

LIBRARY BOARD
Regular Meeting
Monday, February 24, 2025 – 4:30 P.M.
BOARD ROOM & VIA ZOOM
AGENDA

Meetings may be viewed on the Board's Youtube channel
<https://www.youtube.com/@SSMPLLibraryBoard/streams>



1. Call to Order
 - 1.1 Excused Absence
 - 1.2 Land Recognition – Read at AGM
2. Declaration of Conflict of Interest
3. Approval of Agenda
4. Delegations – NONE
5. Chair's Report (verbal)
6. Consent Agenda*
 - 6.1 Approval of the Minutes
 - 6.1.1 January 27, 2025 Regular Board Meeting Minutes
 - 6.2 Correspondence
 - 6.2.1 In-coming: NONE
 - 6.2.2 Out-going: NONE
 - 6.3 Financials
 - 6.3.1 February Finance Committee Report - NONE
 - 6.3.2 January Monthly Expenditure Report
 - 6.3.3 2024 Donations Summary
 - 6.3.4 Friends Report – January 2025
 - 6.3.5 Friends 2024 Market Value Report
 - 6.4 Policy Committee
 - 6.4.1 February Policy Committee Report - NONE
 - 6.4.2 Revised Policies
 - 6.4.3.1 - NONE
 - 6.4.3 Policies to be Rescinded
 - 6.4.3.1 NONE
 - 6.5 Summary of Motions
7. Items Removed from Consent
8. Business Arising from the Minutes
 - 8.1 NONE
9. Information Items
 - 9.1 Mold Issues at the JLM Centennial Library
 - 9.2 Civic Literacy- Provincial Elections
 - 9.3 HOOPLA – Library News

- 10. Board Development
 - 10.1 NONE
- 11. New Policies
 - 11.1 NONE
- 12. Strategic Plan Update – Presented at the AGM
- 13. OLA Super Conference CEO Report
- 14. City/Library MOU (discussion)
- 15. New Business
 - 15.1
- 16. Board meetings
 - 16.1 Regular Meeting March 31, 2025
- 17. Adjournment

***All matters listed under “Consent Agenda” are considered to be routine and will be enacted by one motion. Should a Board member wish an alternative action from the proposed recommendation, they may request that the matter(s) be moved to item #7.**

**Sault Ste. Marie Public Library
Library Board
REGULAR MEETING
Monday, January 27, 2025 – 4:30 P.M.
BOARD ROOM & VIA ZOOM**



Board Members Present:

Jami van Haaften	Paolo Bruni	Steve Murray
Wayne Greco	Erin Ferlaine	Kevin Harrison
Lisa Dobrovnik	Mike Olejnik	

Absent: Hannah Caicco,.

Library: Matthew MacDonald, Rebekah Verdone

1. Call to Order

W. Greco called the meeting to order at 4:31 p.m.

1.1 Excused Absence

NONE

1.2 Land Recognition

S. Murray read the land acknowledgement statement.

2. Declaration of Conflict of Interest

No conflicts declared.

3. Approval of Agenda

MOTION:

The Sault Ste. Marie Public Library Board approves the agenda of the November 25, 2024 meeting as presented.

Moved: M. Murray

Seconded: J. Van Haaften

CARRIED

4. Delegations

NONE

5. Chair's Report

The Board Chair presented a report on his activities as Chair over the previous month. The Chair will be attending the OLA Superconference this week.

6. Consent Agenda

6.1 Approval of the Minutes

6.1.1 November 25, 2024 Regular Board Meeting Minutes

6.2 Correspondence

6.2.1 In-coming: NONE

6.2.2 Out-going: NONE

6.3 Financials

6.3.1 January Finance Committee Report

6.3.2 October Monthly Expenditure Report

6.3.3 November Monthly Expenditure Report

6.3.4 December Monthly Expenditure Report

6.3.5 Friends Report - December 2024

6.4 Policy Committee

6.4.1 January Policy Committee Report

6.4.2 Revised Policies

6.4.2.1 100-03 Board-CEO Linkage Policy
6.4.2.2 100-09 Board Orientation Policy
6.4.2.3 100-13 Planning Policy
6.4.3 Policies to be Rescinded
6.4.3.1 NONE

6.5 Summary of Motions

MOTION

The Sault Ste. Marie Public Library Board approves the **consent agenda** of the September 25, 2023 meeting as presented.

Moved: S. Murray

Seconded: J. van Haaften

CARRIED

7. Items Removed from Consent

NONE

8. Business Arising from the Minutes

NONE

9. Information Items

9.1 Manager of Community Engagement Position

Elise Schofield, Manager of Community Engagement is leaving the library. She will leave a very big gap in the Management team. We have a staff member who is taking over temporarily.

10. Board Development

10.1 Board meeting Calendar 2025

The Sault Ste. Marie Public Library Board approves the Board meeting Calendar for 2025 as presented.

Moved: M. Olejnik

Seconded: K. Harrison

CARRIED

11. New Policies

11.1 NONE

12. Strategic Plan Update

12.1 Deferred to AGM meeting on February 24, 2025.

13. New Business

NONE

14. Board Meetings

14.1 Annual General Meeting will be February 24, 2025

15. Adjournment

Declared at 4:55 p.m.

Chairperson, Library Board



Monthly Expenditure Report for January 2025

Cheque Register

January 2, 2025	2,393.86
January 9, 2025	57,582.87
January 16, 2025	55,767.62
January 23, 2025	4,470.14
January 30, 2025	66,453.80

Subtotal \$186,668.29

EFT from Bank Statements

Wages	171,754.17
RBC Visa Jan 20, 2025	6,901.61
Square Fees	59.37
Paypal Fees	10.62
Eventbrite Fees	58.00

Subtotal \$178,715.15

Total **\$365,383.44**

Recommendation:

The expenditures for the month of January 2025, which include wages, benefits and RBC Visa in the amount of \$365,383.44 be confirmed paid.



