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
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	

12 voting present

	Review and Approvals	
Review and Adoption of Agenda	Nicole Nunziata made a motion to approve the agenda. Natalie Bowers seconded. Himanshu Singh not present. (Approved.)	# 11 Yes # 1 Not Present
Review and Approval of BOD Meeting Minutes	Rob Berman made a motion to approve the November meeting minutes with one correction. Margery Lawrence seconded. Natalie Bowers, Nicole Nunziata, and Noel Silva abstained. Himanshu Singh not present. (Approved.)	# 8 Yes # 3 Abstain # 1 Not Present
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 not present. (Approved.)	# 11 Yes # 1 Not Present
	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 75th 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

	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 not present. (Approved.)	# 11 Yes # 1 Not Present
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