



# ANNIE SCOTT ::: MSLIS, Drexel University

**EXECUTIVE DIRECTOR & HEAD LIBRARIAN (FROM 9/19)**  
25 STAFF, 25 TRUSTEES, 2.4M BUDGET, 24M ENDOWMENT  
NANTUCKET ATHENEUM, NANTUCKET, MA

- **Crisis Management**
  - Effectively navigated the pandemic and post-pandemic
  - Nurtured alignment between stakeholders
  - Acquired \$800k in grants and loan forgiveness
  - Retained 100 % staff, grew resilience and innovation
  - Produced virtual content for community needs
  - Delivered homebound programs, materials and services
- **Diversity, Equity, Inclusion**
  - Created role for a Social Services professional
  - Provided additional outreach to underserved communities
  - Researched feasibility of a new branch
  - Diversified marketing and PR efforts in multiple languages
  - Grew greater cultural competency within staff
  - Augmented programming and collections for disenfranchised populations
  - Energized overall library usage by 25%
- **Fundraising**
  - Consistently surpassed annual fundraising event goals
  - Dependably raised 75% of budget
  - Oversaw an annual world class dance festival fundraiser
  - Effectively transitioned between fundraising models
  - Increased fundraising revenue with [annual cold plunge](#)
  - Cultivation of large capacity donors and corporate sponsorships
- **Arts and Technology Grants**
  - Completed \$60k grant project restoring historical portraits
  - Produced lecture series w/matching National Endowment
  - Awarded local & state grants to reach the underserved
  - e.g., providing residents with home internet wi-fi and laptops
- **Personnel Development**
  - Created innovative empowering roles
  - Provided opportunities to advance knowledge
  - Mentored staff at all levels
- **Rebranding and Marketing**
  - Supported professional redesign of website, logo and branding materials
  - Drove creation of a more relevant mission statement\_

Enabled the development of a [library podcast](#)  
and robust [Youtube channel](#)

- **Long Term Planning**  
Collaborated with trustees and partners on multiple issues, from sea level rise to archival storage, employee housing & outreach to newcomers
- **Employee Housing**  
Acquired \$3.5m property to recruit and retain qualified staff  
Helped lead an initiative to retire the housing debt  
Led creation of legal guidelines & conduct agreement
- **Board Resilience**  
Helped leverage the talent of a [25-member board](#)  
Assisted with development of a board member evaluation  
Supported development of a multi-year pipeline of trustees

**EXECUTIVE DIRECTOR (7/17- 9/19)**  
**23 DIRECT REPORTS, 1.35M OPERATING BUDGET**  
**[BASALT REGIONAL LIBRARY, BASALT, CO](#)**

- **Strategic Planning**  
Conducted over 30 listening sessions with stakeholders  
Developed key performance indicators
- **Championing Diversity**  
Increased Latinx staff by 30%  
Prepared staff with basic Spanish  
Reorganization of Spanish collection locations and signage  
Developed a variety of programming in other languages
- **Community Outreach**  
Invited multiple non-profits to collaborate on mutual goals  
Initiated outdoor events to bring demographics together
- **Collection Development**  
Increased circulation 15% with deselection and curation  
Initiated the sharing of resources w/ neighboring systems
- **Stewardship of Building and Grounds**  
Repaired roof & restored unique wood/copper siding for  
[LEED certified structure](#)  
Cultivated interest in the library as a destination  
through article on must-visit buildings in Colorado
- **Ensuring Financial Future**  
Gained fluency in special districts & complex tax structures  
Created multiple options for annual budgets, allowing for unexpected revenue shifts  
Created new Development role for donor cultivation

- **Growing Strategic Partnerships**  
Appointed in first year to Chamber of Commerce board  
Created multiple networking opportunities  
Assisted town with the production of community events
- **Arts, Culture and Entertainment**  
Held standing room only concerts via partnership  
w/ Aspen Music Festival  
Inspired & empowered a wide-range of diverse programming from all staff  
e.g., indie film, philosophical lectures, outdoor movies, escape rooms
- **Crisis Management**  
Weathered devastating forest fire in proximity to library,  
providing bathrooms, ventilators, information and support to a distraught community

### **FROM CIRCULATION CLERK TO INTERIM DIRECTOR (3/03-7/17)**

**22 STAFF, 100+ ELL VOLUNTEER TUTORS, 1M BUDGET**

**NPR PUBLIC LIBRARY, NEW PORT RICHEY, FL**

- **2017 : Interim Director**  
Led stakeholders through transition from a beloved Director  
Assisted in selection and appointment of a new director,  
amidst a community driven resistance to privatization
- **2013-2017 : Assistant Director**  
Led the Heads of adult, youth & technical services  
Project management for municipal website and newsletter  
Spearheaded opening a lending branch within a senior center  
Extended library services from city of 16k to metro area of 90k  
Achieved 23% increase in library visits to over 500,000 visits/yr  
Successfully defended collections/programs from censorship
- **2008-2013 : Programs, PR & Outreach Director**  
Created marketing & outreach, fusing history w/ new identity  
Won multiple state, federal and local programming grants  
Grew unique partnerships initiating library wellness programs  
i.e., Community Farmers Market, the state's first seed library in the state, teen wellness  
initiative, meditation, yoga, qi gong, EFT
- **2004-2008 : Head of Adult Programs**  
FLA's 1st Library of the Year award for programming  
Created literacy & ELL initiative spanning three counties, queer film fest, human rights  
film series, winter music series, writers' conferences & Shakespeare in the park  
weekends
- **2003-2004 : Circulation Specialist and Youth Services Assistant**  
Led staff to a measuredly higher level of customer service  
Led story times & summer reading programs  
Created diverse "community read" programs