

BLACKWATER REGIONAL LIBRARY BOARD OF TRUSTEES MEETING

Franklin Branch
Wednesday
May 15, 2024
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

May 15, 2024

- Agenda – May 2024
- Minutes – April 2024
- Library Director’s Report
- Library Bills
- Proposed Board Meeting Schedule FY25
- Monthly Statistics Report – April 2024
- Staffing and Workshop Report

**Blackwater Regional Library
Board Meeting
May 15, 2024**

Agenda

Franklin Branch

Call to Order

Adoption of Agenda – May 2024

Presentation by Scott Carr, Wells Fargo Advisor

Approval of Minutes – April 2024

Public Comment

Correspondence

Director’s Report

Committee Reports

- Budget and Finance
- Personnel and Policy
- Nominating Committee

Review of Approval of Accounts Payable and File for Annual Audit

Unfinished Business

New Business

- Discussion and Adoption of FY25 Board Meeting Schedule

Board Member Comments/Announcements

Announcement of Next Meeting

- June 26, 2024

Adjournment

**BLACKWATER REGIONAL LIBRARY
BOARD OF TRUSTEES MEETING MINUTES
April 17, 2024**

Present

MeChelle Blunt – Southampton County
Ora Briggs – Sussex County
Sylvia Claggett – Isle of Wight County
Deborah Dawson – Surry County
Pam Lease – City of Franklin
Jessica Moore – Sussex County
Judge Alfreda Talton-Harris – City of Franklin
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

Jennifer Cuthbertson – Southampton County
Terri Hedgepeth – City of Franklin
Michelle Manfred – Isle of Wight County
Denise Tynes – Isle of Wight County

Chair, Bill Worsham called the meeting of the Blackwater Regional Library Board of Trustees to order at 3:07 p.m. at the Franklin Branch.

Agenda

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

Consideration of Remote Meeting Participation Requests

None

Minutes

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

Public Comment

None

Correspondence

Mr. Neal received a letter from the City of Franklin that Ms. Hedgepeth has been reappointed for another term. Ms. Gibson has resigned from the Board, due to an out-of-state move. Ms. Henderson has also resigned from the Board. Isle of Wight County is searching for replacements for both.

Library Director's Report

BRL celebrated National Library Week in early April with special promotions and events. Isle of Wight Museum ran a special promotion for free entry with a BRL card; 40 of the 150 visitors that week got in free with their library cards.

There are a couple of vacancies in Outreach; interviews are scheduled for next week. There are also two part-time Library Assistant vacancies.

Isle of Wight Public Works installed an automatic door opener at the Smithfield branch. BRL appreciates Isle of Wight making the branch more accessible for our patrons.

Heading into the final quarter of FY2024, circulation is up 10%, active users are up 13%, program attendance is up 16%, and door counts are even up over the same point in FY2023.

Committee Reports

Budget & Finance – Ms. Moore – Mr. Scott Carr, Wells Fargo Financial Advisor, will attend the May Board meeting with an update and to answer any questions or concerns. If you have not already, please forward questions to Mr. Neal in the next week to allow Mr. Carr time to research and formulate answers.

Personnel & Policy – Ms. Vaughan – Library Director’s evaluations are due today. If you have not completed/returned yours, please send to Amy at the Central office in the delivery, or to Ms. Vaughan by mail as soon as possible.

Nominating – Ms. Lease – The committee is working, and hopes to present a slate of officers at the May Board meeting.

Accounts Payable

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

Unfinished Business

Mr. Neal – Fine-free soft launch – Overdue fines are no longer accruing on patron accounts.

Promotions/advertising will begin May 1, 2024.

Ms. Vaughan inquired on the status of the Windsor branch addition. Mr. Neal stated that Isle of Wight County is going out for bid again in June. He will keep IOW Trustees informed.

New Business

None

Board Member Comments/Announcements

Ms. Claggett: sorority collected over 100 books to be donated to BRL

Ms. Blunt: expressed thanks for all BRL does in the community

Ms. Moore: Book Club continues to meet in both Wakefield and Waverly Branches. There have been no budget meetings in Sussex yet, she is hopeful for full funding for BRL.

Mr. Worsham: Attended two Board of Supervisor/City Council meetings with Mr. Neal. He thinks things look positive at this point.

Announcement of Next Meeting

The next Blackwater Regional Library Board of Trustees meeting will be on May 15, 2024 at 3:00 p.m. at the Franklin Branch.

Adjournment

Ms. Briggs moved, and Ms. Blunt seconded the meeting be adjourned. The vote was unanimous.

The meeting was adjourned at 3:33 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

April 2024

Central/System-wide Updates

- BRL celebrated National Library Week in early April; with special celebrations, programs, and promotions
- Museum Promotion during NLW with IOW Museum proved to be very popular; about 40 people received free admission by showing their library card
- Staff attended Public Library Association conference and attended 16 trainings
- Customer services changes implemented in late April, including eliminating overdue fines to increase access to the library



Officially Fine-Free as of
5.1.24

Impactful Programs



Health Department presented Infection Prevention Program to Southampton County Pre-K students

Outreach Services celebrating National Library Week at IOW County Museum, signing visitors up for library cards

Stony Creek Spring Fling

17 Outreach Programs in the Community in April reaching over 900 people

City of Franklin

- Popular programs for children, teens, and adults continue to do well; special highlights were Full STEAM Ahead and Adult Craftsy, where Macramé Plant Hangers were made
- Branch saw the continuation of the Painted Ladies butterfly life cycle, which enthralled children of all ages, and the butterflies were released with much fanfare



Isle of Wight County

- Carrollton Branch Hosted Youth Art Show that helped local students display their eye-popping creativity!
- Smithfield branch hosted an ice cream social on April 26th to honor their many volunteers that collectively contributed contributed nearly 1000 hours of volunteer service over the past year
- Windsor, and other branches, celebrated National Library Week with giveaways of gift cards and other prizes to their patrons who checked out items!
- Staff represented the library at Luter YMCA's Healthy Families event on April 20th

Between Outreach and In-House programming, 69 programs reaching over 1200 persons were delivered in IOW County in April



Southampton County

- Courtland branch offered a Self-Defense class by a local MMA instructor and members of the Southampton County Sheriff's office
- In addition to popular recurring programs, the after-school Minecraft program was a big hit; activities included Perler beads and Creeper Toss



Surry County

- Variety of programs at both branches for adults including coaster and origami making programs for adults
- For children, a variety of special and recurring programs including Lego Lab, and StoryTimes that incorporated butterflies and making birdfeeders
- Surry branch was proud to host a couple teen volunteers completing their school volunteer hours!



