BLACKWATER REGIONAL LIBRARY
BOARD OF TRUSTEES MEETING

Franklin Branch
Wednesday
November 20, 2024
Budget Workshop— 2:00 pm
Board of Trustees Meeting—to immediately follow

Budget & Finance Committee *will NOT* meet

Blackwater Regional Library
Franklin Branch

280 N. College Dr.
Franklin, Virginia 23851

blackwater regional library

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
November 20, 2024

- Agenda – November 2024
- Minutes – October 2024
- Library Director's Report
- Library Bills
- FY25-26 Proposed Annual Budget
- Fiscal Contract with Southampton County
- Monthly Statistics Report – October 2024
- Staffing and Workshop Report

Blackwater Regional Library
Board Meeting
November 20, 2024

Agenda

Franklin Branch

Call to Order

Adoption of Agenda – November 2024

Approval of Minutes – October 2024

Public Comment

Correspondence

Director's Report

Committee Reports
- Budget and Finance
- Personnel and Policy
- Long Range Planning

Review of Approval of Accounts Payable and File for Annual Audit

Unfinished Business
- FY25-26 Annual Budget
- Renewal of Fiscal Agent Contract with Southampton County

New Business
- Approval of FY24 Annual Audit

Board Member Comments/Announcements

Announcement of Next Meeting
- January 15, 2025

Adjournment

BLACKWATER REGIONAL LIBRARY
BOARD OF TRUSTEES MEETING MINUTES
October 16, 2024

Chair, Deborah Dawson called the meeting of the Blackwater Regional Library Board of Trustees to order at 3:02 p.m. at the Franklin Branch.

Consideration of Remote Meeting Participation Requests

Trustee Moore requested to attend this meeting remotely. Mr. Neal read the Motion to Permit Board Member to Participate Remotely, filled in the required information, and Ms. Lauver conducted a roll call vote.
Ayes: Herrala, Hedgepeth, Lease, Lippard, Talton-Harris, Vaughan, Wiggins, Worsham, Dawson
Nays: none

Agenda

Ms. Lease moved, and Ms. Hedgepeth seconded that the agenda be approved as amended. Ms. Lauver conducted a roll call vote.
Ayes: Herrala, Hedgepeth, Lease, Lippard, Moore, Talton-Harris, Vaughan, Wiggins, Worsham, Dawson
Nays: none

Minutes

Ms. Herrala moved, and Mr. Worsham seconded the minutes be approved as presented. Ms. Lauver conducted a roll call vote.
Ayes: Herrala, Hedgepeth, Lease, Lippard, Moore, Talton-Harris, Vaughan, Wiggins, Worsham, Dawson
Nays: none

Public Comment

None

Correspondence

None

Library Director's Report

Roku device project is going well. Patrons have already shown a lot of demand for these devices.

Comparable data from previous year shows positive directional trends for community usage of the library. Circulation is up 13%, Visits up 5%, Active Users up 2%.

VLA conference starts October 17, 2024. Several BRL staff will attend.

Windsor library building update – Mr. Neal is working with Isle of Wight County on plans to move forward with the project.

Committee Reports

Budget & Finance – Ms. Moore – The committee met on October 9, 2024 to discuss FY2026 operating budget and holiday gifts for staff. The committee recommended purchasing a $30 gift card for all permanent staff. Ms. Lauver conducted a roll call vote.
Ayes: Herrala, Hedgepeth, Lease, Lippard, Moore, Talton-Harris, Vaughan, Wiggins, Worsham, Dawson
Nays: none

Mr. Neal presented the FY2026 operating budget and explained major changes, to include:
- Health insurance premiums and VRS percentage increases
- Salary Scale increase to $13.75/hour minimum, plus 3% salary increase for all staff
- Rawls Trust – will take approximately 3.3%, instead of 1.9%
- BRL's attorney reviewed Trust to approve expenditures the additional percentage will be used for

Please review the Long Range Plan and Proposed FY2026 Operating Budget to ask questions before the November 20, 2024 Budget Workshop and Board Meeting. Please have all questions in by November 6, 2024.

Ms. Lease – staff has done a great job outlining the expected changes, and the Trust seems able to handle the change.

Ms. Dawson – mobile printing is a great addition. Mr. Neal explained this is being pushed down from the Library of Virginia. Having mobile printing would enhance the patron experience while also avoiding staff having access to patron's personal information.

Personnel & Policy – Ms. Vaughan – no report

Long Range Planning – no report

Accounts Payable

Ms. Vaughan moved, and Ms. Lease seconded that the accounts payable be filed for the Annual Audit. Ms. Lauver conducted a roll call vote.
Ayes: Herrala, Hedgepeth, Lease, Lippard, Moore, Talton-Harris, Vaughan, Wiggins, Worsham, Dawson
Nays: none

Unfinished Business
None

New Business
Staff In-Service – Mr. Neal – BRL's annual Staff In-Service Day was held on October 14, 2024 (all branches were closed). Barry Trott from the Library of Virginia gave a presentation on Customer Service, Mr. Neal presented the annual BRL Road Map, and Ms. Fisk rounded out the day with fun activities.

Board Member Comments/Announcements
Ms. Hedgepeth – will be in Ireland for next meeting; Business After Hours at RMA on October 23, 2024
Ms. Briggs – Sussex Improvement Association will hold a Harvest Festival in the coming weeks
Ms. Dawson – Chippokes Harvest Festival, October 19th; Halloween with Sheriff's Department, October 26th
Mr. Neal – Outreach will attend Trunk or Treat at Gatherings, October 18th; Boykins Pumpkin Fest, October 19th

Announcement of Next Meeting
The next Blackwater Regional Library Board of Trustees meeting will be the Budget Workshop on November 20, 2024 at 1:00 p.m. at the Franklin Branch. The Board meeting will immediately follow the Workshop.

Adjournment

Mr. Worsham moved, and Ms. Herrala seconded the meeting be adjourned. Ms. Lauver conducted a roll call vote.
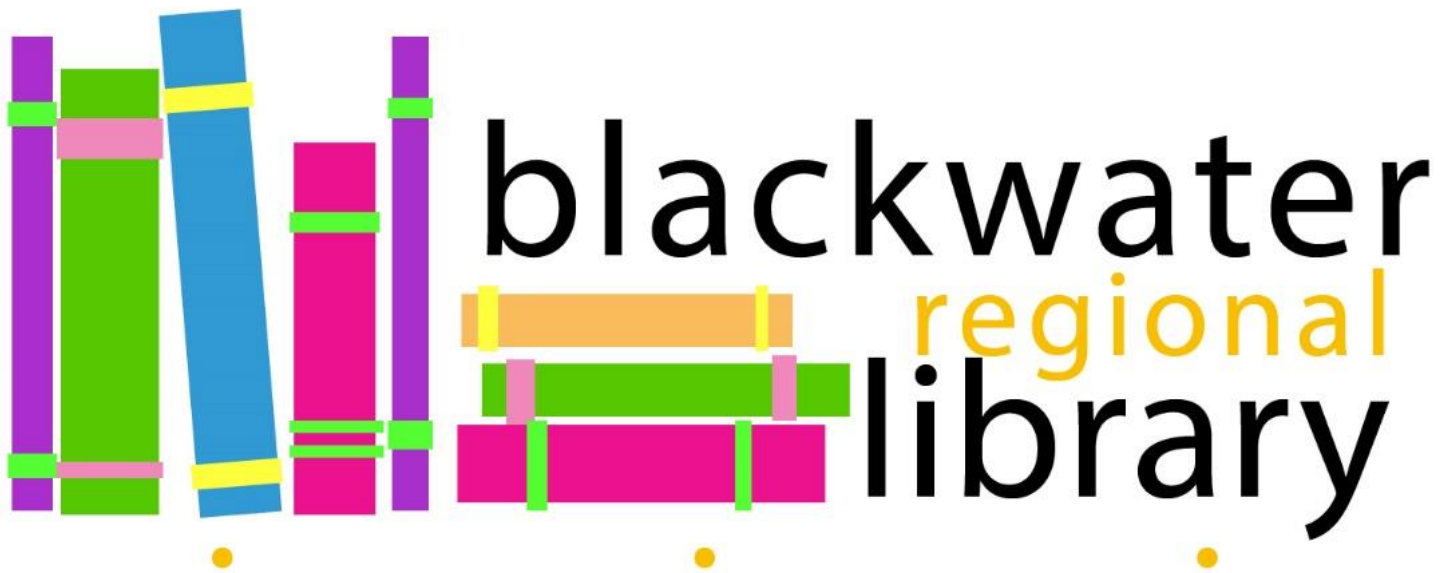
Ayes: Briggs, Herrala, Hedgepeth, Lease, Lippard, Moore, Talton-Harris, Vaughan, Wiggins, Worsham, Dawson

Nays: none

The meeting was adjourned at 3:37 p.m.

Respectfully submitted,

Debbie Carter for
Sylvia Claggett, Secretary

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

Director's Report
October 2024

Admin Updates

- 1 current vacancy as of 11.11.24

- Staff attended Virginia Library Association and Association of Bookmobile & Outreach Services conferences for important continuing education

- BRL participated in four National Night Out events on October 1st

- Winter Coat Drive underway

Winter Coat Drive

November 11-30, 2024

New and gently used coats will be collected at all Blackwater Regional Library locations to benefit youth and adults in our service area.

Helping to keep our community *cozy this winter*

blackwater regional library

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

BRL in the Community

Pop Up Library at The Villas in Smithfield

Franklin YMCA Pop-Up Book Fair

Boykins Pumpkin Fest

23 Outreach Programs reaching over 3300 members of our community in October

City of Franklin

- Hosted local author Gerry Lewis for a book talk on her debut novel, *The Baby Soldiers*

- A fun month of programs for children including Craftsy for Kids, Full Steam Ahead, and Pumpkin Painting

- Outreach in the Community at various Book Fairs and The Children's Center Fall Festival

Isle of Wight County

- Carrollton Branch hosted many programs for all ages, including their Chapter Chat Book Club for Teens continues to thrive with about 15 local students
- Smithfield Branch had another busy month with highlights being participating in the Downtown Scarecrow Walk, Downtown StoryWalk and participating in the Children's Center's Trunk or Treat event.
- Windsor branch had a busy month providing story times to three Elementary classes and a local preschools, in addition to in-branch programs and outreach to Community Harvest Food Bank.

