintain the library building at the current level of excellence and condition. (Do not let the library become old and rundown.) High traffic results in substantial wear and tear on flooring, furniture and equipment.
- Schedule regular maintenance programs (i.e. carpet and window cleaning).

Identifying Strategic Partners, Stakeholders, and Possible Future Collaborations

The C.A.R.E Model

Creation of...

- Agencies, firms, or organizations that encourage the creation of new capabilities and resources.

Attraction of...

- Agencies, firms, or organizations that encourage the attraction of new capabilities and resources.

C.A.R.E.

Retention of...

- Agencies, firms, or organizations that are already providing capabilities and resources.

Expansion of...

- Agencies, firms, or organizations that are already providing capabilities and resources.

GROUP EXERCISE

With the people sitting at your table **(40 Minutes)**:

- Categorize activities and organizations that your organization works with or that exist in your community (county, city, organization, individuals, etc.) using the C.A.R.E Model.
- Make sure to note the name of the organization (county, city, a private sector firm, a community-based non-profit organization etc.) assigned to either Creation, Attraction, Retention, or Expansion.

**Developing Priority and Primary Issues to
Guide Organizational Activities over the
Next Five Years**

**Priority and Primary Issues for the Next Five
Years**

**What are the priority or primary issues that
the community and/or region and the
Pahrump Community Library must address
over the next five years?**

Programming and Activities?
Resources and Infrastructure (i.e. technology)?
Contingency and Resiliency Issues?
Community Engagement?

***BE SPECIFIC! Keep your list to a maximum of EIGHT priority and
primary issues.***



**A Strategic Plan for the Pahrump Community
Library – Strategic Planning Workshop No. 1**

Sunday, September 7, 2025



A Strategic Plan for the Pahrump Community Library

**Local and Regional Socio-Demographic, Economic, and Housing
Data**

University Center for Economic Development
<https://www.unr.edu/business/centers/uced>

List of Tables

Total Population; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Median Age; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

School Enrollment (Population 3 Years of Age and Older Enrolled in School); Nye County, Clark County, State of Nevada, United States; 2023

Educational Attainment (Population 25 Years of Age and Older), Part 1; Nye County, Clark County, State of Nevada, United States; 2023

Educational Attainment (Population 25 Years of Age and Older), Part 2; Nye County, Clark County, State of Nevada, United States; 2023

Median Household Income; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Median Family Income; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Per Capita Income; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Percentage of Individuals Whose Income in the Past 12 Months is Below the Poverty Level, 18 Years and Over; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Civilian Labor Force Unemployment Rate; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Percentage of Total Households with a Computer; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Percentage of Total Households with a Broadband Internet Subscription; Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Total Number of Housing Units (Occupied and Vacant); Nye County, Clark County, State of Nevada, United States; 2018 and 2023

Total Population Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	43,705	53,207	9,502	21.7%
Amargosa Valley	-	1,408	-	-
Beatty	881	637	-244	-27.7%
Pahrump	36,174	45,811	9,637	26.6%
Clark County	2,141,574	2,293,764	152,190	7.1%
City of Henderson	291,346	324,523	33,177	11.4%
City of Las Vegas	626,637	650,873	24,236	3.9%
City of North Las Vegas	236,986	270,773	33,787	14.3%
State of Nevada	2,922,849	3,141,000	218,151	7.5%
United States	322,903,030	332,387,540	9,484,510	2.9%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Median Age Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	52.7	52.4	-0.3	-0.6%
Amargosa Valley	-	34.5	-	-
Beatty	42.5	62.3	19.8	46.6%
Pahrump	55.3	53.4	-1.9	-3.4%
Clark County	37.1	38.3	1.2	3.2%
City of Henderson	42.2	42.5	0.3	0.7%
City of Las Vegas	37.7	38.5	0.8	2.1%
City of North Las Vegas	32.6	34.3	1.7	5.2%
State of Nevada	37.9	38.9	1.0	2.6%
United States	37.9	38.7	0.8	2.1%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

