

Executive Director's Report

ADMINISTRATION

By David Slivken

Changes in eMedia Access

Recent decisions by large book publishers to limit library access to eBooks and eAudiobooks is of major concern to us at the Library District. Here what is happening and how Poudre River Public Library District is responding.

Digital checkouts are growing in popularity, not just here at Poudre River Public Library District, but at libraries across the country. In 2018, 20 percent of the items borrowed from the Library District were digital checkouts directly to electronic devices. This represents an increase over previous years and is consistent with expanding interest and ease-of-access to digital materials.

Unfortunately, major publishing houses have recently changed how libraries can purchase and deliver digital content. These changes will particularly affect our tech-savvy library users.

Publishers have launched new policies that will dramatically cut eBook and eAudiobook borrowing for all libraries, regardless of library system size or location. Most troubling of these new models is Macmillan's policy – which only applies to libraries and not to online retailers. It's an "embargo" that means fewer opportunities for you to access certain eBooks and eAudiobooks, and which will certainly result in longer wait lists.

Under the new model, the Library District may purchase just one digital copy of each new title released to make available to the community. The District may then purchase additional digital copies of that title eight weeks later but with limited two-year access. Other major publishers have also imposed a two-year access limits for digital titles, though they have not implemented an embargo.

These new policies also come with huge price increases for libraries. Digital licensing rights do not allow libraries to take sole ownership of a title as is done with a printed item. Publishers typically charge libraries several times the retail price for digital formats, and now there is the additional requirement for libraries to re-purchase digital titles every two years. We anticipate that the changes in licensing models will further stretch our collection budget, resulting in fewer copies of many titles and longer hold periods.

The bottom line: Limiting access to new titles for libraries means limiting access for readers. Access to eBooks and eAudiobooks through libraries must not be denied or delayed.

Poudre River Public Library District is joining other libraries and library associations to speak up for access and to request changes to these new policies that will satisfy publishers and their authors, while also enabling libraries to continue to equitably serve their communities. I will provide more information as updates develop.

Presentation to Fort Collins City Council

I gave a brief presentation to the Fort Collins City Council at their August 20th council meeting. Though only allowed 10 minutes, I was able to tell our story and share our vision effectively in a short power point presentation. The Council and City Manager Darin Atteberry expressed great appreciation for the contribution the Library makes to the community and they also gave a special shout-out to Sarah Scobey.

COMMUNICATIONS

By Paula Watson-Lakamp

- Completed monthly/weekly goals of Communication Plan
- Organized, managed and supervised all graphic design work for the District
- Worked with OrangeBoy on dashboard and Savannah messaging ... waiting for new “Market Watch”
- Worked on new social media promotions and platforms including “The River’s Mouth” blog
- Worked with local and regional media on various stories
- Continued work on Strategic Plan Marketing strategies
- 2019 Summer Reading Challenge – A Universe of Stories -done!
- Project manager for Strategic Planning process, finalizing customer print of strategic plan
- Finalizing Colorado Gives information for Library Trust
- Promotion of September Library Card Sign up Month
- Continuing Book Fest organizing
- August Comic Con - **\$26,000 raised!!!**

HUMAN RESOURCES

HR Manager:

By Sabrina Strømnes

- Participated in Employer’s Council Library HR Roundtable meeting.
- Attended Employer’s Council Employer’s Summit.
- Attended Design Advisory Group kick-off meeting.
- Attended Volunteer Appreciation event.
- Continued work on compensation/market study.
- Continued work on policy review and updates.

Recruitment *by Cynthia Langren*

- ❖ New Postings
 - Assistant Circulation Supervisor, part-time Classified at Harmony Library (HL)
 - Assistant Circulation Supervisor Substitute, not filled yet
 - Circulation Aides, part-time hourly at all three libraries & Midtown Interlibrary Loan Department
 - Library Aide, part-time Classified at Council Tree Library (CTL)
- ❖ Hires
 - Library Assistant Deidre Hand at Old Town Library (OTL)
 - Circulation Aide Leah Baechle, part-time hourly at OTL
 - Circulation Aide Christie Stein, part-time hourly at HL
 - Circulation Aide Althea Disse, part-time hourly at CTL
- ❖ Promotions/Location Changes
 - CTL Library Assistant Meg Schiel, assumed open Library Assistant position at OTL
 - OTL Circulation Aide Erin Walters hired for part-time classified Library Assistant position at CTL
 - CTL Circulation Aide Courtney Hensel hired as Circulation Aide in the Interlibrary Loan department at Midtown

