

Glenwood Public Library Board of Trustees Meeting

April 10, 2024

The GPL Board of Trustees meeting was called to order by President Wray at 5:32 p.m. Present and attending in person were Painter, Wray, Wilson, Stickrod, and Taenzler. Hines attended via Zoom.

Introduction of Guests: There were no guests present.

Consent Agenda: Motion to accept and approve the consent agenda as presented was made by Wilson, 2nd by Taenzler. All ayes. Motion carried.

Correspondence: One part-time person texted her resignation.

Director's Report: As written. Painter reported the LED project is complete and finished over \$1000 under budget. The ALA Conference held many sessions on public health and social work. Painter was excited about new software that contains rubrics for observing and will enable libraries to track outcomes for face-to-face programs that are experiential. Library got the credit card machine from the city. There is a \$3 convenience fee. A grant for \$3000 was received for the circulation desk upstairs. Painter had asked for \$6000 and will request the Foundation make up the difference.

Committees and Reports:

Friends Report: The Friends will no longer exist the way it has in the past. Painter presented the idea of having the Foundation hold the Friend's funds in the Foundation's account in one 501C3. Friends raises money for the children's department and summer reading while the foundation raises funds for things like a retaining wall, carpet, etc.

Foundation Report: Have not met yet. They're supposed to meet next week.

Old Business:

- 1. Vestibule:** No change. The city requested bids from previous contractors they've done business with, and Pinnacle is still the only company who has submitted a bid. The insurance company will not move forward without a second bid. Amber has written them a letter stating the library can only get the one bid and asking the insurance company how to move forward. Wray stated he will talk to Amber tomorrow and get a hold of the insurance people. It's time to get it done.
- 2. Ramp:** Pinnacle is waiting for the weather to improve. Painter wants to make sure the road work scheduled for May doesn't interfere with the ramp construction and the equipment Pinnacle may need. Painter reported the insurance company hasn't sent the \$68,000. check for the children's department flooding yet.

New Business:

1. Library Director Issues: Possible closed door session: Per Iowa code chapter 21.5(1)(i): To evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless or irreparable injury to that individual's reputation and that individual requests a close door session.

1. Motion to move to closed door session. There was no motion as Painter didn't request a closed door session. Wray addressed the issue of Painter's trouble keeping employees over Painter's nine-year tenure. City Hall and Wray personally have received letters commenting on Painter's treatment of staff. Taenzler stated that L. Delashmutt's was the last letter received. Painter replied that she can't address the issues if she doesn't know what the issues are. Taenzler said she didn't have a copy of the letter, but she thought that the letter indicated that Painter had received a copy of the letter. Painter said she hadn't receive any letter. Painter continued saying she had some ideas about that and suggested having the staff do an evaluation of her. People don't complain to her. Painter stated she's there to support her staff and if she isn't she wants to know how she can improve that. Her job is to give staff the resources they need to do their jobs. It is her job to tell them to do the parts of their jobs they don't want to do. That is an issue that does come up. Wray mentioned Painter's strong approach when communicating to people and acknowledged that people today tend to be more sensitive to criticism and subject to misinterpretation, i.e. criticism = yelling at me. Painter referenced that "she" mentioned the toxic environment, and that "she" received support from her colleagues and supervisors. Painter stated she can't take action because she doesn't know what the toxic environment is. Painter said she thinks the best thing to do is some kind of survey of the staff and make sure that's anonymous. The board could review it and talk to her about it. Staff doesn't complain to her. She didn't know Delashmutt thought the library had a toxic environment. Taenzler said she'd talked to five former library employees, and they told her they left because of Painter. Taenzler mentioned absenteeism and favoritism. Painter maintained she works more than 40 hours a week and one of the things that she's done now is that now that she's doing her comp time on her time sheet you can see what happens with that because I get like for example yesterday I 3 hours overtime but last Friday when I was in Ohio and exhausted I use comp time so it's it's that you're gonna be able to see exactly how much time I'm using that they feel like I'm using it and I'm not doing my job but I'm absolutely out there doing my job. Taenzler interjected that none of the staff knows when you're gone or when you'll be back. That was a strategy that I was using because what they would do is if a patron was here complaining, and they knew what time I was coming back they would tell the patron they had to wait or come back and so I honestly quit telling them when I was coming and going because this library has to be able to run without me. I can't be the every decision everything that goes on. I trust these people to do their jobs.

Wray: “But if you're going to be absent from the library, they at least need to have an idea what you're doing. I mean I realize—

Painter: “My secretary always knew what I was doing, and she would be the one who communicated to the rest of the staff that was where I was. That was how we communicated that. I always had that in my calendar. My secretary had my calendar and my calendar on her phone and so she always knew where I was. I really don't know what to say. I thought we had a positive environment. I feel positive coming here every day and I want to know exactly what it is that they feel like is going back—

Wray: “Unfortunately everything goes back to a common denominator and you're the common denominator. All the problems that we have with employees you're the common denominator. You're the one that's got to figure out what's going on.

Painter: “Right. Agreed.”

Taenzler: “And the morale is low.”

Wray: “And morale is real low.”

Painter: “Okay.” I see I had no idea. you know, we chat, and we laugh, and I thought we had a positive... This is all completely shocking to me. I thought we had a very positive environment. I'm shocked. I think moving forward finding out and getting them to communicate in that anonymous way apparently like because they don't come to me and say I'm unhappy. No one has said that to me. They might have a specific issue with one staff but personally we resolve that one specific issue. But I'm not getting a feel for like why. Yeah I feel like I'm open to discussion. I want to be—

Taenzler: “But five people?”

Wray: “And there's a lot more than five. I've named a few more. We have so many that have left because... Jackie Harless had been here for 20-30 years and had plans on retiring here and she left because of you.

Painter: “I didn't know that. I thought she left because Greg retired.”

Wray: “City Hall got a letter Janelle Peterson Walters(sp)

Painter: “Everything she said in her letter I would stand by and say I did the correct thing. We're not a school, we don't follow school rules. That one letter I just professionally disagree with her that she was criticizing me for things that I thought would be doing my job properly, but I didn't know Jackie wrote a letter. I haven't seen that letter, so I don't know how I'm supposed to improve if I don't know what the criticisms are. And this hasn't been coming up in my reviews, my evaluations. My evaluations—”

Wray: “Every review you've ever had we've discussed your, the way you approach people.”

Painter: “Well I— “

Wray: “Every single review you have had—

Painter: “I don't think that's true, but I respect that there needs to be change, but I can't change without knowing what it is I'm doing wrong.”

Wray: “Well somehow you need to figure out. Your people are afraid of you. Every single one of them employees is afraid of you and that makes for toxic employment right there.”