Sault Ste. Marie Public Library

"One stop....endless possibilities"

AGENDA ITEM: 6.3.3

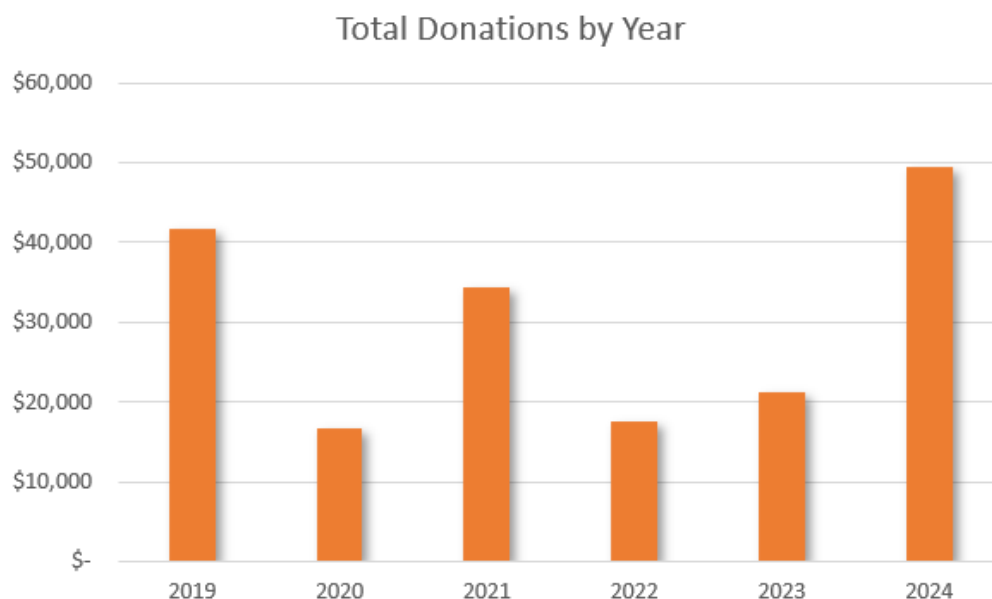
TO: Library Board
FROM: Kaitrin Aaltonen, Business Administrator
SUBJECT: 2024 Donations Summary
DATE: February 24, 2025

Donation Summary

In 2024, the Library received a total of \$49,495.65 in cash donations. In addition, the Library received books from the Friends of the Library representing a total market value of \$15,550.54 in 2024 that were added to the collections.

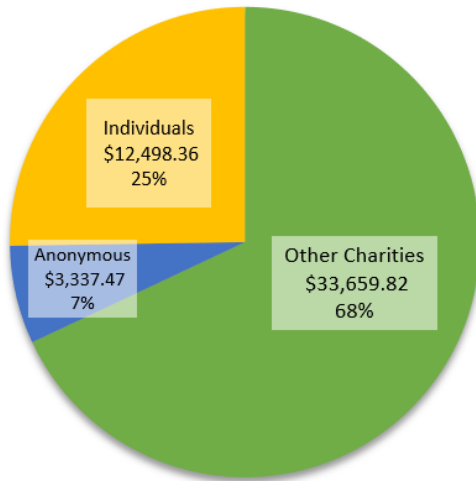
Donations followed the same general trends as the prior year, while showing an overall increase in amounts and number of donors over last year. As in prior years, a greater number of unrestricted donations were received while restricted funds continued to make up most of the total dollar amount. Our largest donors are other charities, with individual donors being the second largest contributors. Overall, cash donations continue to make up a crucial part of our operating budget – representing around 23% of our total self-generated revenue.

Our total cash donations for 2024 reflect a 232% increase over donations in 2023. A list of donations year over year as well as further metrics on donations in 2024 follow.

