

BLACKWATER REGIONAL LIBRARY BOARD OF TRUSTEES MEETING

Franklin Branch
Wednesday
October 18, 2023
Board Meeting —3:00 pm

Budget & Finance Committee *will NOT* meet



**Blackwater Regional Library
Franklin Branch**

**280 N. College Dr.
Franklin, Virginia 23851**



Franklin, Isle of Wight, Southampton, Surry, and Sussex
www.blackwaterlib.org

Please notify Amy at 757-653-0298 x 304 if you are unable to attend or need directions.

Board Packet Contents

October 18, 2023

- Agenda – October 2023
- Minutes – September 2023
- Library Director's Report
- Library Bills
- Monthly Statistics Report – September 2023
- Staffing and Workshop Report

**Blackwater Regional Library
Board Meeting
October 18, 2023**

Agenda

Franklin Branch

Call to Order

Adoption of Agenda – October 2023

Approval of Minutes – September 2023

Public Comment

Correspondence

Director's Report

Committee Reports

- Budget and Finance
- Personnel and Policy

Review of Approval of Accounts Payable and File for Annual Audit

Unfinished Business

New Business

Board Member Comments/Announcements

Announcement of Next Meeting

- November 15, 2023

Adjournment

**BLACKWATER REGIONAL LIBRARY
BOARD OF TRUSTEES MEETING MINUTES
September 20, 2023**

Present

Deborah Dawson – Surry County
Connie Henderson – Isle of Wight County
Pam Lease – City of Franklin
Michelle Manfred – Isle of Wight County
Jessica Moore – Sussex County
Pam Vaughan – Isle of Wight County
Bill Worsham – Southampton County
Ben Neal – Library Director
Bonnie Lauver – Assistant Library Director
Debbie Carter – Budget & Finance Manager

Remote (via Zoom)

Absent

MeChelle Blunt – Southampton County
Ora Briggs – Sussex County
Sylvia Claggett – Isle of Wight County
Jennifer Cuthbertson – Southampton County
Terri Hedgepeth – City of Franklin
Denise Tynes – Isle of Wight County

Chair, Bill Worsham called the meeting of the Blackwater Regional Library Board of Trustees to order at 2:51 p.m. at the Franklin Branch, following Board Retreat.

Agenda

Ms. Moore moved, and Ms. Vaughan seconded that the agenda be approved as presented. The vote was unanimous.

Consideration of Remote Meeting Participation Requests

None

Minutes

Ms. Manfred moved, and Ms. Lease seconded the minutes be approved as presented. The vote was unanimous.

Public Comment

None

Correspondence

None

Library Director's Report

Central/System-wide Updates

Automatic renewals launched in August. Items not on request automatically renew, if eligible (3 renewals for most items).

BRL received a grant from Dollar General Foundation for outreach books.

Summer Reading 2023 was a big success with over 1,300 youth registered, and nearly 100 in-person programs reaching over 4,000 participants. Over 18,000 children's and YA books circulated during the six-week period.

Committee Reports

Budget & Finance – Ms. Moore – The committee needs to meet prior to the October Board of Trustees to begin work on the FY2025 budget. A budget must be adopted at the November Board of Trustees meeting. With upcoming locality elections, new Supervisors/City Council members may need education. It is imperative to advocate and encourage patrons to advocate on behalf of the library.

Budget & Finance will meet at the Franklin Branch on October 3, 2023 at 3:00 p.m.

Personnel & Policy – Ms. Vaughan – no report

Accounts Payable

Ms. Moore moved, and Ms. Dawson seconded that the accounts payable be filed for the Annual Audit. The vote was unanimous.

Unfinished Business

None

New Business

None

Board Member Comments/Announcements

Ms. Henderson – asked how BRL’s strategic planning would work. Mr. Neal explained that the Long Range Planning committee would begin work early, with a new plan due to the Library of Virginia in December 2025. Dr. Carmack echoed many of Mr. Neal’s ideas, including a need for multiple community conversations in the entire service area. Ms. Henderson also recommends Banned Books kit. She continues to work with IOW Juneteenth planning and how BRL could be involved.

Ms. Moore – The next to last Waverly Farmers Market was very successful. Wakefield and Waverly book clubs resumed after a summer break. Waverly staff is working on programming for homeschool groups. Ms. Moore attended several workshops on a Zoom meeting offered by the American Library Association. She plans to bring finance related information to the Budget & Finance committee.

Mr. Neal – Regarding strategic planning, please keep in mind that we need to think about what BRL needs to do in the future to lift up and support our communities.

Mr. Worsham – As budget season approaches, please send any ideas to Ms. Moore for committee consideration.

Announcement of Next Meeting

The next Blackwater Regional Library Board of Trustees meeting will be at 3:00 p.m. on October 18, 2023 at the Franklin Branch.

Adjournment

Ms. Moore moved, and Ms. Lease seconded the meeting be adjourned. The vote was unanimous. The meeting was adjourned at 3:16 p.m.

Respectfully submitted,

Debbie Carter for
Sylvia Claggett, Secretary

**BLACKWATER REGIONAL LIBRARY
BOARD OF TRUSTEES MEETING MINUTES
September 20, 2023**

Present

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Pam Lease – City of Franklin
Michelle Manfred – Isle of Wight County
Jessica Moore – Sussex County
Pam Vaughan – Isle of Wight County
Bill Worsham – Southampton County
Ben Neal – Library Director
Bonnie Lauver – Assistant Library Director
Debbie Carter – Budget & Finance Manager

Remote (via Zoom)

Dr. Nan Carmack – Library of Virginia

Absent

MeChelle Blunt – Southampton County
Ora Briggs – Sussex County
Sylvia Claggett – Isle of Wight County
Jennifer Cuthbertson – Southampton County
Terri Hedgepeth – City of Franklin
Denise Tynes – Isle of Wight County

Chair, Bill Worsham called the Board Retreat of the Blackwater Regional Library Board of Trustees to order at the Franklin Branch. Mr. Worsham then turned the Board Retreat over to Mr. Neal.

Mr. Neal introduced Dr. Carmack of the Library of Virginia. Dr. Carmack presented information on strategic planning, creating library identity, and community conversations. She also went over a timeline for a Strategic Planning Committee, and ways to update BRL's mission statement.

Dr. Carmack answered questions from Trustees. Mr. Neal and the Board thanked Dr. Carmack for her presentation.

Afterwards, Mr. Worsham moved to adjourn for a short break prior to resuming for the full meeting. The Board retreat was adjourned at 2:40 p.m.