School Enrollment (Population 3 Years of Age and Older Enrolled in School) Nye County, Clark County, State of Nevada, United States 2023					
Enrollment Category	Nye County	Amargosa Valley	Beatty	Pahrump	State of Nevada
Nursery school, preschool	319	0	0	287	30,492
Kindergarten	621	82	0	485	36,855
Elementary school (grades 1-8)	3,724	313	0	2,917	307,684
High school (grades 9-12)	1,989	30	0	1,694	162,203
College or graduate school	1,160	0	0	1,086	165,777
Total	7,813	425	0	6,469	703,011
Enrollment Category	Clark County	City of Henderson	City of Las Vegas	City of North Las Vegas	United States
Nursery school, preschool	21,702	3,327	6,337	2,412	4,616,689
Kindergarten	27,927	4,085	7,949	3,541	4,047,893
Elementary school (grades 1-8)	229,382	33,068	64,735	31,761	32,744,426
High school (grades 9-12)	120,914	16,112	35,136	17,226	17,320,402
College or graduate school	118,627	17,645	32,128	14,429	21,391,554
Total	518,552	74,237	146,285	69,369	80,120,964

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Educational Attainment (Population 25 Years of Age and Older), Part 1 Nye County, Clark County, State of Nevada, United States 2023					
Educational Attainment Level	Nye County	Amargosa Valley	Beatty	Pahrump	State of Nevada
Less than 9th grade	1,888	87	83	1,662	117,806
9th to 12th grade, no diploma	3,642	0	114	3,373	159,583
High school graduate (includes equivalency)	14,718	278	224	12,474	602,478
Some college, no degree	12,503	168	77	10,966	523,537
Associate's degree	3,437	37	0	3,066	191,284
Bachelor's degree	3,582	110	92	3,065	390,041
Graduate or professional degree	1,670	60	47	1,458	211,352
High school graduate or higher	35,910	653	440	31,029	1,918,692
Bachelor's degree or higher	5,252	170	139	4,523	601,393

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Educational Attainment (Population 25 Years of Age and Older), Part 2 Nye County, Clark County, State of Nevada, United States 2023					
Educational Attainment Level	Clark County	City of Henderson	City of Las Vegas	City of North Las Vegas	United States
Less than 9th grade	91,135	5,135	28,031	14,818	10,732,389
9th to 12th grade, no diploma	118,860	9,347	35,732	14,982	13,497,828
High school graduate (includes equivalency)	439,764	55,195	120,095	56,846	59,836,489
Some college, no degree	372,777	58,155	106,593	40,948	44,354,396
Associate's degree	135,109	21,524	36,266	15,386	20,059,257
Bachelor's degree	286,282	54,797	77,555	21,611	48,591,540
Graduate or professional degree	148,620	32,185	44,917	10,245	31,362,762
High school graduate or higher	1,382,552	221,856	385,426	145,036	204,204,444
Bachelor's degree or higher	434,902	86,982	122,472	31,856	79,954,302