Painter: “I’m sorry that they’re afraid of me. I honestly don’t know what I’m doing that makes them feel that way. I wouldn’t I don’t want to do that. Absolutely not.”

Wray: “Well we’ve got to figure out if you’re going to be library director, we have to figure out what the problem is and get it handled now. We can’t put it off any longer. I’ve talked to every single review I have put about the way you approach people. That you put people on the defensive as soon as you start talking to them. They’re ready to fight just as soon as you start talking to them and that can’t be. I don’t know what you’ve got to do to make a change to make that work but that’s what the problem is.”

Painter: “Okay.”

Wray: “I mean you did me once. It was only once but you did me once, and I know you’ve jumped Ron back when he was mayor, and I know you jumped Angie when she was city administrator.”

Painter: “Yeah— “

Wray: “and it’s not your job to jump anybody it’s your job if you need to talk to the mayor you need to start out—”

Painter: “I don’t remember being rude to Ron—”

Wray: “You need to talk to the city administrator what you need to start—”

Painter: “Correct. My frustration with Angie was one time where she had gotten the letter of complaint from my employees, and she wouldn’t let me read it and she wouldn’t tell me what it was they complained about, and I was like how am I supposed to address it if I don’t know what the problem is. So, you know even when you guys are being in communication, I’m not so I don’t know how to fix something when I don’t know what the problem is.”

Wray: “But still jumping him is not the correct way—”

Painter: “No, I don’t remember ever being rude to Ron. He was a wonderful human being.”

Wray: “Has anybody else got anything to say? What do we need to do?”

Painter: “Well I think that survey of the staff to find out what it is that is a problem. I don’t know how else to do it because—”

Wray: “You have the staff afraid to look at us even let alone talk to us. When I came in while you were gone, and I asked Valerie for a broom. She went and got a broom and as soon as she found out what I wanted it for she went out and did it and had Jeremy come up with the leaf blower because the leaves were so thick at the back door that she couldn’t even walk in and out.”

Painter: “We’ve been having a volunteer sweeping out on Saturday’s—”

Wray: “That kind of the thing we cannot have. We’ve got—”

Taenzler: “The appearance in the library is messy—”

Wray: “The other day when I was here on the east side of the adult desk was a pile of books just thrown there. That’s not the way anything should be in this building.”

Painter: “We don’t have enough storage for all the donations we get so they stay there until John can process them.”

Taenzler: “I said to John. I think you need to have a book sale and he said, ‘Oh nobody will buy these. We’re just going to discard them.’ Okay? —”

Painter: Well, we have vendors. We have two vendors that we offer the books to for them to sell for us. Would you sell them? Of course, in the library, but then yeah anything leftover we recycle.”

Taenzler: “That those things be pushed back out of the way when you walk in the door there’s boxes here boxes over here by the exit.”

Painter: We can probably stash them in the back of the rear closet if we get the trucks out.”

Wray: It might require a little bit of work on your part and your help’s part, but you’ve got these basically closets right on the other side of this wall.”

Painter: “They’re full.”

Wray: “If you’re going to have a mess somewhere have the mess in there—”

Painter: “The closet there is full of tables. It’s completely full and then this closet—”

Wray: “I was just in the other day, and it looked like there was room in them.”

Painter: “Which closet?”

Wray: “The day I was down and had Stouder chain— “

Painter: “I don’t know which closet you’re talking about because we’ve got the furnace room closet, we’ve got the communications room closet, we’ve got the furnace room there we’ve got the under stairs and we’ve got the table closet.”

Wray: “The arch doorways. The brick doorways.”

Painter: “We’ve got games in that.”

Wray: “There’s some room in there. If we’re going to have to have a mess someplace let’s have it somewhere where John Q public is not going to see it.”

Painter: “We can figure it out. Yeah, we can figure it out.”

Wray: “We cannot have stuff like that out in the public.”

Painter: “Okay.”

Taenzler: “I don’t see the memorial book on the agenda.”

Painter: “It is. That’s what the donation form. That form is how we do that.”

Taenzler: “In the past when people call in for memorials those notices are immediately sent to the Funeral Home and read along with the memorial flowers. That doesn’t happen anymore. There’s been no memorials in the Glenwood newspaper since ’22.”

Painter: “We know. We’re on that. We’ve got a transition so it’s at the top of our priority list.”

Taenzler: “When I would call down and say I want a memorial book they'd say who for what's the genre and they would send me a bill, \$19.75 but not \$40 and not \$30.00.”

Painter: “Right. We can go over that—”

Wray: “I've done the same thing—”

Painter: “So I inherited this form. The only thing I changed was I added \$40.00 for large print because people wanted to donate large print and they're extremely expensive. So, what I included in your documents is a Baker and Taylor bill. We get a 40% discount. So, you see the cost, now this is the same these are the same \$10, \$20, \$30 dollars that were on the form when I was hired nine years ago. I did not create this but one of the things that happens with books you know we get the book like this right but when we're done making it a memorial it's been put in plastic, it's got the code, it's got a memorial plate, and the time it takes to do them. Because these are very time-consuming tasks so that's why she made, I assume it was Angela, made it this way, but if you guys want me to lower because I can.”

Taenzler: “I want to charge the donor the exact price.”

Painter: “The problem with that is it slows everything down and that's one of the problems with because of—”

Wray: “Changing help as often as you do is a lot of that problem—”

Painter: “Explain why it slows it down if they don't give a flat number. So, if they have to wait until I have chosen the book because you see these are all different costs. There's a range of costs so if they have to wait until I have chosen the book and then I bill them it can take two to three months because we only do book orders once a month because it's a time-consuming process and so if I was going to do that, they couldn't give me money when they walked to the door. They'd have to leave. I'd send them a bill then they would send me a check. With this form, we do absolutely. Anybody who requests to be billed for the book we do that. Anyone can request that. You (Wray and Taenzler) were not the only two people who do that, but the whole point of this is they can walk in the door, and they can say I just want to donate in memory of someone and they can leave.”

Taenzler: “That should be sent to the funeral home.”

Painter: “I don't know that that's part of the process. No one told me that was part of the process.”

Wray: “It always was.”

Taenzler: “Yeah.”

Painter: “Jackie. I didn't know that she was sending it to the Funeral Home. I had no idea.”

Taenzler: “Yeah Jackie did, and Linda did before her.”

Wray: “But like I say it goes back to changing help—”

Painter: “But I thought I knew Jackie's whole process—”

Wray: “We end up with people that don't know what they're doing—”

Painter: “There's no one could have known to do that with the instructions that she left did not include getting a hold of the funeral home. It wasn't in that.”

Wilson: “How often do we get memorial requests?”