Respectfully submitted,

Debbie Carter for
Sylvia Claggett, Secretary



Franklin, Isle of Wight, Southampton, Surry, and Sussex
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Director's Report

September 2023

Admin Updates

- Initial steps in FY23 Audit underway from audit firm
- BRL participated in three National Night Out events earlier in month, bringing a total of NNO events participated in this year to seven in our service area
- Holiday Food Drive (Food for Fines) launches in November for local food pantries
- No open positions as of 10.11.23



BRL in the Community



Library Booth at Franklin Fall Festival



Partnership with Community Harvest Outreach for Book Giveaways



Bookworms' apple-activity at Windsor Castle Park (in conjunction with IOW Museum)

15 Outreach Programs and Events in September reaching over 700 people

City of Franklin

- Fall Programs commenced at the Franklin branch with monthly Craftsy program, Paws to Read, and Full STEAM Ahead.
- Full STEAM Ahead program featured a guest speaker from Western Tidewater Health Department to talk about the science behind hand-washing and good hygiene habits
- Franklin & Courtland branch welcomed new Youth Services Programmer, Barbara Kent



Isle of Wight County

- Carrollton Branch's Chapter Chat Teen Book Club continues to be a hit! It returned in September with 16 participants; elsewhere two super-readers finished the 1000 Books Before Kindergarten program!
- Friends of the Windsor Library hosted an Author-Palooza in September with local author Allie Marie as well as authors from Scotland and Australia.
- Smithfield Branch had an array of programming, including its BookSTEAM program which featuring young participants making Minifigure Self-Portraits.

55 In-House or Outreach Programs in Isle of Wight County reaching nearly 900 people



Southampton County

- Full STEAM Ahead program also featured WTHD representative explained about germs, how we come in contact with germs, how germs can make us sick, and ways to prevent contact and sickness from germs and best practices to stay healthy.
- Adult Craftsy is back and in September, had a full house for our Sunflower-themed activity.
- Teen and Family programs are back with Family Movie Night, Little Explorers StoryTime, and Teen Time!



Surry County

- BRL had a booth at the Nottoway Powwow in Surry and gave out free books and library information.
- Claremont's new Senior Library Assistant, Owen Kelsey, is leading the branch's popular Craftsy Program
- Surry's youth programs including Lego Lab are off to a good start for the Fall season!



Sussex County

- Waverly Farmer's Market still going strongly as we head into fall. This seasonal monthly event provides a way for Waverly community to come together and find local goods & produce.
- Waverly Branch is hosting local homeschool group twice a month, which has been a lively addition to branch activities.
- Wakefield and Waverly book clubs read "The Sundown Motel" and "Anxious People," respectively.



Blackwater Regional Library

Library Bills

September 2023

Type	Date	Num	Account	Amount
360IT Partners				
Bill	09/20/2023	MSP235238	205 · Accounts Payable	-5,807.78
Bill Pmt -Check	09/20/2023	10452	126 · Operating TowneBank	-5,807.78
Bill	09/30/2023	MSP236023	205 · Accounts Payable	-630.60
Bill Pmt -Check	09/30/2023	10476	126 · Operating TowneBank	-630.60
AFLAC				
Bill	09/30/2023	509558	205 · Accounts Payable	-800.18
Bill Pmt -Check	09/30/2023	10477	126 · Operating TowneBank	-800.18
Amazon Capital Services				
Bill	09/30/2023	14V4-7PWW-Y4P3	205 · Accounts Payable	-465.19
Bill Pmt -Check	09/30/2023	10478	126 · Operating TowneBank	-465.19
Anthem Blue Cross/Blue Shield				
Bill	09/14/2023	000742724F	205 · Accounts Payable	-15,199.00
Bill Pmt -Check	09/20/2023	10453	126 · Operating TowneBank	-15,199.00
AT&T				
Bill	09/30/2023	2077944931	205 · Accounts Payable	-3.08
Bill Pmt -Check	09/30/2023	10479	126 · Operating TowneBank	-3.08
Baker & Taylor				
Bill	09/20/2023	5018524687	205 · Accounts Payable	-4,220.97
Bill Pmt -Check	09/20/2023	10454	126 · Operating TowneBank	-4,220.97
Bill	09/30/2023	5018541665	205 · Accounts Payable	-9,575.33
Bill Pmt -Check	09/30/2023	10480	126 · Operating TowneBank	-9,575.33
Baker & Taylor - Laminate				
Bill	09/20/2023	5018533185	205 · Accounts Payable	-219.68
Bill Pmt -Check	09/20/2023	10455	126 · Operating TowneBank	-219.68
Bill	09/30/2023	5018544691	205 · Accounts Payable	-1,427.97
Bill Pmt -Check	09/30/2023	10481	126 · Operating TowneBank	-1,427.97
Blackstone Publishing				
Bill	09/30/2023	2118244	205 · Accounts Payable	-38.96
Bill	09/30/2023	2118761	205 · Accounts Payable	-73.40
Bill	09/30/2023	2119071	205 · Accounts Payable	-41.24
Bill Pmt -Check	09/30/2023	10482	126 · Operating TowneBank	-153.60
Cengage Learning, Inc./Gale				
Bill	09/30/2023	82513883	205 · Accounts Payable	-95.97
Bill Pmt -Check	09/30/2023	10483	126 · Operating TowneBank	-95.97
Center Point Large Print				
Bill	09/30/2023	2048847	205 · Accounts Payable	-215.73
Bill Pmt -Check	09/30/2023	10484	126 · Operating TowneBank	-215.73
Charter Communications				
Bill	09/14/2023	177213501090723	205 · Accounts Payable	-3,146.00
Bill Pmt -Check	09/20/2023	10456	126 · Operating TowneBank	-3,146.00
Daily Press				
Bill	09/30/2023	270002414 9.24.2023	205 · Accounts Payable	-62.99
Bill Pmt -Check	09/30/2023	10485	126 · Operating TowneBank	-62.99
Document Systems, Inc.				
Bill	09/30/2023	133293	205 · Accounts Payable	-2,525.26
Bill Pmt -Check	09/30/2023	10486	126 · Operating TowneBank	-2,525.26
Dodson Pest Control				
Bill	09/20/2023	Inv. 956429516	205 · Accounts Payable	-46.00
Bill Pmt -Check	09/20/2023	10457	126 · Operating TowneBank	-46.00
Dominion Energy Virginia				
Bill	09/30/2023	3233130008 9.30.2023	205 · Accounts Payable	-1,652.98
Bill Pmt -Check	09/30/2023	10487	126 · Operating TowneBank	-1,652.98
EnvisionWare, Inc.				
Bill	09/30/2023	INV-US-66930	205 · Accounts Payable	-1,160.43
Bill Pmt -Check	09/30/2023	10488	126 · Operating TowneBank	-1,160.43
H2O To Go				
Bill	09/30/2023	Acct 7825 9.30.202	205 · Accounts Payable	-54.50
Bill Pmt -Check	09/30/2023	10489	126 · Operating TowneBank	-54.50
MidAmerica Books				
Bill	09/30/2023	0015415	205 · Accounts Payable	-1,023.80
Bill Pmt -Check	09/30/2023	10490	126 · Operating TowneBank	-1,023.80
Midwest Tape				
Bill	09/20/2023	504317490	205 · Accounts Payable	-855.59
Bill Pmt -Check	09/20/2023	10458	126 · Operating TowneBank	-855.59
Bill	09/30/2023	504383725	205 · Accounts Payable	-2,579.29
Bill Pmt -Check	09/30/2023	10491	126 · Operating TowneBank	-2,579.29