58 in-person programs in Isle of Wight County in October reaching over 1700 people

Southampton County

- Staff represented the library at National Night Out on October 1st

- Story Time was a big hit in October with a highlight being the Courtland VFD's special visit where they brought Engine 43 for the attendees to see

- One of our dedicated volunteers led an excited group on a Ghost Walk. They walked through downtown Courtland and learned of ghostly sightings

Surry County

- Fall programming continues to be popular, especially StoryTime at Surry branch.

- Community Outreach was a priority in October with a strong library presence at community events such as the Sheriff's Trunk & Treat event and Chippokes Fall Festival

- Adult programs in Claremont are thriving, especially the Card Game Group.

Sussex County

- Waverly Library's annual Trunk-or-Treat did not disappoint this year. With over 650 people attending, it was perhaps our largest crowd to date! A special thanks to the event's wonderful sponsor and volunteers

- Wakefield staff welcomed the Sussex Senior Citizen's group and did a fun glass marble magnets project with them

Blackwater Regional Library

Library Bills
October 2024

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
360IT Partners				
10/16/2024	Bill Payment (Check)		11306	-71.25
10/16/2024	Bill		CW261400	71.25
10/31/2024	Bill Payment (Check)		11327	-6,859.19
10/31/2024	Bill		MSP262181	6,031.79
10/31/2024	Bill		MSP263162	827.40
AFLAC				
10/31/2024	Bill Payment (Check)		11328	-872.11
10/31/2024	Bill		985048	872.11
Amazon Capital Services				
10/31/2024	Bill Payment (Check)		11329	-1,283.44
10/31/2024	Bill		1C7X-VNNX-LTGD	462.79
10/31/2024	Bill		1WTM-F1KN-NJJX	820.65
Anthem Blue Cross/Blue Shield				
10/16/2024	Bill Payment (Check)		11307	-8,744.00
10/16/2024	Bill		000825959F	8,744.00
AT&T				
10/31/2024	Bill Payment (Check)		11330	-3.33
10/31/2024	Bill		1279780758	3.33
Baker & Taylor				
10/16/2024	Bill Payment (Check)		11308	-4,050.55
10/16/2024	Bill		5019140335	4,050.55
10/31/2024	Bill Payment (Check)		11331	-6,208.68
10/31/2024	Bill		5019161688	6,208.68
Baker & Taylor - Laminate				
10/16/2024	Bill Payment (Check)		11309	-128.67
10/16/2024	Bill		5019140728	128.67
10/31/2024	Bill Payment (Check)		11332	-886.73
10/31/2024	Bill		5019158844	886.73
Blackstone Publishing				
10/16/2024	Bill Payment (Check)		11310	-77.90
10/16/2024	Bill		2171419	77.90
10/31/2024	Bill Payment (Check)		11333	-441.42
10/31/2024	Bill		2175220	68.22
10/31/2024	Bill		2175376	47.06
10/31/2024	Bill		2172916	103.40

Blackwater Regional Library

Library Bills
October 2024

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
10/31/2024	Bill		2172889	36.24
10/31/2024	Bill		2122778	186.50
Cengage Learning, Inc./Gale				
10/31/2024	Bill Payment (Check)		11334	-32.79
10/31/2024	Bill		85793214	32.79
Charter Communications				
10/16/2024	Bill Payment (Check)		11311	-3,659.00
10/16/2024	Bill		177213501100724	3,659.00
Demco, Inc.				
10/16/2024	Bill Payment (Check)		11312	-192.19
10/16/2024	Bill		7548867	192.19
Dodson Pest Control				
10/16/2024	Bill Payment (Check)		11313	-50.00
10/16/2024	Bill		957084908	50.00
Dominion Energy Virginia				
10/31/2024	Bill Payment (Check)		11335	-1,588.97
10/31/2024	Bill		3233130008 10.31.2024	1,588.97
Elizabeth Qualls				
10/31/2024	Bill Payment (Check)		11336	-395.00
10/31/2024	Bill		LLX 2025 Reg Fee	395.00
H2O To Go				
10/31/2024	Bill Payment (Check)		11337	-76.25
10/31/2024	Bill		7825 10.31.2024	76.25
MidAmerica Books				
10/16/2024	Bill Payment (Check)		11314	-281.40
10/16/2024	Bill		48853	281.40
Midwest Tape				
10/16/2024	Bill Payment (Check)		11315	-1,406.79
10/16/2024	Bill		506128456	1,406.79
10/31/2024	Bill Payment (Check)		11338	-3,396.88
10/31/2024	Bill		506192769	3,396.88
Overdrive, Inc				
10/16/2024	Bill Payment (Check)		11316	-2,332.06

Blackwater Regional Library

Library Bills
October 2024

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
10/16/2024	Bill		03100CO24292576	967.33
10/16/2024	Bill		03100DA24298350	25.95
10/16/2024	Bill		03100DA24301685	1,338.78
10/31/2024	Bill Payment (Check)		11339	-3,259.37
10/31/2024	Bill		03100DA24327476	379.69
10/31/2024	Bill		03100DA24314707	1,558.96
10/31/2024	Bill		03100DA24325678	75.00
10/31/2024	Bill		03100DA24334652	382.24
10/31/2024	Bill		03100CO24329625	863.48

Petty Cash

10/31/2024	Bill Payment (Check)		11340	-387.87
10/31/2024	Bill		10.31.2024 Petty Cash	387.87

Queen B's Cleaning Service

10/31/2024	Bill Payment (Check)		11341	-877.20
10/31/2024	Bill		1671	877.20

Selective Insurance Company

10/31/2024	Bill Payment (Check)		11342	-697.00
10/31/2024	Bill		0000101941 12.3.2024	697.00

Sentara Health Plans

10/31/2024	Bill Payment (Check)		11343	-15,218.00
10/31/2024	Bill		9190194	15,218.00

Southampton County

10/31/2024	Bill Payment (Check)		11344	-60.00
10/31/2024	Bill		Acct 46 10.16.2024	60.00

Southampton County (1)

10/16/2024	Bill Payment (Check)		11317	-452.19
10/16/2024	Bill		2024-09 (Sept gas)	452.19

Southside Gas Service, Inc.

10/31/2024	Bill Payment (Check)		11345	-459.77
10/31/2024	Bill		21953	459.77

Spectrum Enterprise

10/16/2024	Bill Payment (Check)		11318	-99.21
10/16/2024	Bill		089740301100124	99.21

The Law Offices of Stephen R. Jackson

DATE	TRANSACTION TYPE	MEMO/DESCRIPTION	NUM	AMOUNT
10/16/2024	Bill Payment (Check)		11319	-1,740.00
10/16/2024	Bill		1818	1,740.00
The Library Corporation				
10/31/2024	Bill Payment (Check)		11346	-962.85
10/31/2024	Bill		INV11002541	962.85
The Virginian Pilot				
10/31/2024	Bill Payment (Check)		11347	-435.73
10/31/2024	Bill		596384600 10.24.2024	435.73
TowneBank/Card Services				
10/16/2024	Bill Payment (Check)		11320	-6,290.20
10/16/2024	Bill		6457 0001 10.16.2024	6,290.20
Unique Management Services, Inc.				
10/16/2024	Bill Payment (Check)		11321	-279.60
10/16/2024	Bill		6130912	279.60
Verizon (1)				
10/16/2024	Bill Payment (Check)		11322	-162.38
10/16/2024	Bill		935119692 10.9.2024	162.38
10/31/2024	Bill Payment (Check)		11348	-62.07
10/31/2024	Bill		624106825 10.22.2024	62.07
Verizon Wireless				
10/16/2024	Bill Payment (Check)		11323	-2,840.71
10/16/2024	Bill		9975852976	2,840.71
Xerox Financial Services				
10/16/2024	Bill Payment (Check)		11324	-1,598.72
10/16/2024	Bill		6339464	1,598.72

BLACKWATER REGIONAL LIBRARY BUDGET 2025-2026

LOCAL - DRAFT

LOCAL OPERATING EXPENSES	proposed 2025-2026	2024-2025
PERSONNEL		
Salaries	1,277,638	1,226,248
FICA	103,957	99,722
Health Insurance	318,769	304,256
VRS	157,469	139,593
Unemployment	3,000	3,000
TOTAL PERSONNEL	1,860,833	1,772,819
OPERATIONS		
Advertising	1000	1000
Automation	73875	68700
Audit	10000	10000
Childrens Programming	6000	6000
Computer Replacement	5000	5000
Headquarters Bldg Maint/Utilities (50% shared)	32000	32000
Dues	2500	1000
Fiscal Agent Compensation per Contract	16000	16000
Insurance	38000	38000
Internet (E-Rate)	53661	54475
Legal	2500	1000
Library Administration	8000	6000
Direct Deposit/Bank Fees	5420	3600
Office Supplies	12000	15000
Postage	2000	2000
Staff Training/Travel	9500	7500
Telephone	22000	23000
Vehicles		
Gas	5500	5500
Maintenance	3500	3500
TOTAL OPERATIONS	308,456	299,275
TOTAL PERSONNEL AND OPERATIONS	2,169,289	2,072,094
CREDITS FROM INCOME		
Fees	32000	32000
Johnson Trust	4000	4000
W. C. Rawls Trust	96500	55000
E-Rate Income	41882	43494
TOTAL INCOME FROM CREDITS	174,382	134,494
.		
TOTAL BUDGET FOR LOCALITY DISTRIBUTION	1,994,907	1,937,600

THIS CONTRACT is made and entered into this _____1st__ day of _____December_____, 2024___, by and between SOUTHAMPTON COUNTY, VIRGINIA ("Southampton"), and the BOARD OF TRUSTEES FOR THE BLACKWATER REGIONAL LIBRARY ("Board of Trustees").

RECITATIONS:

R-1.   Southampton and the Board of Trustees make and enter into this contract to acknowledge and approve the services to be provided by Southampton as Fiscal Agent for the Regional Library from July 1, 2025 through June 30, 2028.

R-2.   Southampton and the Board of Trustees make and enter this contract to evidence the terms and conditions on which Southampton will serve as Fiscal Agent for the Regional Library from July 1, 2025 through June 30, 2028.

