Mission
Literacy Volunteers of Bangor strengthens our community by providing free English language tutoring to Bangor area adults.

Goal 1: Increase the number of students served and student success in achieving their literacy goals.

Goal 2: Increase the number of tutors and their capacity to successfully support students.

Goal 3: Continue developing the pipeline of volunteers to sustain the organization over time.

Goal 4: Grow resources to achieve strategic goals.

Goal 5: Discuss the Strategic Vision of LVB.
Outcomes by end of fiscal year 2027:

- Help our students achieve at least one of their goals annually.
- Improve students’ financial stability and self-sufficiency (based on goals achieved).
- Serve more students.
- Improve student retention rates at one-year.
- Engage students in digital learning applications.

Fulfilling a promise to her deceased mother to work towards her high school diploma, Debbie (left) continues to make reading advancements with the help of her tutor, Lynn.

**Goal 1:** Increase the number of students served and student success in achieving their literacy goals.

When Hanan left war-torn Iraq, she left behind proof of her education. With her tutor Doug’s help, she is studying for her high school diploma while working 70+ hours a week.
Outcomes by end of fiscal year 2027:

• Increase the number of new tutors recruited and trained.
• Maintain tutor retention rate.
• Engage tutors in reporting their student’s success.
• Increase tutors’ participation in at least one continuing education training annually.

Goal 2: Increase the number of tutors and their capacity to successfully support students.

Nancy Connor and Kara Schreiber have contributed an incredible 75 years of combined volunteer service as literacy tutors and trainers!
Kris Currier brought her leadership, compassion, and marketing skills to LVB and was presented the Champion of Literacy Award at the conclusion of her 4th year as President of the board. Her presidency spanned LVB’s 50th anniversary celebrations and the pandemic.

Goal 3: Continue developing the pipeline of volunteers to sustain the organization over time.

Outcomes by end of fiscal year 2027:

- Potential board nominees and committee members are systematically recruited, with consideration of student representation on board.
- All volunteers are serving the organization at the level and capacity they wish.
- Retain annual committee membership.
- Create clear leadership pipelines as part of succession planning for officer and chair positions.
Goal 4: Grow resources to achieve strategic goals.

Outcomes by end of fiscal year 2027:

• Create and implement a Resource Development Plan.
  o Grow the endowment.
  o Expand the donor base.
• Provide resources for annual staff development.
Unable to read to her sons when they were little, Cindy Duell found that it was never too late to learn. Today, Cindy loves reading to her grandson Levi.

**Goal 5:** Review LVB’s strategic vision

**Outcome by end of fiscal year 2027:**

Review LVB mission and core values for relevance.
Board of Directors, 2023-2024

President, Donna Keirstead  
Vice President, Gianna Marrs  
Treasurer, Danielle Berube  
Secretary, Denise Allen

Sally Dobres, Brian Folster, Shelby Hartin, John Lopez Valencia, Kathleen Shane, Janet Speranza-Moran, Leslie Sturzenberger

Staff

Executive Director, Mary Marin Taylor  
Program Manager, Heather McCarthy  
Administrative Assistant, Lehann Collins

Mailing Address:  
354 Hogan Road  
Bangor, Maine 04401

Street Address:  
Eastern Maine Community College  
33 Johnston Gym Drive  
Bangor, Maine 04401

For more or specific information, contact info@LVBangor.org