

GENESEE DISTRICT LIBRARY BOARD MEETING
at
Genesee District Library Headquarters
5:30 p.m.
4195 W. Pasadena Ave
Flint, MI 48504
November 18, 2024
Minutes

- Call to Order: 5:30 p.m.
Present: Crites, Hostetler, Ryals-Massey, Steffey and Towarnicky.
Also Present: C. Stritmatter (Corporation Counsel), D. Conklin, and A. Goldyn. Public: T. Carlton and P. Johnson.
Absent: Barnes and Conerly-Moon.
Public Comments: None.
Approval of Consent Agenda: R. Crites moved to approve the consent agenda as presented. Motion supported by J. Steffey. Motion carried unanimously.
Board Development: C. Stritmatter had nothing to report.
D. Hostetler stated he recently attended an American Library Association webinar about banning books. He inquired if our policy states how long a book would be removed and D. Conklin stated it does not. L. Ryals-Massey inquired how D. Hostetler heard about the webinar and D. Hostetler replied that he is a member of the American Library Association and had received an email about it. L. Ryals-Massey stated she highly recommends that other Board Members attend these library related webinars whenever possible.
Corporation Counsel: Nothing to report.
GDL Foundation: Nothing to report.
Written Reports: D. Hostetler stated he saw a Michigan Library Association flyer announcing that former Genesee District Library employee R. Tackabury was named as the Director for the Imlay City Library. He continued to say that he was more impressed that D. Conklin was able to fill R. Tackabury's position so quickly from within the organization with K. Collins. D. Hostetler inquired about E. Kish and D. Conklin replied that she took a position at East Lansing Public Library. L. Ryals-Massey stated she is a strong advocate for promoting from within the organization, which is why professional and personal development are so important.
D. Hostetler stated he liked the Michigan Library Association conference report excerpts and was intrigued about Genesee District Library getting a mascot. D. Conklin stated that our Youth Services Library, A. Austermann, is very excited about it. D. Hostetler liked that J. Bias and N. Badgley want to create local history sections and the fact that it could lead to partnerships with local museums. D. Hostetler stated it sounded like it was a fabulous conference to attend. L. Ryals-Massey stated that she attended a previous

Written Reports
(continued):

Michigan Library Association conference and learned a lot about the various things libraries around the state offer. L. Ryals-Massey stated she first spotted the mommy and me computer station at that conference and thought it would be a great addition to have at our Grand Blanc location. She stated that if anyone gets the opportunity to attend a future Michigan Library Association conference, to please do so. D. Conklin stated that the Library would pay for the conference costs.

J. Towarnicky inquired about health insurance being required as part of the new Earned Sick Time Act. D. Conklin replied health insurance is not a requirement of the new act. D. Hostetler inquired if there will be a monetary impact to the Library and D. Conklin replied it will not because employees cannot cash out the time when they resign.

L. Ryals-Massey stated that hopefully the air purifiers at each of the branches will help during the winter season.

L. Ryals-Massey inquired if the roof at the Genesee-Johnson branch could be replaced in one day and D. Conklin replied it is a smaller branch so it should be completed in one day.

L. Ryals-Massey asked for clarification about the recabling project on why D. Conklin stated it is taking longer than expected. D. Conklin stated that the company handling the project has been working on the smaller branches only on the days that they are closed. D. Conklin stated that it will take multiple days to do the larger branches, which will need to be closed during that time. He continued to say that he is working with K. Flynn to ensure that there are no programs scheduled for those days to be least disruptive for patrons.

L. Ryals-Massey stated that she is pleased with the progress for the Black History Month Brunch. She also stated that she attended an event at Motherly Intersession and had contact information to pass along to K. Flynn for a wonderful jazz band that we could possibly schedule in the future.

L. Ryals-Massey stated she was surprised with the number of nominations for honorees for the annual Black History Month Brunch. D. Conklin replied that there were thirty seven nominations. L. Ryals-Massey stated that since the Brunch will be entering its 25th year, she would like to see some changes and add more pizzaz to the event.

L. Ryals-Massey stated that the individuals that stole the HVAC system coils from the Burton Memorial location are probably the same ones that stole from her church, which is close to that branch.

L. Ryals-Massey inquired about the patron that fell in the parking lot at the Montrose branch tripped on debris. She also inquired if the parking lots are regularly swept. D. Conklin stated that he has never been to a branch that had trash or debris in the parking lot. He continued to state that he believes that it may have been due to a medical or physical issue.