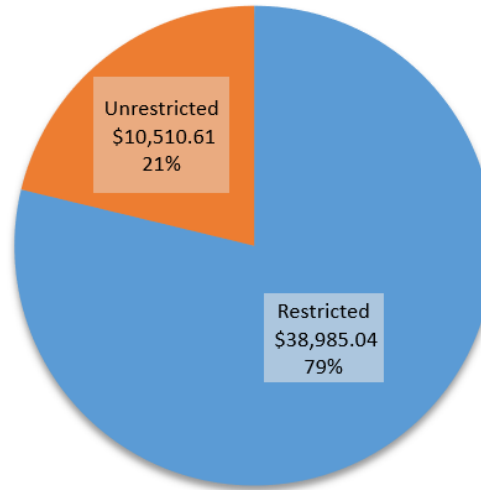


2024 Donation Summary

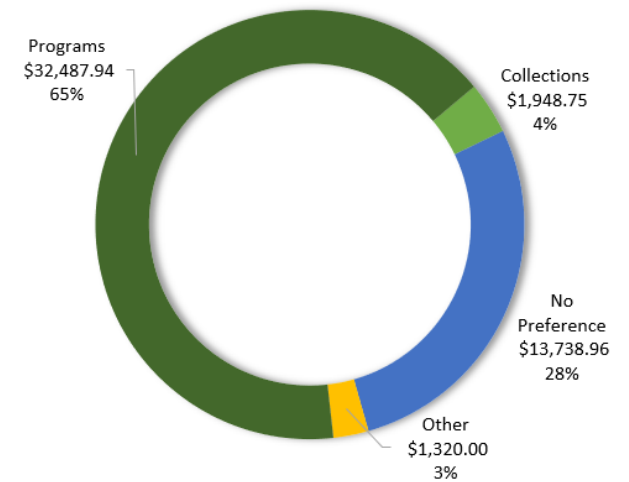
Amount by Type of Donor



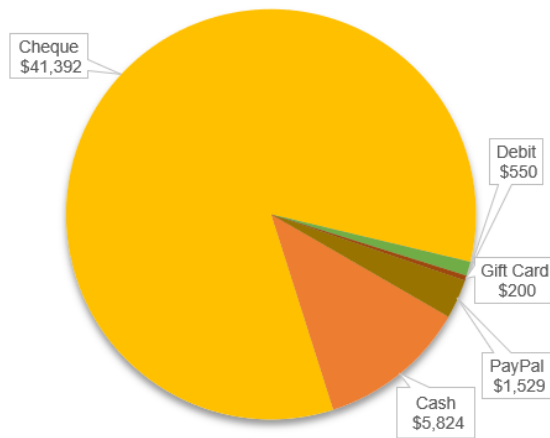
Total Donations by Type



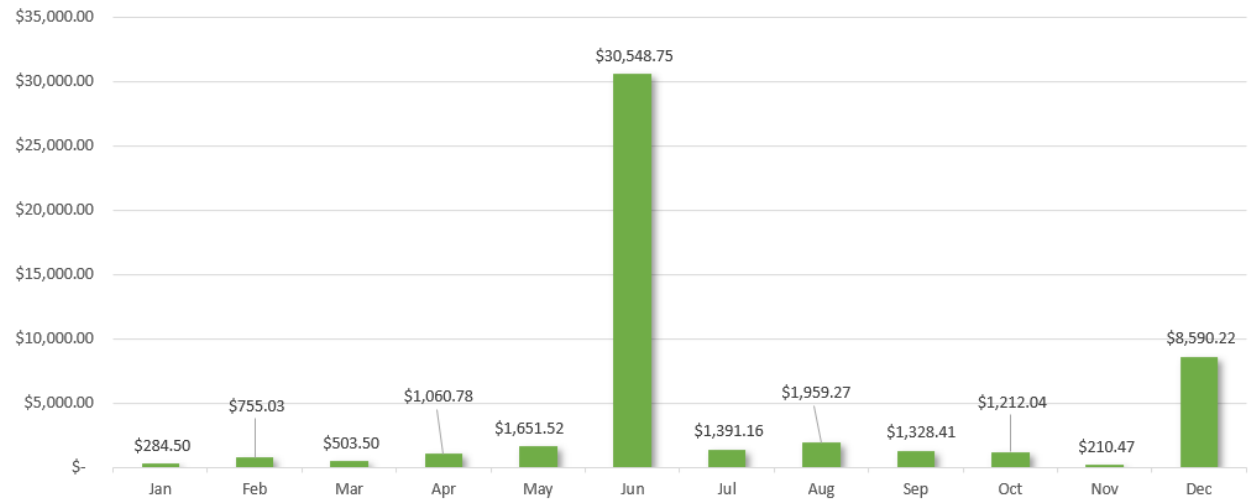
Donations by Designation



Donations by Payment Type



Total Donations by Month



2025 FRIENDS INCOME					
MONTH	BOOKSALE TABLE	FRIENDS BOOKSTORE	ON-LINE SALES	NORTH BRANCH SALES	MONTHLY TOTALS
JANUARY	\$ 127.00	\$ 2,902.95	-	\$ 194.00	\$ 3,223.95
FEBRUARY	\$ -	\$ 162.75	-	\$ -	\$ 162.75
MARCH	\$ -	\$ -	-	\$ -	\$ -
1st Quarter Totals	\$ 127.00	\$ 3,065.70	-	\$ 194.00	\$ 3,386.70
APRIL	\$ -	\$ -	-	\$ -	\$ -
MAY	\$ -	\$ -	-	\$ -	\$ -
JUNE	\$ -	\$ -	-	\$ -	\$ -
2nd Quarter Totals	\$ -	\$ -	-	\$ -	\$ -
JULY	\$ -	\$ -	-	\$ -	\$ -
AUGUST	\$ -	\$ -	-	\$ -	\$ -
SEPTEMBER	\$ -	\$ -	-	\$ -	\$ -
3rd Quarter Totals	\$ -	\$ -	-	\$ -	\$ -
OCTOBER	\$ -	\$ -	-	\$ -	\$ -
NOVEMBER	\$ -	\$ -	-	\$ -	\$ -
DECEMBER	\$ -	\$ -	-	\$ -	\$ -
4th Quarter Totals	\$ -	\$ -	-	\$ -	\$ -
TOTALS Year To Date	\$ 127.00	\$ 3,065.70	\$ -	\$ 194.00	\$ 3,386.70
	DATE	LIBRARY	FRIENDS		TOTAL
1st Quarter Totals	JAN-MAR	\$ 127.00	\$ 3,065.70	\$ -	\$ 3,386.70
2nd Quarter Totals	APR-JUN	\$ -	\$ -	\$ -	\$ -
3rd Quarter Totals	JUL-SEP	\$ -	\$ -	\$ -	\$ -
4th Quarter Totals	OCT-DEC	\$ -	\$ -	\$ -	\$ -
Annual Total	JAN-DEC	\$ 127.00	\$ 3,065.70	\$ -	\$ 3,386.70
					\$ -
Grand Total		\$ 3,386.70	\$ -	\$ -	\$ 3,386.70



Friends of the Library

AGENDA ITEM: 6.3.5

TO: Library Board

SUBJECT: 2024 Market Value Report

DATE: February 24, 2025

Market Value Report Summary

The total market value of all of the donations the Library accepted into its collections in 2024 is \$15,550.54. If the Library were to buy these books, the cost with tax would be approximately \$17,500 dollars. This is almost the equivalent of what is budgeted for new books at the North Branch annually.