Painter: “It depends. Every month for sure. If you look at the bills here the way that we denote that the book has been purchased for donation, is we highlight it because it comes out of a separate fund. This month Jean Richter passed away, so we had a lot of donations. So, some months it's only going to be ten or fifteen books, but this month is more like thirty books. So, we have to take the time to print these stickers, and this is all very time consuming and of course the cost of the sticker is meant to be included. But if you guys want to change these and anyone who requests billed to, we can do that, but it does slow down the process because we have to wait for the book to come in and find out exactly how much it's going to cost before I can bill the person. And most of the people that in and immediately leave.”

Wray: “That's if they want a certain book or something. I mean— ”

Painter: “Correct.”

Wray: “A couple of times I've just come in and gave a \$25 memorial towards a person and see nothing.”

Painter: “Yeah. I think that's what most people want to do. They want to just donate and know the money is going to a book and there will be an acknowledgement that they donated it and who it was donated for. Just to be really clear. Libraries don't really do this. We do this because we do this. It's extremely time consuming, staff time and all that. It is a specific Glenwood thing. Most libraries say they won't do that because it is time consuming. If you guys want to adjust these costs, we can, but I just wanted you to see what our typical range of prices are. So, we've got everywhere from so non-fiction is \$26.59, and for non-fiction we're asking for \$30. So, it's not that far off. And then for the fiction books they go from \$16.52 to \$15.96, to \$19.94 to \$18.24 to \$17.10. So, it wouldn't be possible for me... So maybe the way you're saying they come in. I have to stop, get out my invoice and then highlight it and then bill them for that book. The odds of my having a book in the building that's appropriate for there is kind of small. If there's someone who likes mysteries, you'd have to wait until a mystery comes out. If it's specific non-fiction that could take 3 to 6 months before that book is available. For one thing you want to make sure that they're books that our patrons will actually read. I get a lot of donations for gardening books and do purchase them, but I can tell you that they don't get checked out.”

Taenzler: “Either do cookbooks.”

Painter: “Cookbooks still do get checked out.”

Taenzler: “Not very much. I'm very concerned about... I'm brand new here on the board and I thought things were going peachy—”

Painter: “I had no idea that staff...I'm not hearing these complaints. I can't address them unless I know what the problem is. I think the only real solution is that anonymous survey that is handed to them and then given to the board. I

don't know how you want to make sure I don't know who's saying what so that we can work on a strategy for what we can do. Because I am flabbergasted. I thought we had a very positive environment. I looked forward to coming to work every day. I laugh and smile. I hear my staff laughing and smiling and joking. I really had no idea—"

Taenzler: "But you're not here a lot of the time."

Painter: "Well, I am here on the clock, but I do miss regularly. But if I'm creating a toxic environment maybe me being gone would be a relief, right?"

Wray: "I have trouble understanding why the employees are afraid of you and why they're afraid of us. I mean—"

Painter: "Again I don't understand."

Wray: "I tried to talk to a couple of them the other day when I was here and a word or two and they're gone in different directions. Why do you have them afraid of us?"

Painter: "I don't intend to. I am not afraid of you. But I don't understand—"

Wray: "It's like we're the wicked witches of the west."

Painter: "Well, I don't know. I honestly don't know why they would feel that way."

Wilson: "Because I have had some of them say to me, 'I'm not supposed to be talking to you.' And I'm like why not?—"

Painter: "That is the guidance from the state library that, so that they don't have multiple bosses like I do, they just have the one boss. That's the whole, you know, state library—"

Wray: "I called and talked to whoever handles our area, Misty, and because it makes it real tough for us to deal with employees until they're gone. Because they can't talk to us."

Painter: "What did she say?"

Wray: "She said that's the state policy. I don't like it. Of course I'm concerned I'm ready to change it in Glenwood, Iowa because I feel like if I want to stop and visit with John for a little while, or Jeremy, or—"

Painter: "I'm not sure it works for small towns. I don't think it works for small towns very well. I think when you're talking about an urban area and they've got fifty employees... Sure, but when you're talking about a small library, or a small community not talking is not feasible, but that is the best guidance the state library gives us."

Stickrod: "I always felt really comfortable talking with board members when I was teaching or as a principal. The way you were always taught was that they're board members when they're working and making decisions and things like that. Other than that, we've had people around visiting and that type of thing and so it's always been enjoyable."

Wray: "I was real unhappy with that toilet when it kept happening when you got the second email from the water department why wasn't I called—"

Painter: "I've got a history on that. I can explain to you—"

Wray: "Oh, I've got your history too—"

Painter: “You don’t have every email. You don’t. So this actually started in October 2023 when we had the first issue of water over usage, which is not the first time we’ve actually had issues going back to... So, in 2021 they said our water usage was up so Stouder came and looked at all four toilets and found one with a broken handle. We were hoping that was the fix. So we get another call in December ’22 that it’s high water usage. Stouder Plumbing was brought in. They replaced parts in the men’s toilet upstairs. That was the 16th of December. The 29th of December I was called again. We still had high water usage and so they replaced parts in the downstairs men’s toilet. So, in April, 2023 they came yet again to try to fix the upstairs men’s toilet and were unable to so we replaced it. And then we were called again in December 2023, and they replaced the downstairs men’s toilet. So every time Jamie reaches out to me I’d call Stouder and they’d come in. So, at the end of this email chain she says, ‘We will be getting another read on Tuesday to see what the usage has been. I was waiting for her to write me back and let me know what the problem was. In the meantime, we had discovered that the toilet downstairs... We came in one day and the chain had been bunched up completely and so we always check the toilets before we leave the building. So, it had to be the cleaning crew that left it that way overnight so I thought we had resolved the issue when I didn’t hear back from her, I thought the issue was resolved. When they called on a Friday, I was getting ready to call Stouder and Valerie said that you already had. So I would’ve called Stouder on Friday. Whenever they tell me there’s high water, I call Stouder—”

Taenzler: “Bob was saying why didn’t you call him? The trustees are in charge of the building and grounds.”

Wray: “And things like that you should contact the president of the board—”

Painter: “Sure. Sure—”

Wray: “Or a board member to handle that problem— “

Painter: “I can do that.”

Wray: “Because you got the first email on this problem that I’m aware of February 16th and you got another one on February 19th—”

Painter: “Right—”

Wray: “And then Amber got one—”

Painter: “But they came into the building. One of those emails... She said, ‘Can a guy come by, and I said sure send him by. We were taking action. They came into the building they did a little litmus test thing. After that last email, I was waiting to hear from her if there was a problem and honestly a lot of the stuff happens over phone calls. We don’t always do emails. A lot of times it’s a phone call.”

Taenzler: “But Bob should know this.”

Painter: “What the previous board told me was that if it was a maintenance issue. If it’s just to maintain equipment already in the building I can go ahead and do it. If you want me to call Bob I absolutely can.”