WITNESSETH: That for and in consideration of the mutual and reciprocal benefits inuring to the parties hereunder, and in further consideration of the duties imposed upon by the parties hereby, the parties covenant and agree as follows:

1. The Board of Trustees hereby designates Southampton as Fiscal Agent for the Regional Library.

2. Southampton's term as Fiscal Agent shall continue upon execution hereof by both parties, before or on July 1, 2025, whichever comes last, and extend thereafter through June 30, 2028.

3. Southampton, as Fiscal Agent, shall have custody of those Regional Library funds which are not designated or set aside in specific Regional Library funds (the Board of Trustees shall retain custody of those Regional Library funds which are designated or set aside in specific

Regional Library funds). The duties of the Fiscal Agent shall include the following:

    a. Receive all non-designated funds paid to the Regional Library or paid for its benefit;

    b. Disburse all Regional Library funds held by the Fiscal Agent pursuant to direction of the Regional Library by action of the Board of Trustees. The Regional Library shall appoint two persons authorized to sign, and Southampton shall designate two persons authorized to sign. All checks issued for payment of Regional Library costs shall require any two of those four signatures.

    c. Maintain current and accurate records of all receipts and disbursements made on behalf of the Regional Library;

    d. Make available to the Regional Library all records pertaining to the funds which the Fiscal Agent manages for the Regional Library;

4. The parties shall have until March 31, 2028 to finalize a contract for Southampton to continue its service as Fiscal Agent for the Regional Library. If such contract has not been finalized by March 31, 2028, then effective April 1, 2028, the Board of Trustees shall be entitled to enter into a contract with any third party for any such services.

5. As compensation for the services rendered by it hereunder as Fiscal Agent for the Regional Library, Southampton shall be paid $16,000.00 per year by the Regional Library. The $16,000.00 owed by Southampton each year for utilities will be paid by the Library in lieu of Southampton receiving payment for its service as Fiscal Agent.

IN WITNESS WHEREOF, This contract is executed on behalf of Southampton County, Virginia by its duly authorized representative and on behalf of the Board of Trustees for the Blackwater Regional Library by its duly authorized representative.
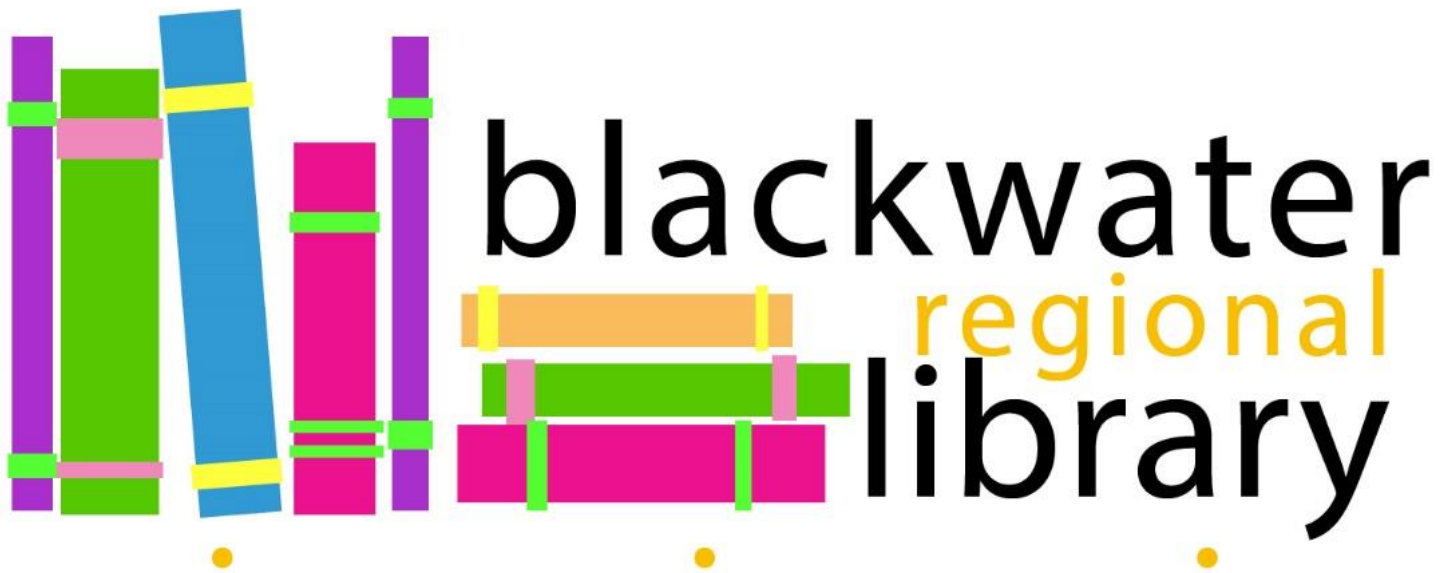
_____   SOUTHAMPTON COUNTY, VIRGINIA
Date

