



Annapolis Valley Regional Library

Regular Board Meeting
Thursday, April 21, 2022
6:00 p.m. - 8:00 p.m.
Online Meeting

Minutes

PRESENT: Janet Ness, Jane Bustin, Alex Morrison, Gillian Yorke, Jill Cox, Pat Power, Emily Lutz [left meeting at 7:00pm], Lesley MacDonald, Bob Morton, Ann-Marie Mathieu, Angela Reynolds.

REGRETS:

1. Call to order

Janet Ness called the meeting to order at 6:02pm. We have much to celebrate today - The official launch of the Same Page project, and a visit from AVRL's representative on the Interagency Advisory Committee on Library Accessibility [IACLA], Alnoor Rajan Talwar.

2. Guests/Presentations

Ann-Marie introduced AVRL's representative on the IACLA, Alnoor Rajan Talwar, and provided a brief introduction. Alnoor is an otherwise able-bodied author, educator and activist residing in Bridgetown. He is an enthusiastic volunteer, tutoring EAL to adults and new immigrants as a volunteer with The Valley Learning Centres. He is on the board for Mountains and Meadows Care Group, a member of the Bridgetown Lions Club and an activist for Accessibility and Inclusivity. Before Covid, he hosted two international students and conducted EAL classes at the Bridgetown Regional Community School for International students. An accomplished writer, he is the author of:

1. Unanswered Questions and Unquestioned Answers - A collection of soulful poetry;

2. I Have Good News and Bad News - The roller coaster of life; and
3. The Dances of Life - More Unanswered Questions and Unquestioned Answers - Poetry for a Better World.

Alnoor has been an enthusiastic member of the IACLA, and assisted with the accessibility audits completed thus far. Alnoor has graciously agreed to continue on as AVRIL's representative.

Angela Reynolds was also welcomed to the meeting.

3. Approval of Agenda

Item 8.4 CCTH Business Plan 2022-2023 was added to the agenda.

MOTION: To approve the agenda as amended.

MOVED BY: Gillian Yorke SECONDED BY: Emily Lutz CARRIED

4. Approval of Minutes of the Previous Meetings

4.1 Minutes from the February 17, 2022 Meeting

MOTION: To accept the minutes of the February 17, 2022 regular Board Meeting as presented.

MOVED BY: Lesley MacDonald SECONDED BY: Emily Lutz CARRIED

4.2 Minutes from the March 15, 2022 Special Board Meeting [Accessibility Plan]

MOTION: To accept the minutes of the March 15, 2022 Special Board Meeting as presented.

MOVED BY: Jill Cox SECONDED BY: Bob Morton CARRIED

5. Correspondence and Communications

5.1 Received:

5.1.1 Letter from CCTH Minister Pat Dunn re: \$7,950 [Moving Through: Fall Series]

5.1.2 Letter from CCTH Minister Pat Dunn re: \$4,600 [See Library Project]

5.1.3 Email notice of \$12,000 to support Teen Zone programming

5.2 Sent:

None sent.

MOTION: To accept the correspondence.

MOVED BY: Gillian Yorke SECONDED BY: Emily Lutz CARRIED

6. Business Arising from the Previous Meeting:

6.1 IACLA Plan

Ann-Marie reported that Colchester East Hants Public Libraries had completed a legal review of the IACLA Plan. A few minor edits were recommended. The IACLA met on April 20th, 2022 to discuss these edits, and the group unanimously agreed to these revisions. The group agreed that these revisions strengthened the document for both the employer and employees.

MOTION: To accept the updated IACLA Plan as per the recommendation from the committee.

MOVED BY: Lesley MacDonald SECONDED BY: Emily Lutz CARRIED

The Plan will be made available to the public shortly. The committee is currently having the document made "machine readable". Alnoor shared that serving on the committee had been a wonderful experience.

7. Committee Reports

7.1 Executive Committee, Janet Ness (Vice-Chair):

7.1.1 March 17th, 2022 Meeting

The Executive Committee met to review the Mandatory Vaccination Policy [JHR-0065] in response to the Provincial Government lifting the mandatory vaccination policy for most government employees [specifically the Education Sector]. The Executive gave the CEO the authority to return non-compliant employees to the workplace.

7.1.2 March 29th, 2022 Meeting

Ann-Marie advised the Board that AVRL had been under invoiced by the Town of Berwick for the monthly rental rate from the beginning of the Lease Agreement. That invoices have now been updated to reflect the language of the Lease Agreement.

7.2 Human Resources Committee, Jill Cox:

7.2.1 Mandatory Vaccination Policy [HR-0065]

MOTION: To rescind the Mandatory Vaccination Policy [HR-0065] effective immediately, to be in compliance with the expiration of the Health Protection Act.

