

**Avon Public Library BOD Meeting**  
**Community Room, Avon Public Library**  
**Date: January 18, 2022**

Item	Summary					Disposition
Call to order	Nicole Nunziata called the meeting to order at 7:04 PM					Quorum = 6
	<b>Attendee</b>	<b>Role</b>	<b>Voting</b>	<b>Present</b>	<b>Absent</b>	# 10 voting present
	Nicole Nunziata	BOD President	Y	Y		
	Carin Salonia	BOD Past President	Y	N	Y	
	Fred Lin	BOD Treasurer	Y	Y		
	Stephanie Guralnick	BOD Secretary	Y	N	Y	
	Amee Mody	BOD Member	Y	Y		
	Anne McNeely	BOD Member	Y	Y		
	Beth Dance	BOD Member	Y	Y		
	Colette Slover	BOD Member	Y	Y		
	Dave Howe	BOD Member	Y	Y		
	Deborah Sacks	BOD Member	Y	Y		
	Donna Gianini	BOD Member	Y	Y		
	Joan Reiskin	Friends of the Library	Y	Y		
	Glenn Grube	Library Director	N	Y		
	LeonaMae Page	Clerk	N	Y		
	<b>Review and Approvals</b>					
Review and Adoption of Agenda	Donna Gianini made a motion to adopt the agenda. Amee Mody seconded. (Approved.)					# 10 Yes
Review and Approval of BOD Meeting Minutes	Beth Dance volunteered to serve as Acting Secretary for tonight's meeting. Joan Reiskin made a motion to accept the December meeting minutes. Colette Slover seconded. (Approved.)					# 9 Yes # 1 Abstain
Review and Approval of Treasurer's Report – Fred	<p>Highlights of the detailed Board budget for December include:</p> <ul style="list-style-type: none"> <li>• Income for the month of December was \$3,060. YTD actuals \$82,240 vs. YTD budgeted income of \$70,560.</li> <li>• Gift income was favorable to budget in December.</li> <li>• Expenses for the month of December was \$2,654. YTD actuals \$39,089 vs YTD budgeted expenses of \$72,200.</li> <li>• Almost \$4K was paid towards the new network firewall hardware. Future firewall expenses include installation and configuration.</li> </ul> <p>Dave Howe moved to accept the Treasurer's report. Anne McNeely seconded. (Approved.)</p>					# 10 Yes
	<b>New Business</b>					
Librarian's Report – Glenn	<p>Glenn Grube reviewed his written report including these highlights:</p> <ul style="list-style-type: none"> <li>• Megan and Victoria have stepped in to keep things moving through Technical Services as we get closer to interviewing candidates to replace Rhoda and Wanda.</li> <li>• Indoor, in-person children's programming is slowing returning to the</li> </ul>					No Vote

	<p>roster of library activities.</p> <ul style="list-style-type: none"> <li>• The Circulation Department gave out approximately 50 radon test kits from the Farmington Valley Health District and continue giving out N95 masks provided by the State of Connecticut.</li> <li>• The December edition of Valley Life included an article on local Friends of the Library groups, including the Friends of Avon Library.</li> <li>• No reply has been received to Glenn’s response to the book challenge. No further comments or complaints have been received by the library.</li> <li>• Glenn attended a virtual meeting of the Friends for Equity in Avon Schools group. The event included a panel discussion with several professors on critical race theory and was followed by an informal discussion of additional ways to increase equity for all in Avon.</li> <li>• The “Art on A Card” contest was launched this week with e-blasts and posts on social media. The response has been excellent.</li> <li>• Ted Esselstyn says the wood preserved from the trees removed during the HVAC installation have come out of the kiln and dried beautifully. He says they are exactly what he needs to make some really beautiful furniture and shared some ideas and pricing.</li> </ul>	
Friends of the Library Report – Joan	The Friends are sponsoring more yoga and a new Memory Care Center and program series. The Friends membership is up to 469. Joan encouraged BOD to become members and invite others.	No Vote
Annual Assessments of BOD and Library Director – Nicole	Nicole Nunziata asked that everyone turn in three assessments prior to February 15: one for the BOD as a whole, one for the individual, and one for the director. These assessments are tools to inform our next actions and help us choose where to put our energy and efforts. The results will be compiled and ready to share at the March BOD meeting.	No Vote
Strategic Planning Discussion – Dave	<p>Dave Howe facilitated a presentation and discussion of the Strategic Plan set to begin in 2023. Some highlights include:</p> <ul style="list-style-type: none"> <li>• The Strategic Planning Committee will spend the remainder of 2022 to develop the next five year plan.</li> <li>• Define SMART goals at the strategic level. The plan itself should not include tactical detail.</li> <li>• The planning approach is great. How can we make it even better? Take full advantage of best practices and representative plans; survey patrons, staff, and board; and re-write the mission statement.</li> <li>• The final 2023-2027 plan will be presented at the December 2022 BOD meeting with updates to the BOD every 6 months after (January/July)</li> <li>• Strategic initiatives include continuation of current goals and adding business resilience, disaster recovery, and diversity, equity, and inclusion (DEI).</li> <li>• Dave Howe shared a summary of the responses to the five-question Board Survey: <ul style="list-style-type: none"> <li>○ What do we do really well?</li> <li>○ What needs to be improved?</li> <li>○ What should we stop doing?</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>○ What should we start doing?</li> <li>○ What trends/challenges need to be considered?</li> </ul>	
	<b>Old Business</b>	
Board Member Remarks	Nicole Nunziata invited anyone interested in the now-vacant BOD Vice President role to contact her. Beth Dance attended the first of the Memory Care series and said it was very informative and well attended.	No Vote
Adjournment	Amee Mody moved to adjourn. Deborah Sacks seconded. The meeting adjourned at 8:27 PM.	# 11 Yes

**Respectfully submitted, Beth Dance, Acting Secretary**