Wray: “If it’s a maintenance issue. If it’s something simple that can be handled real quick, but if especially if it goes on any length of—”

Painter: “I have been putting it in my director’s report. Just so we’re clear— ”

Wray: “We should be notified.”

Painter: “I have been putting it in my director’s report every single time because water is always a problem in libraries. Any water event it goes in my calendar, and it goes in my report because it just doesn’t stop. I strongly doubt this is a solution. I don’t think fixing the innards of that toilet yet again...I think that’s the third time those innards have been changed. I don’t know what the problem is. Probably we need to change...The upstairs toilets are brand new, and I think we probably need to change these as well. I’m not a plumber... When he came in to replace the upstairs men’s toilet, I asked him to look at the other toilets as well and he said they’re fine. I said this women’s toilet runs all the time and he said there’s nothing wrong with it. I don’t know anything about plumbing.”

Wray: “The problem with the one in the ladies room is you flush it. It’s fine. You flush it again. It’s fine. You flush it again and the flapper valve is stuck wide open.

Painter: “I asked them to look at it—”

Taenzler: “Let me explain how much overage we’ve... because some of them don’t know.”

Wray: “In...”

Painter: “So moving forward we’ve been keeping track of the number and so I was relying on staff to tell me when the numbers were high so what we’re doing to underline this is we created a spreadsheet so we type that number in, and we can see the exact number... We’ll be able to track our usage over time.”

Wray: “In—”

Painter: “All we’ve been doing is checking our usage on a day-to-day basis as opposed to over time. We have a spreadsheet—”

Taenzler: “Ten-thousand gallons—”

Wray: “In fifteen days we used as much water as we normally use in thirty days. Excuse me, we used three times the amount of water in fifteen days that we normally use in a month.”

Painter: “Yes, but these kinds of issues have been coming up throughout my tenure. This is not isolated. We have been fighting and changing out innards and toilets and all these things. Honestly, I doubt this will be the end of it that’s why we created the spreadsheet so we’ll be able to see both—I can add it to my director’s report—both day to day and then we’ll see trends over time.”

Wray: “The building is our responsibility and especially if it has a second time. Then it should be our problem instead of yours.”

Painter: “Sure.”

Wray: “Maybe once have somebody fix it, but if it comes right back and does it again (Painter started to interject) it’s time for the board to look at it.”

Painter: “I think what I need on this is the ability to call Stouder when I need to, but then turn around and let you know I’ve done so. When I first started, they

were wanting me to wait to call Stouder until someone okayed it on the board, and I was really uncomfortable with that. Moving forward if I have to call Stouder I can immediately let you know that they've been called. That's not a problem. That's easy. I know nothing about plumbing except that I know it's an endemic problem in this building. One of the things that they showed me is there's something about the way the toilets upstairs were put together. When they were trying to snake the men's toilet and we ended up by digging outside, their snake was going into the women's toilet. So, we've got some kind of structural problem. That's not supposed to be possible. There's something I think about the way the plumbing was put in in the first place that is not fixable. They said 1. There's a certain kind of valve that must be upside down or backward that would normally keep the snake from going into the women's toilet and instead they had to come into the basement and snake anyway it was a deal."

Wray: "What it amounts to is they put a key valve in instead of a y-type valve."

Painter: "Right."

Wray: "Is what the problem is. The building is a hundred and fifteen years old or something. I mean, things were done totally different a hundred and fifteen years ago."

Taenzler: "I just feel like Tara there's been so many complaints against you that we need to put you on a probation period."

Wray: "I would go along with that."

Taenzler: "And see if things can get remedied."

Painter: "And you want the survey?"

Taenzler: "I love this library. I want the morale to be high. I want the doors to be open to everybody. But if there's feuding going on and an employee lasting eighteen months, it's not going to happen."

Painter: "Well, Lily did not complain to me. I don't know what—she was always going to leave when she graduated. That was always the expectation when she graduated—"

Wray: "She was going to be finding a job and she found a job, but then she let us know that she was unhappy with—"

Painter: "I wish I knew what she meant specifically—"

Wray: "What went on—"

Painter: "what the toxic, what that is because I love coming to work. I feel joy when I walk in the door. I want that for my employees, and I don't understand why it's not the same for them."

Wray: "Because you have the employees afraid of you. They will not come and talk to you the way they should. They should be able to come and talk to you, even if they're talking something that you don't like."

Painter: "Correct."

Wray: "They should be able to come and talk to you about it."

Painter: "I agree one-hundred percent."

Wray: "Your employees cannot be afraid of you and come and talk to you."

Painter: "Yeah. I don't know what it is that I do that makes them afraid because--"

Wray: "And—"

Painter: "All I want to do is provide the best library service as possible. All I want to do is create an environment for them to do their jobs."

Wray: "I'm totally aware of the job you've done. I have praised you in places where we should, but this dealing with employees and stuff has been going on ever since the day you were hired. And it's, we came to the end of the rope. I've got a noose on the end of that rope. It's your choice whether you want to take a probationary period or go so we don't use a ?(not sure what he said) I mean I'd be very happy with a probationary period. To start with six months and see how things are. Reevaluate you every thirty days if that would be satisfactory with people—"

Painter: "One thing I do need is to have that feedback. Until I get the feedback to understand what it is that is not working, I don't know what it is I need to address."

Taenzler: "One of the things is I do a lot of reading and it was taking me two to three months to get a new book. They weren't getting processed. And you know that we had a backlog in there—"

Painter: "We're caught up—"

Taenzler: "I did not go in the room. I just looked in the room and that desk is this high with stacks of books."

Painter: "Some of those are repairs, not new books. But we got all caught up on the new books. The only new books that aren't processed are in my office."

Taenzler: "How many employees do we have here?"

Painter: "Right now, we have six. Normally we have eight."

Wray: "What do you normally have?"

Painter: "Eight, counting me."

Wray: "You need to get to full staff with qualified employees or what you think you can make into qualified employees."

Painter: "I'm extremely thrilled with our staff right now. They're fabulous. I really hate to hear I'm not providing a better environment for them because they're tremendous. Each one of them is the best employee I've had in that position. They're fabulous."

Wray: "But you have to make the employees not afraid of you. Not afraid of me if I start talking to one of them, they can't be afraid of me."

Painter: "No."

Wray: "I mean I haven't seen—"

Painter: "You're a library patron. You use the library all the time. In fact, all of you use the library all the time. So, when you come in as a patron you shouldn't be treated as a board member you should be treated like anybody else."

Wray: "Do you have anything Kate that you want to add?"