Sussex County



- Story Times and homeschool group celebrated Earth Day this month, and we had fun learning about recycling and conserving our natural resources

- Craftsy group had fun making Mandala Window Clings
- Staff excited for coming Farmer's Market season at Waverly branch



Blackwater Regional Library

Library Bills

April 2024

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
360IT Partners				
04/30/2024	Bill Payment (Check)		10981	-7,296.12
04/30/2024	Bill		MSP250767	1,001.00
04/30/2024	Bill		MSP249957	6,295.12
AFLAC				
04/30/2024	Bill Payment (Check)		10982	-1,068.57
04/30/2024	Bill		912784	1,068.57
Amazon Capital Services				
04/30/2024	Bill Payment (Check)		10983	-361.10
04/30/2024	Bill		1QNW-JNY1-KLGD	281.12
04/30/2024	Bill		1R97-T69F-KQDV	79.98
Anthem Blue Cross/Blue Shield				
04/17/2024	Bill Payment (Check)		10949	-11,081.00
04/17/2024	Bill		000787944F	11,081.00
AT&T				
04/30/2024	Bill Payment (Check)		10984	-3.15
04/30/2024	Bill		2078960415	3.15
Baker & Taylor				
04/17/2024	Bill Payment (Check)		10950	-6,078.57
04/17/2024	Bill		5018840124	6,078.57
04/30/2024	Bill Payment (Check)		10985	-8,652.21
04/30/2024	Bill		5018858737	8,652.21
Baker & Taylor - Laminate				
04/17/2024	Bill Payment (Check)		10951	-246.73
04/17/2024	Bill		5018842826	246.73
04/30/2024	Bill Payment (Check)		10986	-1,205.77
04/30/2024	Bill		5018859322	1,205.77
Blackstone Publishing				
04/30/2024	Bill Payment (Check)		10987	-159.68
04/30/2024	Bill		2149137	31.24
04/30/2024	Bill		2149127	89.48
04/30/2024	Bill		2149125	38.96
Cengage Learning, Inc./Gale				
04/17/2024	Bill Payment (Check)		10952	-5,677.43
04/17/2024	Bill		84043813	5,677.43

Blackwater Regional Library

Library Bills

April 2024

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
04/30/2024	Bill Payment (Check)		10988	-87.02
04/30/2024	Bill		84180830	21.44
04/30/2024	Bill		84181592	65.58
Center Point Large Print				
04/17/2024	Bill Payment (Check)		10953	-192.36
04/17/2024	Bill		2087658	144.42
04/17/2024	Bill		2087116	47.94
04/30/2024	Bill Payment (Check)		10989	-165.99
04/30/2024	Bill		2092777	142.62
04/30/2024	Bill		2092784	23.37
Charter Communications				
04/17/2024	Bill Payment (Check)		10954	-3,987.25
04/17/2024	Bill		177213501040724	3,987.25
Daily Press				
04/30/2024	Bill Payment (Check)		10990	-233.20
04/30/2024	Bill		220008674 4.11.2024	162.21
04/30/2024	Bill		270002414 4.14.2024	70.99
Demco, Inc.				
04/17/2024	Bill Payment (Check)		10955	-1,269.57
04/17/2024	Bill		7464316	50.16
04/17/2024	Bill		7462257	228.37
04/17/2024	Bill		7465478	991.04
04/30/2024	Bill Payment (Check)		10991	-2,981.53
04/30/2024	Bill		7470944	2,014.74
04/30/2024	Bill		7465424	966.79
Dodson Pest Control				
04/17/2024	Bill Payment (Check)		10956	-46.00
04/17/2024	Bill		956777931	46.00
Dominion Energy Virginia				
04/30/2024	Bill Payment (Check)		10992	-1,491.76
04/30/2024	Bill		323313008 4.30.2024	1,491.76
EBSCO				
04/17/2024	Bill Payment (Check)		10957	-18,322.12
04/17/2024	Bill		1000227445-1	18,322.12

Elizabeth Qualls

Blackwater Regional Library

Library Bills

April 2024

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
04/17/2024	Bill Payment (Check)		10958	-1,294.09
04/17/2024	Bill		PLA reimb	1,294.09
H2O To Go				
04/30/2024	Bill Payment (Check)		10993	-54.50
04/30/2024	Bill		Acct 7825 4.30.2024	54.50
Midwest Tape				
04/17/2024	Bill Payment (Check)		10959	-561.20
04/17/2024	Bill		505275371	561.20
04/30/2024	Bill Payment (Check)		10994	-2,963.44
04/30/2024	Bill		505334189	2,963.44
NewsBank, Inc.				
04/17/2024	Bill Payment (Check)		10960	-7,763.00
04/17/2024	Bill		553693	7,763.00
Overdrive, Inc				
04/17/2024	Bill Payment (Check)		10961	-1,840.35
04/17/2024	Bill		03100CO24111406	1,840.35
04/30/2024	Bill Payment (Check)		10995	-1,667.63
04/30/2024	Bill		03100DA24117305	646.06
04/30/2024	Bill		03100DA241242665	581.54
04/30/2024	Bill		03100DA24134228	440.03
Petty Cash				
04/30/2024	Bill Payment (Check)		10996	-350.59
04/30/2024	Bill		4.30.2024 petty cash	350.59
Proquest, LLC				
04/17/2024	Bill Payment (Check)		10962	-7,494.57
04/17/2024	Bill		70820814	7,494.57
Queen B's Cleaning Service				
04/30/2024	Bill Payment (Check)		10997	-1,096.50
04/30/2024	Bill		1559	1,096.50
Sentara Health Plans				
04/30/2024	Bill Payment (Check)		10998	-11,711.00
04/30/2024	Bill		8798743	11,711.00
Southampton County				
04/30/2024	Bill Payment (Check)		10999	-55.00

