



## CEO Report – November 2022

Although the past six weeks have been difficult for both staff and the public as we settle into new routines and spaces, we remain confident that we can continue to deliver excellent library services. The closure of Mill Street library on October 9<sup>th</sup> required many abrupt changes including new schedules, procedures, and venues. The public struggled with the sudden changes to the venues for programs and the loss of access to the downtown library. Staff are finding their way amidst all the changes – and both public and staff are keen to be on the other side of this much needed renovation.

As part of the new strategic plan, monthly reporting options will be explored and the presentation this month offers a high-level progress indicator by objective (last month updates were presented by action items). The colour coded indicators reflect the following: Green = progress achieved; Orange = some movement; Red = little or no movement towards successful operational achievement of the objective.

Figure 1: Strategic Plan Action Updates

Strategic Direction: CONNECT			PROGRESS INDICATOR
Goal 1: Build community by connecting people to inspire learning & personal growth			
Actions 1-2	Objective A	Champion Inclusivity and promote community cultural expression.	Green
Actions 3-4	Objective B	Enhance existing partnerships and develop new alliances.	Orange
Actions 5-6	Objective C	Expand opportunities for social interactions	Green
Goal 2: Uphold equitable access to information and services in a safe and welcoming environment			
Actions 7-9	Objective D	Offer collections, programs and services that are responsive to community needs and interests	Green
Actions 10-13	Objective E	Support formal and informal learning and literacy development for all ages	Green
Action 14	Objective F	Encourage civic engagement and create pathways for access to community services	Orange
Strategic Direction: DISCOVER			
Goal 3: Ignite curiosity with innovative technology			
Actions 15-16	Objective G	Invest in tools and technology for hands on learning	Red
Action 17	Objective H	Create programming to teach digital literacy, spark creativity and encourage experimentation	Red
Action 18-19	Objective I	Design a makerspace with a digital media lab	Red
Goal 4: Design welcoming and accessible spaces to inspire discovery			
Action 20-22	Objective J	Modernize spaces to be flexible for group and individual learning	Green
Action 23-25	Objective K	Plan for future library expansion in alignment with community growth	Orange
Action 26	Objective L	Provide an opportunity to borrow a greater variety of items including technology	Red
Strategic Direction: SOAR			
Goal 5: Cultivate a workplace culture that fosters creativity and innovation			
Action 27-31	Objective M	Support continuous learning and implement a training strategy to develop skills	Green
Action 32-35	Objective N	Strong, effective governance will guide our actions with an emphasis on fiscal accountability and environmental sustainability	Green
Goal 6: Promote awareness and visibility of the library and its role in the community			
Action 36-37	Objective O	Develop a plan to promote library services and their power to enrich and transform lives	Orange
Action 38-39	Objective P	Explore new service delivery options to bring the library into neighbourhoods	Red
Action 40-41	Objective Q	Seek opportunities to connect with the community where they are	Green

## Makerspace:

Unfortunately, due to a number of delays the 2022 target date for this initiative will not be achievable. Lack of space and staff capacity have contributed to these delays.

## Community Use and Circulation:

October statistics reflect a slight reduction (not uncommon for this time of year) in circulation of physical items and a slight increase in the use of digital materials. The expectation is that this trend will likely continue through the end of this year. One positive measure is the increase to the number of active memberships – up 25% since January.