By: _____

Title: _____

_____
Date   BOARD OF TRUSTEES FOR THE
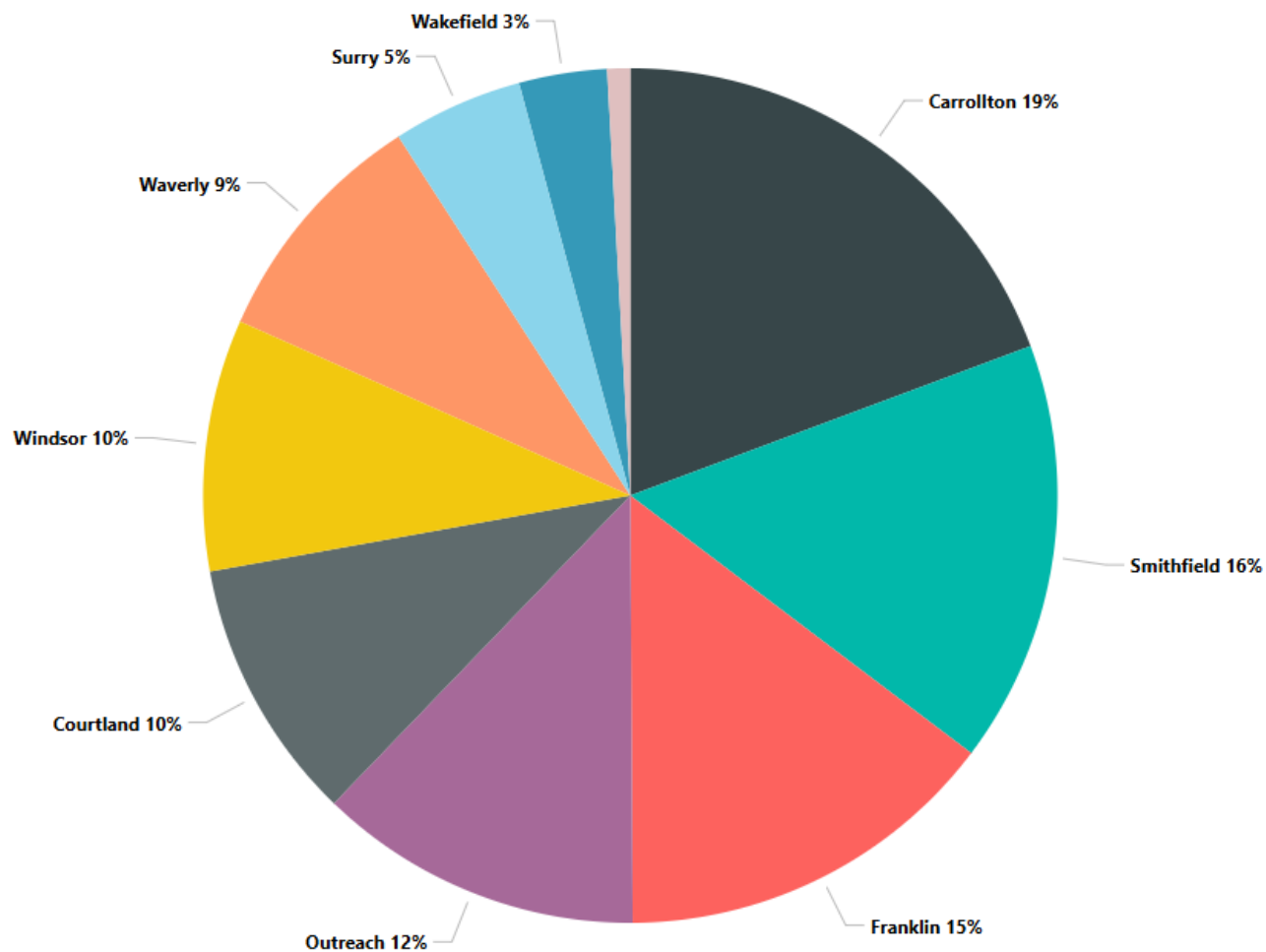BLACKWATER REGIONAL LIBRARY

By: _____

Title: _____

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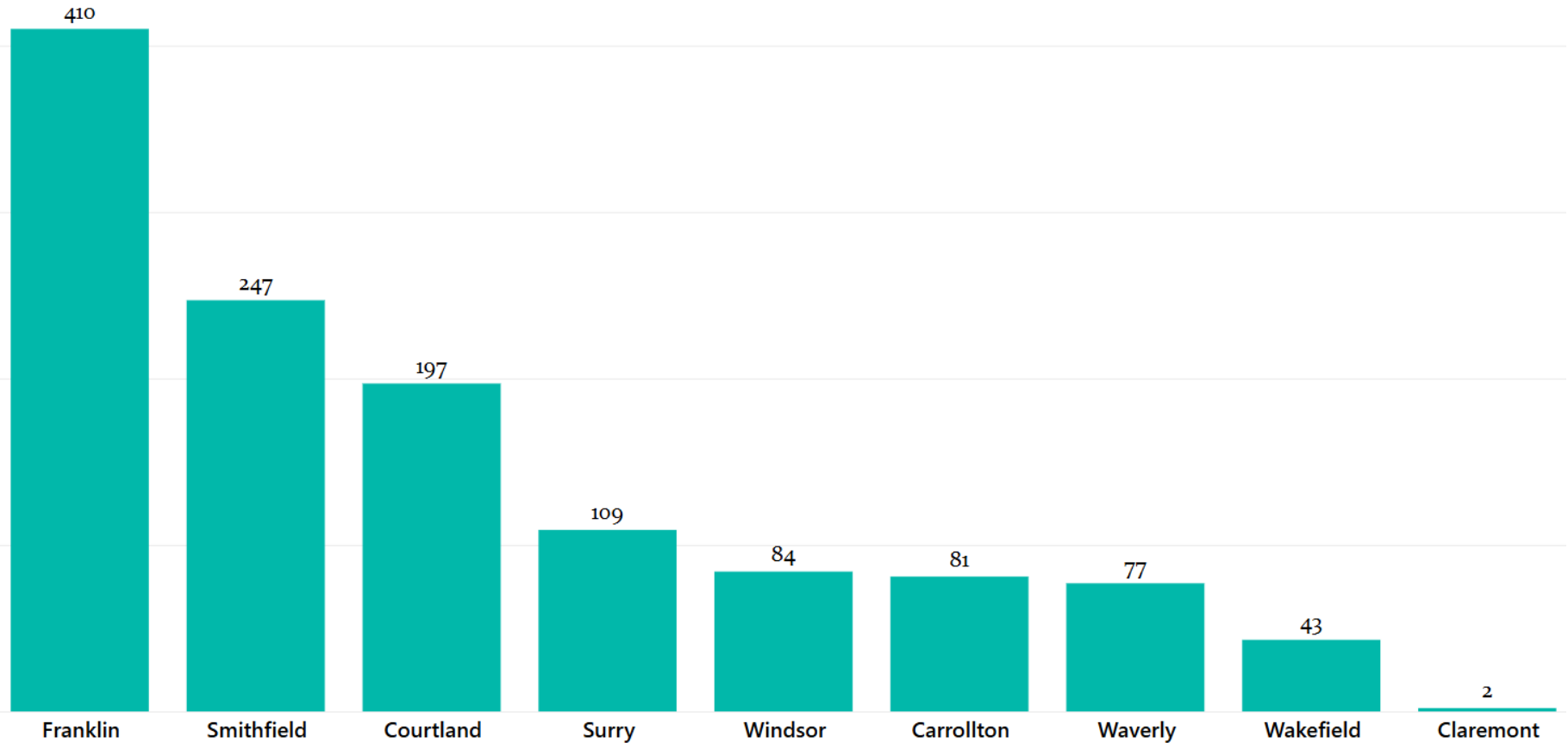www.blackwaterlib.org

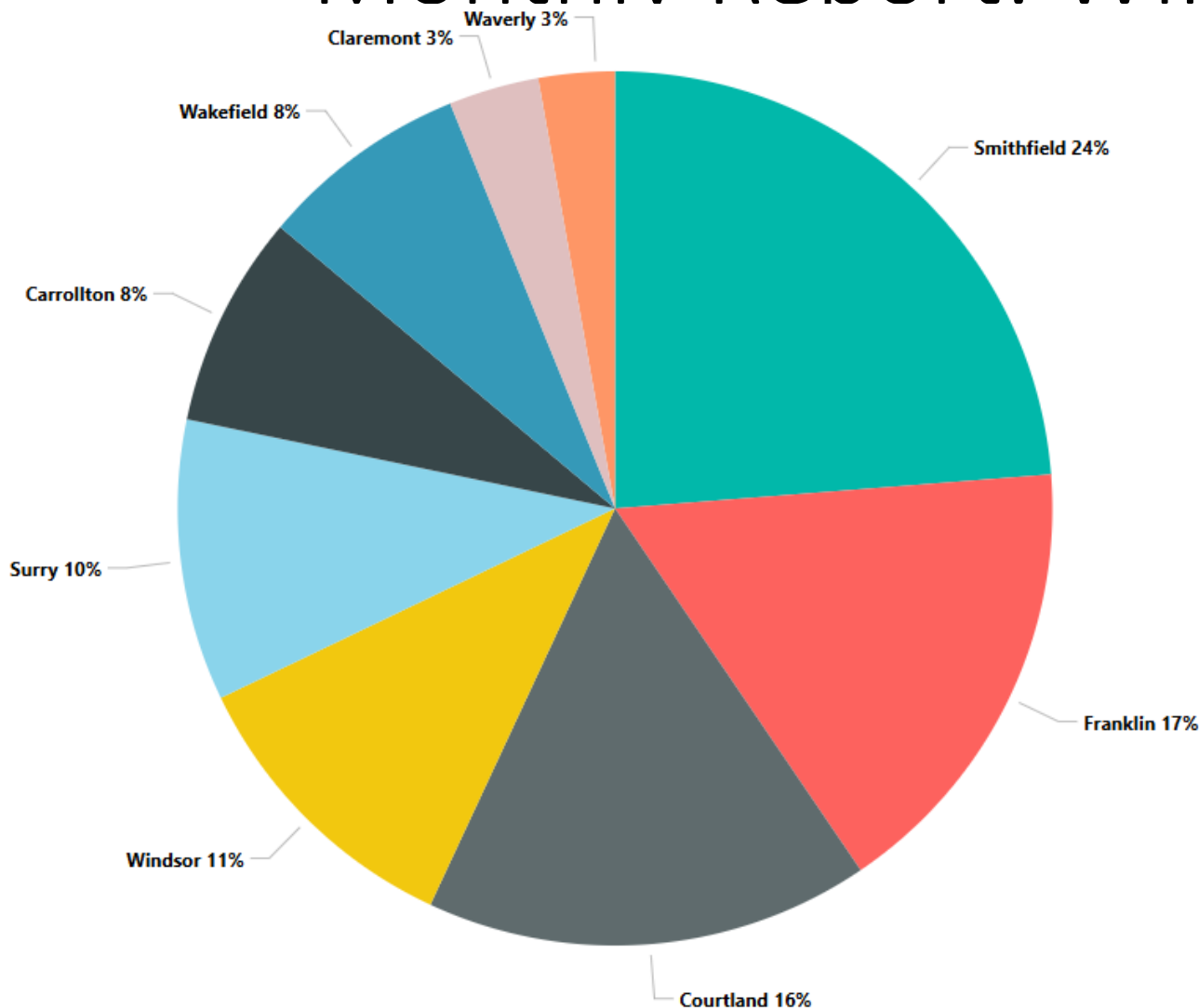# October 2024 Statistics

Monthly Report: Patron Count

Branch	Patron Count
Carrollton	3579
Claremont	161
Courtland	1844
Franklin	2709
Outreach	2278
Smithfield	2962
Surry	914
Wakefield	617
Waverly	1704
Windsor	1765
Total	18533

Monthly Report: In-House Internet

Monthly Report: WiFi Use

Pie chart labels:
- Smithfield 24%
- Waverly 3%
- Claremont 3%
- Wakefield 8%
- Carrollton 8%
- Surry 10%
- Windsor 11%
- Courtland 16%
- Franklin 17%

| Branch	Wireless Internet Usage
Carrollton	120
Claremont	51
Courtland	251
Franklin	256
Smithfield	363
Surry	159
Wakefield	118
Waverly	43
Windsor	167
Total	1528

Circulation Report: By Branch
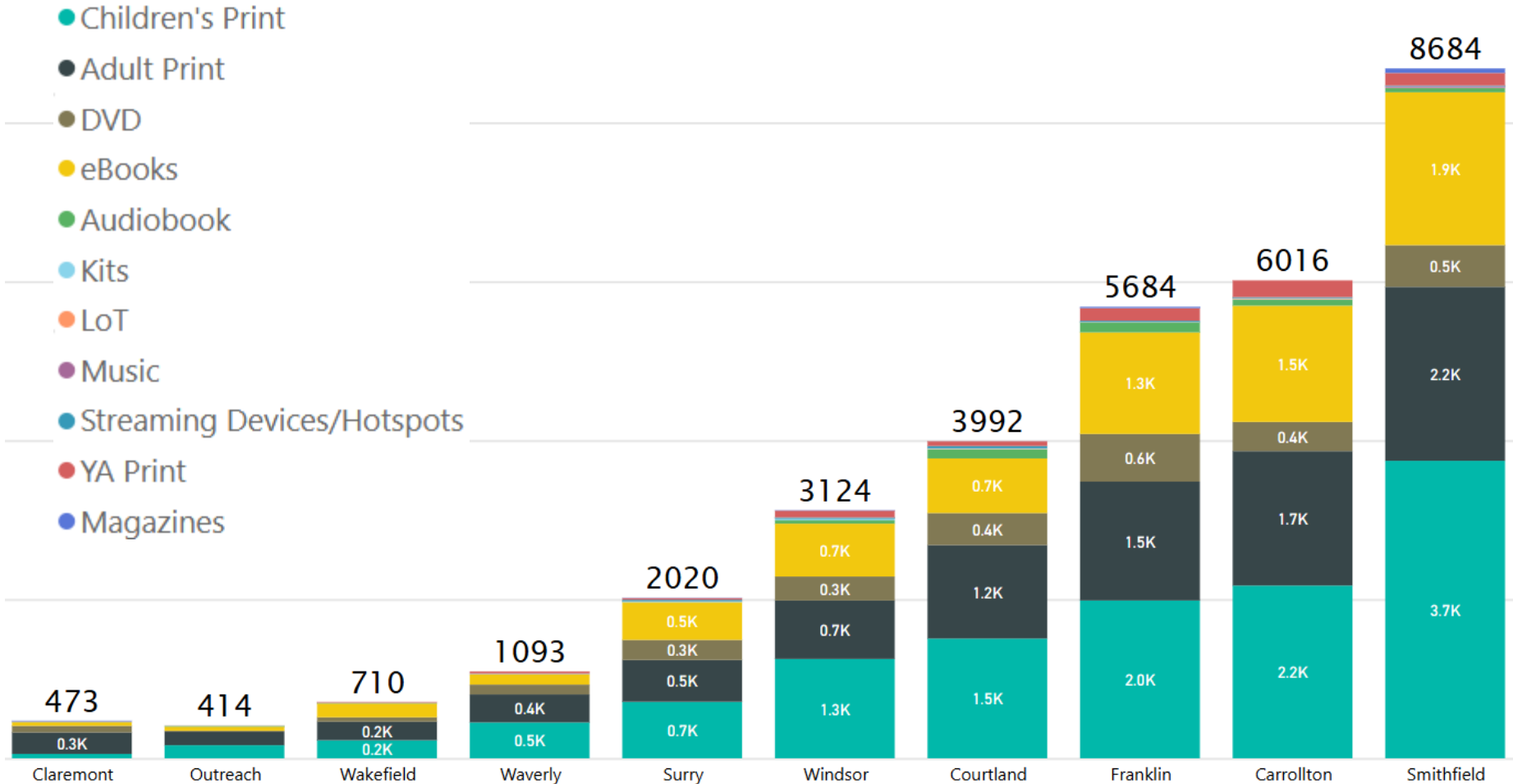
Circulation Report: Type by Branch