Wilson: “Well, I was kind of going back to when you were talking about how you had to do the leaves and stuff and we wait for a volunteer to come do that. I don’t understand if we have a leaf blower why someone can’t go out there every day and get the leaves out of the way so it’s not—”

Painter: “We can do that—”

Taenzler: “Appearance is so lousy right now. Boxes everywhere. Trash in the back—”

Painter: “I’ll be honest. I just kept expecting them to repair it so I haven’t been addressing it like this is how we’re like every day now, so we’ll do that—”

Wilson: “I don’t understand why we have to wait for a volunteer to come and get leaves out of the way when we have—”

Taenzler: “How long does it take?”

Painter: “I’ll be honest. The staff don’t like to do the yard chores, so they are always saving yard chores for volunteers.”

Wray: “Unfortunately, some of my jobs when I was working, I didn’t care to do.”

Wilson: “I’ve got to teach on Thursdays where I have to take the trash out.”

Taenzler: “It’s not like we’re asking them to go out and plant tulips or scoop snow.”

Painter: “This is one of the things that will make them unhappy with me.”

Wray: “I worked for a wealthy Jewish person that owned lots of commercial buildings and my job was for him to not receive any calls or complaints. And it that meant me going and fixing a toilet or running a snake down a line that’s what I was doing. If it meant for me to change a couple of their light bulbs that’s what I did. If I had to work on a furnace, that’s what I did. Because I did it all.”

Wilson: “I will say that I’ve made it known that I’m on the board of the public library and I’ve had a couple of people come up to me and say you need to work on when we turn books in that they actually get checked in because I have a book that says it’s still in my name but I know I took it back to the library. And I was like well I’m sure it will get taken care of. But then it happened to me, and I was like (Painter: “Two things”) I brought all my books back and it still says I have a book out—”

Painter: “Two things happened there is people are wrong sometimes. They thought they turned them in, but they didn’t. The problem is with the system. When you scan it will beep and you think it has registered the book. I sit there and count and make sure that the count is the same. Because it will beep, and you think it has processed the book and it didn’t—”

Wilson: “Because I literally grabbed the book off the shelf. This is still under my name and it’s here—”

Painter: “Before we send out the overdues, we check in the library because it happens regularly. My advice to the staff is make sure every single title is being--” (Too many people started talking at once.)

Wray: “It makes beeps for you It makes beeps for everybody else.”

Painter: “Yes.”

Wray: “Am I correct?” Okay if you count the beeps, what’s wrong with John counting the beeps? Or Valerie—”

Painter: “I already told them they need to do that. I don’t count the beeps. Because the beeps don’t count. I count the books and then you count the books on the page.”

Wray: “Part of what keeps us from getting a phone call about a complaint—”

Taenzler: “Let’s get an opinion here.”

Wilson: “Mr. Stickrod.”

Stickrod: “I’ve got some questions. How often does the staff meet? As a team?”

Painter: “Once a week.”

Stickrod: “How often do they get evaluated?”

Painter: “Once a year. I didn’t mention that in my report, but we just did that on April 1.”

Stickrod: “Okay.”

Wray: “I would like you to make out an evaluation sheet on you to give to every employee and it needs to be turned into me.”

Painter: “My suggestion is I reach out to the state library and see if they already have something created so we don’t have to reinvent the wheel. And then I can email that to everybody to see, I assume they have something. I’d see if that is what you want. You can tweak it, change it, whatever you want to do but I do think time is of the essence... I’ll get a hold of the state library tomorrow and find out what their suggestion is because this is not new. I’ve heard of this, and I’ve been thinking to try it, but I hadn’t made the simple act of looking it up yet.”

Taenzler: “I’d like to go on record saying we’re granting a six-month probation with monthly evaluations.”

Painter: “Sounds good.”

Taenzler: “Can you agree to that?”

Painter: “Oh, absolutely. I want to improve. I want everyone to be as happy here as I am.”

Wray: “All in favor of that motion. Name call—”

Hines: “Wait, did we have a second?”

Wilson: “Bob second it.”

Hines: “Sorry.”

Taenzler: “I made the motion.”

Hines: “Thank you Barb. Alright. I’m sorry Bob, go on.”

Wilson: “Debra do you want to add anything?”

Hines: “I do think there needs to be more communication between Tara and her staff. I know if I have an issue with someone, I try to meet with them privately. Can you meet one on one with staff? Tara?”

Painter: “If I’m intimidating, they aren’t going to tell me.”

Hines: “I guess it’s just a reaching out. Telling them how you feel about working at the library and what you want for them as being staff members at the library. Maybe they need to hear that. The other thing that I think that would work are

affirmations. That changes a culture. When you start affirming your employees for things that they do well.”

Painter: “Yeah.”

Hines: “I think that works well.”

Painter: “I think they’re fantastic—”

Hines: “But they need to hear that—”

Painter: “I want to get this environment changed for them. Absolutely. I’m sorry if they feel that way. I don’t understand. For me it to just make this environment good for everybody and the community—”

Hines: “I just think people do well when the good things... We all know when we don’t do something well When someone tells us we do do something well it makes us feel better. But it has to be genuine. It’s just being aware of that. You wanted my feedback. I’m just giving it to you. I agree with the six-month probationary period and the thirty day evaluation.

Wilson: “My question I guess right now is there some rule saying like we as a board can send out a survey like this is the Glenwood Public Library board and we are asking for your feedback. Like if we all set up a Gmail account and send out a google form and ask them to fill out a google form saying we as a board are looking for your feedback on your thoughts as an employee of the Glenwood Public Library.

Wray: “I’m for making some type of a form out and I have them laying on the desk and have a box they get folded and dropped in.”

Wilson: “If it’s online. It’s just a google form it goes into a spreadsheet right away.”

Painter: “I think the staff would be more comfortable with it online.

Wilson: “Yeah.”

Hines: “We use google forms all the time in another organization I’m with and they’re very effective.”

Wilson: I could volunteer with the other board members like Glenwoodlibraryboard@gmail.com. Everything could just go out that way. We would have an official email for the board.”

Hines: “I like that idea.”

Wilson: “And that way like it’s—”

Painter: “Do you still want me to send you individual contacts?”

Wilson: “And I will just put them all onto a Google form.”

Painter: “Should I just send them to Kate?”

Wilson: “And then I can send it out.”

Painter: “And then she can send it out to the board itself.”

Taenzler: “Sure the more exposure that we have that’s—”

Wray: “I would definitely go with that. Get some feedback from the public a little bit. Like I said I’d like to hear a little bit from employees. And it may take...They maybe should do it about three months...We shouldn’t pay a lot of attention maybe to the first month.”

Wilson: “Yeah because they’d be similar questions.”

Painter: “That’s what I was thinking too.”

Wray: “When they find out you never see them. They might—”

Painter: “Well if I never see them—”

Wilson: “I mean not until it’s done, and we bring the results back

Painter: “Right.” Because I can’t change if I don’t know what the problem is.”

Wilson: “As a teacher now—”

Painter: “What I would like to see is that we ask those same questions again, and again, and then hopefully we’re successful with this and make it part of the annual evaluation? It could be baked into the annual evaluation.”

