



Midland Public Library Board Meeting Minutes Thursday, October 19, 2023 @ 6pm

Via Zoom and in Person

Present K. Weishar, L. Hillman, B. Kettle, S. Turnbull, C. Cooper, D. Dickinson, M. Gray
Staff T. Hayes CEO
Regrets R. Bald

1. Call to Order

The Board Chair, K. Weishar called the meeting to order at 6:01PM

2. Declaration of Pecuniary Interests

None

3. Approval of the Agenda

Motion to approve the October 19, 2023, Board Meeting Agenda

Moved by: S. Turnbull

Seconded by: C. Cooper

Carried

4. Correspondence

None

5. Security Update

- The new security service is working well.
- No incidents to report

6. CEO Report

- Anti-racism training was received well by our community partners who attended
- Mandatory training in the future would be beneficial
- Programs have been well attended
- Town Council and CAO will be visiting the library
- MPL has been invited to the First Nations Library event
- We have been building relationships with First Nations libraries and plan for future collaborations

7. New Business

None

8. In Camera session



9. Report of Board Committees

a. Finance Committee

- 2024 budget (see attached report document)
- T. Hayes updated Library Board members on current budget standings and the 2024 proposed library budget
- T. Hayes updated Library Board members on the current standings of the 2023 capital budget
- Tiny Township Withdrawal of Library Agreement:
 - Tiny Township has ended the agreement at this time. The library estimates a pay structure of \$150 per household for Tiny residents.

- September 2023 Financial Statement
Motion to Approve September 2023 Financial Statement
Moved by: M. Gray
Seconded by: D. Dickinson
Carried

- 2024 Pay Grid
Motion to Approve the 2024 Library Pay Grid
Moved by: L. Hillman
Seconded by: S. Turnbull
Carried

- Pay Equity Assessment and Approval of Retroactive Payments
Motion to Approve Pay Equity Assessment and Retroactive Payments
Moved by: L. Hillman
Seconded by: C. Cooper
Carried

b. Policy Committee

- New Fundraising Policy and Plan for review and comment
- Fundraising Policy:
 - Proposed wording changes and clarifications to the fundraising policy
 - The Board requires a follow-up meeting regarding fundraising and the fundraising policy. The purpose of the follow up meeting



is to iron out concerns and address questions regarding the policy.

- FOTL bank account
- Short font facing Fundraising policy for the website
 - **L. Hillman:** Will look for examples of shorter front facing policies for fundraising listed on other organizations websites. What is it? How are they formatted and structured?
- Board Donations & Defining what a 'contribution' from the Board is:
 - Board must decide on a definition as to what a 'Board contribution' is: monetary contributions, contributions based on Board member's donating their time.
 - Monetary donations: if the Board decides to implement a pay what you can do monetary contribution/donation structure, all new or potential Board members should be notified before confirming membership
- AODA policy reviewed awaiting answer from Town to bring to Board to approve
 - We are mentioned on the Town of Midland's plan
 - We are looking for the plan from the town
- c. Fundraising Committee & Sponsorship Working Group
 - Review and comments and recommendations on the new Fundraising Policy
 - Special meeting to further review recommendations from consultant to be organized
 - Library Administrative Assistant T. Weatherup will send an email with options of dates and times for a virtual zoom meeting
 - Cancellation of the cookie walk
- d. Assessment and Development
 - Policy and Human Resources board training
 - S. Turnbull facilitated Assessment and Development Policy and Human Resources presentation

10. Next Meeting: Thursday, November 16th, 2023 @ 6pm (in-person or online Zoom meeting.)

11. Adjournment

Meeting adjourned at 7:30PM

Moved by: M. Gray



Midland
Public
Library

**Seconded by: D. Dickinson
Carried**

Signed:



K. Weishar, Chair

Date: June 20, 2024

Trish Hayes

T. Hayes, CEO & Secretary