



LIBRARY BOARD'S AGENDA – AUGUST 22, 2022

Monday – 3:00 pm

HYBRID MEETING

NORTHSIDE LIBRARY (705 West Rio Rd. Charlottesville, VA 22901) or

[VIRTUAL via ZOOM](#) or

PHONE NUMBER 888 788 0099 (Toll Free)

(Webinar ID: 839 5028 6697)

3:00 p.m. Call to Order, Confirmation of Resolution Adopting Procedures for Public Meetings, & Disposition of the Minutes of the Previous Meeting

3:05 Announcements & Public Comments

***Please consider leaving public comment in advance by emailing remarks to director@jmrl.org to be read into the public record. Otherwise the comment period will be open via the above link and phone number, or physically in person.**

3:35 Trustee Continuing Education

1. NA

3:35 Committee Appointments and Reports

1. Policy Committee Report
2. Library Name Working Group Report

4:05 New Business

1. Library Board Self Evaluation
2. Potential Vote on Proposed Policy 1.211 (Remote Participation of Library Trustees)
3. Potential First Reading of Policy 4.235 (Suggestions and Complaints)
4. Potential First Reading of Policy 4.221 (Library Card Eligibility)

4:35 Old Business

1. Vote to Remove Policy 4.31 (Adult Programming and Reference Services Department)

4:45 Library Director's Report

4:50 Other Matters

4:55 Future Agenda Items

5:00 Proposed Adjournment



Jefferson-Madison Regional Library

201 East Market Street | Charlottesville, Virginia 22902 | (434) 979-7151 | FAX (434) 971-7035

DRAFT

MINUTES OF THE JULY 25, 2022 MEETING OF THE LIBRARY'S BOARD OF TRUSTEES

TRUSTEES PRESENT

President Tony Townsend (Albemarle) (virtual)
Meredith Cole (Charlottesville) (virtual)
Wendy Wheaton Craig (Louisa) (virtual)
Michael Powers (Albemarle) (virtual)

Vice President Aleta Childs (Nelson) (in person)
Martha Ledford (Greene) (virtual)
Thomas Unsworth (Albemarle) (virtual)

TRUSTEES ABSENT

Lisa Woolfork (Charlottesville)
Kathy Johnson Harris (Charlottesville)

OTHERS PRESENT

David Plunkett, Library Director (in person)
Ginny Reese, Staff Reporter & Greene Manager (in person)

Krista Farrell, Assistant Library Director (in person)
Kayla Payne, Collections & Technology Manage (virtual)

CALL TO ORDER & DISPOSITION OF THE MINUTES OF THE PREVIOUS MEETING

The regular monthly meeting of the Jefferson Madison Regional Library's (JMRL) Board of Trustees was convened **AS A HYBRID MEETING WITH SOME TRUSTEES PRESENT VIRTUALLY AND SOME PHYSICALLY CONGREGATED** on Monday, July 25, 2022 at 3:00 PM using videoconferencing software, at the Northside Library (705 W Rio Rd, Charlottesville, VA 22901). (A recording of the meeting is available at: https://www.youtube.com/watch?v=zdoGJA17_5I&t=55s.) Trustee Unsworth moved to accept the minutes for the June 27, 2022 Board Meeting. The motion passed unanimously.

ANNOUNCEMENTS AND PUBLIC COMMENTS

President Townsend welcomed Martha Ledford, the new Trustee from Greene County. President Townsend stated that Board Policy is to give public commenters five minutes each to speak. President Townsend also stated it is up to the jurisdictions, under the terms of the Regional Agreement, to decide what the Library's name is; the Board invites public comment on any subject, at any meeting, at any time. Nineteen public comments were made regarding the request to change the name of the Regional Library System.

TRUSTEE CONTINUING EDUCATION

NA

COMMITTEE APPOINTMENTS AND REPORTS

1. Policy Committee Report

The Policy Committee met mid July and discussed four policies: Policy 4.235 (Suggestions, Feedback, & Complaints), Policy 3.2 (Library Equipment Fund), Policy 4.221 (Library Card Eligibility), and Policy 4.31 (Adult Programming and Reference Services Department). Policy 4.235 will potentially be brought to the full Board for a first reading next month. The Policy Committee will wait to review Policy 3.2 until after the Regional Agreement has been reviewed. Trustee Powers stated that Policy 4.221 will need to incorporate the Teacher Cards Initiative going forward, but will also wait for revision until after the Regional Agreement review. Policy 4.31 is marked for potential removal under New Business. The Policy Committee also discussed whether Policy 1.261 (Public Comments at Library Board Meetings) needed to be reviewed to potentially clarify language. Director Plunkett stated that JMRL staff will be working on a Budget infographic handout to explain JMRL's Budgeting to members of the public and other stakeholders.

