

**Board of Trustees  
Regular Meeting  
March 21, 2022—4:00pm  
Zoom Meeting**

**Present:**

Fred Colby  
Amanda Quijano  
Corey Radman  
Matt Schild  
Becki Schulz  
Joe Wise

**Absent:**

**Staff:**

Xochil Arellano  
Katie Auman  
Laura Carter  
Annaclaire Crumpton  
Ken Draves  
Mark Huber  
Angela Kettle  
Diane Lapierre  
Cynthia Langren  
Amy Lyons

Eileen McCluskey  
Irene Romsa  
Ludy Rueda  
Rob Stansbury  
Sabrina Stromnes

**Guests:**

Beth Dauer, Legal  
Valerie Thomas, Denison  
Molly Thompson, FRCC

**I. CALL TO ORDER AND DECLARATION OF QUORUM**

President Colby called the meeting to order at 4:01 p.m. and declared a quorum present.

**II. AGENDA REVIEW**

Add under New Business: Future Board Meetings, make decision, in-person or not?

Add under Announcements: Proclamation for Trustee Quijano

**III. PUBLIC COMMENT:**

None

**IV. APPROVAL OF MINUTES – February 14, 2022, Regular Board Meeting**

*There was a motion by Trustee Schild to approve the minutes as presented. Trustee Schulz seconded the motion which passed unanimously, 6 – 0.*

## V. REPORTS

a. **Director's Report –Diane Lapierre**

Executive Director Lapierre spoke about the Strategic Plan timeline and the various phases involved with it.

Phase 1: Internal timeline for the Strategic Plan (Jan – March)

Phase 2: Board and staff engagement (April and May)

Phase 3: Community Engagement (June - August)

Phase 4: Synthesis (September and October)

Phase 5: Finalize – board approve in November, launch and celebrate staff recognition event

There was a discussion about the EDI Coordinator and the duties that position will be responsible for. Trustee Wise noted that it is very important that we make sure we measure the results/impacts this position has so we can ensure a good return on our investment.

Trustee wise also noted that as part of the board's agreement to approve the position, was that it would be a part-time contractual. Executive Director Lapierre pointed out that contractual positions aren't attractive to candidates which is why it's still being discussed at the HR level.

b. **Financial Report –Amy Lyons**

The report was accepted as presented. ***There was a motion to accept the Financial Report as presented by Trustee Quijano. Vice president Schild seconded the motion which carried unanimously, 6 – 0.***

c. **Legal Status Report –Elizabeth Dauer**

Ms. Dauer had nothing to add to the written report. The report was accepted as presented.

d. **Marketing Strategy Overview – Auman**

Communications Manager Auman shared customer engagement data from our OrangeBoy system: market reach, active cardholders, new cardholder retention, gain/loss index, and Net Promoter Score

She noted that the most current report reflects our Q4 2021 statistics and shows that Poudre Libraries is outperforming other libraries of similar size and budget in terms of customer engagement. Our report shows positive gains in the past year as we move out of the pandemic. We still have some of the lasting effects from the pandemic, but the data suggests that what we are doing as a library district is working to bring people back.

We still have work to do to re-engage our community, but as we continue to resume key library services and extend our marketing reach, we can hope to see even more positive increases during 2022.

**e. Statistical Report**

Nothing to report except that the format will be different starting next month.

**VI. OLD BUSINESS**

**a. Recruitment and Selection of New Trustees – *Auman***

Communications Manager Auman reported that everything is going according to schedule. There were 35 applications submitted. Six interviews will be conducted on March 29<sup>th</sup> that Ms. Lapierre and President Colby will be present for. The interview team will select two new members from the pool of six. The new members will be able to attend the April 11 board meeting.

**VII. NEW BUSINESS**

**a. Denison Cultural Survey Report – *Stromnes & Thomas***

Ms. Thomas reported on the focus groups that were held. She went over:

- Key Themes – Culture and EDI
- Recommendations for Action
  - Leadership Development
  - Mindset Workshop
  - Coordination & Integration

President Colby thanked Ms. Thomas for the report and indicated that the board would like more details, more data, not just an overview. In other words, the board would like to know what exactly was driving the earlier reports. Then the board can be supportive of moving forward.

After more discussion, it was agreed that President Colby, Ms. Stromnes, Ms. Thomas, and Executive Director Lapierre will meet to talk further about what exactly the board wants to know from the report and focus group discussions.

**b. Board Strategy Workshop – *Lapierre, Schulz, and Radman***

Board accelerator – Executive Director Lapierre shared the draft agenda on her screen for discussion. Overall, the board is happy with the agenda as it stands so far.

**c. Future BOT Meetings – In-person or virtual?**

President Colby asked the board members if they are ready to go back to in-person meetings starting in April. After a brief discussion, it was agreed to offer a hybrid meeting so people can join virtually if that's what they're more comfortable with.

## **VIII. ANNOUNCEMENTS**

### **a. Friends of the Library Update – *Colby***

- Book sale April 22-24 at Harmony coming up.
- They're excited about the new space at the OTL.

### **b. Library Trust Update – *Radman***

- Decided to use \$9975 to go to document scanning stations at the libraries and expressed a big thank you to IT Manager Mark Huber and his team for all their assistance on this.
- They approved the 2022 budget.
- Open invitation to join the Trust at any time.

### **c. Proclamation for Trustee Quijano**

President Colby read aloud the proclamation and thanked outgoing member Quijano for her years of service to the board and the community.

## **IX. ADJOURNMENT**

There being no other business before the board, the meeting adjourned at 6:01 p.m.