MOVED BY: Jill Cox SECONDED BY: Lesley MacDonald CARRIED

7.3 Finance Committee, Lesley MacDonald (Treasurer):

7.3.1 Financial Statement - April 1, 2021 - March 31, 2022

The Financial Statement dated April 1, 2021 - March 31, 2022 was discussed. AVRL is in a very strong financial position.

7.3.2 Deferred Revenue Report for April 6, 2022

The deferred Revenue Report dated April 6, 2022 was discussed.

MOTION: To accept Financial Reports 7.3.1, 7.3.2 as presented.

MOVED BY: Lesley MacDonald SECONDED BY: Jane Bustin CARRIED

7.4 Advocacy and Development Committee, Janet Ness:

There was nothing to report. The Committee will focus on restarting their efforts in the summer through the lens of the CCTH Business Plan.

7.5 LBANS:

7.5.1 Report for the AVRL LBANS Representative:

Alex Morrison reported that LBANS had a good meeting in December 2021. LBANS has developed a Strategic Plan which will be adopted shortly. Alex has been invited to the CORL Meeting scheduled for April 29th, 2022 - at which he will share the LBANS Strategic Plan.

MOTION: To accept all other Committee Reports.

MOVED BY: Bob Morton SECONDED BY: Jill Cox CARRIED

8. Report from the Chief Executive Officer

8.1 Performance Indicators (Statistics):

The Performance Indicators for April 1, 2021 - January 31, 2022 were discussed. Circulation is up 24.12% year-over-year. Computer use and wireless use is up over 42% year-over-year. Recovery from the impact of the pandemic is well underway.

8.2 Update from the CEO:

Ann-Marie provided an update on CCTH Priorities and how library activities assist government in achieving their goals. Additionally, the areas of focus for the Acting CEO [May 27, 2022 - December 31, 2022] were presented and discussed.

8.3 Library Management Committee Report:

The Library Management Committee Report for April 21, 2022 was discussed. Of note, the Same Page project was launched today!

8.4 CCTH Business Plan 2022-2023:

The CCTH Business Plan 2022-2023 was shared with the Board.

MOTION: To accept the Chief Executive Officer Reports

MOVED: Bob Morton SECONDED BY: Gillian Yorke CARRIED

9. New Business:

There was no new business.

10. Member Reports (Roundtable)

This was a slightly different roundtable - members were asked to comment on Ann-Marie as this is her last "official" meeting with the AVRL.

- ✓ Janet Ness: "Ann-Marie, I want to say thank you. Keep the date - May 26th for a celebration. It has been such a pleasure having you guiding us through these Board meetings, and the challenge of COVID. Working relationships and taking care of the Boards business, so open and exemplary. We are going to miss you".
- ✓ Alex Morrison: "Ann-Marie provided wise and smart counsel, not all of which I followed, but every bit of which I appreciated. Formula to show appreciation - thank you."
- ✓ Jill Cox: "I have felt that we were so fortunate that you agreed to come. So many trials to deal with, and you overcame those, won over the staff, wealth of knowledge to guide initiatives. You will be a tough act to follow."
- ✓ Gillian Yorke: "Seeing you in your role, the way you advocate for staff and the public, I'm honoured to have been able to work with you in this role".
- ✓ Lesley MacDonald: "I echo Jill and Pat. How far you've taken us. We've come a long way. It's a more respectful workplace. We're progressive. I'm proud to be part of this organization and I give you full credit. You've been creative and particularly with problem solving.
- ✓ Pat Power: "I'd like to thank Ann-Marie for always being prepared and providing information to the Board. I'm going to miss hearing her sing".
- ✓ Jane Bustin: "I was in awe of you, going through every single policy. I'm proud of our accomplishments. As someone from Berwick, I'm not saying goodbye. The little personal things like the Christmas party meant so much. You helped us

through extremely challenging time. Professionalism and experience, I'm thrilled that I have had a chance to work with you".

- ✓ Bob Morton: I've been a couple of years sitting on this Board through COVID, and you never falter. Watching you lead, your passion for people is evident".
- ✓ Ann-Marie Mathieu: "My turn! AVRIL is a team and that is our strength. AVRIL is the best Board ever. It's been my honour to work for this library system. Coming to Nova Scotia was the best decision I ever made. I've thrived here. We've settled here. I work for a library system that I love. We're a team. I always knew that I could depend on the Board. We've worked through everything together and I have always felt supported by the Board. Janet is one of the top chairs in my experience. Thank you all for the kind words".

11. Next meeting:

The Annual General Meeting is scheduled for **Thursday, June 23, 2022 5:00pm** - at the Town of Berwick Office Council Chambers with ZOOM option. The regular meeting will follow the AGM.

12. Adjournment

MOTION: To adjourn the meeting at 8:00pm.

MOVED BY: Lesley SECONDED BY: Jill Cox CARRIED.

Prepared by Ann-Marie Mathieu
CEO/Secretary to the Board