- Harmony Library Circulation Aide Emily McCarthy hired for part-time classified Assistant Circulation Supervisor position at Harmony Library
- HL Admin Specialist Gayle Brakefield transferred to the Outreach Department in new role as a Homebound Services Assistant
- ❖ Terms
 - Council Tree Library Circulation Specialist, part-time hourly
 - Outreach Library Assistant, part-time classified
 - Outreach Library Assistant, part-time hourly
 - Harmony Library Circulation Aide, part-time hourly
 - Assistant Circulation Supervisor, part-time classified
- Ongoing:
 - ❖ Employee relations issues
 - ❖ Performance management
 - ❖ Employee questions and support
 - ❖ On/offboarding
 - ❖ Manager/Supervisor questions and support
 - ❖ Manage Workers' Compensation
 - ❖ Assist employees with FML, STD, LTD, Non-FML medical leave
 - ❖ Manage/support Volunteer Program Manager
 - ❖ Liaison between City of Fort Collins HR, Payroll, Benefits and Learning

Volunteer Program Manager:

By Audrey Glasebrook

- Interviewed 14 volunteer candidates, and placed them in volunteer roles.
- Posted staff volunteer requests in Volgistics and sent out opportunity emails to all volunteers, including the Fort Collins Book Fest, and computer classes for September-December.
- Collected hours from 186 library and FOL volunteers who served in June.
- Sent out and collected paperwork for Book Fest 2019 talent, and met with planning committee. Coordinated with authors/speakers to arrange travel and schedule.
- Nominated volunteer Kathy Murphy for “Volunteer of the Year” award through the Retired and Senior Volunteer Program of Larimer County. She didn’t win, but she was recognized at the RSVP Impact & Award breakfast event on August 20th.
- Met with City of Fort Collins to plan for Diversity, Equity, and Inclusion offerings for DOVIA.
- Completed Active Shooter training at Old Town Library.
- Briefly presented new library internship program structure and processes to the leadership team.
- Hosted successful Volunteer Appreciation event at the movies on Saturday, August 17th!

OUTREACH SERVICES

By Johanna Ulloa Girón

Inclusive!

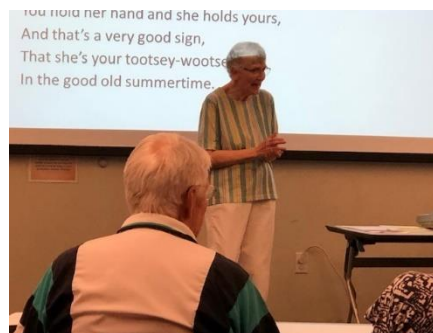
We hosted a panel on Appreciation Vs. Appropriation concerning Dia de los Muertos. The discussion centered on the experience Latinx with this tradition, as well the expertise of professionals in the area of multicultural programming. We received great feedback, including “Thank you for opening the space to hear the dialog we heard today. I appreciate that people—and cultures—come at the question of appreciation v appropriation differently, and that the shared bottom line is respect, humility and radical inclusion. I hope that is not too simplistic.” Ludy Rueda and Jimena Bretón then presented the data gathered from the community charla on Dia de los Muertos.



Innovate!

“Musical memories are often preserved in Alzheimer's disease because key brain areas linked to musical memory are relatively undamaged by the disease.” mayoclinic.org

One of our goals in the Lifetime Enrichment programs, co-lead by Andrea Scandrett of Dementia Friendly Communities and Sylvia Garcia, is to capitalize on what strengths our participants retain and hopefully do so in a joyful manner. This month Esther Parsons, Choir Director for the Ft. Collins Okay Chorale taught us singing techniques and led us in singing some oldies but goodies.



Learn and Discover!