Blackwater Regional Library

Library Bills

April 2024

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
04/30/2024	Bill		Acct 46 4.2.2024	55.00
Southampton County (1)				
04/30/2024	Bill Payment (Check)		11000	-517.65
04/30/2024	Bill		2024-04 (April gas)	517.65
Southside Gas Service, Inc.				
04/17/2024	Bill Payment (Check)		10963	-404.40
04/17/2024	Bill		21694	404.40
T & A Repairs, LLC.				
04/17/2024	Bill Payment (Check)		10964	-118.17
04/17/2024	Bill		34379	118.17
Terry Andrews				
04/30/2024	Bill Payment (Check)		11001	-249.62
04/30/2024	Bill		4.15.2024 disc reimb	249.62
The Virginian Pilot				
04/17/2024	Bill Payment (Check)		10965	-169.49
04/17/2024	Bill		596384600 3.29.2024	169.49
Total Business Solutions				
04/17/2024	Bill Payment (Check)		10966	-519.90
04/17/2024	Bill		287570-0	519.90
TowneBank/Card Services				
04/17/2024	Bill Payment (Check)		10967	-8,071.40
04/17/2024	Bill		6457 0001 4.12.2024	8,071.40
Treasurer of Virginia (1)				
04/30/2024	Bill Payment (Check)		11002	-45.00
04/30/2024	Bill		O Kish 8123018	45.00
Unique Management Services, Inc.				
04/17/2024	Bill Payment (Check)		10968	-233.00
04/17/2024	Bill		6124196	233.00
Verizon (1)				
04/17/2024	Bill Payment (Check)		10969	-160.30
04/17/2024	Bill		961660704 4.9.2024	160.30
04/30/2024	Bill Payment (Check)		11003	-61.62
04/30/2024	Bill		624106825 4.22.2024	61.62

Blackwater Regional Library

Library Bills

April 2024

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
Verizon Wireless				
04/17/2024	Bill Payment (Check)		10970	-2,840.71
04/17/2024	Bill		9961176497	2,840.71
Xerox Financial Services				
04/17/2024	Bill Payment (Check)		10971	-1,598.72
04/17/2024	Bill		5630541	1,598.72

Blackwater Regional Library

Board of Trustees

Schedule of Meetings

July 2024 - June 2025

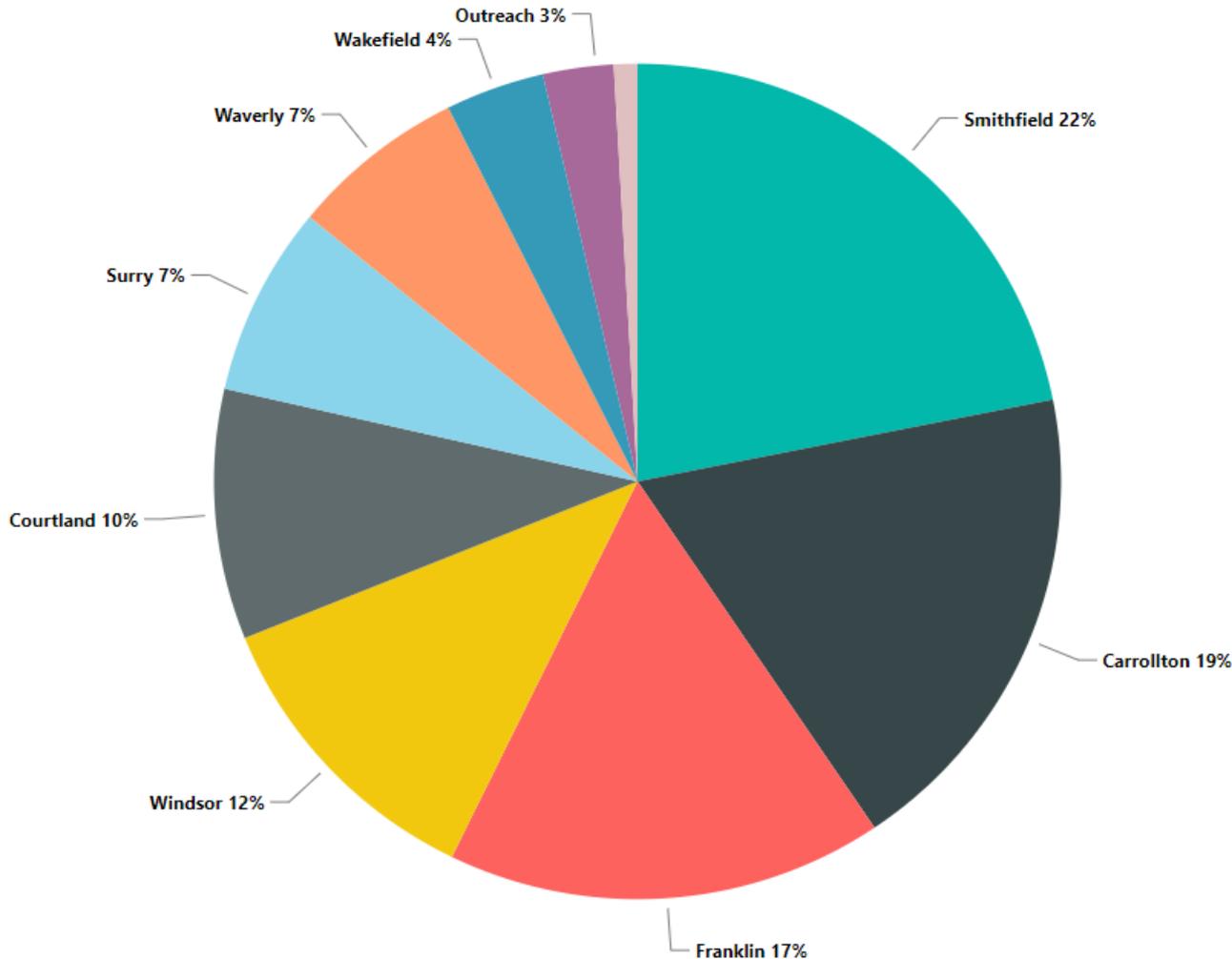
7/10/2024 or 7/24/24	Board Orientation - 1:00 p.m. Meeting to follow	Franklin Branch
*August 2024 - No Meeting		
September 18, 2024	Board Retreat 1:00 - p.m. Meeting to follow	Franklin Branch
October 16, 2024	3:00 p.m.	Franklin Branch
November 20, 2024	Budget Workshop 2:00 p.m. Meeting to follow	Franklin Branch
*December 2024 - No Meeting		
January 15, 2025	3:00 p.m.	Franklin Branch
February 19, 2025	3:00 p.m.	Franklin Branch
March 19, 2025	3:00 p.m.	Franklin Branch
April 16, 2025	3:00 p.m.	Franklin Branch
May 21, 2025	3:00 p.m.	Franklin Branch
June 18, 2024	3:00 p.m.	Franklin Branch