Location	Adult Print	Children's Print	DVD	Audio-book	Kits	YA Print	Music	LoT	Magazines	eBooks	Streaming Devices/ Hotspots
Carrollton	1693	2175	367	76	6	210	0	11	0	1463	15
Claremont	270	56	83	0	2	4	0	0	8	47	3
Courtland	1177	1508	403	114	6	59	0	7	1	687	30
Franklin	1496	1987	600	126	2	159	0	2	17	1279	16
Outreach	169	165	14	9	3	2	0	1	0	51	0
Smithfield	2189	3746	525	53	1	155	17	4	60	1924	10
Surry	526	712	253	2	7	20	0	3	4	473	20
Wakefield	233	228	56	8	0	10	0	1	0	173	1
Waverly	352	452	124	1	1	23	0	7	0	127	6
Windsor	735	1251	303	42	19	86	0	1	6	665	16
Total	8840	12280	2728	431	47	728	17	37	96	6889	117
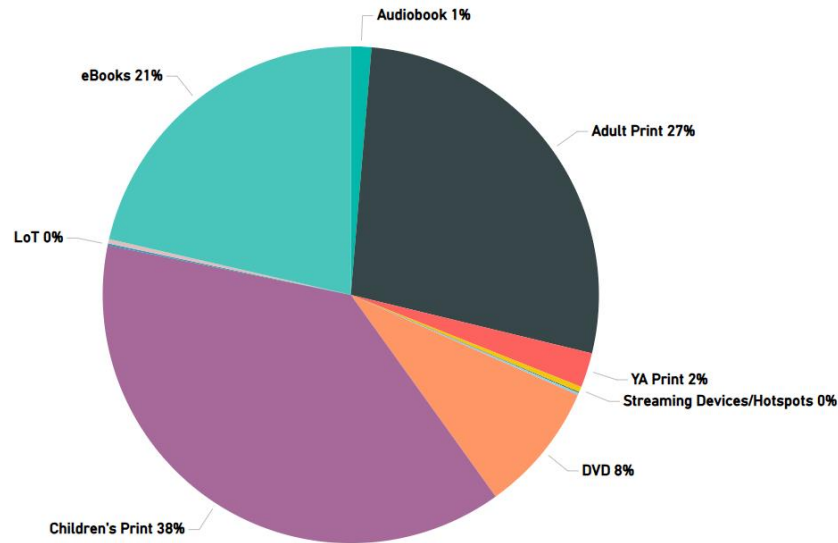
Program Report: Total Participation
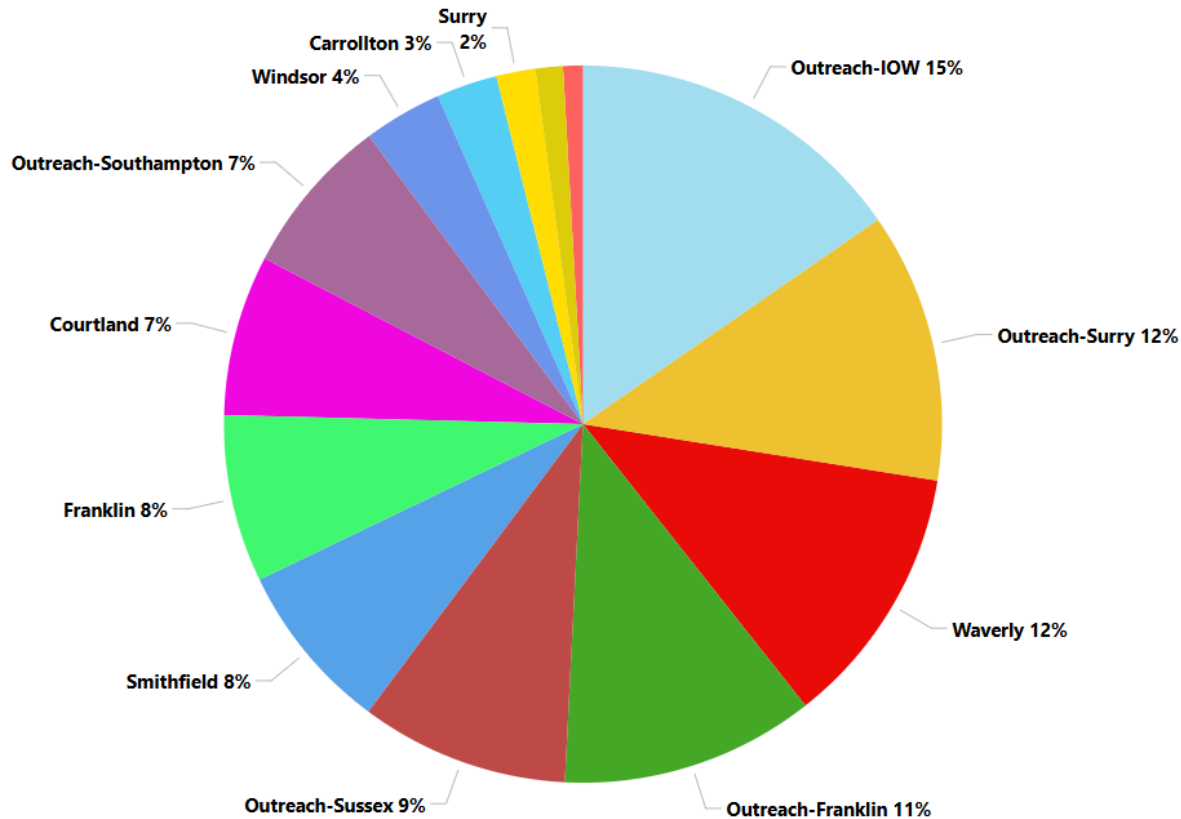
Location/Branch	Count
Carrollton	182
Claremont	82
Courtland	481
Franklin	501
Outreach–Franklin	760
Outreach–IOW	1020
Outreach–Southampton	478
Outreach–Surry	808
Outreach–Sussex	624
Smithfield	509
Surry	117
Wakefield	59
Waverly	787
Windsor	235
Total	6643

Outreach Report: Programs
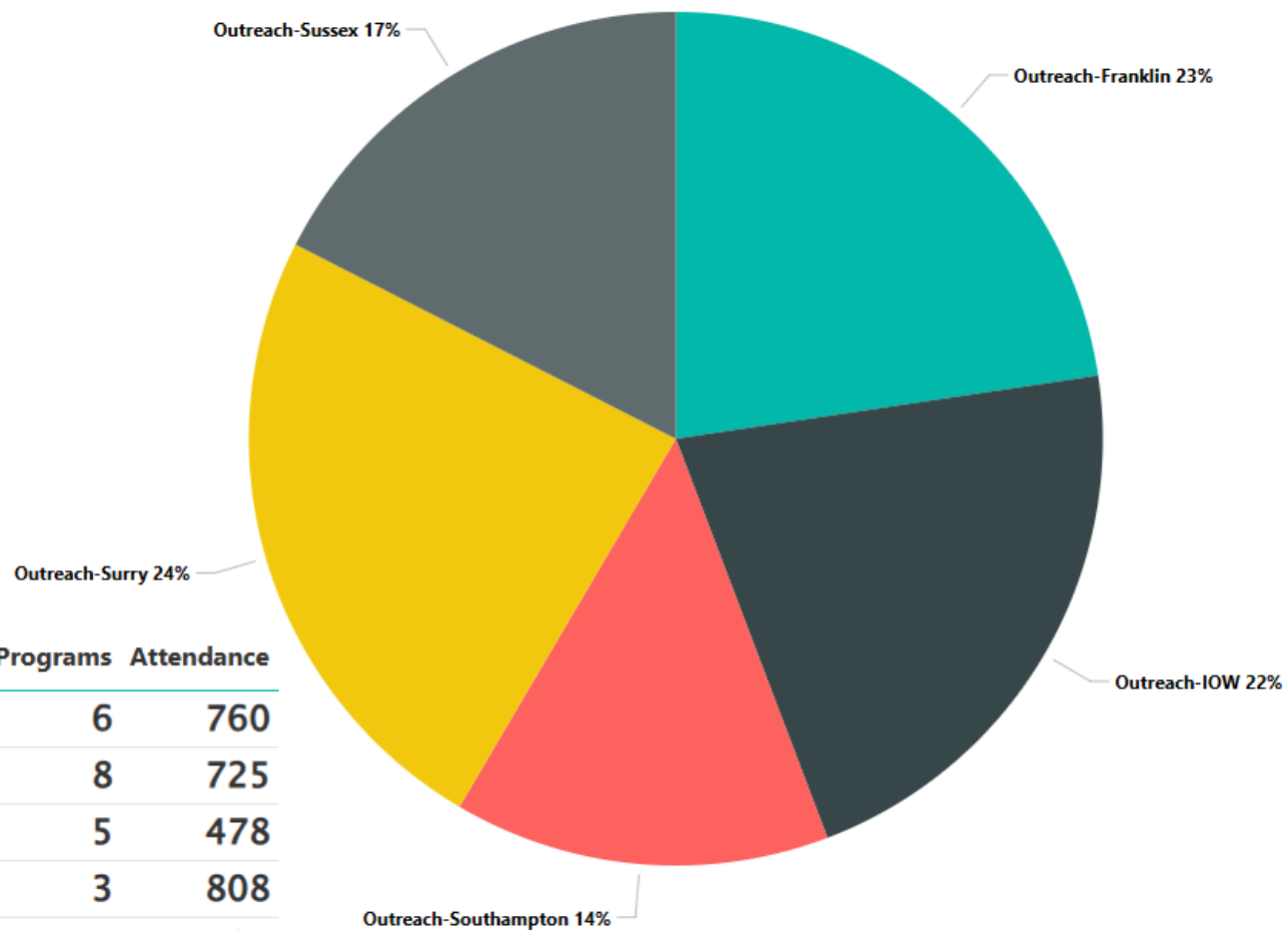
Location/Branch ▲	Outreach Programs	Attendance
Outreach–Franklin	6	760
Outreach–IOW	8	725
Outreach–Southampton	5	478
Outreach–Surry	3	808
Outreach–Sussex	1	587
Total	23	3358

Outreach-Sussex 17%
Outreach-Franklin 23%
Outreach-IOW 22%
Outreach-Southampton 14%
Outreach-Surry 24%

Staffing Update
November 2024
Blackwater Regional Library

New Hires
- Laurie Ross – Substitute Library Assistant
- Dana Estrada – Library Assistant, Wakefield and Waverly
- Lisa Gaede – Library Assistant, Wakefield and Waverly
- Jessica Jefferson – Library Assistant, Windsor

Promotions

Transfers

Separations

Vacancies
- Youth Services Programmer – Carrollton and Smithfield branches

STAFFING AND WORKSHOP REPORT

Training Sessions – October 2024

City of Franklin staff completed a total of 2 trainings
Isle of Wight County staff completed a total of 9 trainings
Sussex County staff completed a total of 8 trainings
Central Office staff completed a total of 23 trainings

10/3/2024 – Crash Course in Horror - Horror readers seek out thrills and chills within the pages of their favorite books. And we're in a golden age for horror, with a bounty of options!