Wray: “That’s correct.”

Stickrod: “I have a question about volunteers. Do we have quite a list?”

Painter: “No, mostly what happens is that they come in as community service. They’re here for this long.”

Wilson: “I was going to say we don’t have any volunteers if the first thing we do is make them leaf-blow the sidewalk.”

Painter: “No.

Laughter

Wray: “When Denise was here and whoever reported to Denise (Taenzler: “Ginny”) They had a slug of volunteers. My mother got a ten-year reward for ten years of volunteering. Shelby books. Maybe we need to get something like that going again somehow—”

Painter: “The libraries are like everybody else we’re not seeing volunteers.”

Wray: “I can tell you right now the way you approach people you scare them right off the bat. You’ve got to figure out a different approach. And you’re the one that’s got to figure out what you’re doing there. Because you come on too strong a lot of times that instantly people are stepping back. Somehow, you’ve got to figure out not coming on near as strong as you do.”

Painter: “Do I do that to you guys? Do I do that here? When do you see me do that? I would love an example.”

Hines: “Sometimes I feel like you start to defend yourself before we’re finished talking. I do get that sometimes.”

Taenzler: “I agree.”

Hines: “But I’ve never had you come on too strong to me. But I do sometimes get the feeling you need to wait for the person to completely... and also it is hard not to get defensive sometimes but all of us have room for improvement. Most places where I worked that was part of the evaluation. In what ways can the person improve. I admit, I didn’t particularly care to be told what I needed to improve upon, but it did make me look at it and try to do better so—”

Painter: “I love this library. I want this to be a fantastic fun place for everybody, patrons, and staff as well. Anything I can do to fix this. And that’s what I’m a little frustrated with Lily’s letter. She says toxic environment...Gosh if I could have an example of what it is that’s causing the problem. I could go hey I can see a

pattern and then I could stop it. But just to say that we're toxic is so broad that I'm not really sure—"

Wray: "One of the ways that would really help you is if Dave come in and you went up to him and instead of the approach the way you do a lot of times start out, "Hi, how are you today, Dave? Get a smile on his face—"

Hines: "Can you introduce board members to the library staff, Tara? You know when they come in or is that... That probably might not be as productive I guess."

Painter: "I've got the Iowa State Library, so I don't know what I'm supposed to do(Hines: "Yeah.") because they say... basically their idea is there should be no interaction between the board and staff. That is their idea.—"

Hines: "To be fair there is a mystique when people say so and so is on the board of trustees. There is that gap there that people do put in so people can be a little intimidated about a *board member*."

Painter: "And you have to realize to that part of our conversation every staff meeting is how are you applying the board-approved policies? It's baked in as our foundation that what we do is something you guys have vetted and that is a bible. So, I think you talk about that aura that may be part of that. You guys have been part of these things over time."

Taenzler: "I think you need to reevaluate your absences. Share with the staff. I'm going to be gone three hours to the city hall. I'm going to the board of supervisors meeting—"

Painter: "Staff, I do. But it was always my secretary knew where I was."

Taenzler: "She claimed she didn't."

Hines: "But Tara I think I mean I understand where you're coming from there, but I think that puts you a little separate from the staff. I think you are the leader, you are the head, and you want to have that kind of a team aspect."

Painter: "I thought like what I was doing I was saying I trust you guys to run the library and what you're saying is more like I'm more important outside the library—"

Hines: "I don't know about that so much, but it does create a distance between... I think you want to develop a more of a team type—"

Painter: "Yeah."

Hines: "Approach. That's just my opinion."

Wray: "Your meetings at schools with kids. Who do you meet with when you go?"

Painter: "Well we haven't done it in a while, in fact we were going to reach out this week. What we do... we've only been going, it was before Covid. We would go to Northeast, and we'd do a presentation in the library. They'd bring in different classes and we'd do about four to six presentations depending. My previous children's librarians did not want to do that presentation, so I did, but this children's librarian is all gung-ho, so she goes. If she wants me to be there for support, I go, but that's her decision. She's fabulous. I just leave it to her. What she thinks is best. But it's kind of nice for her. We've done a tag team thing

where she will talk about summer reading, and I will talk about libraries and library cards—”

Wray: “Maybe some of the other people like your administrative assistant could be trained to do a little bit of that and use Sam. Maybe even train somebody else that can go to the schools so that you don’t have to be the one that’s gone all the time.”

Painter: “Right. Right. The only time I go now is if Sam had said I need you for this. Last night was the Festival for the Young Child. I used to always have to go and support the staff person. She said I think I’ve got this. That was great. I was at city council otherwise I would have been at the festival. I was at city council until nine. I will have to say honestly most of my employees do not like to do programs. They don’t like to get in front of audiences. And the secretary spends a lot of time covering the circulation desks—”

Wray: “It’s not like whether I like to do it or not, it’s part of my job—”

Painter: “No. Job descriptions are really clear. The three librarians are the ones who do programming. And everybody else, they’re supposed to cover their desks so they can go do that. (Wray: “Okay.”) It’s baked in. Like I said—”

Wray: “The adult librarian and the children’s librarian—”

Painter: “And the genealogy. He’s been warming up. He’s been nervous, but he’s going to be doing some programming in the fall.”

Wray: “Okay.”

Painter: “And I didn’t even have to bring it up. He said I think I’m ready—”

Wray: “When you can do some things like that it would keep you in the library more because we’ve just had so many complaints that you’re never here. Now, unfortunately, I’ve never been involved. Any time I’ve ever wanted you I’ve always been able to get—”

Painter: “I think they don’t realize how many hours I work. I come in on Saturdays—”

Taenzler: “That’s your job, Tara.”

Painter: “Yeah, but I’m here. That’s what I’m saying. I’m not not here.”

Taenzler: “I’ve come in and asked, is Tara here? No. When will she be back? I don’t know.”

Painter: “Well I can start making sure everybody has—”

Taenzler: “Every boss I’ve had has told me when they’re leaving and when they’ll be back.”

Painter: “Well I’ve told them when I’m leaving and when I expect to be back. Because I want to make sure they’re not sending phone calls to my phone when I’m not there and they don’t realize it. But I don’t necessarily go to every single employee. I do let the adult services people know.”

Wray: “Well for them maybe that’s—”

Hines: “Maybe there’s a board or a communications board where you can just write down, I’ll be here or something. I don’t know.”

Wray: “Like I said earlier about my job. I didn’t have a choice to say no I can’t come over. I have to find somebody.”