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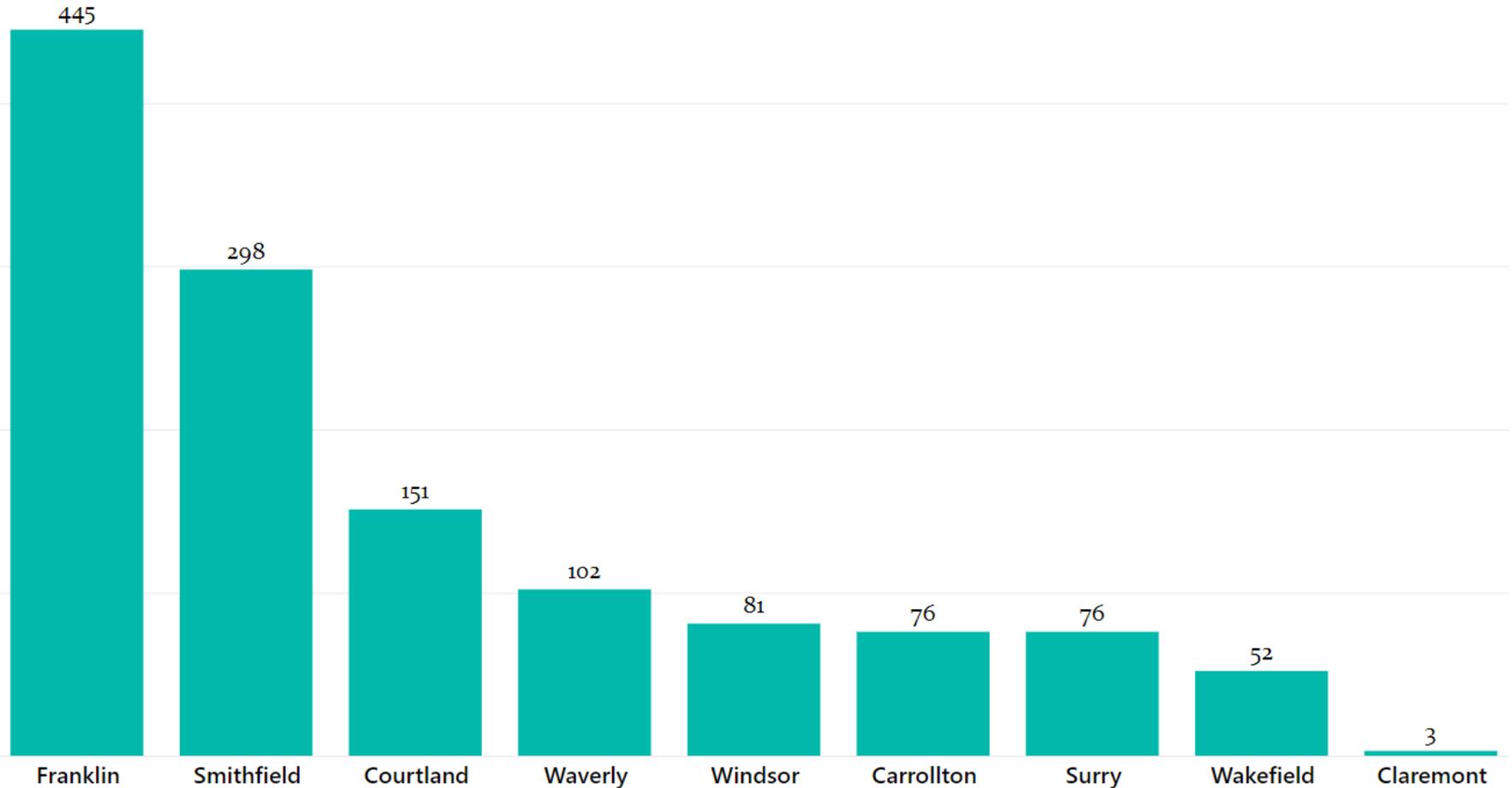
April 2024 Statistics

Monthly Report: Patron Count

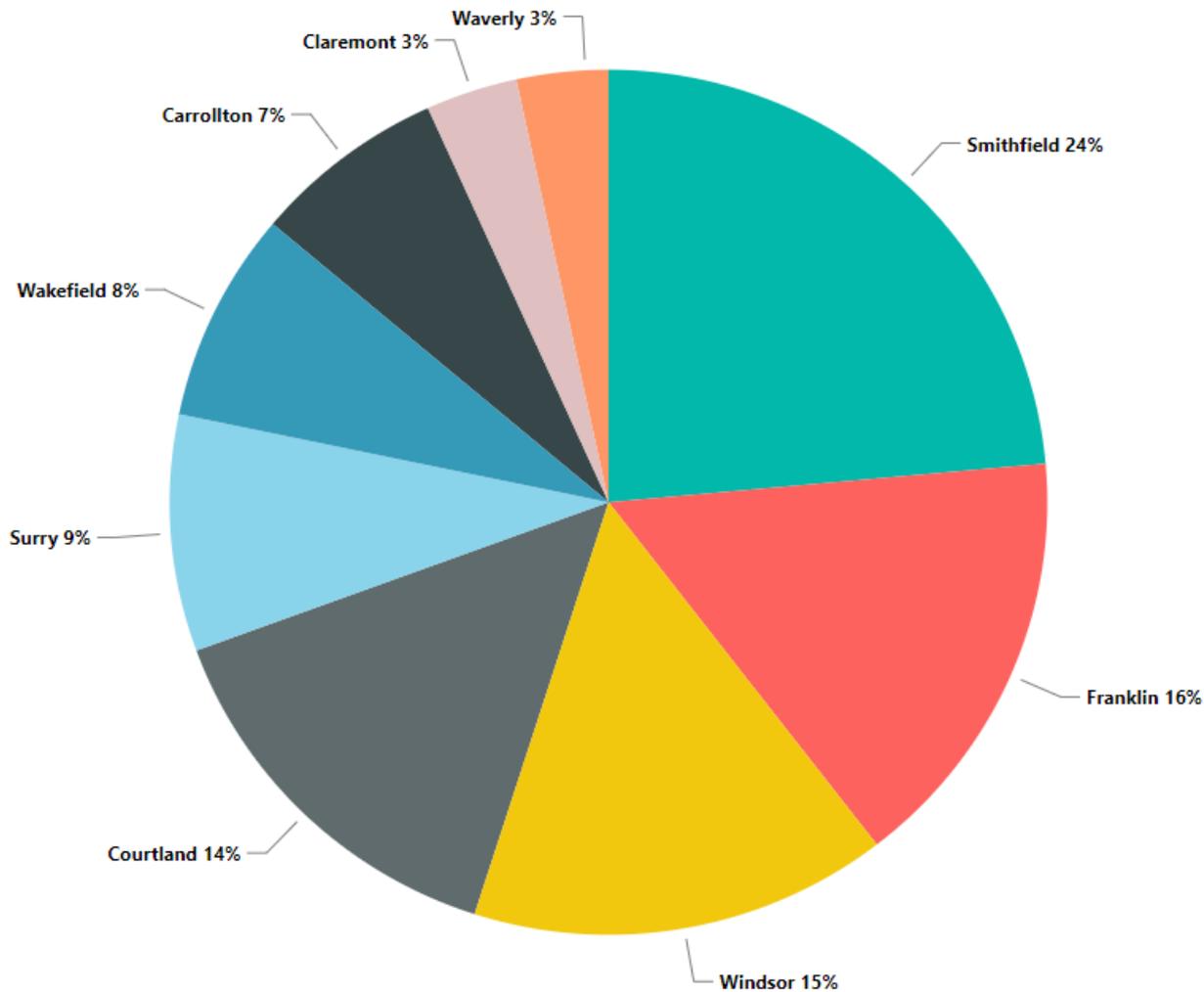


Branch	Patron Count
Carrollton	2850
Claremont	137
Courtland	1476
Franklin	2543
Outreach	411
Smithfield	3334
Surry	1120
Wakefield	576
Waverly	1025
Windsor	1779
Total	15251