L. Ryals-Massey inquired about the exit interviews and having a common thread for the recent employee turnover. D. Conklin stated that T. Sumpter, the Human Resources Manager, handles the exit interviews and keeps track of the departure reasons. He stated that T. Sumpter has not brought forward any common issues or concerns about the departures. L. Ryals-Massey stated that we must be training them very well and everyone else wants to steal them from us.

D. Hostetler inquired if the bump in the September spending was due to the extra payment to reduce the pension liability and A. Goldyn replied it was.

Written Reports
(continued):

L. Ryals-Massey inquired if the payment to WJRT was for the Brunch and if we have a contract or if they are on retainer. A. Goldyn stated that K. Flynn is in charge of the advertising. D. Conklin stated that K. Flynn is given an annual advertising budget and she decides when and where to run the advertising. L. Ryals-Massey inquired if there was anything out of the ordinary and A. Goldyn replied there is not.

L. Ryals-Massey inquired how many credit cards the Library has and A. Goldyn replied two.

L. Ryals-Massey inquired about a payment to All American Entertainment and A. Goldyn replied it is a deposit for the Brunch entertainment.

Monthly Statistics:

L. Ryals-Massey stated the summary works very well.

Finance Committee:

R. Crites stated a meeting was held earlier to review the 2025 budget and will be discussed under New Business.

Personnel/Policy
Committee:

D. Hostetler stated it would be handled under the New Business topic.

2025 Budget:

R. Crites stated that A. Goldyn thoroughly explained the 2025 budget earlier today. D. Hostetler commented that the increase percentages seem to be inline with previous increases. A. Goldyn stated that the increases have been fairly consistent from year to year. R. Crites moved to approve 2025 revenue and expenditures budget as presented. Motion supported by J. Steffey. Roll call: ayes – Crites, Hostetler, Ryals-Massey, Steffey and Towarnicky; nays – none.

GDL Board By-Law
Revisions:

D. Hostetler stated that work on the revisions began pre-Covid and there were a lot of inconsistencies in the By-Laws. He stated that the Committee did their best to rectify it and added a section about Board development. D. Hostetler moved to approve the Board By-Laws revision as presented. Motion supported by J. Towarnicky. Roll call: ayes – Crites, Hostetler, Ryals-Massey, Steffey and Towarnicky; nays – none.

Closed Session:

J. Towarnicky moved to enter closed session at 6:17 pm to review and discuss a legal opinion from Corporation Counsel. Motion supported R. Crites. Roll call: ayes – Crites, Hostetler, Ryals-Massey, Steffey and Towarnicky; nays – none.

Open Session:

R. Crites moved to return to open session at 6:49 pm. Motion supported by D. Hostetler. Roll call: ayes – Crites, Hostetler, Ryals-Massey, Steffey and Towarnicky; nays – none.

Strategic Plan
Progress:

D. Conklin stated that the current strategic plan is coming to an end and the group is currently working on a new plan. He stated that he did lose two key employees from the group. He stated that there will be three surveys going out and then they will compile the data. He hopes to have something for the Board to review at the March 2025 meeting. D. Hostetler inquired if an outside firm was helping with the strategic plan process and D. Conklin replied there is not.

D. Conklin reviewed the highlights of the strategic plan presentation that was recently given to the Genesee County Board of Commissioners and to Grand Blanc Township.

L. Ryals-Massey stated that when he gives these presentations to the founding entities, she would like D. Conklin to add the attendance records of their Library Board appointees. D. Conklin stated he can provide it to the entities after our November meeting each year.

- Board Comments:
- D. Hostetler stated that the timeline for the Director’s evaluation process has changed. He stated the forms are available and can be completed right now. He stated that ideally he would like the completed forms back by the end of November, but the deadline will be December 15. He stated that in December the forms will be compiled and will be discussed with D. Conklin prior to the January Board meeting. He stated that the completed forms can be mailed via USPS, emailed, or dropped off at the Headquarters in a sealed envelope to T. Sumpter’s attention.
 - J. Towarnicky saw a desk with a bicycle attached at a library in Europe.
 - L. Ryals-Massey stated that R. Speed, who served on the Black History Month Brunch committee for many years, recently passed away. She stated that she attended the funeral service on behalf of the Genesee District Library. She stated that there is now a vacancy on the Brunch committee if anyone is interested.
 - L. Ryals-Massey inquired about the partnership with Motherly Intercession. D. Conklin stated that we had given them items that we could, but they also wanted computers, which we could not provide. He stated that we offered to help them write grants, but they did not reach out for help.
 - L. Ryals-Massey inquired if we are still doing outreach at the juvenile facility down the street and D. Conklin replied that A. Austermann has not had a chance to work with them yet.
- Adjournment: 7:11 pm.