Painter: “Well one of the things we’re going to be able to see too. I forgot. I was doing my comp time. I just started doing it the last pay period. What I’m doing is when I have overtime, I’m booking it in there. I’m trying to get it used the same pay period, but we will be able to see exactly what that looks like because I had seven hours of overtime banked and I used it when I was in Ohio. And then I come here yesterday, and I earned three more, so I understand anybody’s frustration when they want me here and I’m not here. I have the same frustration when I’m looking for an employee and they’re gone. Oh darn, I can’t solve this problem right now. But I will absolutely be really clear about where I’m at and why. Maybe make some kind of a board or something. I’ll think about that.”

Taenzler: “Just communicate.”

Painter: “I can like a chalkboard or a whiteboard or something. Just say this is my schedule. Oh, so during staff meeting we always say so and so’s got this program and so and so’s got this program. We can add in Tara’s got these meetings. We can do it on a weekly basis. Yeah, that works.”

Wray: “I think we’ve toured this evasion apart long enough. It’s time to move on and check the changes in thirty days. Now the next thing—”

Hines: “Oh, Bob, as secretary I just want to clarify so the motion was a probationary period of six months with an evaluation every thirty days. Is that correct?”

Wray: “Yeah.”

Hines: “And the motion was made by Barb and seconded by you? Did we do a roll call vote? I think I interrupted you before we did a roll call vote. And I apologize. That’s one of the things I need to improve on.”

Wray: “It passed. Unanimous.”

Hines: “Okay. I’ll note it as a roll call vote. All ayes.0 Nays.”

Wilson: “Is it possible that we get the agenda for the staff meeting that you do?”

Painter: “Sure.”

Wilson: “Just so we know what the topics are at that staff meeting.”

Painter: “Absolutely. So, one of the things like if we were talking about policy tonight, tomorrow’s staff meeting it would be on that agenda. Mostly what we talk about is getting everybody prepared for like early out Wednesday today. Make those plans around especially when we’re short staffed. They really are a challenge.”

Wilson: “I will say I’ve had some people message me and tell me they’re kind of chaotic.”

Painter: They are. We try to keep the chaos down here as much as we can, but they do roam the whole building. But one of the nice things is this year, this calendar year, this scholastic year, we haven’t had to kick anybody out. We’ve had a couple get close—”

Wilson: “One of the kids told me they were kicked out.”

Painter: “Well I wasn’t the one who kicked them out.”

Wray: “I haven’t heard any complaints this year.”

Painter: “This year we have systematically (not sure what she said after that)

Taenzler: “Are we ready to adjourn?”

Hines: “We have a couple more things on the agenda. We have to vote for Vice-President, and Droppett, and Chapter 4.”

Wray: “I’m changing that a little bit.”

Hines: “Oh, okay.”

Wray: “It is with a heavy heart and a lot of thinking. Right now, the way my health is going I have to step down. I have to get off the board. Angie already knows it and I’ve given her a name or two. I have hopes of getting my health straightened back out, but I’m still going to be around if you have any questions about anything. I plan on just walking through the place fairly frequently—”

Painter: “I want to say I’m going to miss you.”

Hines: “Me too, Bob, and I think you’ve gone beyond and above serving on the board and going through chemo and back operations. I certainly understand even though we’ll miss you.”

Wray: “I really. In fact, I was even debating tonight about not doing it. So, we need to elect a president instead of a vice-president.”

Painter: “I don’t think we can. It’s not on the agenda. But we can go ahead and decide who we officially want to vote for next time.”

Wray: “I thought we elected Kate a month ago.”

Painter: “Oh, darn, is that a holdover from the last one? Oops, because I copy the previous agenda when I make the new one. Okay.”

Wray: “So she would be the one to take over. You’ve got my numbers.”

Wilson: “I do.”

Painter: “So we do need to elect a vice-president.”

Wray: “I’m sure not running off on this. I’ve been a part of this place since 1952. And I’m still going to be around, and I have hopes that I’m back in this chair again.”

Taenzler: “You’ve been great with the city council, the city attorney. You talked to the plumber. That has been above and beyond.”

Wray: “I spent the whole time you was out having fun (laughter) I’ve spent two or three days on absolutely nothing but this place—”

Taenzler: “You’ve got to think of yourself.”

After some confusion on the secretary’s part, it was confirmed that Wilson moved up to President. Taenzler nominated Stickrod for Vice-President. 2nd by Wilson. The vote was unanimous. Stickrod elected Vice-President.

Taenzler: “Now can we adjourn?”

Hines: “We need a motion.”

Painter asked if the book memorial donation form was okay.

Taenzler: "I think there needs to be some changes."

Painter: "Just to be clear anyone can come in and say I want this particular book and this is how much and this is to help people who don't want to commit that kind of time and they just want to make a memorial and it's pretty darn close to the expenses."

Wray: "If I get the time in the next day or two, I'll come in and we'll look that over."

Taenzler: "If you had a full staff and one person to do that. Not you. Maybe you can select the book but the rest of it one person could do it."

Wilson: "Can you print the stickers in house?"

Painter: "The situation was I'll be honest this is one of the jobs Lily really hated. The administrative office does it so between my assistant and I, I don't dress the book or anything, but we make the decision what who's going to, She would make the stickers. She would make the list because we're working on getting it to the paper.

Taenzler: "And the funeral home."

Painter: "I have to ask you how that works because I've never done that."

Wray: "Do you have any James Patterson?"

Painter: It's not super new it's from February. But yes so, the memorials are handled by the administrative office and then we have paperwork that goes into it so Jeremy knows to put it in the catalog and when that paperwork comes back to us we know it's been processed. There's a process around that which is pretty smooth. But Barb I have to ask you how did we find out what funeral home? Because—

Taenzler: "You get the notices on the door."

Painter: We don't always get... Well Google will be our friend."

Wilson: "But maybe... There needs to be a question on there."

Painter: "See it isn't. The only question we have on here is who do we send the note to and the family member. This was supposed to be everything that we got."

Taenzler: "I didn't know about general homes here."

Painter: Yes, but we'll get them from people that you know—"

Wilson: "Or maybe it's a question of do you want this sent because it says please send publication to the Glenwood Opinion Tribune, yes or no."

Painter: "So what is the information that would be sent to the Funeral Home?"

Taenzler: "The donor. In memory of Grandpa George. From Mr. and Mrs."

Wilson: Glenwood Public Library memorial—"

Painter: "So we have to get that done before the funeral?"

Taenzler: "Yes."

Painter: "We get a lot of donations that occur after this so then—"

Wilson: "That would have your hand—"

Painter: "Right so this is new process for me. I'm just trying to make sure I understand. So basically this kind of information we would be sending to the funeral home?"

Taenzler: “Just the bare minimum.”

Painter: “Yeah well you know I'll probably just see if I can't talk to Scott and if he is familiar with that—”

Wilson: “It's very simple.”

