

### *Organizational Upheaval and Ultimate Success*

“Becoming executive director of The Marine Science Consortium in 2008 was a mind-blowing experience,” Amber says. “I had always worked at well-managed education centers with very positive organizational cultures. Taking on the challenge of revitalizing an organization failing in every possible area (financial, infrastructure, facilities, programs, and staff moral) was no picnic.”

In 2009 The Marine Science Consortium (MSC) began a \$15 million campus revitalization project. During that time MSC would remain open and work to build its programs. 2009 – 2012 saw construction, reorganization, restaffing, endeavors to maintain the good parts of the organization’s culture and to cleave off the bad, planning, dreaming, and striving for excellence. Woven into all this work was the advice and strength of ANCA peers.



“I’m grateful for how much ANCA helped me and MSC during a time of great change and hard work,” reflected Amber. “I was blessed to have ANCA colleagues with expertise in all aspects of the field and that they gave freely of their time, advice, and a listening ear. During this time I hatched the idea of hosting the ANCA Summit, which required a serious leap of faith and a whole lot of bravado. My reasoning was that, if we could successfully host our peers, we could really say that we had accomplished all our goals. Given that, in 2010 our organization still had far to go, I was thrilled that ANCA took that leap with us and agreed to have the Summit here.

“Hosting the 2012 ANCA Summit was the best whole-staff experience our organization has had. The intense organizational revitalization in which we were engaged required significant growth in service, teamwork and program. The ANCA Summit became our goal for completion of that growth. Every staff member knew that hosting our peers was serious business and that The Marine Science Consortium’s new facilities, grounds, customer service ideals, and programs must demonstrate the utmost in professionalism. “ANCA is coming!” was our mantra.

“When peers from across the continent began to arrive, it was wonderful to see the sense of pride on every staff member’s face. Not only did they know they were doing a great job, but they also enjoyed the fellowship of people with like minds. I can honestly say that our organization was elevated by hosting the Summit and from all our ANCA interactions including its part in our latest venture; providing consultation during our name change to Chincoteague Bay Field Station.

“Throughout organizational upheaval and ultimate success, ANCA has been a friend, mentor, consultant, and soft place to land. The success of Chincoteague Bay Field Station is built upon ANCA advice, best practices, and well wishes. We couldn’t ask for a sturdier foundation.”