

Alpine Public Library, Board of Directors Meeting Minutes

AEP Foundation Multipurpose Room

January 13, 2022

5:30 p.m.

Mission: The Alpine Public Library works to build community, encourage literacy, and promote lifelong learning. We endeavor to create and maintain a welcoming facility with relevant and enriching resources that connect our diverse and geographically remote area to the world.

Vision: The Alpine Public Library envisions a future in which individuals and families are engaged, lifelong learners.

Members present: Linda Bryant; Amelie Urbanczyk; Bernadette Devine, John Roe, Chris Ruggia, Ellen Ruggia, Jaime Escuder, Betsy Evans, Kathy Donnell, Ellen Ruggia, Executive Director Don Wetterauer.
Absent: Mike Pallanez; Martin Sandate

The meeting was called to order by Linda Bryant at 5:30 p.m.

- A. **Changes to agenda**- no changes
- B. **Announcements** - no announcements
- C. **Introduction of guests** - Jim Robertson sat in as a potential future board member
- D. **Minutes** from 11/11/21, approved unanimously
- E. **Consent Agenda**- approved unanimously
- F. **Ongoing Business** —
 1. Capital Campaign - contractor from EP called and wants to bid, bringing the number to 3 bidders on the project
 2. Silent Auction - 2nd hardest event in terms of work due to small space and complexity; \$23973.00 at the time of meeting; most \$\$ made without live auction component; BD says “walkaway” was a good idea; looking for a new facility for next year
 3. Director’s salary
 1. 2019 decision -LB asked how we can reach our goal to raise salaries; CR said we need to raise more money and suggested we make “staff funding” an agenda item in Ongoing Business every month; JE suggested letting folks running for County Judge know that library funding is an important issue; CE suggested looking into grants that would cover operating costs; CR is looking into another possible grant.
 2. Qualified staffing, retention and attraction - DW wants a committee that addresses staffing and staff retention; LB said morale is high but salaries are low, so the committee is very important.
 3. Future directors - LB and DW reminded the board that a future director will need to be paid more and the board needs to address this before it becomes a reality.
 4. Funding separation - LB, DW, JR spoke on the separation between operating budget, the Capital Campaign, and the \$300K preservation in Charles Schwabb.
 5. Expiring Memberships - LB reported that Lee Smiths term has expired and expressed hope that Jim Robertson would join the board; Cynthia Salas has removed herself from the board effective immediately.

G. New business

1. Committee Reports - LB wants moved that we begin to ask certain committees to give reports at a given meeting, stating that they will be notified prior to the meeting when they are to present; LB asked JE to give report on Board Development next month.

2. Budget discussion and approval - audit cost is \$7900; APL will be billed again in the fall, so the budget will reflect this change but it is not different monetarily; CR thinks an increase in marketing will help, as well as resuming special events, and give the possibility to exceed the budget income; JR weighed in on budget expectations (audio unclear on Zoom); budget unanimously passed.

3. Committee assignments; LB consolidated some of the committees but added Staff Retention Committee; Income Generating Committee - BD will step off committee when she moves in the summer, CR and ER will serve on this committee (discussion of American Legion fish fry; if we sell 500 tickets we could make \$2500; we'll be given a date when the board decides; BD suggested advertising at the hotels if it will be in March/Spring Break); CR suggested sharing Fundraising and Income Generating Committee between FAPL and the board; Improvement and Retention Committee will form to discuss how to manage the goal of raised salaries, etc. by 2025, 2030, into the future, how to retain a good staff; BE feels she would be better suited to this committee than the one she currently serves on; LB asked that board members let her know if they want to change their assigned committee.

4. JE's proposal re: board policy change toward member absences: CR asks for clarification about number of absences, JE says he thinks there should be more than 3 so he opted for 5, LB suggests 4; a discussion ensued about removing "excused" absences out of the wording; CR moved to accept JE's proposal with the removal of the excused absence wording; JE feels making the removal of a board member after a certain number of absences automatic deprives the board of authority over members; BD expressed concerns that as a small community we risk ruffling feathers and feel uncomfortable with removing members by vote, would prefer that it is automatic according to absences rules; ER feels that JE's idea is more sensitive because it allows for discussion and communication; JE feels that allowing for communication/vote gives the member in question an opportunity to ask themselves "Why am I on the board?"; motion was made to accept JE's wording minus "excused" absence portion; motion was seconded and approved as new policy.

5. Friends Report: new executive committee; CR (new president) wants to work on the customer relations side of things; he suggests scrutinizing a list of supporters to determine who would be a good fit for certain small jobs associated with Friend's tasks and events, with the hope of generating a new generation of interested volunteers to serve the library; Talented Alpine Stars will replace Dancing with Alpine Stars to reflect the introduction of different acts, with the tagline "Get Your Act Together", suggested by Kathy Bork.

Next meeting announced: February 10, 2022, at 5:30

Meeting adjourned at 6:41PM

Respectfully submitted,

Amelie Urbanczyk, secretary
2022 APL Board of Directors