In addition, the over 50 volunteers who are part of the Friends of the Library, volunteered over 6,500 hours in 2024. The value of this labour is greater than \$131,000 based on minimum wage standards.

Combined, between the value of books added to the Library collections with assistance from the Friends of the Library, the value of volunteers hours, and the more than \$40,000 raised in book sales, the Friends of the Library added a total value greater than \$188,500 to the Sault Ste. Marie Public Library in 2024.

However, their friendliness, kind support, and smiles are incalculable.

Respectfully submitted,
Matthew MacDonald, CEO



Sault Ste. Marie Public Library

"One stop....endless possibilities"

AGENDA ITEM: 6.5

TO: LIBRARY BOARD
FROM: MATTHEW MACDONALD, CEO
SUBJECT: SUMMARY OF MOTIONS
DATE: FEBRUARY 24, 2025

The following is a summary of motions found in the consent agenda.

RESOLVED THAT

1. The Sault Ste. Marie Public Library Board approves the minutes of the January 27, 2025 meeting as presented.

☐ REMOVED FROM CONSENT

2. The expenditures for the month of January 2025, which include wages, benefits and RBC Visa in the amount of \$365,383.44 be confirmed paid.

☐ REMOVED FROM CONSENT

RESOLVED THAT:

The Sault Ste. Marie Public Library Board approves the consent agenda of the February 24, 2025, meeting as presented/amended:

Moved: _____

Seconded: _____

Chair of the SSM PL Board

Date

CEO

Date



Sault Ste. Marie Public Library

"One stop....endless possibilities"

AGENDA ITEM: 9

TO: LIBRARY BOARD
FROM: MATTHEW MACDONALD, CEO
SUBJECT: INFORMATION ITEMS
DATE: FEBRUARY 24, 2025

9.1 MOLD ISSUES AT THE JLM CENTENNIAL LIBRARY

On January 29, 2025 after inspecting the James L. McIntyre Centennial Library's mechanical room due to a leak discovered during a Joint Health and Safety Inspection, mold was discovered on the ceiling of the mechanical room. Algoma Insulators has been in to remediate the area. The cost of the remediation was \$11,600 plus HST.

Additionally, suspected mold has been discovered in the James L. McIntyre Centennial Library's main program room around the sink. The sink is being taped off and will be inaccessible until the countertop and sink area can be replaced. This will affect some library programming and possibly room rentals.

9.2 CIVIC LITERACY – PROVINCIAL ELECTIONS

All candidates from the local riding in the provincial election have been invited to participate in an online Civic Literacy activity. Each candidate has been asked to answer the following question:

Libraries are community hubs, accessible gathering places, and champions of literacy. How will you support the library to continue to fulfill these roles if you are elected?

Responses and information about the candidates once received will then be posted on the Library's website and social media platforms leading up to the election.

The Library has chosen to do this as there have been difficulties contacting candidates and arranging an all candidate Meet & Greet. Staff are optimistic that they will hear back from all candidates and who will be willing to participate in this Civic Literacy activity.

9.3 HOOPLA – LIBRARY NEWS

HoOPLA is a quarterly newsletter from the Ontario Library Association that provides news from Ontario public libraries. The latest issue is provided for the Board Members' information.

Respectfully submitted,
Matthew MacDonald, Chief Executive Officer

For a list of upcoming programs and events please see our Library Newsletter
<https://ssmpl.ca/programs-events/library-newsletter/>

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HoOPLA Newsletter



NEWS & UPDATES FROM ONTARIO PUBLIC LIBRARIES

HoOPLA is a privilege of membership for members of the Ontario Public Library Association. It is issued 4 times per year. Electronic issues are distributed in February, May, August, and November

A message from our opla president

Hello everyone!

I hope that your 2025 is off to a safe and warm start. My name is Leah Rucchetto and I will be your Ontario Public Library Association (OPLA) President for 2025. I look forward to the privilege and pleasure of working with you in the year ahead.

As I write this message, OLA Super Conference 2025 is in full swing. I feel grateful to be able to attend sessions by knowledgeable and inspiring speakers, and to spark connections with fellow library professionals from across the province. I would like to say thank you to all the wonderful volunteers who devoted an incredible amount of time planning and preparing for this conference. It is a testament to what can be achieved when like-minded individuals come together with shared purpose.

The year ahead will provide many opportunities to work together to shape positive

outcomes. I am confident that we will continue to unite and encourage one another, thereby strengthening the communities that we serve.

I have worked in public libraries for 15 years in different roles in a variety of library systems. As a Teen Librarian, I was inspired by the energy and excitement of youth. As a Community Librarian, I had the opportunity to share with, and learn from, incredible staff in partner organizations. As a leader, I am inspired by, and learn from, fellow library staff. The potential that libraries bring to their communities is endless. Although serving the public can have its challenges, working together through these shared challenges has always been a strength of those who work in libraries.

This year, OLA is launching its Strategic Plan for 2025-2028. The strategic priorities articulate how OLA will work over the coming years to support library workers in sharing their experience and expertise and creating innovative solutions in a constantly evolving environment. The OLA Strategic Plan for 2025-2028 outlines the following:

- Strategic Priority 1: Cultivate a culture of equity, diversity and inclusion
- Strategic Priority 2: Mobilize support for the library sector
- Strategic Priority 3: Empower people with education & professional development
- Strategic Priority 4: Enhance the membership experience

I would love to hear from you. How do you see OPLA working to meet these priorities? Is there a way in which you would like to get involved? Please do not hesitate to reach out to me.



Leah Rucchetto

OPLA President

Director, Public Service, Caledon Public Library

lrucchetto@caledon.library.on.ca

What's new

That's a Wrap: 2025 OLA Super Conference - Building Bridges!