Figure 2: LSI: Member Activity

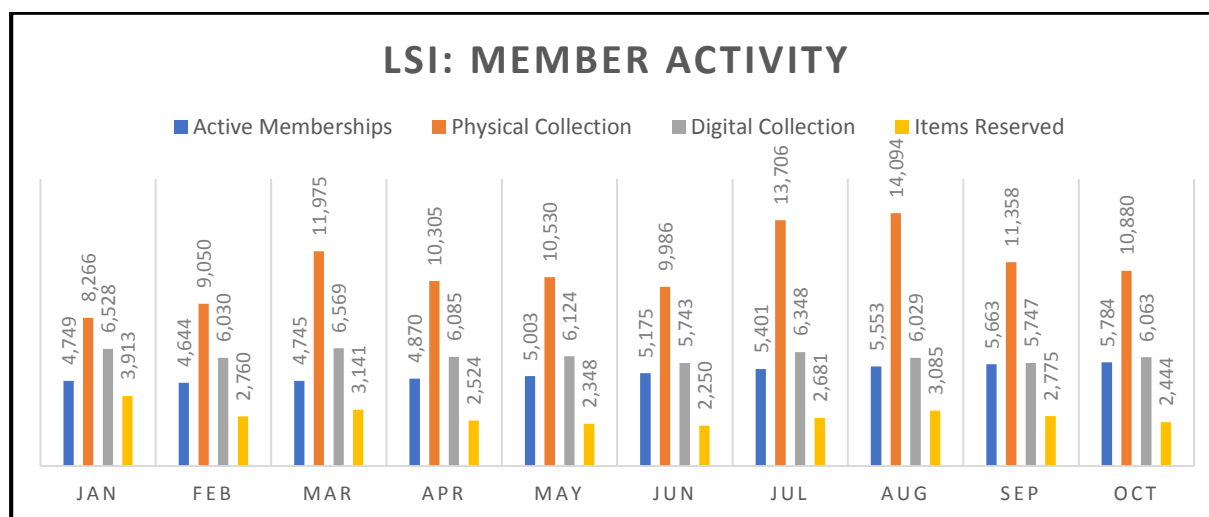
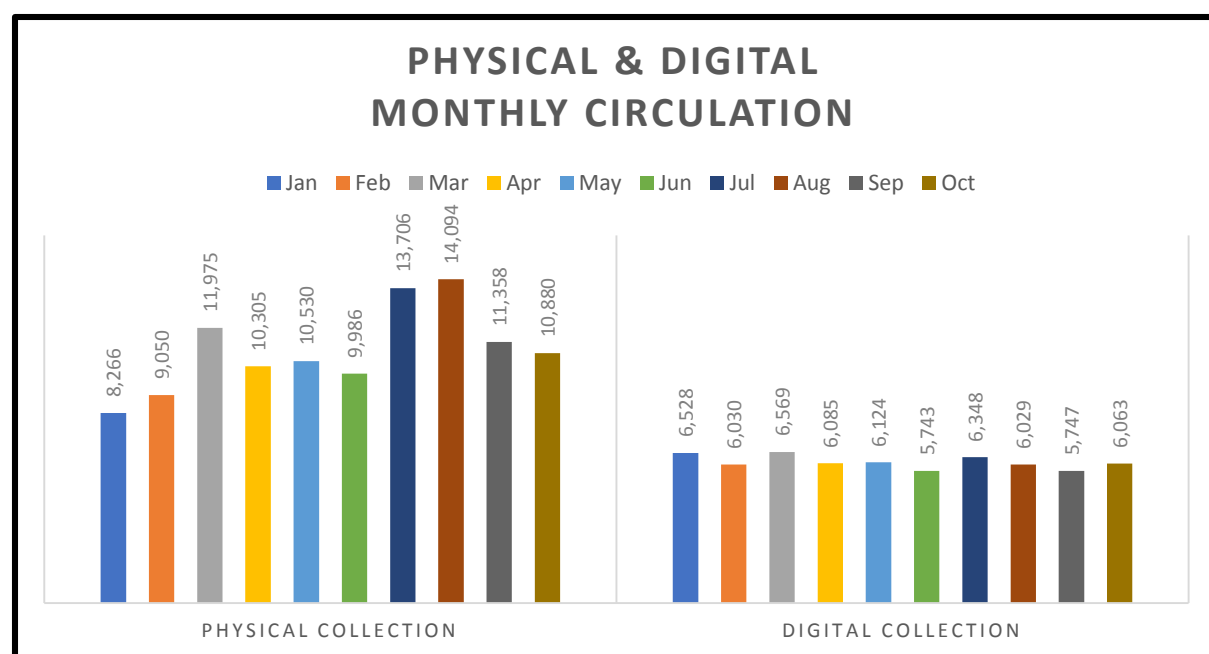


Figure 3: Monthly Circulation



## Ontario Library Association (OLA)

### OLA Super Conference 2023

The theme this year is '**Walking in two worlds**'. It will be a hybrid conference with the in-person portion held in Toronto the first week of February 2023. Registration opens this month. Board bootcamp to be offered virtually on Saturday, February 4, 2023.

## Federation of Ontario Public Libraries (FOPL)

The province posted its proposed regulations under the **Strong Mayors, Building Homes** Act for consultation. FOPL and OLA created a brief joint response to this consultation. Of particular interest is some further clarification around the authority to hire or dismiss heads of municipal divisions. The Act states that statutory positions are excluded. While it does not reference the Public Libraries Act by name, the Act includes broader language that encompasses any such Acts/positions not specifically identified. Our brief focused on the PLA and that public library CEOs are clearly captured within the list of statutory positions and the risk of municipal governments not understanding this statutory relationship. The brief has been included as information item 5.3.

FOPL is committed to supporting libraries by providing access to information for libraries. Currently they are rallying interested libraries to form a consortium to purchase demographic information from Environics. Orangeville has committed to participating and remains hopeful that this opportunity will come to fruition (dependent on a minimum number of libraries participating). **Spotlight** provides population and consumer data that is affordable for smaller library systems. It is a paired down version of the flagship Envision tool, with the aim to make the most crucial demographic, segmentation, and consumption data available to smaller organizations at a more affordable price point.

Library systems can benefit from Spotlight by:

- Clearly understanding the populations within catchment areas of the branches that serve them
- Become more strategic in actioning on programming and services by system and by branch
- Empowering decision-making through clear empirical data

## Canadian Federation of Library Associations (CFLA)

The Canadian Federation of Library Associations (CFLA) has sent an open letter to federal Cabinet Ministers calling on their support for the **full public release of outstanding residential school records** currently being withheld by the Catholic Church and other orders of government. See information item #XX for the news statement issued September 29<sup>th</sup>.