Blackwater Regional Library

Library Bills

September 2023

Type	Date	Num	Account	Amount
Optima Health				
Bill	09/30/2023	8376935	205 · Accounts Payable	-10,206.00
Bill Pmt -Check	09/30/2023	10492	126 · Operating TowneBank	-10,206.00
Overdrive, Inc				
Bill	09/20/2023	03100DA23310659	205 · Accounts Payable	-636.78
Bill	09/20/2023	03100CO23316601	205 · Accounts Payable	-130.00
Bill	09/20/2023	03100DA23318494	205 · Accounts Payable	-426.47
Bill Pmt -Check	09/20/2023	10459	126 · Operating TowneBank	-1,193.25
Bill	09/30/2023	03100DA23322884	205 · Accounts Payable	-15.99
Bill	09/30/2023	03100DA23326375	205 · Accounts Payable	-414.40
Bill	09/30/2023	03100DA23334318	205 · Accounts Payable	-369.98
Bill Pmt -Check	09/30/2023	10493	126 · Operating TowneBank	-800.37
Petersburg Alarm Company				
Bill	09/30/2023	201710	205 · Accounts Payable	-435.00
Bill	09/30/2023	202148	205 · Accounts Payable	-146.00
Bill Pmt -Check	09/30/2023	10494	126 · Operating TowneBank	-581.00
Petty Cash				
Bill	09/30/2023	September 2023 PC	205 · Accounts Payable	-854.87
Bill Pmt -Check	09/30/2023	10495	126 · Operating TowneBank	-854.87
Queen B's Cleaning Service				
Bill	09/30/2023	1420	205 · Accounts Payable	-680.00
Bill Pmt -Check	09/30/2023	10496	126 · Operating TowneBank	-680.00
QuickBooks Payroll Service				
Liability Check	09/14/2023		126 · Operating TowneBank	-37,258.52
Liability Check	09/28/2023		126 · Operating TowneBank	-37,370.28
Scholastic Library Publishing				
Bill	09/20/2023	51029683	205 · Accounts Payable	-285.25
Bill Pmt -Check	09/20/2023	10460	126 · Operating TowneBank	-285.25
Southampton County				
Bill	09/30/2023	Acct 46 9.15.2023	205 · Accounts Payable	-55.00
Bill Pmt -Check	09/30/2023	10497	126 · Operating TowneBank	-55.00
Southampton County (1)				
Bill	09/20/2023	2023-08	205 · Accounts Payable	-585.99
Bill Pmt -Check	09/20/2023	10461	126 · Operating TowneBank	-585.99
Bill	09/30/2023	2023-09	205 · Accounts Payable	-527.98
Bill Pmt -Check	09/30/2023	10498	126 · Operating TowneBank	-527.98
Southampton Cty Treas, Cynthia J. Edwards				
Liability Check	09/15/2023	10451	126 · Operating TowneBank	-1,713.38
Liability Check	09/29/2023	10474	126 · Operating TowneBank	-1,713.38
Liability Check	09/29/2023	10475	126 · Operating TowneBank	-12,864.52
Spectrum Enterprise				
Bill	09/20/2023	089740301090123	205 · Accounts Payable	-945.95
Bill Pmt -Check	09/20/2023	10462	126 · Operating TowneBank	-945.95
T & A Repairs, LLC.				
Bill	09/30/2023	32670	205 · Accounts Payable	-76.23
Bill	09/30/2023	32681	205 · Accounts Payable	-20.00
Bill Pmt -Check	09/30/2023	10499	126 · Operating TowneBank	-96.23
Terry Andrews				
Bill	09/20/2023	Disc reimb 9.7.2023	205 · Accounts Payable	-131.00
Bill Pmt -Check	09/20/2023	10463	126 · Operating TowneBank	-131.00
The Library Corporation				
Bill	09/30/2023	2023100127	205 · Accounts Payable	-926.00
Bill Pmt -Check	09/30/2023	10500	126 · Operating TowneBank	-926.00
The Virginian Pilot				
Bill	09/20/2023	544295706 9.2.2023	205 · Accounts Payable	-252.93
Bill Pmt -Check	09/20/2023	10464	126 · Operating TowneBank	-252.93
Total Business Solutions				
Bill	09/20/2023	282234-0	205 · Accounts Payable	-623.88
Bill Pmt -Check	09/20/2023	10465	126 · Operating TowneBank	-623.88
TowneBank/Card Services				
Bill	09/20/2023	6457 0001 9.14.2023	205 · Accounts Payable	-5,239.24
Bill Pmt -Check	09/20/2023	10466	126 · Operating TowneBank	-5,239.24
Unique Management Services, Inc.				
Bill	09/20/2023	6116340	205 · Accounts Payable	-233.00
Bill Pmt -Check	09/20/2023	10467	126 · Operating TowneBank	-233.00
Verizon (1)				
Bill	09/20/2023	961660704 9.9.2023	205 · Accounts Payable	-157.78
Bill Pmt -Check	09/20/2023	10468	126 · Operating TowneBank	-157.78