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Median Household Income Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	\$45,711	\$55,975	\$10,264	22.5%
Amargosa Valley	-	\$55,573	-	-
Beatty	\$32,743	-	-	-
Pahrump	\$45,480	\$58,560	\$13,080	28.8%
Clark County	\$56,802	\$73,845	\$17,043	30.0%
City of Henderson	\$69,940	\$88,654	\$18,714	26.8%
City of Las Vegas	\$54,694	\$70,723	\$16,029	29.3%
City of North Las Vegas	\$57,723	\$76,772	\$19,049	33.0%
State of Nevada	\$57,598	\$75,561	\$17,963	31.2%
United States	\$60,293	\$78,538	\$18,245	30.3%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Median Family Income Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	\$56,150	\$67,566	\$11,416	20.3%
Amargosa Valley	-	\$56,823	-	-
Beatty	\$56,250	\$50,221	-\$6,029	-10.7%
Pahrump	\$55,294	\$67,684	\$12,390	22.4%
Clark County	\$66,968	\$86,678	\$19,710	29.4%
City of Henderson	\$83,247	\$105,395	\$22,148	26.6%
City of Las Vegas	\$66,150	\$86,305	\$20,155	30.5%
City of North Las Vegas	\$62,598	\$84,866	\$22,268	35.6%
State of Nevada	\$68,700	\$89,735	\$21,035	30.6%
United States	\$73,965	\$96,922	\$22,957	31.0%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Per Capita Income Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	\$25,092	\$32,336	\$7,244	28.9%
Amargosa Valley	-	\$24,497	-	-
Beatty	\$27,641	\$24,516	-\$3,125	-11.3%
Pahrump	\$24,412	\$32,553	\$8,141	33.3%
Clark County	\$29,256	\$38,654	\$9,398	32.1%
City of Henderson	\$37,861	\$49,141	\$11,280	29.8%
City of Las Vegas	\$29,304	\$38,421	\$9,117	31.1%
City of North Las Vegas	\$22,958	\$30,954	\$7,996	34.8%
State of Nevada	\$29,961	\$39,963	\$10,002	33.4%
United States	\$32,621	\$43,289	\$10,668	32.7%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Percentage of Individuals Whose Income in the Past 12 Months is Below the Poverty Level, 18 Years and Over Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	15.0%	14.7%	-0.3%	-2.0%
Amargosa Valley	-	27.3%	-	-
Beatty	16.1%	7.8%	-8.3%	-51.6%
Pahrump	15.5%	14.4%	-1.1%	-7.1%
Clark County	12.3%	11.8%	-0.5%	-4.1%
City of Henderson	7.9%	7.9%	0.0%	0.0%
City of Las Vegas	13.6%	12.9%	-0.7%	-5.1%
City of North Las Vegas	11.7%	10.6%	-1.1%	-9.4%
State of Nevada	12.0%	10.4%	-1.6%	-13.3%
United States	12.4%	10.4%	-2.0%	-16.1%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Civilian Labor Force Unemployment Rate Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	9.4%	9.5%	0.1%	1.1%
Amargosa Valley	-	0.3%	-	-
Beatty	10.9%	0.0%	-10.9%	-100.0%
Pahrump	9.8%	10.1%	0.3%	3.1%
Clark County	7.2%	7.4%	0.2%	2.8%
City of Henderson	6.3%	6.7%	0.4%	6.3%
City of Las Vegas	7.6%	7.2%	-0.4%	-5.3%
City of North Las Vegas	7.2%	8.1%	0.9%	12.5%
State of Nevada	6.9%	6.8%	-0.1%	-1.4%
United States	5.9%	5.2%	-0.7%	-11.9%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Percentage of Total Households with a Computer Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	87.6%	92.5%	4.9%	5.6%
Amargosa Valley	-	80.2%	-	-
Beatty	81.1%	80.9%	-0.2%	-0.2%
Pahrump	88.1%	92.8%	4.7%	5.3%
Clark County	91.4%	96.3%	4.9%	5.4%
City of Henderson	93.0%	97.2%	4.2%	4.5%
City of Las Vegas	90.4%	95.6%	5.2%	5.8%
City of North Las Vegas	93.4%	97.0%	3.6%	3.9%
State of Nevada	91.2%	96.1%	4.9%	5.4%
United States	88.8%	94.8%	6.0%	6.8%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Percentage of Total Households with a Broadband Internet Subscription Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	87.6%	92.5%	4.9%	5.6%
Amargosa Valley	-	55.2%	-	-
Beatty	63.8%	36.5%	-27.3%	-42.8%
Pahrump	74.0%	82.2%	8.2%	11.1%
Clark County	81.0%	90.5%	9.5%	11.7%
City of Henderson	87.2%	93.9%	6.7%	7.7%
City of Las Vegas	78.5%	89.1%	10.6%	13.5%
City of North Las Vegas	81.7%	92.0%	10.3%	12.6%
State of Nevada	91.2%	96.1%	4.9%	5.4%
United States	88.8%	94.8%	6.0%	6.8%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Total Number of Housing Units (Occupied and Vacant) Nye County, Clark County, State of Nevada, United States 2018 and 2023				
Community	2018	2023	2018-2023 Actual Change	2018-2023 Percent Change
Nye County	22,339	25,186	2,847	12.7%
Amargosa Valley	-	490	-	-
Beatty	664	452	-212	-31.9%
Pahrump	17,776	21,064	3,288	18.5%
Clark County	888,556	935,960	47,404	5.3%
City of Henderson	127,559	136,901	9,342	7.3%
City of Las Vegas	255,611	263,958	8,347	3.3%
City of North Las Vegas	79,551	91,524	11,973	15.1%
State of Nevada	1,235,096	1,307,338	72,242	5.8%
United States	136,384,292	142,332,876	5,948,584	4.4%