## Ontario Library Services (OLS)

Typical Week Survey: Staff have selected the week of November 20 to 27 as the time period to collect information required for the Typical Week Survey of Public Use. Results are submitted as part of the annual survey of Ontario Public Libraries.

OLS has announced that work has begun on the Valuing Ontario Libraries Toolkit project. The Toolkit will provide a process for measuring and quantifying the true economic impact and value of funds invested in Ontario Public Libraries. Throughout 2022/23 the former Valuing Northern Libraries Toolkit will be overhauled and updated to offer a provincial lens and application. This project will be led by the OLS in consultation with the NORDIK Institute and a steering committee of public libraries from across the province.

#### Facilities:

Now that elections are over the library is able to settle in more permanently to the Train Station satellite location at 49 Town Line. Furniture, equipment, and supplies continue to arrive, health and safety measures and staff procedures have been developed. New books and interlibrary loans will be processed at this temporary location.

#### Public Services:

On November 14, staff gathered in the Banquet Hall at Tony Rose Arena for a full day of professional development. Timing of the final Grow, Learn and Develop at the Library (i.e., G.L.A.D. day) of the year was awkward for the public but much needed for staff. The timelines and workload of the closure/move caused some confusion and unfortunately communication was less than ideal.

#### Poppy Project:

This community engagement project began in the spring. The library worked with local community champion Laura Austin and Barry Kimber, President of the Orangeville Legion. We exceeded our target of 2022 handmade poppies by 50%. “The community engagement has been incredible. We will be well over our target!”- Laura Austin. More than 3,200 poppies were affectionately created and donated.

The Library was the natural partner in the community engagement project as we connect people to discover new ways to come together as a community - solidarity in respect for those who have served, those who are serving their county now to soar to new heights.

Roger Community Channel filmed both the community volunteers attaching the poppies to the panels and the installation of the panels on the clock tower – all to be used as part of their Remembrance Day Program. Click [here](#) to watch the video.



#### Council Update

Library board vice-chair 2018-2022 term, Lisa Post will take the oath of office becoming the head of council at the inaugural meeting of the 2022-2026 council scheduled to take

place on November 21; later that week as part of the new council orientation the library will deliver a short presentation following the board meeting.

With respect to appointment to the library board, OLS reminds us:

1. Library boards in Ontario do not appoint their own replacements
2. Appointments are made by municipal or county council
3. Current board members must apply to be re-appointed
4. Current board members sit on the board until the next board is appointed

### Renovation Update

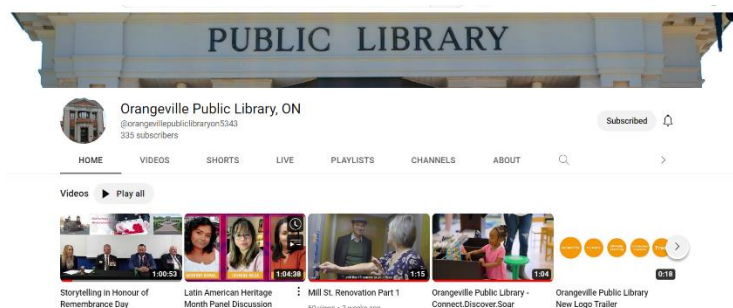
Project manager, Mark Hicks is working with Orion Construction and Management who are in the demolition phase of the project. As with all projects and especially with old buildings, plans and designs are most vulnerable to change in this phase.

Regular updates will be shared on the [Mill Reno](#) website.

### Programming:

Missed a program? A recording may be available. A gentle reminder that videos are available through the [Library YouTube channel](#).

Recently posted: Storytelling in Honour of Remembrance Day



The Orange thREADs Book Club provided their annual donation of knitted items to Family Transition Place on November 15. Kelly from FTP was delighted to receive the donation from the group.



### Up and coming

- The annual [Words the Orangeville Way \(WOW\)](#) literary event will be held at Town Hall on Sunday, November 27, 2 p.m. start, featuring authors Eva Jurczyk, Carol Newall, and Hugh Brewster, illustrator Laurie McGaw, and moderator Bernadette Hardaker
- November is a [Make a Will Month](#), and the library is working with the Ontario Bar Association and the Orangeville Seniors Centre to provide an information session on Thursday, November 24 at 1 p.m. at 26 Bythia Street
- [Queer Village Book Club](#) takes place Thursday, November 24 at the Alder Recreation Centre at 7 p.m. featuring the book Cloud Atlas by David Mitchell
- [Check it Out Book Club](#) takes places Wednesday, November 30 at the Alder Recreation Centre at 7 p.m. featuring the book The Pilgrimage of Harold Fry by Rachel Joyce
- The [Teen Advisory Group](#) (TAG) will be hosting a Teen Trivia Night: Disney Edition on Thursday, December 1 at the Alder Recreation Centre for teens ages 13-17
- [Stories with Santa](#) will take place on Friday, December 2 at 10:30 a.m. in the Alder Street Recreation Centre Atrium