This month started off with Leah Weatherman attending the UNIDOSUS annual conference where she had the opportunity to learn from leading experts on education, technology, housing and policy trends with regards to the Latinx population in the United States.



Outreach registered over 800 participants and provided Storytimes and Makerspaces to up to 16 groups on a weekly basis during the Summer Reading Challenge.



Meet and Collaborate!

Invited by the Colorado Trust, as part of the Fort Collins Thoughts Partners, Johanna Ulloa Girón attended the training Radical Dharma. The training centered on community practices that aligned with supporting marginalized communities.

COUNCIL TREE LIBRARY HIGHLIGHTS

By Currie Meyer

Hostile Intruder Training

August 13: Fort Collins Police Services and SWAT Team Leader Gar Haugo provided insights and context to the Library's Hostile Intruder protocols. Officer Haugo and I worked together to plan the hour-long presentation, which included statistics, strategies and building awareness training.

Welcome New Library Assistant Erin Walters

Aug 26: We are excited to welcome Erin Walters to the CTL team! The hiring committee selected Erin from a pool of more than 30 highly qualified applicants. She brings a solid knowledge of customer service, library organization, knowledge of books, authors and technology, and speaks Spanish.

Children's Services Librarian Amy Holzworth reports:

- Storytime to nearly 100 people at Lee Martinez Farm (August 2nd) as a presenter for one of their "Milk and Cookies" story times.
- Spent the morning of August 16th at the Denver Public Library Central location to meet and greet over 60 performers, artists, and authors about their "product" and will bring information

from this to both Learning Organization and Programming Team colleagues. I also observed toddler storytime in their fun storytime room!

- Training Library Assistants, Ashley Byers and Cindy Burkhart on storytime planning and presentation.
- Represented the Library District at Traut Elementary School's Back to School Night on August 29.



Teen Services Librarian Jenny Thurman provided a report on Summer Reading Junior Volunteers:

- Between May 31st and August 8th, 27 Junior Volunteers donated nearly 300 hours of their time.
- Junior Volunteers are in grades 6, 7, 8, and 9.
- Together they work in small groups to assist with story times and other family programs.
- The highlight for most Junior Volunteers is wearing the mascot costume and receiving hugs from children.
- Junior Volunteers were rewarded with an



after-hours pizza and ice cream party at Council Tree Library on August 11th.

HARMONY LIBRARY HIGHLIGHTS

By Ken Draves

Summer Outdoor Programs

"Harmony on the Green" concert, August 2, with Chris Daniels & the Kings, had about 132 people in attendance enjoying the evening and the music.

Business Services Molly Thompson reports:

- Worked with 13 business clients in Northern Colorado throughout August. Many of the people are interested in starting various consulting businesses.
- Met with librarian Ian Holmes and a financial advisor from Canvas Credit Union to plan investments classes that we are offering at the Library from Jan.-April 2020.
- Collaborated with a SBDC consultant and Ian Holmes on an inventors' panel program that we are planning on having at Innosphere in January 2020.
- Attended the *Grow with Google* workshops for small businesses in Greeley.

Nonprofit Services Sarah Scobey reports:

Approached by the Community Foundation of Northern Colorado to co-host two social media classes for nonprofits. The classes will be taught by Digital Workshop and paid for by the Community Foundation. The Library District will handle the registration and provide the space, we'll be hosting at Harmony Library. The classes are to help nonprofits prepare their marketing strategy for Colorado Gives Day.

September 23, 2-4 PM, Tips and tricks for non-profits to grow on social media October 10, 2-4, Setting up Business Manager for social media advertising (focused on FB) These classes are free and will have applications for nonprofits beyond Colorado Gives Day.

Approached by the Foundation Center (Candid) to participate in Bohemian Foundation grant, Candid is preparing the grant. The grant is to increase our access level from "access" to "training." We would be the only training level FIN in the state. Starting in 2020 Candid would provide four half-day trainings in Fort Collins on grant writing, fundraising, and other highly requested topics. Part of the grant would include higher level training for me to be able to offer FDO trainings in 2021.