There's a horror book for every reader. Whether your readers love a **creature feature** or **real-life monsters**, join NoveList and LibraryReads as we give you the latest and greatest the genre has to offer — from **small-town horror** to **vampire menace**. If you are scared of working with horror or just want to stay up to date, this webinar is for you.

Join me and my co-worker Suzanne Temple, Senior Metadata Librarian at NoveList, as we cover:
- Popular subgenres and themes
- Authors you want to know
- How to help readers of horror
- Other helpful resources for this genre

10/4/2024 – Extreme Customer Service, Every Time - I like the idea of "extreme customer service", and have found myself "bending the rules" to meet the needs of the patron. I think this is something that really needs to come from the top. If staff feel empowered to do the best customer service possible, they will feel confident in flexing the rules when safety is not an issue. My biggest takeaway from this is that going out of your way will keep customers long term. It's also great marketing for the library as a whole.

10/9/2024 - The "Must Do" List for Leaders - In this session, Clenise Platt discussed the 'must do list' for leaders.
 The Must Do List for Leaders includes:
- Evaluate and Develop Your Personal Leadership Style and Profile
- Continue to Invest in Professional Development
- Prioritize Your Personal Cultivation
- Determine Your Leadership Focus for the Organization
- Assess and Commit to Develop Workplace Ambiance
- Consistently Make Team Building and Coaching a Priority
- Make Time for Networking and Cultivating Relationships

The items on the list are thought provoking, but I found the biggest take away is to consider my leadership style. The speaker also discussed how leaders can be more strategic in their vision and planning. She said that we can try to do all the things, but in return it makes it hard for you and your staff to celebrate the wins.

Clenise Platt is a native of Virginia Beach, Virginia. She is a gifted leader, communicator, strategic thinker and creative who partners with senior leaders, executives and teams to develop, plan and execute dynamic and innovative programs. Her areas of concentration include leadership and board development, employee engagement, talent development, customer service, and culture cultivation to help increase employee development and organizational performance. Clenise has authored several books and articles focused and has been published in multiple publications including the Virginia Libraries Journal.

10/15/2024 – ABOS Conference – Transform and Thrive: Fostering Wellness in Our Work - Presenter: Dorothy Stoltz, Library Consultant and Publisher

Description:
Library staff and administration do more than point people in the right direction to books and information. We foster wellness for ourselves and others. One way to foster wellness is to tap the entrepreneurial spirit and apply it within the library organization, setting the tone that the library is a welcoming and creative space for all–honoring the genius of everyone within.

Join us to discover how to do more than balance too many projects and not enough time but foster wellness and promote self-renewal. As Emerson inspires: "Life consists in what a person is thinking of all day." This session does not tell one what to think, but rather shows how to activate creative thinking and how to enrich daily activities in practical
ways.

Participants, in this session, will:

Demonstrate an ability to create wellness in their work by using the entrepreneurial spirit:

· starting with the end in mind.

· tapping dignity, unity, and harmony in our thinking and daily activities.

· creatively reducing bureaucracy.

Explain at least three actions successful librarians take to activate the skill of discernment when prioritizing and making decisions.

Cite at least three resources that can be used to further hone their skills in fostering wellness in their work.

Thoughts:

While I understand where this presenter was trying to go with the presentation, it felt far too conceptual to apply most of the steps in a practical way. Discussing how library workers can tap into an entrepreneurial way of thinking is great, but that should have been the entire focus of the presentation. More information and exercises regarding that would have been more beneficial.

10/15/2024 – ABOS Conference – Bundles of Joy: Supporting Growing Families Through Home Delivery - Presenters: Kelly Palombit, Head of Outreach, Lynnette Fucci, Head of Youth Services, Monroe Township Public Library

Description:

In July 2023, the Monroe Township Public Library launched a new delivery service, Bundles of Joy, for families welcoming a new child into their home. Through this service, residents of the Township receive library materials right to their doorstep every 3 weeks.

In this presentation, we will focus on the importance of offering outreach to families welcoming a new child into their home. With this service, we increased accessibility to the Library for growing families while also promoting reading and engaging in early literacy at home. This service has brought joy to caregivers and especially siblings at home during what can be a very isolating time.

Thoughts:

This was a really interesting program! This library system already had a home delivery service for elderly patrons, so they wanted to add something for new parents. The Head of Outreach had her first baby during Covid outbreak and was not able to visit the library in over a year. Think of how isolating that experience was, she wanted to develop a program to support new parents and keep them connected with library services, while also promoting early literacy. Anyone who had added a new child to the family in the last year (birth, adoption, fostering, etc.) could apply for the program. They add how many items they wanted and the ages and interests of everyone in the home. Deliveries happened once a month and included something for everyone, including crafts and activities. There was no limit on books and patrons could also have their holds included (although it sounded like most of them let the staff pick out items). They have had slow, steady growth. Originally, they planned on capping the number of folks using the service and a limit on how long, but they said they haven't had to put restrictions on either of those yet since families tended to naturally end the service when they were able to get out and about.

10/16/2024 – ABOS Conference – Up and Driving: Out First Year Establishing Bookmobile Service to a 5-County Rural Library - Presenters: Amoreena Harpole, Emily Libecki, Timberland Regional Library

Description:

An overview of the challenges and successes of starting mobile services in a rural, five county library system in southwest Washington. This presentation shares personal experiences from two of TRL's Anywhere Library outreach specialists who engage directly with library patrons at stops, who are responsible for building community partnerships, and who maintain an adaptive, robust mobile service for their respective counties.

Topics covered: Startup, service model, community partnerships, rural services, stop types, challenges, successes.

Thoughts:
This session covered how this department built the Anywhere Library Service for Timberland Regional Library. They started from the ground up with a vehicle and slowly added stops and staff.

10/16/2024 – ABOS Conference – Beyond the Bus: When One Size Doesn't Fit All - Presenters: Benjamin Elliott, Jonathan Farrell, Bozeman Public Library (Montana)

Description:
A breakdown of the strengths and challenges faced for a mobile services department whose primary vehicle is 40' long and the ways that BPL Mobile Services has diversified our service over the past three years to provide more and better service to our community.

Thoughts:
These presenters spoke about transforming their Outreach department to make it more effective. Before they were both hired, the library was awarded a grant to buy a bookmobile, so the Board insisted on the largest vehicle they could get (It requires a CDL to drive!) and all of their services were very dependent on using that bookmobile and promoting it heavily. Once these two workers were hired, because they needed to get their CDL's, they had to scale back and do modified service and learned that some of those were more effective than using the bookmobile. So they walked through their process of evaluating all of the stops and sites, gathering data, and making changes to make their services more customized per stop and not as dependent on using the bookmobile.

10/16/2024 – ABOS Conference – Serving the Service Industry: Creative and Effective Outreach Strategies - Presenters: Jack Settje, Fayetteville Public Library (Arkansas)

Description:
Through a novel approach to outreach that targets service industry workers, we will explore the fundamentals of successful outreach efforts. We will discuss why the program is valuable not only to service industry employees but also to public libraries and the larger community, the program's mechanics and why it is successful, challenges and how to meet them, other considerations such as biases and ethics, and how the program can be adapted to other

industries/populations. Ideal for those seeking to reach underserved populations through creative, meaningful individualized interactions.

Thoughts:
Really interesting session where the presenter talked about reaching out directly to service workers to promote library services. This town is considered a college town, with over 100 bars and restaurants for all tastes and ages. The presenter works as a bartender, so had experience dealing with those employed in the service industry. He would literally go from bar to bar during the day, ask if he could sign folks up for library cards, chat with workers and promote services (if they wanted to talk to him). This also led to the library providing free training and services specifically for this workforce (ServeSafe training; food handling certifications). I loved his approach to doing this type of outreach, however, not every library worker could do this. You need a very specific type of personality to be successful for this.

10/17/2024 – ABOS Conference – Choose Your Own Adventure: Intellectual Freedom Edition - Presenters: Sam Helmick, Iowa City Library (also new ALA President, woohoo!)

Description:
Attendees will collaboratively navigate their way through multi-step, intellectual freedom-related scenarios, the outcome of which is contingent upon their choices at various points, akin to a Choose Your Own Adventure (™) story, including collaborative analysis by presenters and attendees as to why some decisions are better than others when considering their work in light of core values of librarianship. Play through the Dilemma of the Disapproving Dino Doctor and the Farce of the First Amendment Audit Influence to experience and examine a spectrum of potential responses to challenges. Consider policy creation through the lenses of access and inclusion to all as well as diversity of viewpoint to best support frontline and public-facing staff fielding intellectual freedom questions.

Thoughts:
This session covered the basics of navigating materials challenges and strategies for handling disgruntled patrons. It was in a game format that will actually be available to the public through some website (need to research this) in the next few months.