Thank you for joining us at the OLA Super Conference! It was a pleasure to host you, and we hope you enjoyed joining us for this year's selection of Keynote and Spotlight sessions, panels, presentations, poster exhibits, author signings, vendor visits, and socials.

A big thank-you must also go out to our speakers, volunteers, planners, as well as our incredible Stream Sponsors **Whitehots** and the **Saunders Book Company**, and our amazing event partners: **Jove**, **CVS Midwest Tape**, **Counting Opinions**, **The Maggie Weaver Legacy Fund**, **Wolters Kluwer**, **Saunders Book Company**, and **Tinlids**. Of course, we're also grateful to [The Library Marketplace](#) for curating a special conference collection and supplying an array of trending books!

Save the date for next year: January 28 - 31, 2026!

2025 OPLA Award Recipients



The Ontario Library Association was pleased to announce the recipients of the 2025 OPLA awards during the annual OLA Super Conference. Congratulations to:

OPLA Lifetime Achievement Award:

Andrea Cecchetto, Markham Public Library

OPLA James Bain Medallion:

Adrian Graham, Springwater Township Public Library Board

Congratulations to our award recipients! More information on awards is available at accessola.com/awards.

Awards – Call for Nominations

OPLA Spring Awards are currently accepting nominations for the following awards:

[OPLA Children's or Youth Services Librarian of the Year Award](#)

[OPLA Leadership in Adult Readers' Advisory](#)

[OPLA Advocacy in Action: Excellence in Children's or Teen Services Award](#)

[Learn more about OLA Awards.](#)

Submit your nomination by March 31.

Invitation to Participate in the Inclusive Librarianship: State of the Sector Survey to Help Shape OLA's Anti-Racism Strategy

Launching March 2025

In fulfilling our commitment towards inclusive librarianship, the OLA will be launching an Inclusive Librarianship: State of the Sector Survey in March.

The survey seeks to understand the experiences of Ontario library professionals who are Indigenous, Black, and People of Colour (IBPOC), while identifying barriers to participation in the OLA. The results will guide our work towards becoming a more equitable and inclusive organization and sector.

IBPOC and non-IBPOC library professionals in Ontario, as well as members and non-members of the OLA are invited to take the survey. We also invite you to share the survey widely with the Ontario library community (including students) once it launches! This survey is being conducted in collaboration with The Commons Consulting and Lisa MacVicar Consulting & Coaching.

INVITATION TO PARTICIPATE IN THE INCLUSIVE LIBRARIANSHIP: STATE OF THE SECTOR SURVEY TO HELP SHAPE OLA'S ANTI-RACISM STRATEGY

Launching March 2025



In fulfilling our commitment towards inclusive librarianship, the OLA will be launching an Inclusive Librarianship: State of the Sector Survey in March.

The survey seeks to understand the experiences of Ontario library professionals who are Indigenous, Black, and People of Colour (IBPOC), while identifying barriers to participation in the OLA. The results will guide our work towards becoming a more equitable and inclusive organization and sector.

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This survey is being conducted in collaboration with The Commons Consulting and Lisa MacVicar Consulting & Coaching.



Canada's Largest Children's Choice Reading Program – Register Today!



You're invited to participate in Canada's largest recreational reading program!

Register today for Canada's largest children's choice reading program – the [Forest of Reading®](#). Let's get young people excited about reading Canadian books and incorporate our programming into your program.

The [Forest of Reading](#) program is designed to provide quality online literacy and reading engagement activities for public library programming – it is reading for fun! The Forest of Reading is a perfect fit for public library programming from fall through spring, and provides an opportunity to connect with the schools in your neighbourhood.

WHAT IS INVOLVED?

- 100 books nominated each year for [young people](#) and [adults](#).
- 500 Activities for the [nominated titles](#) - minimum 4 per book = Value \$2,500
- 10-20 [Virtual Author Visits](#) (English) = Value \$3,500
- 5-8 [Virtual Author Visits](#) (French) = Value \$1,000
- Additional Presentations from Nominees = Value \$3,000

- Access to all 9 digital award ceremonies in May = Value PRICELESS

TOTAL VALUE = \$10,000+ worth of programming

THE COST FOR PUBLIC LIBRARIES: \$45/branch

*Want to register all your branches? Please email Director, Meredith Tutching directly to inquire about a discount at mtutching@accessola.com.

Get your young patrons excited about reading the newest and best Canadian books. This program gives them a voice when they vote for the books they like.

Website: www.forestofreading.com

Meredith Tutching

Director – Forest of Reading®

Ontario Library Association

mtutching@accessola.com

Evergreen Celebrating Its Silver Anniversary in 2025!



Did you know that the Forest of Reading's Evergreen program is celebrating its Silver Anniversary in 2025? The Committee has been selecting books for adults for the past 25 years. If you want to see the full list from 2005, [click here](#).

The Evergreen Committee presented a poster at this year's Super Conference in which we covered what a library needs to do to start an Evergreen program (it does not take much) and we also explained the ins and outs of being on our committee.

We are always looking for new members to join us and we are more than willing to give you advice on starting an Evergreen book club at your library. Please feel free to reach out to us if you have any questions.

Enid Wray and Julie Wendland

2025 Forest of Reading Evergreen co-chairs

Ontario Library Association

forest@accessola.com

Around the province

A New Author Talks Series Launches at Brampton Library

Brampton Library is pleased to collaborate with the Festival of Literary Diversity (FOLD) in its new Author Talks Series, utilizing long lead and shared promotional tactics to promote attendance and encourage borrowing.