Blackwater Regional Library
Library Bills
September 2023

Type	Date	Num	Account	Amount
Bill	09/30/2023	624106825 9.22.2023	205 · Accounts Payable	-55.55
Bill Pmt -Check	09/30/2023	10501	126 · Operating TowneBank	-55.55
Verizon Wireless				
Bill	09/20/2023	9943962375	205 · Accounts Payable	-2,840.71
Bill Pmt -Check	09/20/2023	10469	126 · Operating TowneBank	-2,840.71
Virginia State Police				
Bill	09/20/2023	K Brayton	205 · Accounts Payable	-20.00
Bill Pmt -Check	09/20/2023	10470	126 · Operating TowneBank	-20.00
Windsor Ruritan Club				
Bill	09/20/2023	ISD 2023	205 · Accounts Payable	-130.00
Bill Pmt -Check	09/20/2023	10471	126 · Operating TowneBank	-130.00
WT Cox				
Bill	09/20/2023	3126950	205 · Accounts Payable	-62.65
Bill Pmt -Check	09/20/2023	10472	126 · Operating TowneBank	-62.65
Xerox Financial Services				
Bill	09/20/2023	4751648	205 · Accounts Payable	-1,598.72
Bill Pmt -Check	09/20/2023	10473	126 · Operating TowneBank	-1,598.72

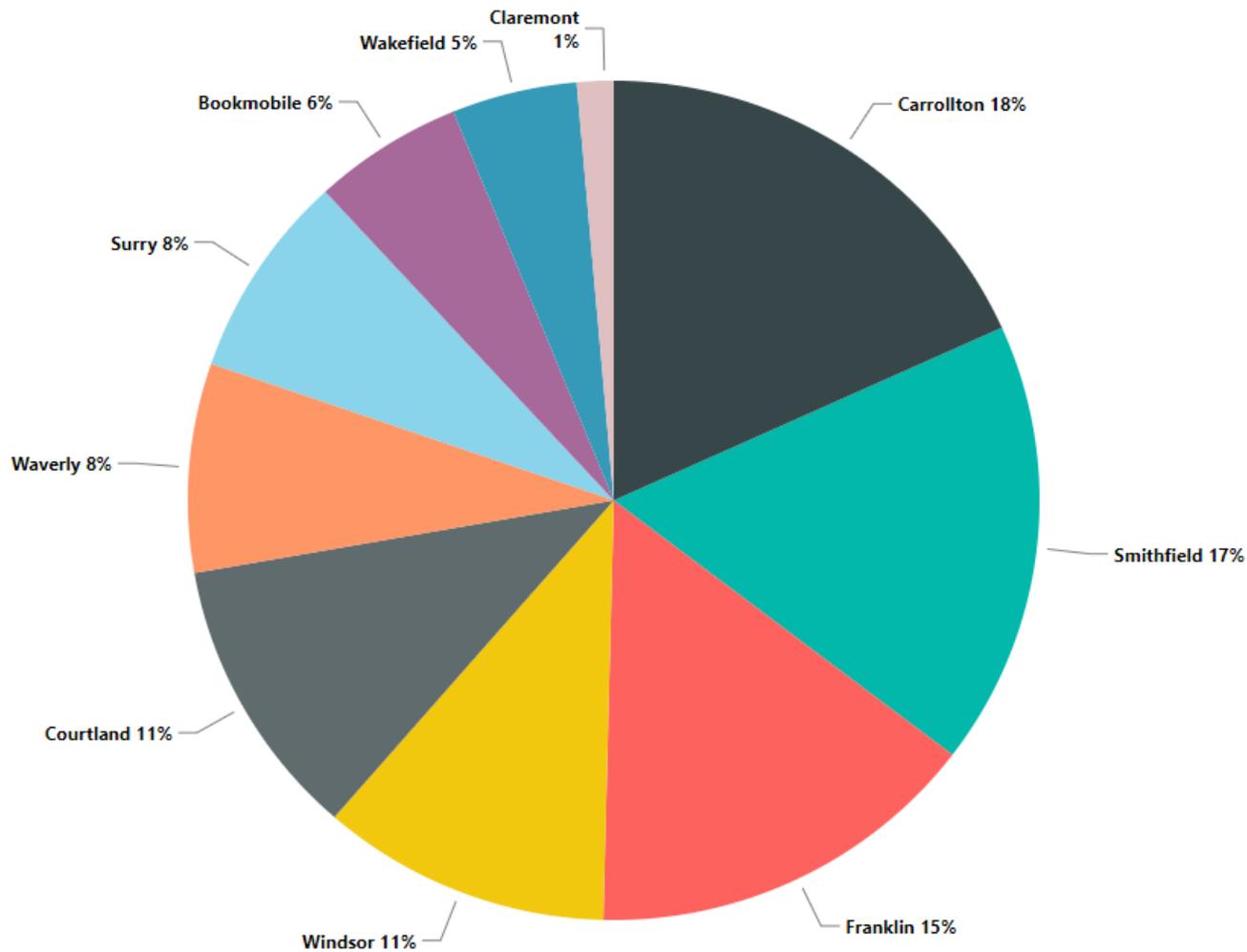


Franklin, Isle of Wight, Southampton, Surry, and Sussex
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September 2023

