A sample of issues, concerns, questions and hopes that have been shared and/or discussed frequently about the project and process to date

1. What are the problems we are trying to solve and how do we know they exist? What is the goal for this project?
2. What is equitable service?
3. Who is making what decisions and how? For example, how will the Steering get to their recommendations? Who will ultimately decide to implement change?
4. What level of detail and proof will workgroup models demonstrate in their recommendations?
   a. How much will be known about costs and personnel?
   b. What analysis will be done to determine that these are the best models?
5. What is the timeline we are looking at for potential changes being implemented?
6. What approach will be considered/taken with implementation of any recommendations (incremental, flip the switch, etc.)?
7. Excitement about potential benefits of efficiencies, resource sharing and cost savings
8. Desire to maintain the high level of service that libraries and patrons expect in different systems.
9. Concern about unintended consequences of changes (e.g. time, costs, etc.).
10. Concern about loss of local control (funding support, governance, policy).
11. Concern about loss of relationships libraries have with current system staff.
12. How does local support and funding factor into this? Libraries in some regions provide significant funding for some of the coordinated services provided by their system.
13. Concern about loss of talent in library world due to uncertainty of the process.
14. Worry about uncertainty of the result of the process and potential impact on system staff employment in the future.
15. Concern about cuts in funding that may result from the process (e.g. great, you're more efficient now we can fund you less)
16. Perception that there have been decisions already made (preconceived outcomes).
17. Perception of project manager/Steering Committee/DPI impartiality or lack thereof.
18. Concern too many workgroup members are from South Central / Southeast regions of the state.
19. Concern that system staff involved on workgroups will have hard time considering new service model options due to potential personal impact of possible changes.
20. Potential negative impact on positive work that has been done to build relationships with legislature and Governor’s office and understanding of public library systems.
21. Communication with stakeholders at many levels: system staff/members/boards, library staff/members/boards, counties, etc.
22. That all this work is done and nothing becomes of it.
23. Loss of flexibility to innovate and try new things at the local/regional level.
24. Efficiencies & adopting existing best practices should raise the level of service for all, not fall to the least common denominator.