At its first event, the Library welcomed popular YA author Farah Heron to the Cyril Clark Theatre last October, during Ontario Public Library Week. On December 8, 2024, FOLD Executive Director, Jael Richardson, interviewed award-winning non-fiction author Tanya Talaga at Springdale Branch Library, the last stop on the bestselling and award-winning author's national tour for *The Knowing*.

On January 24, 2025, another large crowd gathered at Chinguacousy Branch Library to celebrate the first stop on international author Sue Lynn Tan's North American tour for her new novel, *Immortal*.

Together with its community partner, FOLD, Brampton Library is building awareness of the power of author events, which attract fans who wish to meet new and favourite authors, hear them read from their works, learn about their writing process, and get their books signed. The opportunity to work with local and specialized booksellers to facilitate autographing also adds a special component to each event.





*PHOTO 1: Author Tanya Talaga signs copies of her new book, *The Knowing*, with on-site book sales by GoodMinds.*

PHOTO 2: Author Tanya Talaga in conversation with the FOLD's Jael Richardson at Brampton Library's Springdale Branch.

June Dickenson

Manager, Marketing and Communications

Brampton Library

jdickenson@bramlib.on.ca

Introducing the Next Generation of Clearview Public Library's Fixers and Influencers

"Kids" of all ages have found the introduction of the new Mechanics' Benches to Sunday Afternoon Interactive Play Dates at Clearview Public Library (CPL) 's Stayner Branch, to be an engaging and mesmerizing experience. What an absolute delight to see how young mechanics test out and experiment with the tools and components of the benches -- a welcome addition to the branch's Demonstration Junior Kitchen, Jumbo Lego Collection and Giant Jigsaw Puzzle Collective!

Sunday afternoons are especially busy for families during the winter season, as Skate Canada's CanSkate program is in full swing at the arena next door. Parents and children enjoy dividing their time between exercising on the ice rink and then relaxing by the branch's cozy fireplace, sharing extraordinary bonding moments at the Stayner Arena & Community Center in Clearview Township, Southern Georgian Bay.



PHOTO 1: Team Leader A (in the tutu) directs her "staff" in the proper construction process for her "top secret" project.

PHOTO 2: Team Leader B does a formal check on all the tools and components to ensure that everything is in proper and safe working order for the next round of construction.

Michele McKenzie
Deputy CEO
 Clearview Public Library
mmckenzie@clearview.ca

Rideau Lakes Public Library's Portland Branch Moves to its Forever Home



PORTLAND
 Branch 2025



Portland, Ontario is the launching point to the beautiful township of Rideau Lakes. It is home to an active local community and welcomes thousands of cottagers and seasonal friends

throughout the year. After many years in a temporary location, Rideau Lakes Public Library (RLPL) is excited to announce that as of spring 2025, the Portland Branch will be moving to its new home -- a lakeside new build which will house the Library and Community Hall.

This warm, cottage-like branch will be commutable by car and canoe alike, featuring games tables, a children's puppet theatre, a community meeting room, and a cozy fireplace nook – the perfect place for patrons to connect, enjoy, and discover. The staff at RLPL cannot wait to throw open the doors and welcome the community into this exciting new space!

IMAGE: The new home of the Portland Branch.

Mady MacLeod

Promotion and Resources Coordinator

Rideau Lakes Public Library

mady@rlpl.ca

ROM Passes Now Available at Stouffville Library

At the Stouffville Library (SL), staff believe that learning happens in many ways -- not just through books, but by exploring new places and experiences. That is why library staff are excited to introduce a new partnership with the Royal Ontario Museum (ROM), providing library patrons with access to free museum visits through the ROM Passes.

With the ROM Pass, library patrons can enjoy free general admission for up to four visitors during regular museum hours, including access to select special exhibitions. This initiative is a fantastic opportunity for families to explore together, for students to enhance their learning, and for the Stouffville community to experience one of Ontario's greatest cultural institutions – all for free.

By offering ROM Passes, Stouffville Library is continuing its commitment to providing its community with more accessible learning experiences beyond books. Passes will begin to circulate to customers in mid-February 2025.



IMAGE: Stouffville Library's new ROM Pass invites families and lifelong learners to explore history, culture, and science, free of charge.

Babin Sakthithasan
Coordinator, Marketing & Communications
Stouffville Library
babin.sakthithasan@wsplibrary.ca

Local Thunder Bay Family Wins Big in Friends of the Library's First 50/50 Draw

Paige Martin, her husband Geoff, and their four-year-old daughter Ivy, are the lucky winners of the Friends of the Thunder Bay Public Library's inaugural 50/50 draw, taking home a wonderful prize of \$41,497.50. Regular visitors to the Mary J.L. Black Branch, the family is well-known to staff, who greeted them by name when they arrived to collect their cheque.

Ivy, who loves reading Frozen books and says Elsa is her favourite character, looked on as her parents received their cheque. Paige described the win as "life-changing," sharing that it will allow the family to pay off their car and take a family vacation somewhere warm and sunny, sooner rather than later. "Our family is so blessed by this lottery, and we are happy to have contributed to the library and its programming for the year ahead."

In the words of Fran Duke, President of the Friends of the Thunder Bay Public Library, "This lottery supports vital library improvements and programs, and it is heartwarming to see it benefit a family so connected to our library community. Meeting Paige and her family was an absolute joy!"

The Friends of the Thunder Bay Public Library are grateful to everyone who participated in this successful first draw and they look forward to continuing to support library services through future lotteries.



PHOTO: Paige Martin, winner of the inaugural 50/50 draw, with her husband Geoff and members of the Friends of the Thunder Bay Public Library.

Raili Roy

Director of Community Development

Thunder Bay Public Library

rroy@tbpl.ca

Whitby Public Library's 3D Printers Ignite a Local Designer's Passion

Louis Hébert was hooked. As soon as he tried one of the 3D printers in the Discovery Zone at the Whitby Central Library, it sparked something in his creative brain. From what started as a hobby to contributing crucial equipment for Canadian Paralympians, this is a story of a life-long learner who tried something new and ran with it.