Monthly Report: In-House Internet

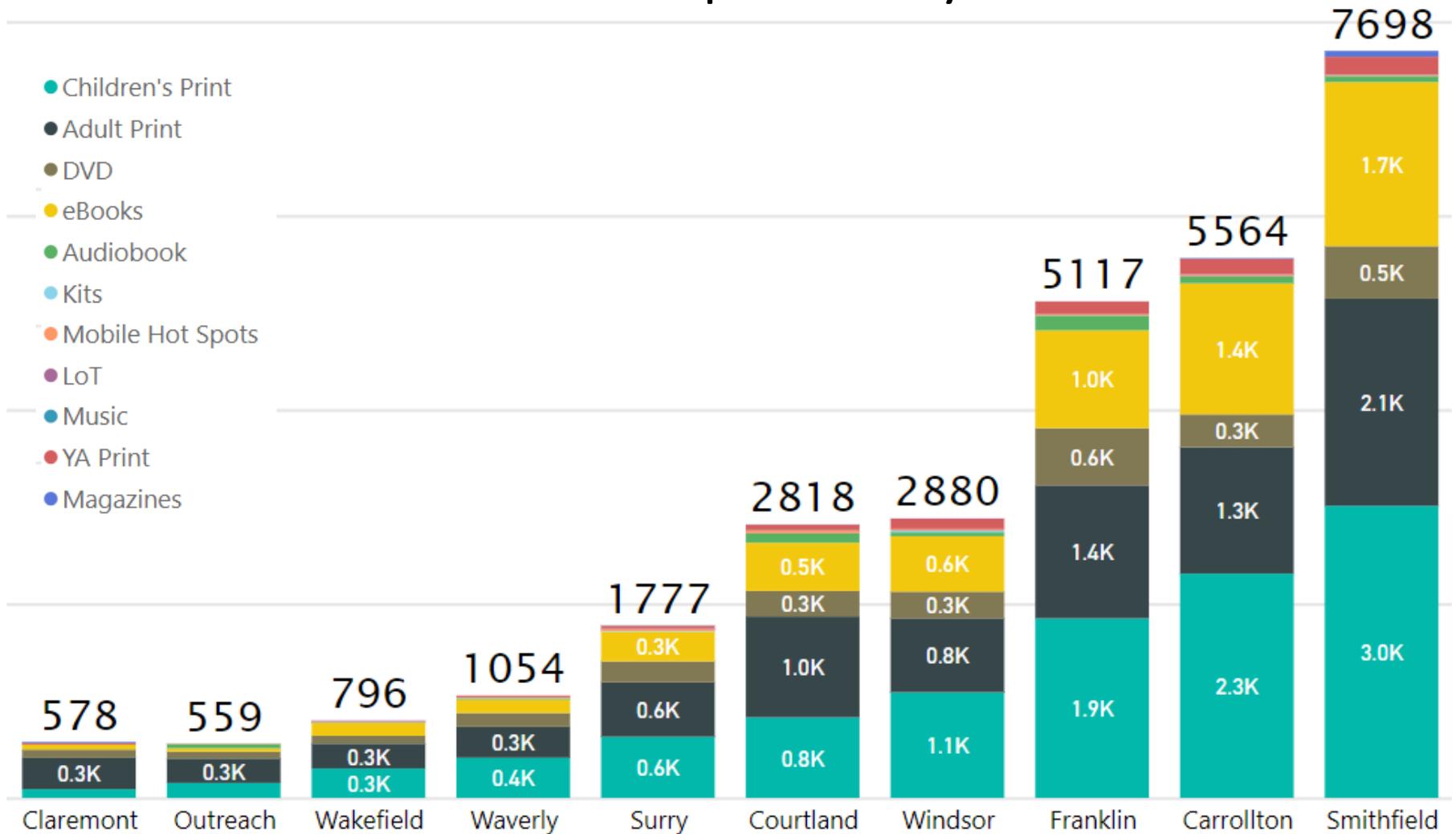


Monthly Report: WiFi Use



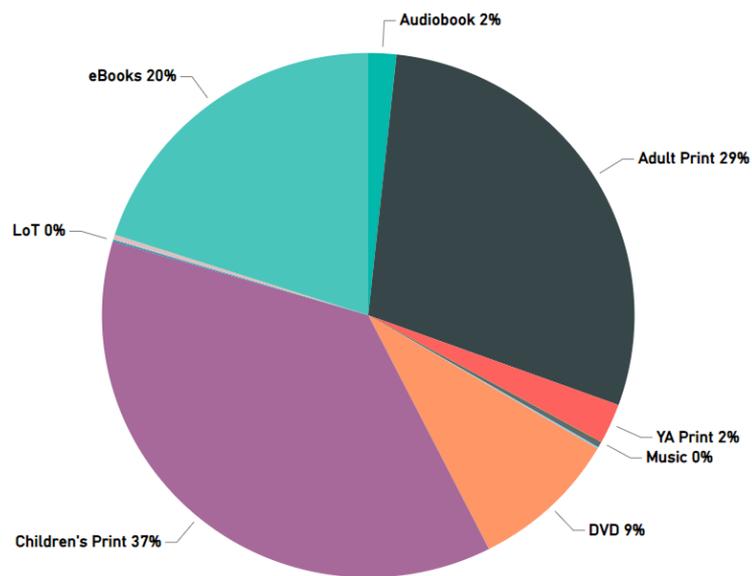
Branch	Wireless Internet Usage
Carrollton	116
Claremont	55
Courtland	236
Franklin	260
Smithfield	384
Surry	144
Wakefield	128
Waverly	55
Windsor	251
Total	1629