10/17/2024 – VLA Conference - More with Less, Experiments in Merchandising to Increase Circulation - People learn how to interact with space through retail, and that's why some libraries use tips from the retail world and transfer those to library world.

There were video examples about visual insight – one example was how a library had one of those circular desks in the middle of the room, and by the way it was designed people were saying hello to the back of employee's heads when they walked in.

Another example was how a patron couldn't see a sign that certain books had moved because the signs blended in with the books on the shelves. It was a white sign printed with just a black

font, not colorful, not laminated. The presenter said that since the sign was about the size of a book cover (8.5x11) people would just pass by it, their brains thinking it was just another book.

Try to get beyond demographics :
- Curious toddlers vs rowdy toddlers – they need different spaces in the kids room
- Freelancers vs Job Seekers – They look the same, but they have different needs.
- Rank uses for the library two ways (importance to the library and popularity)

Library spaces change during certain parts of the day (he used an example of a college library during exam week – one hour a room might have all test studiers, then the room might change into people who are trying to cram, and another spot might become noisy with people coming back from exams. So lots of conflict.

Face Out is Powerful:
- People are drawn to eye level, face those covers out.
- Rule of three: When you are putting out things for patrons, don't do an even number of objects, never more than three. (example: three books faced out on a display on each shelf for a display, then the next shelf would have a regular shelf books—it also creates sight lines on the shelves

10/17/2024 – VLA Conference – The Playful Library (Keynote Speaker Megan Lotts) - Megan Lotts is a Librarian at Rutgers University. She has written two books about play and creativity in libraries. This session was the keynote session for annual conference. During this session, Megan shared samples of easy activities to encourage play in the library.

10/17/2024 – VLA Conference – Eradicating Human Trafficking - Safe House Project is a nonprofit organization that works to help survivors of sex trafficking remove themselves from their situation. Less than 1% of survivors are identified in the US. And, 70% of trafficking in the US is for sex. Virginia is 15th in the nation in terms of sex trafficking. In the United States, trafficking has only officially been illegal until 2000. The majority of people who are trafficked for sex are women; however, the numbers are even split when you look at statistics for children. 40% of children who are trafficked for sex are trafficked by a family member. Sex trafficking is a $99 billion criminal industry in the United States.

This year Safe House Project is on target to help 1500 survivors leave. The average cost to move a survivor is $400, and the survivor is moved two to three states away. The motto for Safe House Project is they "get to be on the hope side of a dark issue".

Safe House Project offers a completely free online training called iwatch. It can be found at iamonwatch.org. This would be a very good training for all BRL staff to take, because small communities still have issues with trafficking. A

10/17/2024 – VLA Conference – Advancing a Culture of Creativity and Play in Libraries with Active Learning - This was a continuation and deeper dive into the Keynote Speaker, Megan Lotts, opening speech. There were a lot of really good ideas in this session that I plan to use in the library. We made "take and make" buttons, six word stories, and circle drawings. This was also a great time to share ideas for creative use of spaces in the libraries that are often overlooked.

10/17/2024 – VLA Conference – Be a Citizen Scientist and Bring Real-World Sciences Programs to Your Library - The concept of this presentation was very interesting, but the presenter was not the best. (That is why I wouldn't recommend it.) With that said, citizen scientists are a really creative way to get kids, families, adults of all ages out and exploring science. SciStarter is the leading organization for this endeavor. They are basically crowd sourcing data for real scientists. It would be an interesting idea to include some kits for specific science exploration in our Library of Things.

10/17/2024 – VLA Conference - Roundtable discussion: Generations United: Crafting Connections through Library Programs - Instead of just making programs for kids and programs for adults, make programs where the entire family/all ages can participate. One example I loved was a craft material swap. About two months before the event, they begin a call for materials. On the day of they set up bags for everybody to take things, whether they brought an item to swap or not. I'd love to see that one of our branches – I have a lot of stuff at home I'm not using.

10/17/2024 – VLA Conference - Floating Collections: Evolution and Process Assessment - Curiosity got me for this one since our bookmobile/outreach services would almost be considered a floating collection now.

This presentation was done by Virginia Beach public library. In the past, they didn't use data to build their collection, they just went by assumption and intuition. They began to use a demand based collection instead.

The library branches were also very inconsistent on where they kept items (some shelves by alphabetic order, some by genre) and how items were labeled, they wanted to make sure the spine labels were all consistent (Ex: no SF Brown even if it's a science fiction book, it has to be F Brown). So obviously the catalog had to be cleaned up as well. Genre labels were also managed for consistency. The branches were putting the genre labels on the books! Since my department is the keepers of the genre labels I was floored by that!

I loved how they used a taskforce to go to a branch that wasn't theirs to assess their collection.

In the end after many tests, the library currently floats adult materials, and teen materials. Having a floating collection seems like a lot of extra work, and something where you would have to really know how to run the correct reports to see the results.

Her philosophy on weeding items is "It has to earn its space on the shelf!"

10/17/2024 – VLA Conference - Author Visit Pitch Session with Local Authors and Illustrators (Age 12 and under) - An overview of library programming for kids age 12 and under with authors and illustrators from the VA and Washington DC region of the Society of Children's Book Writers and Illustrators. Each author shared their book titles, summarized them, and how they share the information with various age groups.

Author Group included:
- Gabriella Aldeman
- Heather Murphy Capps
- Ginjer L. Clare
- Terry Catasus Jennings
- Sylvia Liu
- Leah Moser
- Erica S. Perl
- Dan Swanson
- Eri Teagan

10/17/2024 – VLA Conference - What Do Public Librarians Need to Know About Virginia Public Schools? - Public libraries and schools are logical partners who can best serve their communities by working together. Collaboration is easier when public librarians have a better understanding of current topics in education. Get up to speed on what you need to know to more effectively partner with your local public schools.

Topics Included:
- Partnerships that work
- Evaluating Partnerships for Effectiveness
- Understanding the differences between the public library's collection policy and public school's collection policy
- Knowledge of administration changes from year to year

10/17/2024 – VLA Conference – Outward in: Developing Community-Led Programming - Often events grow from ideas someone at the library has for what they think will be great a program, but what if instead, we look outward to ask our communities to help develop programming that will be of interest to them?

Community partners, non-profit organizations, schools, churches, etc are great avenues for gathering ideas to plan programming that will bring people in. Intergenerational programming is another way to gather ideas and also get people through our doors!

10/17/2024 – VLA Conference – Revitalizing Community Spaces: Adapting Library Designs for Changing Needs - Embark on a transformative journey as they revisit a library space thriving two decades ago, now requiring a fresh outlook post-COVID. Explore collaborative processes, community engagement, and strategic modifications taken, a holistic approach, adapting library design to meet evolving needs, ensuring the library remains a cornerstone of the community.

This was really good with its emphasis on building flexible-use spaces

10/17/2024 – VLA Conference – What is a Digital Navigator: Providing a Gateway to Digital Literacy Skills - Libraries will have a unique opportunity in the next few years to access resources to help patrons learn to take advantage of internet access and technology. Digital navigators will be the key to success. Learn about a pilot project in a small rural library system that proved the feasibility of the concept in Virginia and made it into the state Digital Opportunity strategy.

10/17/2024 – VLA Conference – Libratory Inspection: Best Practices for Supporting Experimentation, Innovation, Creative Problem Solving & Fails - Presenter: Nancy Falciani-White – Randolph-Macon College Library Director

FAIL stands for *F*irst *A*ttempts *in L*earning. The only failure is a failure to learn ☺

The purpose of this session was to inspire attendees to work to create a workplace environment that welcomes staff engagement through trial and error. The number of library staff reporting burnout has continued to rise, and so the question is posed as to how library administrators and management can create and feed activity amongst their teams.

The following are required facets of the library workplace environment in working to counter staff burnout: understanding your equipment/resources and environment, managerial encouragement, and openness to ideas and risk taking.

4 ways that managers can actively show support and encourage creativity from their staff:
- Sharing kudos cards
- Allowing staff to run pilot programs to see what may or may not work
- Have a Google Forms sheet available for staff members to privately submit ideas anytime
- Include a creativity goal in staff members' annual reviews

Nancy also emphasized the importance of psychological safety in the workplace – that library staff need training and awareness as to how they can have difficult conversations not only with patrons but with fellow colleagues. Boundaries and open communication are vital components in contributing to staff feeling safe to express themselves and welcome the development of new ideas.

I think that 3 out of 4 of the action items that Nancy proposed are things that I can help bring out with my teams at Wakefield and Waverly – especially the kudos cards! The Google Forms isn't something that we need to use, given that our team is so small and we each have 1 on 1 time with our manager to share feedback and ideas at least twice weekly ☺

10/18/2024 – VLA Conference – So They Put You in Charge of Summer Reading? Now What? - Presenter: Kristen Burnham, Programming and Events Coordinator at Prince William Public Library

Summer Reading is an international literary initiative and a hallmark of library programming. It allows for libraries to strengthen their community ties through partnerships and sponsorships. During this timeframe, there is also an increase in attention to the library's resources. The 2025 theme is *Color Your World*. ☺

Key Takeaways and Pro-Tips from the presenter:
- Pay attention to your county's SOL scores – use these numbers to help boost your pitch for partnership with the public schools and share how your programs can help impact these numbers.
- Know your target audience: look at the number of challenge completions. You can structure the program by way of having participants log minutes.
- You can choose to have a SRP planning committee, though there are pros and cons to this.
- Gather your funding through the library's foundation, local sponsors, grants, friends, and branch funds.
- Prizes can be acquired through CSLP, Amazon, Oriental Trading, in the form of coupons, donated books, and/or new books (if can be bought through regular vendor).
- Vendors: talk to other system representatives and look at their calendars. Don't limit yourself to just in-state vendors as most travel up and down the coast. Ask for multi-booking discounts to share between branches. Anticipate delays in paperwork!
- In-branch programming from administrator (program/events) to branches: Storytimes; Escape Rooms (teens): good for English learners and neurodivergent participants as you don't need to explain yourself or speak your way through the program!
- Set up a timeline: ask yourself if you want paid performers. How does the vendor fill a community need? What can you afford on a large scale for a prize?
- Having your program rolled out on paper makes it easier to hand out and do visual marketing, while doing it visually (like via Beanstack) allows for quicker data input.
- Have "cheat sheets" available for staff and volunteers so they can accurately communicate vital program information to the public.

