

IMPACT REPORT FY2023

JULY 2022–JUNE 2023



Kellogg-Hubbard Library

135 Main Street | Montpelier, Vermont 05602 | 802-223-3338 | kellogghubbard.org

Serving Berlin, Calais, East Montpelier, Middlesex, Montpelier and Worcester

A Co-Director's Farewell

Jessie Lynn

FORMER CO-DIRECTOR, NONPROFIT DIRECTOR

Working at the Kellogg-Hubbard Library for nearly 15 years has been a real honor and a pleasure. This beloved community institution requires many talented people to keep it all going: staff, trustees, volunteers, donors, building contractors, and more. I have treasured being part of such a talented team for so many years. Now it is time for me to explore some other passions, particularly my love of literature, writing, and the visual arts. I feel very fortunate to leave a good place to go explore other exciting opportunities.

When I started as a co-director four years ago, I had a few specific goals in mind: fully fund our financial reserves so that the library had adequate cash on hand for our various needs, lead the completion of the Give the Library a Lift! campaign, and a goal that emerged just 9 months into our tenure: work with Carolyn to steer the Library through the pandemic. I am so proud of the teamwork that went into completing each one of these goals and that the Library is on such solid footing moving forward.

I am thrilled that Dan Groberg and Carolyn Picazio will be leading the Library into the next stage, with a strong staff, a great board, and a visionary strategic plan guiding their work. I am grateful for the opportunity to have been one of the many stewards who will be part of the Kellogg-Hubbard Library's long legacy.

Make a donation to honor Jessie's 15-year career at KHL. Each gift received in honor of Jessie will continue her incredible legacy of financial stability at the Library.



An Introduction



Dan Groberg
EXECUTIVE DIRECTOR

Let's get this out of the way: I'm not a librarian. That's right — I have no degree, certificate, or professional experience working in libraries. Hearing this may rightfully prompt you to ask what I'm doing here, leading a library, as we enter our 129th year. The answer is simple: my work, just as the library's, is centered in community.

The Kellogg-Hubbard is at the heart of our community: a place that brings people together, that sparks curiosity and wonder, that gives us comfort in being connected, and that fuels our collective passion for lifelong learning.

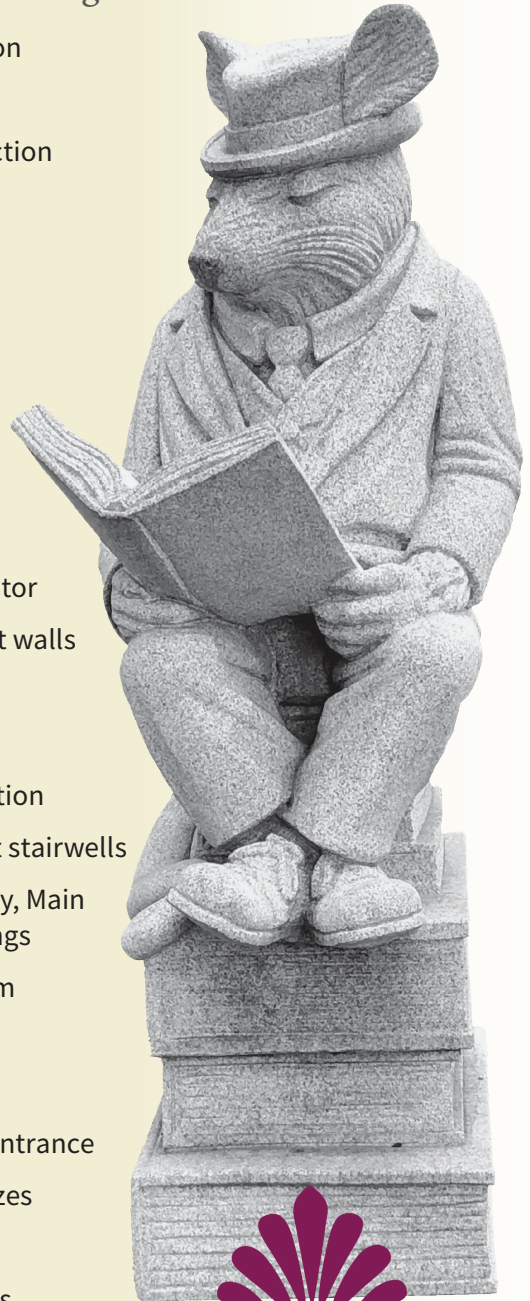
Armed with our new strategic plan, our remarkable staff, our passionate Trustees and volunteers, and, most importantly, with you, we will set out to create a library that is resilient, inclusive, and innovative. We will collectively define what a library looks like in 2023. We will work side-by-side to ensure the long-term sustainability of this place we hold so dear.

Thank you for joining me as we turn this page, together.

We Gave the Library a Lift!