Circulation Report: By Branch

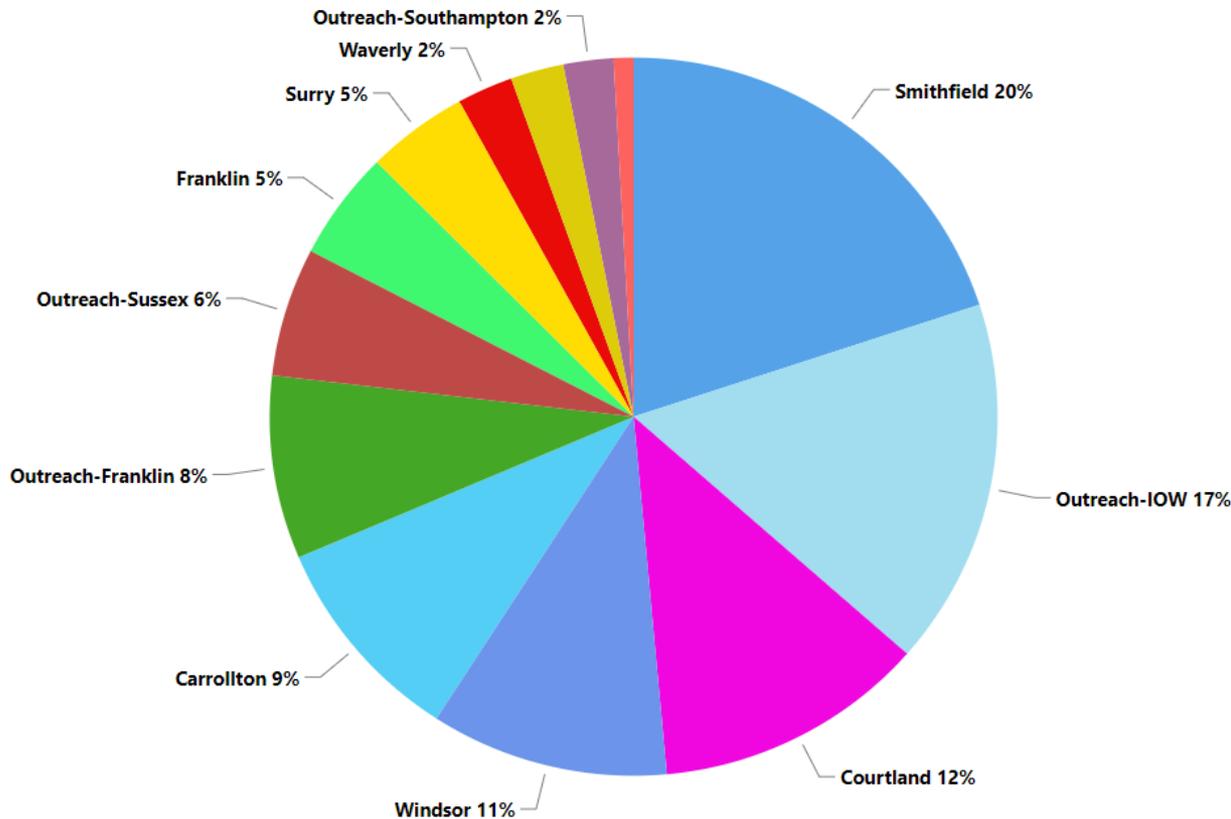


Circulation Report: Type by Branch

Location	Adult Print	Children's Print	DVD	Audio-book	Kits	YA Print	Music	LoT	Magazines	eBooks	Mobile Hot Spots
Carrollton	1303	2311	338	70	2	161	2	6	8	1350	13
Claremont	323	90	85	2	0	16	0	0	12	50	0
Courtland	1040	830	262	97	0	57	0	5	3	497	27
Franklin	1371	1850	590	153	0	132	0	1	2	1007	11
Outreach	252	154	71	43	0	2	0	1	0	34	2
Smithfield	2135	3010	541	62	0	182	1	7	60	1690	10
Surry	560	630	217	2	6	30	0	7	3	306	16
Wakefield	256	303	81	6	0	9	0	3	3	133	2
Waverly	319	414	142	15	1	18	0	0	0	138	7
Windsor	763	1088	275	41	18	106	0	2	2	570	15
Total	8322	10680	2602	491	27	713	3	32	93	5775	103

