

**GOAL 1: Staff Engagement and Culture**

- Launched year-end Denison Culture Survey.
- Creating opportunities for more staff to learn about Outreach and community partnerships by inviting staff to Stone Soup Coalition meetings, which is a partnership between Larimer County Jail and several community organizations to support people released from jail.
- Conducted website “road shows” for staff to demonstrate the new website to staff.
- Offered staff a “decompressing” after hours event with the Comedy Brewers at Old Town Library
- Internal communications plan recommendations were presented to library leadership for discussion and review. Next steps will be to refine the strategies, identify effective measurements.
- The Children’s Services Librarians hosted a districtwide Storytime Training for staff who plan and present storytimes. 25 staff enjoyed team building activities, resource sharing opportunities and a presenter who taught us tools for voice projection.
- Programming staff across the district gathered to accomplish 2024 goals at the all programmer “power-up.”
- 45% of staff have taken the EDI Basics training as of 10/24.

**GOAL 2: Plan & Design an Innovative New Southeast Community Center/Library (SECC)**

- Evaluated proposals, interviewed finalists, and selected GH Phipps to serve as Construction Management/General Contractor for project.
- Library and COFC communications have started work on a public communications plan to be rolled out in 2024. It will include a project webpage with information, status updates, and opportunities for public input on the project. (Also: Goal 3: Transparency & Accountability)

**GOAL 3: Transparency & Accountability**

- Library Leadership Team met to review 2024 goals and identify 2025 initiatives at quarterly off-site meeting.
- Branch Managers presented joint “person in charge” training at all locations to ensure consistency practices and understanding across the district.
- Shared 2025 budget information at multiple staff meetings across the district.

**GOAL 4 Improve the Customer Experience in our Physical & Digital Spaces**

- Librarian Jace and graphic designer Sarah led a teen mural project at Old Town Library. The mural was designed with input from teens and painted over three days. Final touchups to the mural were completed in early November.



**GOAL 5 Create a Comprehensive Technology Plan**

- Working on long-range capital plan to integrate into tech planning.
- Participating in SECC planning with library and city partners during the visioning stage of spaces and activities in the joint facility.

**GOAL 6: Community Engagement & Partnerships**

- Staff participated in Spirit Crossing Health and Wellness Fair, issued library cards and told participants about library services.
- Partnered with local community organizations to host vibrant Latiné and Hispanic Heritage Celebrations, honoring the rich culture and heritage of our community. This included art workshops, a baking class, and a large community celebration at the Gardens on Spring Creek.
- Forged a partnership with the Boys and Girls Club to implement and support the 'Reading Buddies' program, connecting tweens and children through shared reading activities

- Evie has been visiting third-grade classrooms as part of the 'Libraries on the Move' program, which aligns with the school district's curriculum on how people around the world access library resources.
- Worked with Northern Colorado Health Alliance to hire a part-time person for the library in a similar position to Summit Stones current position ending in November 2024
- Hosted a series of activities to promote civic engagement with the League of Women Voters at OTL

## PROGRAMMING HIGHLIGHTS

**Old Town: Bats at the Library**



**Dramatime improv with the Comedy Brewers**



**Harmony: Art for Ones, Two, and Threes**



**Spooky Paintings**





**Council Tree:** "It's a GIRL Thing", woman-girl (and female-identifying) book discussion, pizza and activities, featured book was "Amina's Voice"



*"My daughter and I loved participating in 'It's a GIRL Thing.' The book choice was great and provided a good learning and discussion opportunity. Thank you!"*

### MEDIA COVERAGE IN OCTOBER

- "Celebrate Dia de los Muertos with these Fort Collins events," Coloradoan, <https://www.coloradoan.com/story/life/2024/10/05/celebrate-dia-de-los-muertos-with-these-fort-collins-events/75481803007/>
- "Voters invited to learn more about ballot issues at Fort Collins, Loveland presentations," Coloradoan, <https://www.coloradoan.com/story/news/politics/2024/10/07/presentations-planned-on-colorado-larimer-county-ballot-initiatives/75458210007/>

"7 kid-friendly things to do in Fort Collins this October," Coloradoan, <https://www.coloradoan.com/story/life/2024/10/09/7-kid-friendly-things-to-do-in-fort-collins-this-october/75575163007/>

### HOW'D WE DO?

*The Larimer League of Women Voters did 15 ballot issues presentations this year. The one Poudre Library hosted had one of the highest attendances. In total we had about 450 citizens come to our presentations and 15 League leaders presenting. I call that a real success story! We couldn't do it without organizations like the library supporting our work. Thanks again!*