Painter: “How he wants—”

Wilson: “To public library—”

Painter: “So how—”

Taenzler: “In honor—”

Painter: “I'll talk to general host but how do I get to the ??? e-mail so this is... Well, we'll figure it out. I'll find out but as far as I knew this form encompassed everything we needed to do.”

Taenzler: “I've never seen that form. I have never used it.”

Painter: “This is the one we always see I didn't make that form I inherited that so like I said this is not a thing most libraries do so this is not a process I was part of.”

Wilson: “I just think it makes us special like it—”

Painter: “No, you know I've had people tell me you shouldn't do that. I'm like I'm going to keep doing it. You're wrong. It is an important part of our community, but it is challenging.”

Wilson: “Yeah. Okay, so are the stickers printed here?”

Painter: “Correct.”

Wilson: “Okay so everything's just done in the building. It's just a matter of—”

Painter: “So one of the things that is the most tricky is getting the right book. It's because you can't just put a memorial on any old book. Some of them would be rude some of them would be you know you have to be careful what the book is. We've got plenty of books that people aren't going to want memorials on but they still want the book in the library. And that can slow down the process. A lot. Waiting for that right book to come in. My favorite thing to do is put it on the popular authors so people can see and would be reminded of that person. But there's only so many popular authors.”

Wray: “One of this series I'd buy all of them for you. I don't know which one it is. Do you need any John Sanford or JD Robb books?”

Painter: “We get those when we order. We do not miss a book.”

Wray: “I've got a brand new, two brand new in depth books. The last two out.”

Taenzler: “I just read JD Robb—”

Wilson: “Tara do you ever...because I buy a lot of the new like new young adult books like that Target always has and I know that we don't have them because I buy them. Would that be something that the library would put on the shelf, or no?” **Painter:** “Yes YA is one of the ones it's hard for us to keep up with.”

Wilson: “Is like Lauren Lane like all of those.”

Painter: “Absolutely. Oh, Christina Lauren actually classified her in Adult.”

Wilson: “we have some yeah I mean I have a lot of adult but I have some Young Adult. Typically, if it comes out at Target or something buy it like now.”

Painter: “No we want YA and what happens with YA is Sam evaluates .and it's her decision whether we add or not.”

Taenzler: “I donate a lot of new books.”

Wilson: “Yeah I buy ones that I know that we don't have.”

Painter: “She'll be super excited about that. Our problem is always about space and the nice thing about YA sells very quickly so the fresh ones are what we need. And we typically do a big buy right before summer reading because I remember shootout for YA.”

Wilson: “Maybe this is something I need to talk to you about a little bit. I talked to Tara a couple weeks ago about Friends of the Library and I've been doing research on the library. And I don't know, I don't think we should change the name of it is because of the national organization. I started looking it up and going through all that and then I started going to other libraries.” (John popped in to tell Tara he was leaving a few lights on upstairs) “and like from some of the other libraries that I figured out because like ours was like \$10 a year or \$100 for life, but some of the other libraries have like different levels, and that makes sense. So, it's like \$10 a *Grand* \$25 for a *Supporter* so \$50 we'd consider family, \$100 for *Platinum* \$500 for *Life*. If we could get that out to businesses and somehow, I would like posted like the inner of the friends of the library where it's like these are our life members. Like do it you know if Jim Hughes wanted to become a *Life* member and cuts a \$500 check.”

Taenzler: “It was very sad to see the end of the Friends of the Library.”

Wilson: “It's going to come back.”

Taenzler: “It started back in 1980.”

Wilson: “We're going to pretend like it didn't even stop.”

Taenzler: “Yeah but I think that our ages, we're eighties, nineties. We're tired. And so—”

Wilson: “And my sister's a friend of the Council Bluffs Public Library and I talked to her. She does all the fundraisers for the one night and everything. And I've been talking to other people. Like what do you think would be like a good friends of the library fundraiser? And actually, I was told like doing a book sale at the farmers market like if we could get a farmers market booth like I know the library has one.”

Painter: “We do.”

Wilson: “But if we did like a used book tent where like the Friends of the Library sat and sold books for a dollar or two dollars and just put books out there.”

Painter: “I don't know how they're doing it this year. There's a new person in charge at the extension, but what they normally do is they have a not-for-profit space, but you have to share it with.”

Wilson: “Because I saw something where they put out there like if you are a club or something we will let you have a free booth every once in a while and I'm like Okay, but then that would have to be something where we have to ask for donations for books to sell.”

Painter: “The problem always is where are we going to keep the books?”

Wilson: “Oh dude, I have that. I have a whole thing—”

Taenzler: “All those boxes sitting up there by the checkout. I told John you should have a sale. No, he didn't want to do sales, so—”

Painter: “Yeah but we don't have a place to store them and then we don't have a place to then have the sale. We talked about that. Because they used to do their sale at Keg Creek Days and once that stopped, we tried doing it in the library a couple of years but it just didn't get any traction.”

Wilson: “Is Jen and is she also like one of the cool people at cultivate community. She was kind of close end of everything yeah and she's like I can get you a spot at cultivate community and you can sell whatever you want there for the Friends of the Library. Like I don't care. You just tell me what you want to do and I'll make it happen. But I told her that she was going to basically kind of run the fundraising part of Friends. So, I've been in the works on some things so I'm just kind of trying to wrap it around with the idea of trying to get businesses to become Friends rather than just individuals and basically anyone family. I have family that I'm like guess who's a Friend of the Library? You. Yeah, that's kind of what I do. I tell them and then they give me money. I have a big family so—”

Painter: “That's fabulous.”

Wilson: So yeah, there's anybody who comes to you and says something you can give them my e-mail and we can start putting something together.”

Painter: “So one of the things that happens several people from the old Friends group so I thought the smart thing to do if you did have Sybil send out when you do have your first meeting send that notice out to all the old Friends, so they know when that was. But hopefully they don't feel like they have to come but just like they're welcome.”

Wilson: “One other thing that I talked about is like doing a book club for kids like here's the book we're going to do if you want your kid to be in the book club we'll meet three Wednesdays in June at the park and we'll have a book club on it. Just because I mean I do that with the kids anyways so it's like why not make it a Friends of the Library thing.”

Painter: “You're awesome.”

Wilson: “Brainstorming.”

Taenzler: “Ready to wrap up?”

Wray: “Yes I am.”

2. **Motion to Return to Open Session:** N/A
3. **Possible Action Item From Closed Session:** N/A
4. **Vote for Vice President:** See entry above
5. **Droppett:** Not discussed
6. **Iowa Library Trustees Handbook – Chapter 4:** Not discussed.

Questions and Comments:

There being no further business to come before the board, a motion to adjourn was made by Wilson, 2nd by Stickrod. All ayes. Motion carried. Meeting adjourned at 7:05 p.m.

Debra Hines, Secretary

Bob Wray, President