

ACLS

FY26 Advisory Committee

03 OCTOBER 2024 / 6:00 PM / LaVale Conference Room

ATTENDEES

Renee Kniseley, Emily Zumbrun, Rhonda Schwinabart, Bill Bingman, Charles Shockney, Carole Kenny, Ellen Coffey, Richard Kirsch, Judy Hall, Maryland Apple, Tracy Reese, Tuere Williams, Ali Cline, Kathy Knisman, Amber Shipley, Regina Spiker

AGENDA

New Business

- What is our goal? Do we want just the 120K or do we want more?
- 120K status quo
- Status quo plus liveable wages for all staff
- Plus Build sustainable funding
- Plus Grow services with more resources, staff and materials
- Plus low or lower insurance contributions
- The plan we come up with will not just be for this year. We are looking to sustain the library system.

*Renee commented that it is important for the committee to propose a goal that is actionable, and to provide a plan with our proposal

NOTES

Fees for service

- Meeting room use
- Increase overdue fines for adults
- Increase printing fees
- Eliminate overdue fines
- Eliminate printing fees
- Book sales - pay what you can
- Increase out of state fees

Building Usage

- Consolidate GC and West operate with the same staff
- Close a library - Small 3
- Close admin office at WSL and have LT work from home
- LT work in the libraries
- Look at renting unused LT office space @WSL
- Closing libraries would allow for more outreach services. Like bookmobiles, pop up libraries and training patrons to use e-services
- Blackout week
- Reduction of hours and days - LaVale could go to one shift and do evenings on Wednesdays and Thursdays
- Look at timers for lights and LaVale
- Inquire about energy efficiency in all the buildings

Staffing

- **Outsource materials and deploy staff to public services**
 - Baker and Taylor offers this service (unreliable and inconsistent) they would only do part of the job
- Outsource HR we partner with the county and other non profits in the area. Reduce HR to part-time. Outsource IT and other functions.
 - AC
- Reduce security at SC
- Reevaluate staff and wages. See wage under building usage
- Evaluate current services for cost effectiveness and services provided
 - Memberships, meetings and perks
 - Landline costs
- Libraries are closed and staff gets days off without pay
- Incentivise retirement
- Raise freeze for staff making over a certain amount
- John Taube should have to pay for his family plan insurance

In regards to staffing, multiple committee members raised the suggestion of evaluating leadership positions work vs pay ratio, income disparities, insurance contributions, and cell phone plans

Collection

- Stop buying collections

- Make one or more libraries as a community hub
- Partnering and making programming hubs
- Partnering with other libraries and counties for better pricing. Form a coalition.
- Increase replacement fees (include processing fee)
- Sponsorships for collections
- Only buy children's materials
- Evaluate the acquisitions of e-resources
- Reduce or eliminate unpopular collections

In regards to collections, Carole Kenney suggested that we do not need books in our collection.

Committee members suggested a reduction in collections overall, or to reduce collections that are no longer in demand such as audiobooks

Fundraising

- Grant Dan's Mtn. wind farm
- Foundations
- State and Federal grants outcome stipulations
- Donors naming rights for buildings and room
- Library merch
- Consolidate Friends Groups and form a fundraising committee
- Form a grant committee. Must have one person experienced with grants
- Make it easier to give money and give acknowledgement.
- Cultivation donors through marketing
- Work with funeral homes to encourage memorial donations
- Giving day - Library week and employee appreciation day
- E-blast for fundraising - up the frequency
- Ask prominent residents, former residents and for donations
- Partnerships to increase amount of donations
- Create annual gala event
- Educate the community and our public officials
- Use stories to publicize how we affect and interact with the community
- Establish our own foundation
- Film festivals - charge admission
- Sponsors for contests
- Auctions / raffles or opportunity to win
- Writers and poetry slams

- Sponsors for gaming tournaments

In regards to fundraising, multiple committee members proposed the idea of a grant/fundraising committee. Renee commented that if we were to form a committee, there should only be one designated grant writer for consistency

Tuere brought up the idea of starting a foundation and cited ALA for having verbiage to help us start.

Renee closed the meeting with a call to action for the group to research items in the list of suggestions for their feasibility to bring to the next meeting. She also stated that she will request that the leadership team provide cost estimates for the priority/ end goals list