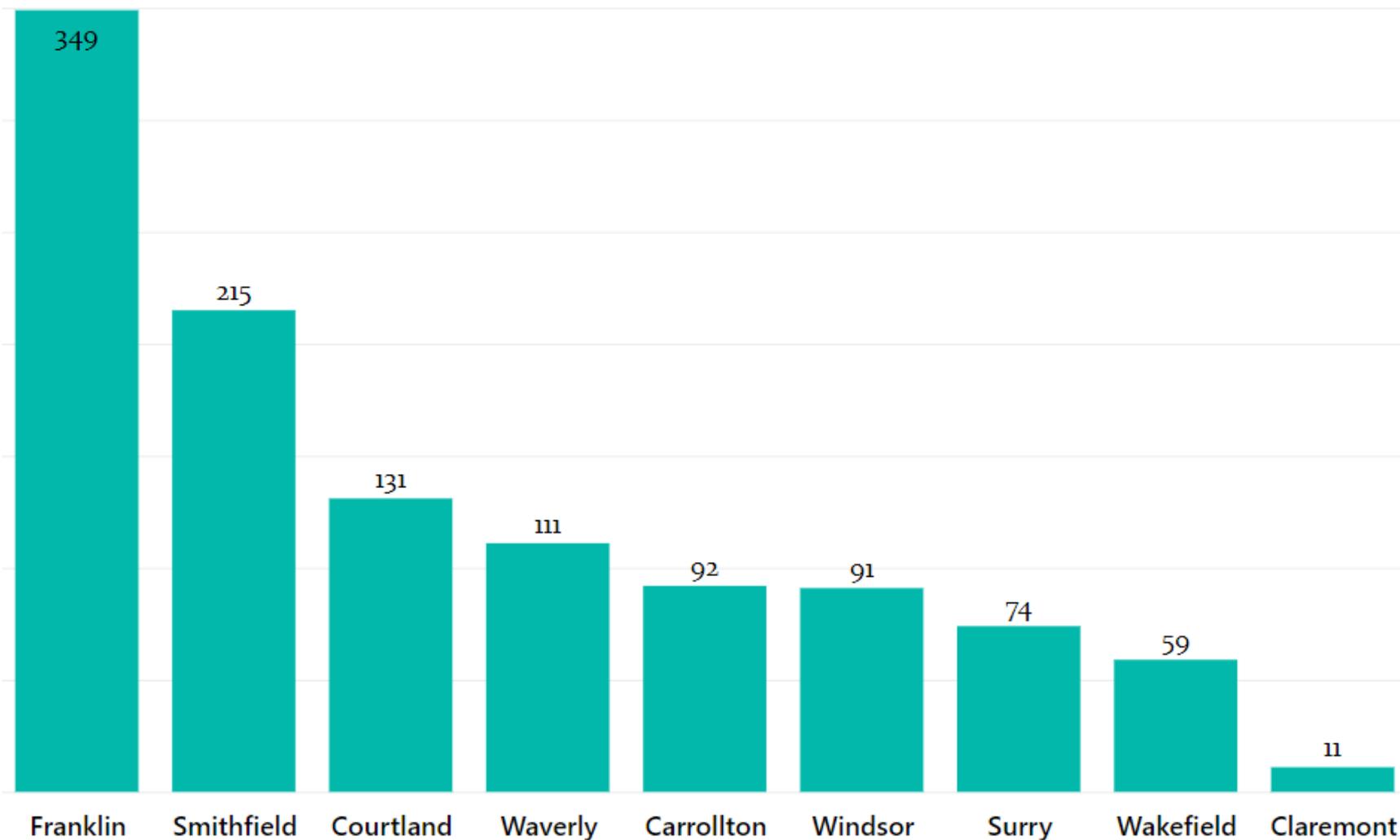
Statistics

Monthly Report: Patron Count

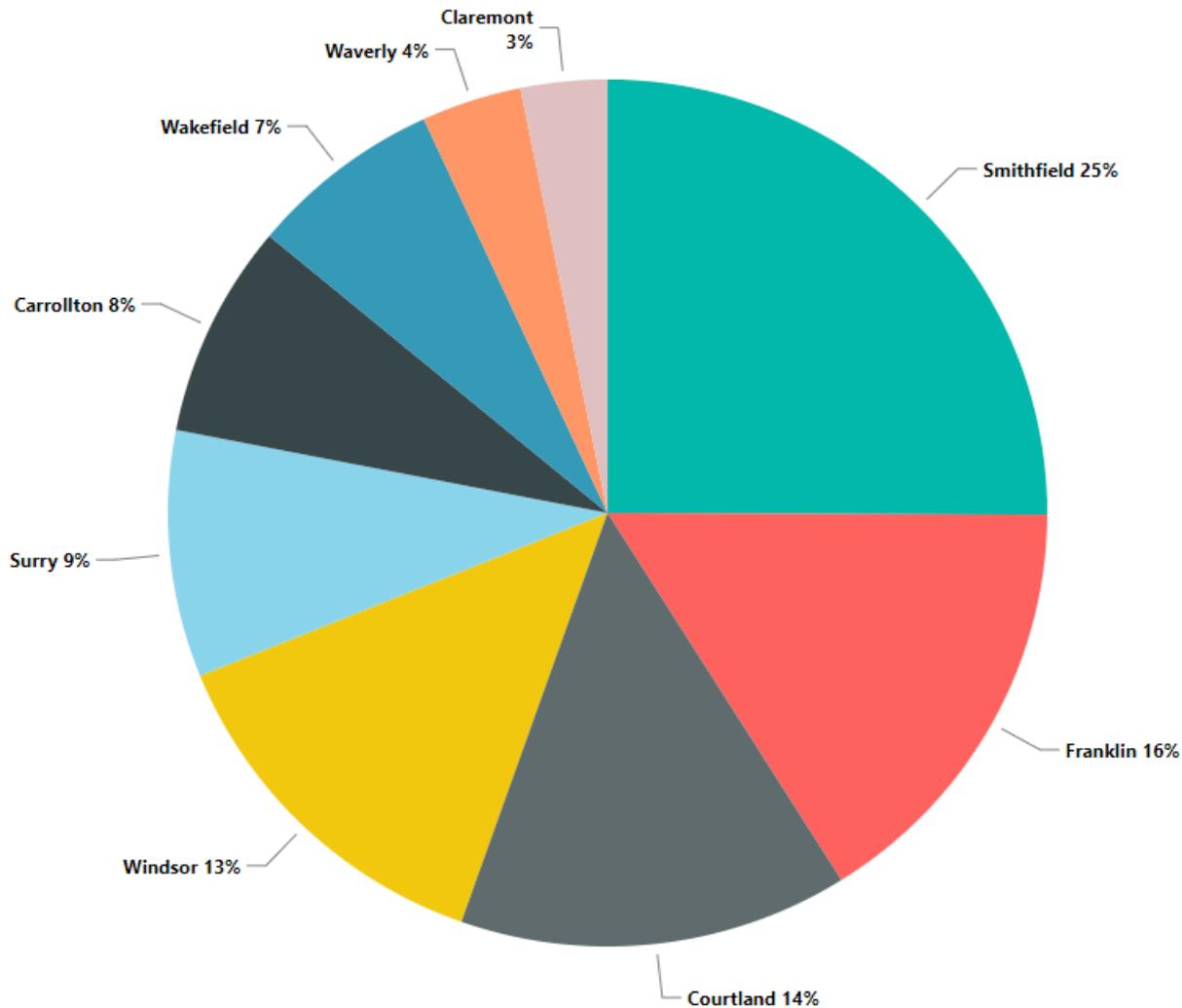


Branch	Patron Count
Bookmobile	770
Carrollton	2466
Claremont	188
Courtland	1465
Franklin	2031
Smithfield	2313
Surry	1065
Wakefield	643
Waverly	1087
Windsor	1486
Total	13514