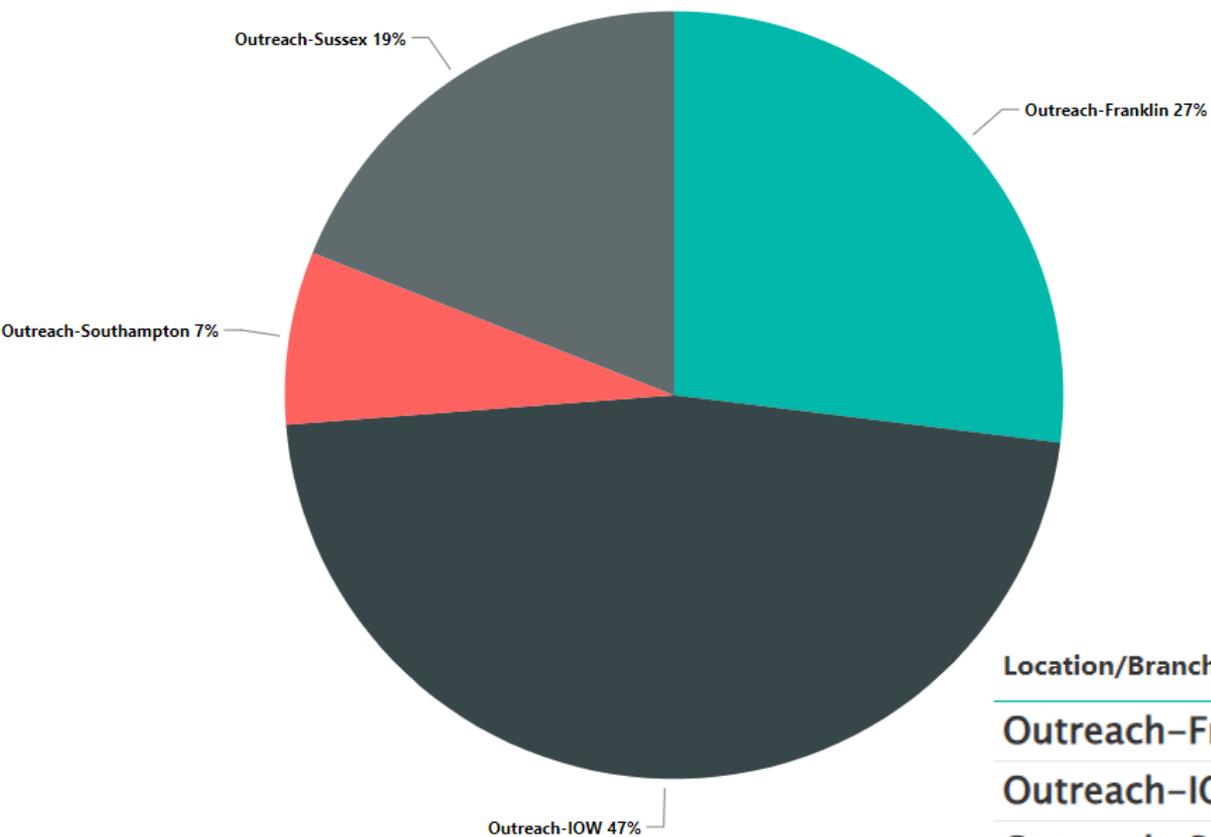


Program Report: Total Participation



Location/Branch	Count
Carrollton	290
Claremont	72
Courtland	369
Franklin	150
Outreach-Franklin	252
Outreach-IOW	505
Outreach-Southampton	68
Outreach-Sussex	177
Smithfield	610
Surry	138
Wakefield	27
Waverly	76
Windsor	323
Total	3057

Outreach Report: Programs



Location/Branch	Outreach Programs	Attendance
Outreach-Franklin	2	252
Outreach-IOW	10	437
Outreach-Southampton	4	68
Outreach-Sussex	1	177
Total	17	934

STAFFING AND WORKSHOP REPORT

Staffing Update May 2024 Blackwater Regional Library

New Hires

Promotions

Transfers

- Megan Wilson, Outreach Services and Marketing Coordinator – Outreach Services
- Katie Brayton, Library Assistant – Windsor
- Pretlow Pacheco, Library Assistant - Smithfield

Separations

Vacancies

- Senior Library Assistant – Outreach Services
- Senior Library Assistant – Sussex branches
- Library Assistant – Smithfield branch
- Library Assistant – Carrollton and Smithfield branch

STAFFING AND WORKSHOP REPORT

Training Sessions – April 2024

Isle of Wight County staff completed a total of 2 trainings

Southampton County staff completed a total of 1 training

Sussex County staff completed a total of 1 training

Central Office staff completed a total of 18 trainings

PLA

4/3/2024 – PLA Opening Session with Shola Richards - Shola Richards is the CEO and Founder of Go Together Global™, the best-selling author of *Making Work Work* and *Go Together*, and he is a civility writer with a passionate worldwide following. His articles and extremely popular "Go Together Movement" email series have been read by readers in over 160 countries, and his work has been featured on the Today Show, CBS This Morning, Forbes, Black Enterprise, Complete Wellbeing India, Business Insider Australia, and in numerous other outlets all over the world who recognize him as an authority on workplace happiness and engagement.

As a speaker, Shola has shared his transformative message with top universities, leading healthcare organizations, Silicon Valley, the motion picture industry, on the TEDx stage, and in his greatest honor to date, in September 2021, he was invited to testify in front of the House of Representatives on Capitol Hill to share his expert recommendations on how to bring more civility to Congress.

4/3/2024 – Beyond the Numbers: Building a Culture of Data Informed Decision-Making - A data culture encourages curiosity, experimentation, and learning. Additionally, it empowers staff to use data to solve problems and make informed decisions. Learn how Columbus Metropolitan Library has created a culture that values data and evidence-based decision-making. This session will explore strategies for cultivating staff buy-in and engagement with data, as well as methods to foster a culture of continuous improvement. Speakers will share practical tips, tools, and lessons learned from their efforts in building a data culture.

This was a wonderful and well-attended session that gave a lot of interesting ideas. While the large number of staff devoted to this that Columbus has, there are still plenty of ideas about building a data culture that BRL could embrace.

4/3/2024 – Challenging Times: United Against Book Bans and ALA's Policy Corp - ALA's Policy Corps is actively working to spread unified messages supporting the Office for Intellectual Freedom and librarians in their efforts against book bans. This includes effective public messaging, advocacy, resources and tactics for successful interactions with would be censors. Kent Oliver, Senior Fellow for ALA's Public Policy and Advocacy Office, will facilitate a timely discussion with a panel of Policy Corp members who are working to change the narrative around book banning as part of the Unite Against Book Bans campaign.

STAFFING AND WORKSHOP REPORT

4/3/2024 – How to Say the Hard Things: Lessons Learned in Years of Crisis - There is no denying that how you deliver a message can often be just as impactful as the message itself. Join this session to hear lessons learned while navigating difficult community conversations during an ongoing global pandemic, civil unrest, negative national attention, and book challenges. Attendees will learn strategies for crisis communication, including developing messaging, empowering teams, and activating community advocates. Discover the significance of transparency, empathy, and authenticity in your messaging while examining challenging scenarios facing libraries today.

4/3/2024 – The Library as Studio: Why Original Content Is Important for Libraries Today and Tomorrow - Libraries are information platforms, but could they also be producers? Learn how Calgary Public Library piloted an in-house production team to better serve programming and marketing needs for the long-term and provide greater value to their members. Learn about: the power of media production for training, education, marketing, and more; the value of content to amplify underrepresented voices; how to achieve buy-in with internal stakeholders; how to build a scalable approach for better content today; and more.

4/4/2024 – Book Buzz Stage: Adult Publishers - Representatives from 7 publishers presented forthcoming adult book titles with brief descriptions along reads-like suggestions. This was a helpful session, so I have a better idea of what titles are heading our way that our patrons may like. Between all the publishing houses presenting during this session, over 100 books were discussed!!

4/4/2024 – Choosing the Best Dementia Programs and Resources for your Library - Millions who are living with Alzheimer's and related dementias deserve equitable, inclusive, and person-centered service from their public library. Come learn how you can select programs and resources for people living with dementia (PLWD), so that your library may offer them literacy, lifelong learning, and mental and social stimulation. Targeted dementia-friendly programs, as well as non-fiction reading, poetry, music, and drama, offer powerful and life-changing impact that respects the dignity of older adult patrons.

4/4/2024 – How to Start and Manage an “Experts in Residence” Program at Your Library - Explore the transformative impact of hosting subject matter experts at your library in this presentation. Learn from one library's journey with experts-in-residence, featuring a musicologist, an artist, and a naturalist. Gain insights on finding potential residents, structuring programs, and ensuring a positive experience that benefits the community. The presentation delves into scaling this model for libraries of all sizes, managing resident/staff interactions, and effective advertising strategies to reach a wider audience. Join us to unlock the potential of experts-in-residence programs for your library.