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2018 and 2023

Pahrump Community Library
Five Year Master Plan
2020-2024

Susan Wonderly, Director
Carlton McCaslin, Chair
Marie Long, Treasurer
Joy Marshall, Trustee
John Pawlak, Trustee

Pahrump Community Library Mission Statement

The Mission of the Pahrump Community Library is to serve Pahrump and surrounding communities as a resource center; providing every person with library materials, which satisfy the need for information, assists in the attainment of educational goals, and promote the creative use of leisure time. The Pahrump Community Library's mission includes promoting the value of information and increasing public awareness of services and programs, which aid individuals in developing their intellectual and creative potential. In this capacity, Pahrump Community Library is to provide a literacy program, which promotes adult and family literacy in an effort to eliminate illiteracy within its community. The library offers a broad and relevant collection, a clean and inviting building, and well-trained friendly professional staff and uses current technology to increase access to informational resources.

The Role of the Library in the Community

The role of the Pahrump Community Library is to actively provide for the educational, informational, recreational and cultural needs of the residents of Pahrump and surrounding communities by selecting, acquiring, organizing, preserving and making available our materials and services. We seek to foster an atmosphere of free inquiry and to provide information without bias or discrimination. We have the responsibility to uphold the principles of freedom of expression and the public's "right to know."

The Pahrump Community Library offers print and non-print collections, which contain extensive information on a myriad of subjects, which are accessible to all age groups. Pahrump Community Library also employs technological links for patron access to many on-line resources. The Pahrump Community Library operates in accordance with the principles of professional librarianship and is committed to the tenets of the American Library Association's Library Bill of Rights and Freedom to Read statements.

What the Library Offers to the Community

Currently the library has issued over 20,000 library cards. Library holdings include over 55,000 volumes, including the Southwest Collection, over 4,800 audios, over 4,400 video materials, 53 serial subscriptions, and four newspapers, as well as participating in a state wide database system. There are ten adult Internet computers, 7 instructional computers in the computer lab, and six children's Internet computers. Broadband fiber-optic Internet Service, allowing for faster communications for our library patrons. Wireless computer service is available throughout the library. There are eight listening stations are situated throughout the library, and an art gallery displaying local artists. The library offers year round reading programs for children providing stories, songs, and crafts. We offer a variety of adult programs and workshops each month. Every month, the library engages in a community outreach program ranging from military packages to infant supply drives.

Pahrump: A Description

Pahrump is in the southwest corner of Nye County, 63 miles northwest of Las Vegas and 8 miles from the California border. Pahrump is situated in a valley surrounded by the Spring Mountain Range to the east and the Nopah mountains to the west. The valley is 26 miles long and 12 miles wide and 2,695 feet above sea level. Pahrump has grown rapidly in recent years with an unofficial population count of over 38,930; an increasingly cultural, economic and age-diverse population. The library service area includes Pahrump, plus the outlying communities of Tecopa, Shoshone, Death Valley and Crystal.

Vision Statement

The vision statement describes what the Library would like to see in place in the next five years. Pahrump Community Library will accomplish the library's mission through our commitment to each essential core values. Patron Focus, placing the highest priority on customer service and treat every request as being of equal value. Respect for People, treating all patrons as valued individuals and in return expect the same from our patrons during all our service interactions. Equitable Service, to ensure access to information for people of all ages, abilities, and means. Patron Privacy, safeguarding patron's right to request and obtain information in confidence. Strive to provide friendly, approachable, knowledgeable and expert staff. Many goals are continuous and must be stressed to obtain growth and improvement.

Public Service

Previous Years 2017-2019

- Provided workshops, classes, art displays, and cultural events to enrich the lives of the patrons.
- Provided staff with training in customer service via staff meeting, workshops, and online tutorial classes. (Web Junction)
- Developed a Baby Time Story Time program.
- Developed a S.T.E.A.M. Reading Program for 6 years and up.
- Analyzed the benefits and cost of full processing and cataloging on incoming materials. Cost of the service was greater than staff processing.
- Analyzed benefits and cost of self-check-out. Cost of equipment and supplies for materials out- weighed two staff members for the next 10 years.