Facilitated the FoCo Nonprofit Networking Group meeting on August 28 where more than 30 were in attendance. Our featured guests were the Executive Directors of Animal House and the Fort Collins Cat Rescue to talk about their merger. Mergers are trending right now in the nonprofit sector.

Anne Macdonald reports:

The book festival is moving along--

- Contracted with 40 authors/speakers
- Increased workshops from 6 to 10 this year
- Two Spanish language sessions
- Four cooking demos
- Foodie Book Sale at Old Town Library (Friends of Poudre Libraries) All day Saturday
- Coordinating with Downtown Fort Collins Foodie Walk on Friday evening 5:00-8:00
- FoCo Writers Read (10 minute readings by local writers--back by popular demand) 11am-4:00 pm Saturday
- Poetry Readings on Friday Night (October 18) 7:30-8:00

We continue our valuable partnership with Larimer County Workforce and Economic Development Division--we held two workshops with them--Job Searching Strategies (August 15) and How to Make Your Resume ROAR (August 20) both of which draw from 15-25 people on a monthly basis.

Molly, Sarah, and I put out our fall Business, Nonprofit, and Jobs/Careers brochure.

OLD TOWN LIBRARY HIGHLIGHTS

By Eileen McCluskey

- Ian H. is continuing to plan and recruit volunteers for the November 2nd Repair Cafe at the Old Town Library. He is working with the City of Fort Collins to create a volunteer-driven event that promotes community building, waste diversion, and practical repair skills.
- Ian facilitated an annual meeting for the hourly substitute employees, where they discussed training opportunities, scheduling logistics, and gave feedback on a proposal to centralize library branch changes online in order to improve communication for hourly employees. The Library District's hourly employees are essential to the library's continuous operation and are integrated into our customer service model.
- Karen C. hosted the annual kick-off for the Old Town Library book club, with 30 people in attendance to confirm their book selections for the year.
- Kristen, Eileen, Sara N. and Karla conducted a digital literacy visioning session in order to update the mission and objectives of the program moving forward. The Library District's digital literacy program is in its tween years and our community's needs continue to shift and grow. The goal of the visioning session was to ensure that the library's digital literacy program continues to meet and exceed the expectations of the community we are serving now.

- Kristen completed the final drop-in coding class for tweens and passed it over to the teen librarians for the fall.
- Vicky closed out her successful Apollo 11 50th anniversary exhibit, facilitating an exhibit tour of the branches. We received so much positive feedback from this exhibit, which was a great effort by Vicky to implement, along with significant support from staff throughout the district. We are so grateful for this team effort, led by Vicky.
- Karla and Monique’s book bike initiative, supported through a 2018 Innovation Grant, resulted in 15 events, with 12 story times and 344 attendees. The total number of book bike customer contacts, which included SRC, giveaways, and general information is estimated at 550. This is in addition to the great work done by the Communications team to program the book bike at the CSU lagoon concerts and Open Streets. The DBA invited the book bike team to present at the Tiny Tot Halloween parade and a visit to the Murphy Center is in the works. The fun and outreach continues!
- Nicole B. hosted a Retro Gaming night and worked with the Teen Council to host an after-hours program, Inconceivable Great Games (and a movie).
- Old Town Library closed out the season as a host site for the Larimer County Food Bank’s food truck. Diane Matthews, Programs Coordinator for the Food Bank, sent this feedback: *“We loved being at the library. It was one of our more popular sites this summer. Thank you so much for hosting us.”*

Eileen’s Activities

- Met with Ripley Design and representatives from the City Parks and Forestry departments to discuss and coordinate plans related to the library plaza landscape refresh project.
- Continued communication with VFLA on lobby project.
- With Ian, toured the Creator Hub maker space to better understand their program and facility. It’s an amazing space that is community-driven and operated.
- Welcomed and trained two new Library Assistants, Meg Schiel and Deidre Hand. Conducted Person in Charge (PIC) training for new employees.
- Coordinated staff Active Shooter training with Gar Haugo from Fort Collins Police Services. Employee and customer safety is an ongoing, continuous improvement process and Sergeant Haugo’s expertise and tips were welcomed by the team. It resulted in more ideas for training and areas for improvement at OTL.