Monthly Report: In-House Internet

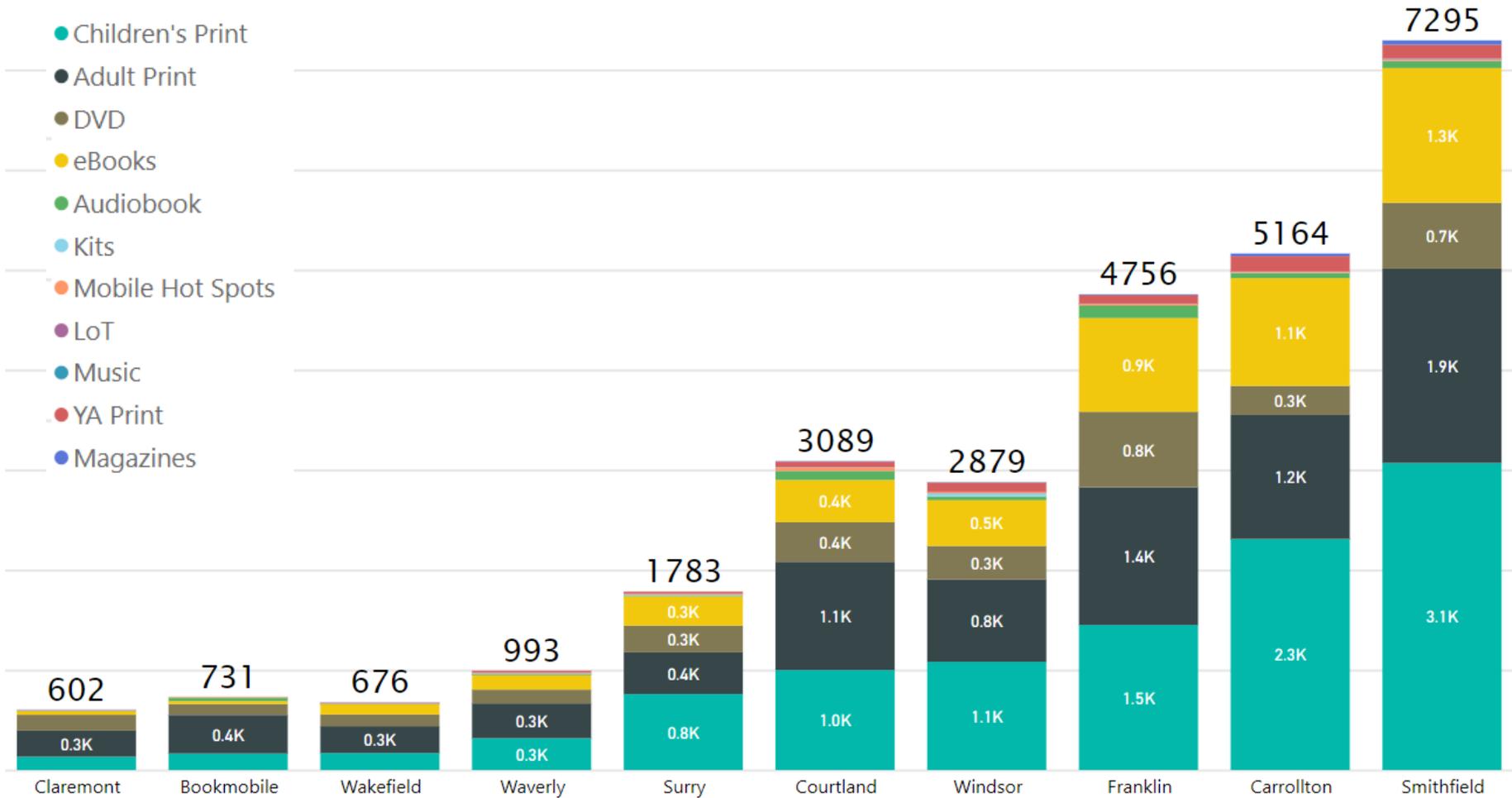


Monthly Report: WiFi Use



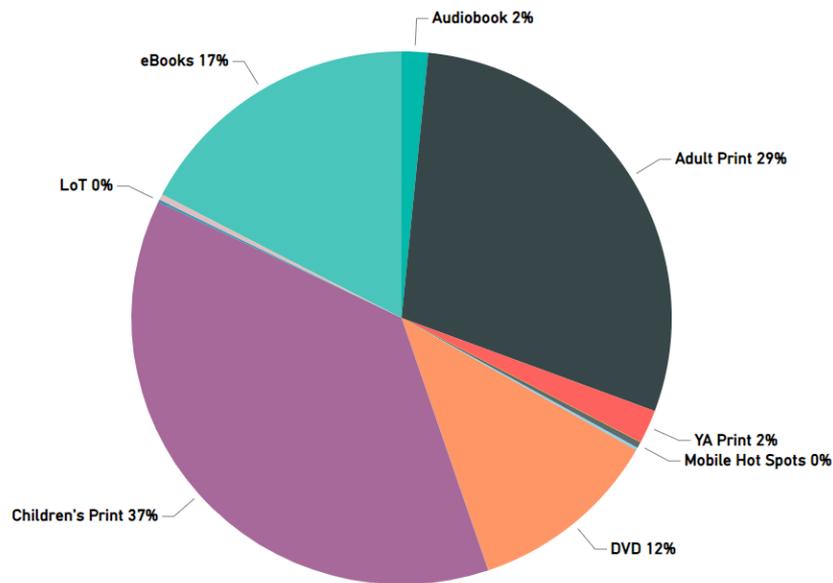
Branch	Wireless Internet Usage
Carrollton	160
Claremont	64
Courtland	288
Franklin	322
Smithfield	504
Surry	185
Wakefield	143
Waverly	74
Windsor	271
Total	2011

