



NASHUA PUBLIC LIBRARY

Jennifer McCormack, Director
Jenn Hosking, Assistant Director



VISION
Growing a welcoming, engaged, connected community

MISSION
We enrich our community by being a safe, welcoming, and inclusive environment to discover, connect, create and grow.



WELCOMING & COMFORTABLE
The library is a trusted, safe place that is inviting, easy to use, and a hub of community activity.

GOALS

- Serve as a **welcoming community** gathering place for every member of the community.
- Emphasize open and easy **access to traditional and digital resources** with knowledgeable assistance.
- Continue renovation** of the library building and grounds to update perceptions about the library and evoke community pride.



LEARNING & CULTURE
The library supports community members in living enriched lives by connecting them to learning opportunities throughout their lifetime in an equitable and inclusive way.

GOALS

- Build an informed community** by ensuring diversity, equity, and inclusion in collections, programs, and services.
- Ensure **community-wide digital literacy** by providing access to technology and support that results in confidence and proficiency.
- Develop **responsive programs** to support educational needs, recreational interests, and expanded worldview.

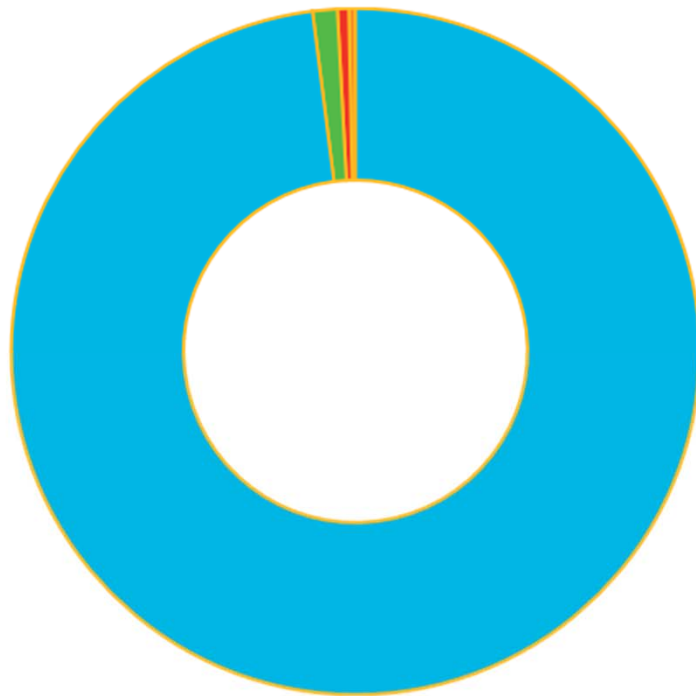


COLLABORATIVE & CONNECTED
The library is integrated in the community resulting in high awareness, meaningful partnerships, and recognition of value.

GOALS

- Broaden the library's reach and recognition** by expanding communication and events in the community.
- Actively listen** to and gather feedback from the community to support the library in responding to community needs.
- Cultivate intentional partnerships** with mission-aligned organizations and individuals seeking to enhance and empower the community.

Cost of Operations



- City Funds (\$3.48 million)
- Trust Funds (\$41K)
- Fines (\$11K)
- Friends (\$19K)

Budget preparation timeline

January-February

- Budget guidelines released
- Utility costs released
- Budget proposal drafted by Director
- Trustees review and approve

March-April

- Meet with Mayor and CFO
- Director prepares supplemental documents
- Meet with senior library staff about impact of budget changes

May-June

- Budget Review Committee
- Public Budget hearing
- Budget Review Committee wrap-up sessions
- Approved by Board of Aldermen

Budget strategy

Salaries

- Negotiated increases or contingency
- Additions or reductions to staff during the year
- Increases for unaffiliated staff

Operating

- Utility cost increases from city
- 3% increase in software costs
- Shift allocations for materials according to use

Staff support

- Tuition reimbursement per contract
- State and regional conferences for select staff
- Travel to one national conference for Director or Asst. Director

Budget roles

Director/Asst. Director

- Provide statistics related to library use
- Prepare budget proposal for review
- Accompany Board chair to meetings
- Negotiates with Union alongside Chair

Trustees

- Approve staffing changes and reorganization
- Reviews budget proposal and suggests changes
- Reviews and approves any staffing changes or department reorganization

City Government

- Provides guidelines to divisions (Mayor, CFO)
- Prepares budget documents for public review (CFO)
- Public meetings and approval (Aldermen)