With funds raised for the Give the Library a Lift! campaign, launched in 2016, we have completed the following:

- **Refinished** the exterior woodwork on the addition
- **Upgraded** the HVAC computer controls
- **Restored** the 31 historic windows in the 1894 section
- **Renovated** the basement meeting room space
- **Replaced** the exterior awnings
- **Repointed** the masonry on the historic building
- **Repaired** and recapped a leaking chimney
- **Installed** a heat pump for cooling in the Hayes Room
- **Replaced** the bookdrop outside the Main Street entrance
- **Upgraded** and modernized our 40-year old elevator
- **Repaired** and repainted the crumbling basement walls
- **Upgraded** the toilets in the 4 public bathrooms
- **Completed** lighting efficiency upgrades
- **Upgraded** our electrical circuit breaker organization
- **Replaced** the stair coverings in our School Street stairwells
- **Replaced** worn carpeting in the Children's Library, Main floor desk area and School Street stairwell landings
- **Replaced** the velvet curtains in the Reading Room
- **Maintained** interior wood in the addition
- **Cleaned** the friezes in the Fiction room
- **Repaired** the front entryway to the Main Street entrance
- **Produced** a documentary booklet about the friezes
- **Replaced** carpet in the Hayes Room
- **Painted** the exterior basement and attic windows
- **Maintained** the exterior metalwork on the addition
- **Repaired** the broken windows in the addition
- **Created** a new outdoor seating area with landscaping



Thank you to all who contributed to this effort!

Treasurer's Report

Tim Donovan

BOARD TREASURER



I write this as the Kellogg Hubbard Library is, once again, thrust into a crisis management operational mode, this time in the center of a city inside a state dealing with heartbreaking challenges.

Like you, I am awe of the Library's staff quickly adapting to keep serving patrons from all six of our member communities. And, like you, I am confident that the Library will emerge strong at the end of this long challenge.

Fortunately, the Kellogg Hubbard Library comes into this challenge in very good financial health. Thanks to the continued strong support from donors and six towns that have, once again, overwhelmingly passed their Library budget lines, the Kellogg Hubbard is positioned to make the adjustments that will be necessary to survive and thrive.

We have just begun the final closing of our FY23 books. An early look reveals that revenues have run better than 3% over budget and while expenditures are slightly less than budgeted — once again permitting the Library to keep operating reserves healthy. Just the thing you want when the unexpected arrives.

The Library and its staff negotiated a new three-year collective bargaining agreement that positions us well in the labor market and, more importantly, for the new directions the Library will explore. We also successfully closed out the projects funded by the *Give the Library a Lift!* campaign. Good thing since there will be new facilities challenges resulting from the great flood.

New Executive Director Dan Groberg enters his role with unexpected challenges but a strong fiscal foundation that was paved by Jessie Lynn, the non-profit co-director for the past four years. She served the Kellogg Hubbard Library with skill and distinction.

To see the Library's past financials, visit kellogghubbard.org/financial-information

Business Sponsors

Thank you to all of the businesses whose sponsorship of the library ensure equitable service to our entire community!



STAY CONNECTED TO THE LIBRARY

Follow KHL on Facebook and Instagram, or sign up to receive the e-newsletter:

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Strategic Plan 2023–25



In FY23, we announced the completion of our 2023-2025 strategic plan, as well as an updated mission and vision. Our deepest thanks to the community members, staff, trustees and volunteers who gave us their time and input to craft a truly shared vision for the Library.

Goal #1: The Library provides easy access to a high-quality and robust collection of information and media resources and services to people of all backgrounds.

OBJECTIVES

- A. Build the diversity of print and online resources to represent a range of voices and the changing needs and interests of the community
- B. Raise awareness of library services, their benefits, and how to access them
- C. Work with community partners to better connect community members to expanded/targeted resources

Goal #2: The Library serves as a community hub that engages people of all ages and backgrounds.

OBJECTIVES

- A. Reconfigure Library spaces to effectively and flexibly meet current and anticipate future needs
- B. Diversify programs and enhance collaborations to make the Library a learning and cultural center of the community

Goal #3: The Library is staffed and governed to meet its mission as an inclusive, sustainable, and resilient organization.

OBJECTIVES

- A. Ensure appropriate staffing levels, skill sets, and staff empowerment to meet evolving service demands and community needs
- B. Advance efforts to maintain the Library's financial resilience in changing economic conditions
- C. Strengthen Library governance practices regarding sustainability, diversity, and risk management

MISSION

Our mission is to empower community members to become lifelong learners by providing easy access to materials, online resources, programs and a welcoming place.

VISION

Our vision is to be a resilient, inclusive and innovative library that continually learns and adapts to meet the changing needs of our community.

CORE VALUES

We support an empowered learning community by honoring these values.

We believe...

- All people are important, valued and belong.
- Every person has a right to read what they choose.
- Personal information is private and will be protected.
- A safe, welcoming and accessible space is essential for everyone.
- Vibrant conversations embrace different points of view.
- Service means helping every person as fully as we possibly can.
- We are stewards of this organization for the next generation.

DIVERSITY STATEMENT

Public libraries belong to everyone. We respect and embrace the wide range of diversity in the human experience, including race, ethnicity, age, gender, ability, economic background, place of origin, culture, lifestyle, native language, sexual orientation, religion, and more.

Every person who comes into the library should feel welcomed by our staff and represented in our collections, our building and our programs. The library strives to be a reflection of our community, our nation and future generations.

