

Avon Public Library BOD Regular Meetings
Board Room, Avon Public Library
Date: December 16, 2025

| Item | Summary | | | | | Disposition |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------|----------------|---------------|-------------------------|
| Call to order | Anne McNeely called the meeting to order at 7:00 pm. | | | | | Quorum = 7 |
| | Attendee | Role | Voting | Present | Absent | # 12 voting present |
| | Anne McNeely | BOD President | Y | Y | | |
| | Paula Schwartz | BOD Vice President | Y | Y | | |
| | Rob Berman | BOD Treasurer | Y | Y | | |
| | Colette Slover | BOD Secretary | Y | Y | | |
| | Deborah Sacks | BOD Member | Y | Y | | |
| | Himanshu Singh | BOD Member | Y | Y | | |
| | Jessica Panella | BOD Member | Y | Y | | |
| | Margery Lawrence | Friends of the Library | Y | Y | | |
| | Natalie Bowers | BOD Member | Y | Y | | |
| | Nicole Nunziata | BOD Member | Y | Y | | |
| | Noel Silva | BOD Member | Y | Y | | |
| | Varsha Dave | BOD Member | Y | Y | | |
| | Glenn Grube | Library Director | N | Y | | |
| | LeonaMae Page | Clerk | N | Y | | |
| | Review and Approvals | | | | | |
| Review and Adoption of Agenda | Nicole Nunziata made a motion to approve the agenda. Natalie Bowers seconded. Himanshu Singh abstained. (Approved.) | | | | | # 11 Yes # 1 Abstain |
| Review and Approval of BOD Meeting Minutes | Rob Berman made a motion to approve the November meeting minutes with one correction. Margery Lawrence seconded. Himanshu Singh, Natalie Bowers, Nicole Nunziata, and Noel Silva abstained. (Approved.) | | | | | # 8 Yes # 4 Abstain |
| Review and Approval of Treasurer's Report – Rob | Rob Berman reviewed highlights from his written report and explained investment practices. Nicole Nunziata made a motion to accept the Treasurer's report. Paula Schwartz seconded. Himanshu Singh abstained. (Approved.) | | | | | # 11 Yes # 1 Abstain |
| | New Business | | | | | |
| Librarian's Report – Glenn | Glenn presented highlights from his written report. Avon Library is a member of a cooperative of libraries called Library Connection (LCI) that shares an integrated library system and other resources. Glenn provided an overview of how Avon Library can best navigate their June 2026 software migration. He encouraged folks to visit the Avon Historical Society's new museum which is open year-round on Sundays. | | | | | No Vote |
| Friends of the Library Report – Margery | The first concert in the Friends' Sundays at Three Concert Series went well and included a celebration of the Friends 75 th anniversary. Member renewal letters have been mailed. The new Friends anniversary bags are available for members who donate \$75 or more. The Friends received a \$2,500 donation which will help support the Author Luncheon featuring author Amity Gaige | | | | | No Vote |

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| | and her latest book Heartwood. | |
| Board member discussion | Discussion and snacks were enjoyed by all. Anne encouraged members to ask any questions they have, tonight or at any time. Glenn invited feedback on the electronic portal. | No Vote |
| | Old Business | |
| Operations and Administration Committee Update | The United for Libraries webinar viewings have gone well. Two more will be scheduled soon. Members will receive the Board skills matrix, Board Director Assessment, and Board and Self Assessments over the next few months. | No Vote |
| Policy Committee update – Colette | Colette presented the recommended changes to the Tutoring Policy. Deborah Sacks made a motion to approve the Tutoring Policy as presented. Natalie Bowers seconded. Himanshu Singh abstained. (Approved.) | # 11 Yes # 1 Abstain |
| Marketing Committee update – Deborah | The committee is finalizing the details on the Avon Then and Now contest which will launch in January and close in March. The exhibit will be in May. Barbara Butterworth and Mary Fletcher will join Deborah in judging the entries. Deborah attended the Avon 250 committee meeting and heard about many different plans to celebrate. Glenn is working on the creation of a centralized calendar for these events that will be on the Town’s website. | No Vote |
| Staff Engagement update – Nicole | The new refrigerator has been delivered and stocked with treats. The ice maker has been installed. Nicole encouraged board members to be engaged with the library and its staff. The committee continues to explore new and different ways to strengthen the bond with the board and the staff and will present a plan in January. | No Vote |
| Strategic Planning update – Paula & Natalie | Paula asked everyone to share ideas about completing the current plan and preparing for the next one. Glenn described the cohort method of Strategic Planning that the Connecticut Library Consortium has been doing. It offers the benefits of working together with other libraries under exceptional professional guidance at a greatly reduced cost. The next cohort will begin around March 2026 and meet monthly for about 6 or 7 months with a fair amount of work to be done between meetings. The result will be a complete plan by January 2027. | No Vote |
| Board Member Remarks | Anne commented on an article about the Manchester Library’s advanced building designs and sustainability plans. There is interest among board members in considering sustainability going forward and in visiting both the Manchester and Bloomfield Libraries once they are completed. | No Vote |
| Adjournment | Nicole Nunziata made a motion to adjourn. Marjorie Lawrence seconded. (Approved.) The meeting adjourned at 8:29 pm. | # 12 Yes |

Respectfully submitted, Colette Slover, Secretary