STAFFING AND WORKSHOP REPORT

4/4/2024 – A Year of Hands-on Program Observations and Outcomes with Our IMLS Digital Toolkit - In 2021, with the support of IMLS, the team from Madison, Skokie, and Waupaca Public Libraries set out to research and design a digital tool for documenting, assessing, and sharing about traditionally squishy library outcomes like creative expression, problem solving, and building connections in hands-on, experiential library programs. Now, after a year in use, they are excited for you to get your hands on this new digital tool (beta version) and share what they have observed about their program outcomes and about the tools usage and evolving design.

4/4/2024 – How to Fund Cool Programs: Mastering Grant Writing, Partner Engagement, and Reporting - Explore the art of securing funding for exciting programs in this dynamic session with staff from the Milwaukee Public Library. Learn the essentials of crafting and managing grant-funded initiatives, attracting external partners, and effectively reporting to both the community and funders. Discover the strategies that lead to obtaining additional "free" funds for your cool programs. Join us for a fast-paced journey into the world of successful program funding!

This was a really good session that talked about finding the grants you *need* and not just the grants you see as “easy money”. Several important grant writing tips were included

4/4/2024 – Broadband: Public Libraries and Federal Funds to Move from Digital Equity Plans to Implementation - The federal government is making historic investments in advancing digital equity, literacy, and inclusion so every American can affordably access and successfully use high-speed internet access to achieve their economic, educational, and social goals. 2024 marks the beginning of the implementation of state digital equity plans with new federal funding, as well as opportunities to apply for competitive grant funding later in the year. Learn how your library can benefit from these historic federal investments and how you can leverage federal, state, and local funding to support your library’s and community’s digital inclusion goals. Libraries of all types will be eligible to apply.

An expert panel will break down the opportunities with actionable information and recommendations for best positioning your library for success with policymakers and community partners. Bring your questions and successes to share.

4/5/2024 – How to Streamline Library Processes with Google Forms - Unlock the potential of Google Forms for seamless information gathering from staff and patrons. Whether handling purchase requests, management suggestions, tracking professional development, or logging technology and customer service issues, discover how to effortlessly create forms on the fly. Join this program to elevate your processes and achieve optimal outcomes.

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4/5/2024 – Protecting Patron Privacy in Public Libraries: Practices and Challenges - Public libraries value the privacy of their patrons and strive to develop policies, deploy technologies, and educate their communities on this topic, which is especially critical in the current social and political climate. A panel of library privacy experts—including two library directors, an academic researcher, and a technologist—will present their latest research, address various patron privacy concerns with innovative approaches, and highlight practical and low-cost solutions to help public libraries ensure that their online and in-person services conform to the best practices for privacy.

4/5/2024 – Read Romance/Right Patriarchy - Romance is the most popular genre and a billion-dollar industry; yet it suffers from stigma and patrons are shamed for this reading choice. Confront this problem, examine how to run a successful romance book club, and learn why you should embrace this genre that is both feminist and diverse. This session will survey the changing landscape of romance and the rise of Romancelandia, and answer what it means to "read romance, fight patriarchy." Attendees will also obtain collection development tips for YA and adult romance.

4/5/2024 - Data Analysis for Equity and Opportunity: Analytical Frameworks in Action - Analytics can be a powerful tool to examine equity and access, but where do you start? In this panel, three library systems share their different approaches to analyzing neighborhood data through an equity lens to guide systemic efforts. Topics include conceptual frameworks, technical foundations, and communicating results. No matter your library size, learn how to use data analysis to get clarity about where you stand on equity and how to empower your organization to make change.

4/5/2024 – Access Denied: The Journey to Making Your Library More Accessible - Does your library deny access to patrons because of an inaccessible building? The South Carolina State Library evaluated accessibility at several public libraries and will share common barriers they found, as well as how those barriers make services difficult to access for visitors with and without disabilities. Meanwhile, Virginia Beach Public Library is redesigning one of its spaces with accessibility as the priority. This session explores solutions to accessibility problems and identifies strategies that participants can implement in their libraries.

SELF-APPOINTED

4/5/2024 – After Care - The After Care webinar talked about how difficult interactions make us feel, and what we can do afterwards to overcome them. These interactions can make us feel tense, guilty, anxious or inadequate. The three steps they said to follow were returning to your equilibrium, replenishing, and processing. I learned that we are wired to hold on to all of the negative feelings, so it is often hard to let go. The webinar instructed us not to bottle things up forever, that you should rehash a little but should then move on to problem solving. Some of the ways you can replenish after a difficult reaction is by doing random acts of kindness, team

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building activities, or self-care. They also taught about how to approach others on your team with empathy, when one of them had experienced a negative interaction. In that case, give them space to regroup privately and to validate their feelings. As a team, you should later work through processing what happened and how or if you can prevent that type of situation in the future.

4/12/2024 – How to Get Out of a Rut at Work - In the workshop, “How to Get Out a Rut at Work,” Mitchell Friedman presents a clear way for people who find themselves bored at work to find the passion and enjoyment they once had.

Friedman describes being in a rut as losing interesting, not feeling challenged, just “going through the motions,” or even feeling tired, both physically and mentally, after work. Some of the signs of being in a rut, he said, could be finding other things to think about or look forward to such as lunch or going home – counting down the hours.

Sometimes people think about quitting or moving on, but they don’t know what to do.

To move on from this point, Friedman suggested various strategies:

1. Explore what other people do.
2. Look for the best practices of a company or the profession.
3. Try to learn new skills at work or try a new position.
4. Learn the history of the company.
5. Talk with “stakeholders” at work to find out how they handle their jobs or what they’d do.

If the suggestions aren’t possible at one’s company, then Friedman suggests finding a hobby or some other activity outside of the job. The main point to take away from the workshop is that whenever people feel they’ve lost their passion for what they do, they can try several methods for regaining their enthusiasm.

4/15/2024 – DHS Active Shooter Situation: Options for Consideration - The webinar explained different options to implement during an Active Shooter Situation. It explained the differences between hiding, running away, and having to fight.

4/15/2024 – Reading Advisory: Ideas and Practice - This webinar is a look into how to tackle reading advisory questions/ patron from elementary school level to high school level for the first half. Then the second half is about adult readers. It gives suggestions for different types of readers. For example, there are suggestions for inflexible readers, or readers that are looking for indie self-published TikTok read a likes. It also had a discussion on different ideas for passive reading advisory programs. There were links to the chats at the end along with some Penguin Random House Reading Advisory Resources.

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4/30/2024 – Find it VA – Accel5 -

Accel5 helps people develop business and leadership skills. It covers 3 main topics:

Business Essentials

Personal Effectiveness

Leadership & Managing

The topics are covered in 3 different ways:

Videos

Book Summaries

Up to date articles