

December 21, 2020 - 7pm. Special Meeting DRAFT

Carrie Cooker, Eve Ermer, Fern Strong, Billie Smith, Mark Bomalaski, Ben Wolfe

Community Members: Kathi Terami, Meg Hopkins, Anita, Theresa Fitzgerald, Brenda Field, Maureen Moriarty, Nicole Antal, Caitlyn MacGlaflin, Marsha Higgins, Lynn Hadley, Elizabeth Billings

Carrie opened the meeting with it's primary purpose. Which is to admit the board's violation of the State of Vermont's Open Meeting Law by voting in an executive meeting. The board admitted the error and a motion carried to state that fact. The meeting members proceeded to address ways to avoid violating the open meeting laws in the future.

1. All meetings will be held in public.
2. Only going to executive session for discussion of personnel issues.
3. Contact State Library Consultant for interpretation of what constitutes items for executive discussion.
4. Warn if executive session expected and put on meeting agenda.

The board voted to accepted these recommendations.

Next on the schedule was a discussion of recommended agenda for the proposed Hiring Committee. All those present contributed.

1. Possible expansion of director's hours and responsibilities.
2. Rethink job description.
3. Discuss position parameters and reopen search.
4. Reach out to community for their ideas regarding what they need from their library.

The letters of intent for people wishing to be included on committee are due by December 26, 2020. The board will reach out to Lara Keenan, State Library Consultant, to ask if committee members have to be Tunbridge residents. Library trustee members who want to be on the committee: Mark - no. Billie - no. Eve - no, except available for input of library budget related to salaries. Carrie - no. Fern - yes, available to record minutes of committee meetings.

We will schedule a special meeting for January 4, 2021 to determine community members for this committee.

Carrie then made a personal statement. She submitted her resignation from the board for non-Covid reasons effective immediately.

Next Meeting – January 4, 2021 7pm

Email sent to tpltrustees:

As a former Library Director of the Baxter Memorial Library in Sharon, I wanted to share some perspective of what the modern library director role entails. Sharon has a similar population in size and demographic. Due to our close location, we even share patrons and our towns are richer for this exchange. I have spent a lot of time in the Tunbridge Library as a librarian exchanging ideas with Jean and Ben, as a reporter during the NewVistas era, but also as a patron.

The library director of a small-town library is, like in any library, the job of curator of information. The library director knows the ins and out of the Dewey system, on how to process books, and how to order books, of course. How to manage a team of volunteers, take care of a website, manage the social media accounts, and navigate open meeting laws as well as attend trustee meetings which are also crucial to the job. The administration side of the job is an important aspect of the job and one that has been taught well at the department of libraries for years now. I had no previous experience as an administrator but that aspect of the job was the easiest one to learn.

The not so easy skills to learn are many. Knowing my community well and what the interests were for growing and curating the collection. Knowing who has the information and how to connect people to that information. Knowing the people in town, to be a friendly face so people felt welcome, always. Knowing the next generation of readers, creating a connection with the young so that one day, they see the library as a safe place to be part of the community was, I believe, the most important aspect of what the modern library stands for today.

The library director of a small town is someone who ideally lives in town and knows the people in town. One of the most important aspects of the job is to be present, to be the source of information not just of books and resources online, but also of activities, of programs, of people in town. The library director is a connector of people with similar interests, of entities in town that might have the answer to the questions the new people in town might need.

The library director of a small town is the face of the library at every event the town holds. The library director is an ambassador of the library at every Town Meetings she/he/they attends, every school drop-off or pick-up, every baseball game, every church visit, every interaction she/he/they has with the public.

The library occupies a special place in a town. It is the friendly place you visit after the administrative tasks of moving into town requires. It is the first place you set foot in that will dictate how your experience in town will be for the rest of your time here. For old-timers, it is the place you go to see old friends or hear news about what is going on in town. For kids, it is the place they will fall in love with reading, and have the multi-generational connection our society needs. Knowing people not just as patrons but also as neighbors is one of the most important parts of the job. Librarians are the concierge

of the people and the information that flows within the town.

I wish you luck in listening to the community in finding the next library director or interim director. You are very lucky to already have Mariah Lawrence as a strong candidate for this position. She possesses all the right qualities for the position of library director.

Best,

Nicole Antal