As a young child, Louis always liked to draw and build structures. He began by creating his own models out of cardboard boxes and papier-maché. As far as his career was concerned, his design path led him to the injections plastics industry. It was his daughter who told Louis about an introductory 3D printing program at the library. Louis tried it,



loved it and instantly began creating his own designs. This led to a partnership with the Canadian Paralympic curling team, working on the next generation of head sticks for athletes.

When asked what advice he would give to anyone considering experimenting with a 3D printer, Louis was quick to say, "Register for a program at your local library and start with something small. You never know where your creativity may take you!"

The Whitby Public Library continues to seek opportunities to introduce others to 3D technology. A recent 3D printing workshop, which was part of the Library's Seniors' Wellness Series, was a highly successful program.

PHOTO: Louis Hébert stands in front of his 3D printing display at the Whitby Central Library.

Karen Horsman
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Next Issue

The deadline for submissions for the Spring edition of HoOPLA is May 1, 2025.

Please send submissions to HoOPLA Editor, Andra Steele:

hooplaeditor@accessola.com. For more information, you may visit the [editorial guidelines](#) listed on the OLA site.

To receive back issues of HoOPLA, please contact communications@accessola.com.



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Sault Ste. Marie Public Library

"One stop....endless possibilities"

AGENDA ITEM: 13

TO: LIBRARY BOARD
FROM: MATTHEW MACDONALD, CEO
SUBJECT: OLA SUPER CONFERENCE CEO REPORT
DATE: FEBRUARY 24, 2025

PURPOSE

To inform the Board of the CEO's activities and professional development during the 2025 Ontario Library Association's (OLA) Super Conference held January 30 to February 1, 2025.

SESSIONS ATTENDED

Session: Two in One: Shop Talks on Connection, Partnership, and Reconciliation

Description:

Community Connect: Creating Effective Library Partnerships with Local Support Agencies

Discover how the Community Connect program creates impactful partnerships between libraries and local community support agencies to better serve underserved populations. This session will showcase how we leveraged existing library resources to offer five flexible, customizable options for community agencies--allowing them to extend their services within the library. You'll learn how this low-cost, high-impact model can increase community engagement, foster meaningful collaborations, and position your library as a central resource for local services.

Presenter: Rachel Tkachuk, Port Colbourne PL

Learning Hard Truths: Building a Bridge to Reconciliation One Book at a Time

Library professionals are often sought for support in guiding communities through their Truth and Reconciliation journeys. For those still uncovering these truths, this can be a daunting responsibility. Discover why, in response to Call to Action #57, the leadership team at Orangeville Public Library developed a book club for staff as a form of professional development. Learn how this initiative, along with Indigenous-led training and workshops, empowered staff and built the bridges needed to walk alongside their community on the

collective journey towards truth and reconciliation.
Presenter: Shannon McGrady, Orangeville PL

Session: Creating a Change-Friendly Culture at Your Library

Description: Libraries are changing in small and profound ways, and we are surrounded by changing communities with changing needs. One of the greatest challenges for leaders is leading teams through change. This workshop will provide an overview of good change management principles and provide tips on how to foster openness to change and confidently lead your team. The session will include case studies and interactive discussions.

Presenter: Anne O'Shea, Craft Strategic (Private Company)

Session: Enhancing the Experience: Remodeling and Revitalizing Onboarding Processes for New Employees

Description: Onboarding is far more than just signing paperwork, reading library policies, and learning day-to-day duties. In an ever-changing library landscape, organizations need to provide new employees with the tools that will allow them to adapt to their roles quickly and effectively. Calgary Public Library created a Project Team to assess their current onboarding practices, connecting with key stakeholders (managers, supervisors, IT, HR) to create a streamlined process for onboarding new staff. This helps ensure that all new employees receive cohesive and consistent training and fosters an understanding of library culture and their organization's mission and values.

Presenters: Evette Berry and Janice Parker, Calgary Public Library

Session: Ever-Changing Landscape of Being a CEO – What Keeps Us Going and What Keeps Us Up at Night

Description: Please join six CULC Public Library CEOs to hear about their careers and why leading a public library is both exhilarating and gratifying. In other words, the best job in the sector!

Presenters: Asa Kachan, Halifax PL, Sonia Bebbington, Ottawa PL, Rhonda Jessup, Whitby PL, Vickery Bowles, Toronto PL, Jeff Barber, Regina PL, Margie Singleton, Vaughan PL, Lita Barrie, Burlington PL

Session: Hitting Your limit: Trauma and Library Workers

Description: Frontline library work has changed, and incidents in libraries are growing. Has our capacity to plan, deal with incidents, and help team members involved with incidents kept up with the changes? Using years of frontline experience dealing with incidents of evolving complexity and working in consultation with social workers, learn how the Okanagan Regional Library supports its frontline team members. This interactive session will help you assess your current incident plans, create strategies to work through traumatic incidents, and provide tools to help your team after incidents have occurred.

Presenters: Mark Reinelt, Okanagan Regional Library

Session: Cultivating a Safe and Welcoming Library Space: Addressing Incidents with Hamilton Public Library's Step System

Description: In recent years, public libraries have faced increasing challenges as societal issues have made these spaces more vulnerable to incidents. Libraries are witnessing serious situations, including opioid overdoses, violence, and verbal intimidation, which can undermine the sense of equity within these public spaces. In response, Hamilton Public Library developed a three-part "Step System" to manage and address incidents. This system aims to create a proactive presence on the floor while ensuring continuous communication between staff, management, and Senior Leadership about the ongoing activities at the Central Branch. Learn

how to design a similar system for your library and discover the key lessons Hamilton Public Library learned during its first winter implementing this strategy.