- Always advertise with the "while supplies last" tag
- Plan early! In the Fall prior even ☺
- Understand there will be mishaps and not everyone will be happy.

I found this session to be very insightful, though not every single point related directly to my current role. I helped assist with rolling out this past summer's SRP, and feel like I am now better prepared than I was before VLA to help assist my Branch Manager in planning and implementing next year's program.

10/18/2024 – VLA Conference – Reader's Advisory: Ask Us Anything! Panel Discussion - Panel Presenters: Barry Trott (LVA), Neil Hollands (Williamsburg RL), Alicia Ahlvers (Henrico CPL), Jennifer Rothschild (Arlington PL), Jill Minor (Washington CPL)

Key Takeaways:
- Use NoveList Plus ☺
- Read book reviews to become more comfortable with authors/genres/series etc that are unfamiliar to you.
- Reader's Advisory is *all* about the reader! Give permission for patrons to not like the books you recommend to them.
- Library Reads is a non-profit with top 10 lists of new fiction and nonfiction books chosen monthly by America's Library Staff. These can be printed up and placed in the library.
- NetGalley and Edelweiss offer pre-pubs that library staff can sign up to receive in exchange for a review, and can vote on them towards the Library Reads lists.
- EarlyWord is the home of GalleyChat – monthly online discussions where library staff share excitement about upcoming books.
- "You have to think in advance how you're going to get on the floor and turn conversations into Reader's Advisory." Always be researching and willing to learn with an open mind!
- Barnes and Noble Booktok is another helpful resource to find read-a-likes for bestsellers and other popular books.
- Most people are getting recommendations from the algorithm and appreciate the human touch and conversation of RA.
- Programming ideas for informal book discussions, like reader's circles, are great ways to get patrons to talk about what they're reading. These work to not let people feel limited, and can help introduce patrons to new authors/genres and grow overall!
- Signage examples: Staff Picks stickers/bookmarks and other shelf talkers; read-a-likes on Lucky Days, QR Codes for booklists on shelves with links back to the online catalog. Read-a-likes for movies too!
- Spatial planning ideas: keep doing "multi-collection" displays; put new books displays in the back of a room
- Additional display ideas: "Bottom Shelf Books," "Books You Might've Missed" (that were maybe checked out consecutively for weeks/months and no longer new when ready for shelving), "Books Your Neighbors Are Reading" (straight from being checked in to the shelving cart for display)

This was one of my top favorite sessions at VLA!

10/18/2024 – VLA Conference – Naloxone Distribution in Public Libraries - Building off the success of the statewide Covid test distribution through public libraries in Virginia, Virginia Department of Health is considering similar distribution of Naloxone, the medicine that reverses opioid overdoses. Learn more about Naloxone and the opioid crisis in Virginia and hear from a public library already distributing Naloxone to the public and share your thoughts about Naloxone distribution.

10/18/2024 – VLA Conference – Innovating with Intergenerational Programing - Whether starting from scratch or expanding an existing program to accommodate different age groups, intergenerational programming can help bridge the gap between individuals of different generations who might not have much experience interacting. Receive an overview and learn from a panel of library staff who have successfully implemented intergenerational programming. Examples of these programs were highlighted from Arlington Public Library, Jefferson-Madison Regional Library, and Blackwater Regional Library

10/21/2024 – E-Rate for Virginia Libraries -
- E-Rate General Overview
- Eligible Services (Hotspots Opportunity)
  - New in FY2025
  - Device and service are eligible for E-Rate discounts, but hardware must be associated with a line of service
  - Limited to a portable, single device (single user only) WiFi hotspots
  - Must be used with commercially available mobile wireless Internet service
  - Three-Year Hotspot Budgets (FY2025-FY2027)
    - Cannot spend more than 45% of budget in one given year
    - [Square feet x 5.5 hotspots x C1 discount] x $630
                    1000 sq. ft.
      Inside brackets is rounded UP to nearest 10
- Form 470 Overview
- Competitive Bidding
- Proposal Evaluations & Vendor Contracts
- Seasons of E-Rate & Timeline

10/22/2024 – OrangeBoy Data Day – Storytelling with Data - Katina Jones, Program Manager, Evaluation and Assessment, Public Library Association, a division of the American Library Association

Data is essential for libraries to enhance the customer experience. It helps in understanding community needs, providing diverse collections, and delivering high-quality customer service, among other things. However, data can be vast and complex. How can you effectively start using it? Katina Jones will present how to identify the right data for your audience to drive progress within your organization, focusing on specific goals and measurement strategies.

10/22/2024 – OrangeBoy Data Day – Driven in a Small Library System Using Forms 360 - Ben Neal, Library Director, Blackwater Regional Library

Even as a small library with limited resources, embracing a data-forward approach is within reach! Discover how Blackwater Regional Library harnesses Savannah's Forms 360 to craft a dynamic dashboard for library statistics, empowering informed decision-making!

10/22/2024 – OrangeBoy Data Day – Explore Forms 360 in Savannah - Kate Jacobs, Senior Consultant – Savannah Platform

Digital reports can automate a lot, but what about the little stuff? Things like the number of reference questions, in-house item pick-ups, homework help, and more are tracked by staff individually. Savannah's Forms 360 allows library staff to quickly enter any manual data and gain insights by overlaying it with other information.

10/22/2024 – OrangeBoy Data Day – Using NPS and BI Reporting at Your Library - This presentation covered "Net Promoter Score," available through OrangeBoy: what it is, how you can use it, and how it can benefit your stakeholders and your staff. Also discussed some general data best-use practices, how to build useful reports and dashboards, including ways to utilize Savannah's data repository and tips on becoming a more data-driven organization.

10/22/2024 – Answering Patrons Medial Questions - Is original Medicare the way to go?

Eligibility requirements: 65 or older, 65 with disabilities or DX of End Stage Renal Dx.
You have to have been a resident of USA for 5 years. No Cost to sign up if you have paid FICA taxes for at
Least 10 years. Apply for Medicare 3 months before your 65th birthday with the Social Security
Administration in your area.

Part A-Hospital insurance. Covers Semi-private room, meals, general nursing, meds & other services &
Supplies. Nursing home or SNF requires a 3 day hospital stay, with a qualifying diagnosis. Days 1-20 with continuing qualifying diagnosis has a 0 Copay. Days 21-100, there is a $204.00 daily cost. 101—No coverage. You have to have a 60 day period of wellness, no ED visits or hospital admissions to qualify for another 100 period of coverage.

Part B- covers preventative services such as physicians visits, outpatient services, outpatient PT, OT, & ST
  which has a limited number of days. Payment of $174.70 is for Part B monthly premium.

There are different benefits to having original Medicare and having a Medicare Advantage Plans. Under
  Medicare you may choose your physician. Under the Medicare Advantage Plans there is a network of
  Physician to choose from and coverage is only in the USA. Often a referral is required. The Advantage
  Plans may provide different services such as dental, vision, massage and hearing aids with exams. It
  Is always better to call an insurance agency to discuss the different plans that are offered in your area.

Part D is your Pharmaceutical Coverage.

Making the right decision for the best coverage for each person can be an overwhelming task. Each person has their own financial plan and some of the plans work better for an individual than others.
Medicare.gov is a good resource for viewing all plans and prices.

10/22/2024 – Inspire Creativity with Library Ares and Crafts Programs - The webinar discusses the various ways to bring people together through art whether it be a craft class or a knitting/crocheting group.

Libraries can be a place to promote individuals (young or old) imagination through various crafts as well as bringing people together who may not get out that often. BRL branches offer various groups (BRL Threads) as well as craft classes (once a month programs), and the craft youth programs.

Many libraries have started art clubs, have done collaborative pieces with local artists, hold tiny art shows, and host poetry or performing arts programs. Examples of this in our community would be the Waverly Branch hosting a Tiny Art Show, when I worked there, and Franklin hosting the Bright Star Touring Theatre during the Summer Reading Program. Even offering a take home craft increases accessibility to those who may not be able to attend the day of.

Having these programs promotes creativity and builds community relations as well as engaging patrons of all ages. With promoting these programs, libraries allow their patrons to explore their creative side.

10/29/2024 – DHS Active Shooter Situation - Examples from history of active shooter scenes include the VA Tech mass shooting in 2007, Gabby Guifford's attempting killing in 2011 from an active shooter…
An active shooter is an individual active in either killing people or attempting to kill in an occupied structure or outside in a populated area.

If an active shooter enters, you need to determine most reasonable way to protect life: evacuate or hide.
Call 911 when it is safe to do so; if there is an accessible escape route attempt to evacuate. Leave belongings behind, help others escape when possible, do not attempt to move a wounded person; if you can, evacuate regardless if others are going to follow you.

Warn individuals not to enter area where shooter will be; follow the instructions of police officers.

If evacuation is not an option, find a place to hide. Determine if you can take cover (protecting yourself from gunfire possibly), or concealment (making yourself unable to be seen by the shooter).

If caught in the open, consider trying to overpower the individual with whatever means available. If you take cover in an office, close and lock the door if possible, block the door with heavy objects, and move away from windows. When hidden, remain quiet, silence your phone including no vibrate status from phone either it can be heard by shooter.

When law enforcement arrive: their primary goal will be to apprehend the shooter and make the space safe. They will not stop. Knowing what to expect will help you. Follow all of their directions. Expect officers to: shout loud demands, step over the wounded until space is secured, push people down if necessary, move in groups.

 If you are able to call 911 at any time, remember to tell them the location, how many shooters, weapons present, victim count you are aware of.

When being led out of the building by police officers, keep your hands visible at all times, avoid making sudden movements, avoid pointing, no screaming or yelling, raise your hands, spread your fingers and keep moving when being led out by officers.

Knowing what to expect in an active shooter situation will help you.

10/30/2024 – Succeeding with Community Partnerships - Nicolle Davies with Colorado State Library presented about different strategies for identifying and maintaining community partnerships. Topics were broken down like this:
1. Library as All Things to All People
2. Assessing Community Needs
3. Identifying the Role of the Library

4. Community Partners
5. The Benefits and The Ask

There were a lot of really great strategies and insights, not just from the presenter, but everyone in the chat as well. I have the slides and the chat transcript downloaded, if anyone wants to check it out.