Public Services: 2020-2024

- Analyze benefits and cost of P.C. Reservation Internet Management – appointments and prepaid fees.
- Implement fine/fee payments via debit card.
- Develop collaborative programs with other State Library Districts.
- Develop more community interest programs.
- Continue and develop more varieties of activities for Children's Services, drop-in story times, NCLab – coding programs, Literacy Nights.
- Develop collaborative programs with Nye County School District, Pre-K literacy skills. Program that focus on child reading developments as well as parental involvement.
- Continue and develop more resources of Reference Services, developing "Job Now" / Working with Nye Coalition

Collections

Previous Years 2017-2019

- Provided appropriate funding to the Acquisitions Budget.
- Allocated dollars for various formats in accordance with usage and demand.
- Keep the library shelves neat and orderly so items are located quickly.
- Offered access to timely, useful materials in various formats that meet the major needs of the community.
- Provided multiple copies of best sellers to shorten reserve lists on popular materials.
- Established consistent manner for purging missing/lost items in a timely manner.
- Developed a Consortium with Amargosa and Humboldt County Libraries for Overdrive services. Nevada State Library and other Nevada Co-Op Libraries joined Silver Star.

Collections: 2020-2024

- Develop e-material budget model that is scalable as demand increases. Dedicate a predetermined percentage of material budgets to e-materials. Increase holding each year.
- Provide appropriate funding to the Acquisitions Budget.
- Further develop Reader's Advisory Services: Blogs, newsletters, online book clubs, web link to various authors.
- Conduct a deeper analysis of entire collection to determine subject and genre weaknesses, determine collection funding priorities, and determine collection loss rates.
- Collection will be maintained, weeded, and up-dated in a timely fashion.
- Continuous evaluation of collection.

Communication

Previous Years: 2017-2019

- Developed the Library Image in the Community
- Made appearances on local television stations.
- Developed weekly newspaper articles about upcoming events at the library.

Communications: 2020-2024

- Continue monthly brochures listing library events/policies/services.
- Publicize library newsletter via email with patrons.
- Develop an Awareness Campaign for promoting library services in the community.

Patron Services: 2020-2024

People think of the library as a place where they can spend time, as if it were “a home away from home.” They expect to find an environment where they can use a collection of resources both for educational and entertainment purposes. This environment will be welcoming and comfortable.

- Circulate materials efficiently.
- Provide staff with training in customer service via staff meetings and workshops.
- Continue to offer extra services to the patron at minimal costs: i.e.: photocopies, fax, notary, Internet access computer and typewriter, etc.

Staff

Previous Years: 2017-2019

- Provided in-house workshops on service for Pahrump Community Library staff.
- Attended NLA Conferences and Seminars.
- Provided performance evaluations annually for all staff members, and updated job descriptions for all employees.
- Provided ongoing training in current library procedures.
- Developed educational opportunities for all staff.

Staff: 2020-2024

- Online Continuing Education Webinar – Nevada State Library and Archive sponsor programs.
 - All current Department Heads will receive Certification from Nevada State Library approved Universities. As part of the board commitment to education, each staff member will receive \$250.00 for each course completed. All textbooks will be purchased by the library, and will become library property after completion of course.
 - Continue to meet the State Library Minimum Standards when the population of Pahrump reaches 50,000. Upon upper level staff vacancies, personnel with MLS will be sought.
 - Maintain the staff currently employed at the library and hire (re-hire) additional staff as revenues increase. Develop merit raises for exceptional annual reviews.
 - Attend NLA, ALA Conferences and Seminars.
 - Staff and Board of Trustees places best interests of the library first. Stress the assets of the library, not weaknesses to, the community.
 - Educational workshops for Library Board Trustee. Attend NLA/ALA Conferences.
- 

Building:

- Continue to maintain the library as a safe library environment.
- Periodic evaluation of building conditions, equipment and accessories upgrades.
- Develop Capital Project Plan to maintain the library building at the current level of excellence and condition. (Do not let the library become old and rundown.)
High traffic results in substantial wear and tear on flooring, furniture and equipment.
- Schedule regular maintenance programs (i.e. carpet and window cleaning).