Presenter: Chad Roglich and Sarah Gauthier, Hamilton PL

Session: Embracing Disability: Practical Advice for Accessible Library Programming

Description: Public libraries strive to be welcoming and inclusive in all aspects of their services. Accessibility to people who have disabilities, or are Deaf, is a key element in inclusivity, but what is required to make a library program accessible? Our session will talk about how assumptions can inadvertently create barriers to accessibility. It will provide guidance to help minimize those barriers. Our discussion will cover important topics related to delivering accessible programming, including planning ahead, communication, adapting on the fly, and evaluations after it is done. We will talk about programming for adults, children and teens, and we will consider both online and in-person scenarios. Improving accessibility welcomes more people into the library. Through embracing disability, libraries will create and strengthen connections in their communities.

Presenters: Jessica Desormeaux and Denise Scott, CELA

Session: Library Board Trustee Boot Camp Spotlight: The Curse of Leadership

Description: It's easier to follow than to lead, so why do people do it? What drives the people who step forward to lead teams, organizations, and movements? What are some of the unique and emerging challenges facing those in leadership roles in 2025? This session focuses on the evolving role of Library Board Trustees when it comes to leading bravely in undeniably challenging times. It begins with an examination of our present context: some of the social, economic, political and cultural shifts underway that influence what is expected of leaders today. The session then explores key contemporary challenges facing library boards, and what this means for the role of Trustees — including opportunities for sharing and learning from peers in the room. For those who bravely choose to step up and lead, for their library and for their community — well, this session is for you.

Presenter: Kate Graham

Session: Library Board Trustee Boot Camp: Navigating Memorandums of Understanding

Description: Many Library Boards across the province have entered into Memorandums of Understanding with their municipality to solidify their working relationships. Some are complex in their details, while others are more broad in context.

What are some things to consider when entering into an MOU? Are you looking to change the relationship?

Presenters: Rebecca Hunt, Temiskaming Shores PL, Tara Wong and Jeff Knoll, Oakville PL, Sabrina Saunders and Laurey Gillies, Blue Mountains PL

Session: Library Board Trustee Boot Camp: Board Self-Evaluation, Recruitment, and Succession Planning

Description: In the 4-year Board cycle on the Governance Hub, Board Self-Evaluation is an objective within this year. A Board self-assessment will identify the strengths of your Library Board's Governance and identify opportunities to strengthen your Board.

This builds upon the concept of succession planning to ensure that your Board turnover isn't 100%, but there is a mixture of new board members to provide new insights and returning board members with institutional memory to maximize the contributions of your Board.

If you have identified voices or expertise that you are missing in your current board, perhaps you could organize a Board recruitment drive during the municipal election to advocate for those needs. By having a recruitment session you can give community members an idea of what a

Board Members does and does not do. Highlighting the process of applying to the Library Board will ensure that you have the broadest selection of candidates to make the strongest Library Board to continue to improve what you are able to deliver for your community.

Presenters: Jodie Delgado and Adrian Graham, Springwater Township PL, Kelly Bernstein and Fred Gladding, County of Brant PL

PRESENTATION

Matthew MacDonald, CEO, was approached by the OLBA to co-present at this year's Library Board Trustee Boot Camp. He was asked to share his experiences with security incidents at the SSMPL and to share what the library and its Board has done to mitigate risks, including adding security staff to operational hours.

Session: Library Board Trustee Boot Camp: Responding to Safety Issues with Your Library Board

Description: As a Library Board, you are the employer and required to make a safe work environment for their CEO and Library Employees. What happens when patrons arrive with complex needs and a social worker is needed? How are you as a Board supporting your staff through these complex environments? Should you conduct a risk assessment to respond to those needs? Learn from some other library systems about how they are dealing with these social issues arriving at the front steps of their Library.

Presenters: Matthew MacDonald, SSMPL, Melissa Robertson, Orillia Public Library, Lita Barrie and Jeniffer Tarnawski, Burlington Public Library

The following is the slide deck from M. MacDonald's presentation:





Librarianship During Difficult Times

- Increased number and severity disturbances
- Drug use, public intoxication and overdoses in libraries
- Mental Health Crisis

Lead to...

- Staff and public feeling unsafe
- Staff burnout, compassion fatigue, medical leaves, and turnover
- Diverted resources

Managing Union Relations when Dealing with Safety Issues

- Assess the Risks
- Evaluate Procedures
- Communicate
- Advocate for your staff
- Redesign - CPTED
- Handling Grievances

It's not us versus them!



Ensuring you have the Necessary Policies and Procedures

Policies:


- Rules of Conduct or Code of Conduct
- Harassment, Discrimination, and Violence
- Exclusion, Reinstatement and Appeals
- Emergency Closing and Business Continuity
- Health and Safety Commitment

Procedures:

- Incident Reporting
- Vulnerable Staff and Working Alone
- Injuries and Accidents
- Evacuations and Lockdowns
- Threats to Safety
- Overdoses
- Sharps



Not what we'd like to have. What we need to have.




Planning prevents panic.

Safety and Emergency Planning

- Business Continuity Plan
- Emergency Procedures
- Personal Protective Equipment (PPE)
- Safe Zones
- Security
- Training

Additional Questions?

Please feel free to reach out!



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By presenting at the OLA Super Conference, M. MacDonald has completed the following action item from the Library's Strategic Plan:

Priority: Service Excellence

Goal: Ensure library services, programs, and collections meet community needs

Objective: Distinguish SSMPL as a leader in the Ontario library community.

Action Item: *Present at the OLA Super Conference*

Respectfully submitted,
Matthew MacDonald, Chief Executive Officer