Circulation Report: By Branch

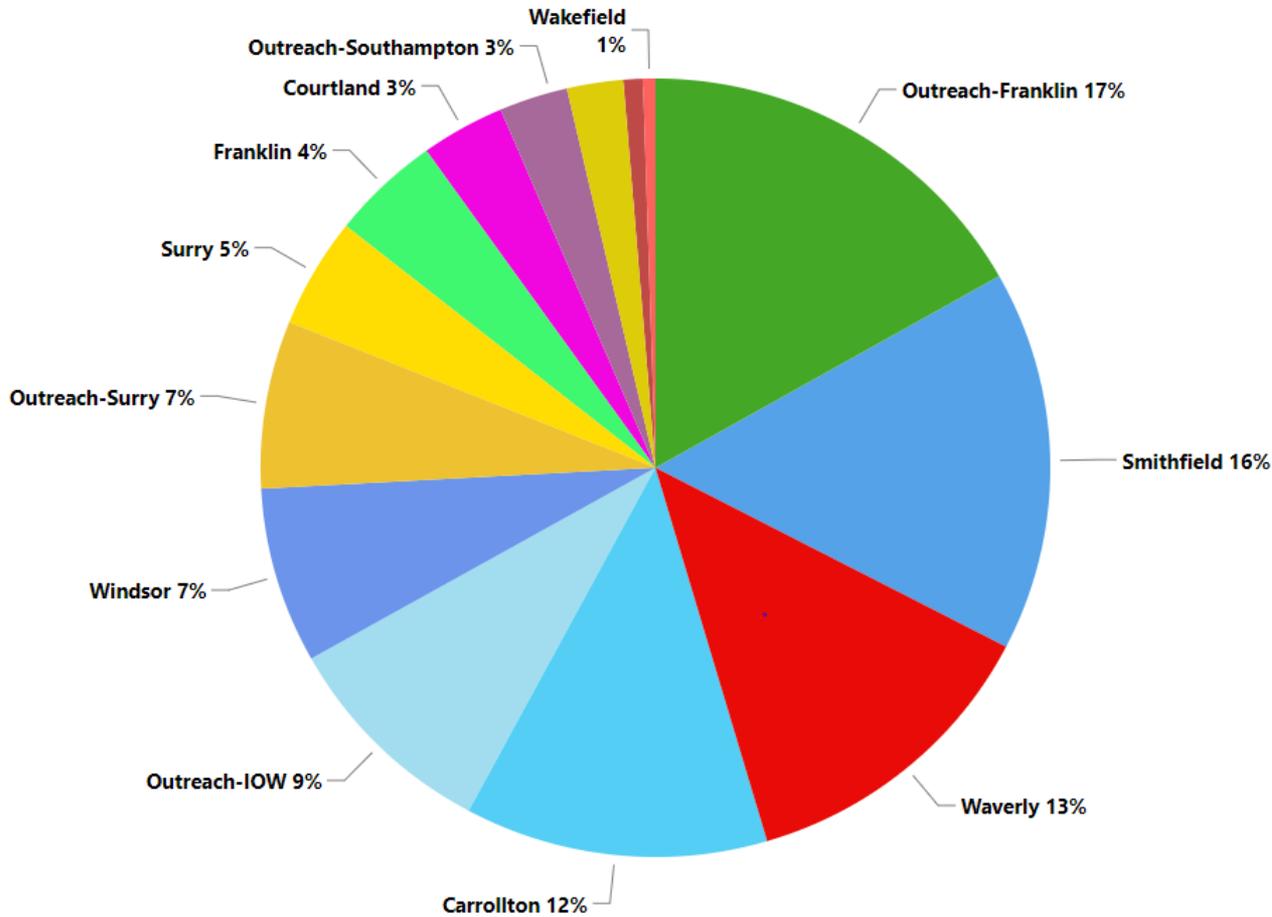


Circulation Report: Type by Branch

Location	Adult Print	Children's Print	DVD	Audio-book	Kits	YA Print	Music	LoT	Magazines	eBooks	Mobile Hot Spots
Bookmobile	385	165	109	34	0	0	0	1	0	30	7
Carrollton	1239	2310	291	50	3	155	0	2	27	1078	9
Claremont	260	133	159	2	0	3	0	1	6	37	1
Courtland	1082	1000	396	90	0	54	0	6	5	422	34
Franklin	1376	1450	755	125	0	86	0	4	9	938	13
Smithfield	1942	3070	660	72	0	135	2	12	43	1346	13
Surry	417	759	267	11	4	19	0	6	0	292	8
Wakefield	267	170	118	6	0	8	0	0	3	102	2
Waverly	348	318	138	14	2	15	0	7	0	144	7
Windsor	823	1082	335	37	31	95	0	1	5	458	12
Total	8139	10457	3228	441	40	570	2	40	98	4847	106