Your Impact in FY2023



The Library hosted

184
adult programs with
2,367
attendees.

We welcomed authors, historians, health care and social justice advocates, as well as our ongoing relationships with Vermont Humanities, First Wednesdays, Vermont Reads & League of Women Voters.

We hosted

195 youth library programs
with young patrons and their families, totaling
4,850 people in attendance.

The Children's Library was able to expand Summer Reading offerings to all of our member towns and to increase the number and variety of programs we offered. Every member town enjoyed a story time, a StoryWalk installation, and a craft program.



MORE FY2023 STATS



Library outreach included
248 home delivery visits and
46 school visits

KHL meeting rooms were used **949** times
for programs and community gatherings



351,251 physical books, DVDs,
CDs, and magazines circulated

3,050 interlibrary loans borrowed by patrons
and **1,165** loaned to other libraries

33,159 digital e-books, audiobooks, &
magazines borrowed via Libby

4,080 streaming video plays (21,744 site visits)



Two brand new events, Freeze with the Friezes (left) and Larceny at the Library (right), invited hundreds of community members into the Library for nights of fun! These events served as an introduction to the Library for many attendees and encouraged familiar patrons to explore Library spaces they have never visited before.



Another successful month of **PoemCity** and the first ever printed PoemCity Anthology.

Even more **outdoor spaces** added for all community members to use.



We added art created by **three Vermont BIPOC artists** to the Library's permanent collection.



New Library Trustees & Staff



Jeff Dean
TRUSTEE, CALAIS

What made you want to become a KHL trustee?

I became a KHL trustee because I believe in the crucial mission of

libraries in their effort to engage and assist the public, and because the KHL in particular has a special place in my life, having spent so much time after school there as a young person.

What are you currently reading?

I'm currently reading *Cloud Cuckoo Land* by Anthony Doerr, and plan to read Cixin Liu's *The Three Body Problem* next!

What is the most surprising thing you've learned about the library since becoming a trustee?

The most surprising thing I've learned about KHL since becoming a trustee is that Carolyn, our Library Director, is into metal (the music, not the material). This has become less surprising as I've gotten to know her, but in any case I'm happy about it since it's an interest I share!



Edisa Gonzalez Revilla Muller
TRUSTEE, MONTPELIER

What made you want to become a KHL trustee?

Since I moved here, about 10 years ago, KHL has played an important role in my life (as a parent and an individual). KHL has given me a community, friends, fun times and has allowed me to continue fostering my love of reading. I saw the opportunity of being a KHL trustee as a way to give back, if only a tiny bit, of all that I've received.

What are you currently reading?

I just finished reading *Demon Copperhead* by Barbara Kingsolver which was really sad & disturbing as well as amazing & relevant, highly recommend! I'm now listening to *Pride & Prejudice*, and I just started a book club selection, *I Have Some Questions for You* by Rebecca Makkai.

What is the most surprising thing you've learned about the library since becoming a trustee?

I learned that there are some amazing views and special spots if you know who to ask for the tour. I've also

learned that our library wears so many different hats in our community, much more than meets the eye!



Sarah Swift
TRUSTEE,
EAST MONTPELIER

What made you want to become a KHL trustee?

My local library has always been a source of joy and contentment throughout my life. KHL was a very welcoming place to me when I moved here. It is truly the heart of our community. After I retired last year, I had more free time to give back to the library and jumped at the chance.

What are you currently reading?

I just finished *The Verifiers* by Jane Pek, a mystery for the digital age, very enjoyable. Now I'm reading *Demon Copperhead* by Barbara Kingsolver.

What is the most surprising thing you've learned about the library since becoming a trustee?

I wouldn't say I am surprised, exactly, but I have been constantly excited by the depth, talent and creativity of the staff at the library. An absolute pleasure to get to know and work with them as a new trustee.



Parvathi Rajaram
ASSISTANT CIRCULATION
LIBRARIAN

What made you want to become a KHL staff member?

When I moved to Montpelier, my go-to place with my daughter was Kellogg Hubbard Library. I enjoyed taking her to the story time and I have always admired the building, friendly staff, and smiling faces. Serving the community always delighted me and I am grateful to be a part of our Library.

What are you currently reading?

I am currently reading *The Giver of Stars* by Jojo Moyes and *My Life in Full* by Indra Nooyi.

What is the most surprising thing you've learned about the library since joining the KHL team?

The most surprising thing I've learned about our Library is that there is a time capsule buried in 1991 and won't be opened until 2091.

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“ I took stock of what I was spending on subscriptions for things like Netflix, Hulu and other tech services, some of which I barely use. Compared to a library that my family and I rely on, and that serves as such a hub for our community, it seemed ridiculous not to ‘subscribe’ to Kellogg-Hubbard at the same level.”

—Michael Dougherty
Library Patron & KHL Sustainer

To learn more about becoming a KHL Sustainer, visit kellogghubbard.org/khl-sustainers

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 —Anonymous KHL Patron & Donor

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“So grateful for the many roles the Kellogg-Hubbard Library plays in our community, including supporting our unhoused neighbors.”

—Barbarina Heyerdahl,
 KHL Patron & Donor

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