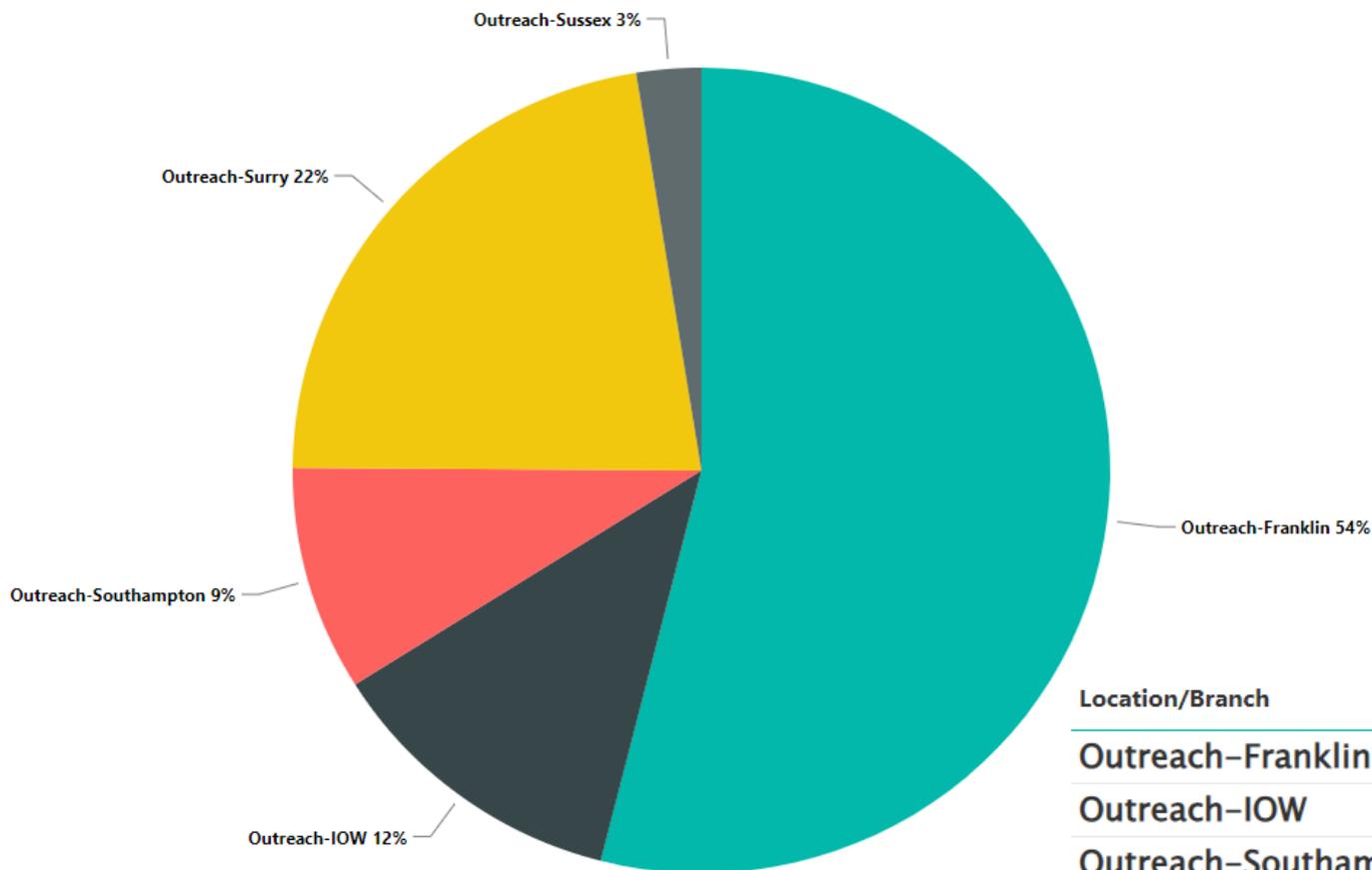


Program Report: Total Participation



Location/Branch	Count
Carrollton	296
Claremont	55
Courtland	82
Franklin	107
Outreach-Franklin	401
Outreach-IOW	215
Outreach-Southampton	67
Outreach-Surry	166
Outreach-Sussex	19
Smithfield	377
Surry	109
Wakefield	12
Waverly	306
Windsor	174
Total	2386

Outreach Report: Programs



Location/Branch	Outreach Programs	Attendance
Outreach-Franklin	4	401
Outreach-IOW	5	90
Outreach-Southampton	4	67
Outreach-Surry	1	166
Outreach-Sussex	1	19
Total	15	743

STAFFING AND WORKSHOP REPORT

Staffing Update October 2023 Blackwater Regional Library

New Hires

- Katie Brayton – Library Assistant, Carrollton and Smithfield
- Brianna Adams – Senior Library Assistant, Bookmobile Outreach Services
- Barbara Nixon – Substitute Library Assistant
- Sky Haskett – Library Assistant, Wakefield and Waverly

Promotions

Transfers

- Jim Brooks – Substitute Library Assistant

Separations

Vacancies

STAFFING AND WORKSHOP REPORT

Training Sessions – September 2023

Isle of Wight County staff completed a total of 1 training

Surry County staff completed a total of 1 training

Central Office staff completed a total of 4 trainings

9/7/2023 – Extreme Customer Service, Every Time – The workshop on Extreme Customer Service, Every Time provided tangible, proven ways to excel when we interact with our patrons and community.

The presenter defined each step and provided examples of companies exceeding the customer service standard. She provided suggestions for further readings supporting each company she used as her examples. She also explored ways to do more for our patrons and community. The workshop was organized and flowed well. Great touch point for learning new tips and ways to make each encounter a memorable one.

I have never interacted with Zappos, however after learning how their customer service team is supported, if I did purchase shoes online they would be my first choice.

9/11/2023 – Genealogy Resources – Barry Trott, the adult services coordinator with the Library of Virginia, introduced Ashley Craig, the Library of Virginia (LVA) community outreach specialist. Craig provided a thorough presentation of the types of genealogy references and documents available through the LVA for both LVA card and non-card holders.

Types of Subscription Databases:

- Family Search
- Newspaper archives and Newspaper.com
- Proquest History Vault that includes Slavery in Antebellum South, Southern Industry, Southern Life and African American History
- Ancestry Institution
- Ancestry for Virginians, and
- Roads and Bridges, among many others.

Craig noted that because the LVA is an affiliate member of Family Search, the state library has access to records that regular members of the Family Search web site don't have.

Databases without a Card

- Virginia Memory is a digital collections of records.
- Virginia Chronicle – a database with Virginia newspapers online.
- Virginia Chancery Records – The chancery courts operated from 1776 to the mid 1900s and offer information on disputes in wills.
- Digital Collections Discovery

STAFFING AND WORKSHOP REPORT

- Legislative Petitions from 1776-1866. Craig explained that Virginia citizens had to petition the General Assembly before they could do things such as move.
- Virginia Untold: The African American Narrative database.
- LVA's YouTube Play List – This list includes videos that explain how to research ancestors.
- Uncommon Wealth Blog, which provides information on what the LVA does and information about people in Virginia.

Overall, the webinar offered detailed information on the types of databased available through the Library of Virginia and its affiliates. Some of the web site links from LVA are accessible through the Blackwater Regional Library web site.

9/20/2023 – Forecasting an Aging Virginia: How Can We Support a Growing Senior Population? – VCU Aging Researcher Dr. Katie Rolander gave a presentation on Virginia's aging population, the challenges that this demographic change brings, as well as the opportunities that these present non-profits around the state. The demographic information was refreshing and interesting, but there really wasn't a "solutions" piece to the workshop.

9/20/2023 – Cyber Security Tips for Libraries – Director of Chesapeake Public Library and two cyber security consultants spoke on importance of safe-guards against cyber criminals. A broad overview was given, specific security/PII issues to keep an eye on, as well as solutions to help your organization protect itself against cyber threats.

9/20/2023 – Harwood Institute Unleashing Impact Lab – UNLEASH A CHAIN REACTION

You'll take a close look at the chain reaction—how you can take intentional actions to unleash it and how you can make intentional choices about who to run with to further grow and spread it in your community over time.

GROW CIVIC CULTURE

You'll examine how the actions you take must address people's shared aspirations and concerns and grow your community's civic culture—the capacities, relationships, networks, and norms that enable your community to work effectively.

ENGAGE IN CIVIC LEARNING

You'll develop new ways of working to engage in ongoing learning and innovation so that you can continually recalibrate your efforts based on what you and others are learning about the community and your shared work.

STAFFING AND WORKSHOP REPORT

HOW YOU SHOW UP

You'll explore in-depth how you show up for yourself and others by becoming more intentional in being Turned Outward in your work and life.

STAY GROUNDED TO LIFT OFF

You'll learn how you and those you are working with can remain grounded in the Turning Outward practice so you can accelerate your progress, build momentum, and make your efforts sustainable.

9/20/2023 – Creating a Sage Library: Building a Secure Environment for Your Patrons, Staff, Materials, and Facilities – Patrons with behavioral issues continue to be a serious concern for library leaders and their staff. It can be tiring, stressful, and de-motivating for library employees at all levels to do their very best service efforts on behalf of patrons and still have to deal with behavioral compliance concerns. Some patrons are rude, entitled, eccentric, and even threatening. Library leaders and staffers need to feel empowered and assertive as they create and maintain a safe, functional environment for everyone who uses the library space. Join Dr. Steve Albrecht, who has worked with libraries since 2000, training thousands of library employees, to hear his service, safety, and security tools, tips, and techniques.