NEW BUSINESS

1. Board Committee Assignments for FY23

President Townsend announced the additions of Trustee Unsworth and Trustee Ledford to the Budget/Finance Committee, with Trustee Craig as the new chair. Trustee Unsworth will chair the Technology Committee. Trustee Childs was appointed to the 5-Year Plan Committee. Trustee Ledford was appointed to the Policy Committee.

2. Approval of ARPA and Friends Endowment Expenditures

Director Plunkett announced that contracts were signed regarding the exterior holds pickup lockers for JMRL. Director Plunkett stated that he is seeking a motion from the Board to authorize JMRL to spend up to \$95,616.30 on the exterior holds lockers, which will be fully reimbursed by the State Library Share of the American Rescue Protection Act (ARPA) and by the Friends of the Library Endowment Fund. Trustee Childs moved that the Board move forward with the expenditure. The motion passed unanimously.

3. First Reading for Removal of Policy 4.31 (Adult Programming and Reference Services Department)

President Townsend presented Policy 4.31 to the Board and noted that other JMRL Departments do not have specified policies and that Policy 4.31 may be redundant. Trustee Powers stated Policy 4.31 is more operational and procedural, rather than a policy. Policy 4.31 will be presented to the Board next month for a vote for removal.

OLD BUSINESS

1. Library Name Working Group Discussion

President Townsend discussed the potential creation of a Library Name Working Group and reiterated that it is not up to the Board to decide the name of the Regional Library system; it remains up to the jurisdictions. This Working Group would hear input from the public and other resources in the community, and then come back to the Board with a framework on how to move forward. President Townsend stated that Trustee Powers and Trustee Woolfork volunteered to be on this Working Group. Trustee Ledford moved to create a Library Name Working Group. The motion passed unanimously.

LIBRARY DIRECTOR'S REPORT

Director Plunkett reported that the Library created a Regional Library Name Feedback online submission form (www.jmrl.org/libraryname). Director Plunkett referenced a Daily Progress opinion piece regarding a group using Louisa County Library's meeting room after hours, who turned away a public attendee; JMRL will reach out to this group to ensure that they understand the parameters of JMRL's meeting room policy, stating that any further violation of the policy could result in the loss of meeting room use. JMRL's end of FY22 financials are still in the process of being completed. Director Plunkett reported that JMRL's FY22 checkouts were 1.6 million, which is 40% higher than last year. Digital circulation is now the second busiest "branch" at 341,000 items checked out, following Northside Library with 388,000 items. Summer Reading has 3,100 registrants so far this year, with 792,000 total minutes read (tracked through Beanstack), 2,678 prizes redeemed, and 1,016 completed challenges. Louisa County's new book return is up and running outside Louisa's local shopping center. Director Plunkett reminded the Board of the upcoming end to regular hybrid meetings and a return to in-person meetings with limited hybrid options.

OTHER MATTERS

NA

FUTURE AGENDA ITEMS

Possible future agenda items include a potential report from the Library Name Working Group, a second reading and potential vote for the removal of Policy 4.31 (Adult Programming and Reference Services Department), committee reports from the Policy Committee and the Technology Committee, and a potential Board Self Evaluation. The next Board Meeting will be August 22, 2022 at the Northside Library.

ADJOURNMENT

The meeting adjourned at 4:54pm.

Remote Participation Policy
Jefferson-Madison Regional Library

1. Applicability of Policy.

A. **Purposes.** Pursuant to *Virginia Code § 2.2-3708.3*, the following policy:

1. describes the circumstances under which an all-virtual public meeting and/or remote participation will be allowed and the process the Jefferson-Madison Regional Library (hereinafter “JMRL”) will use for making requests to use remote participation, approving or denying such requests, and creating a record of such requests; and
2. fixes the number of times remote participation for personal matters or all-virtual public meetings can be used per calendar year, not to exceed the limitations set forth in *Virginia Code § 2.2-3708.3(B)(4) and (C)(9)*.

B. **Application.** This policy will be applied strictly and uniformly, without exception, to the entire membership and without regard to the identity of the member(s) requesting remote participation or the matters that will be considered or voted on at the meeting.

2. Non-Emergency Individual Participation. Except as provided elsewhere in this policy, individual members may use remote participation instead of attending a public meeting in person only pursuant to and in compliance with the following rules:

A. **Grounds for Remote Participation; Advance Notice of the Chair.** Individual members may use remote participation instead of attending a public meeting in person if, in advance of the public meeting, the member notifies the Chair that:

1. **Personal Medical Condition.** The member has a temporary or permanent disability or other medical condition that prevents the member's physical attendance;
2. **Family Member’s Medical Condition.** A medical condition of a member of the member's family requires the member to provide care that prevents the member's physical attendance;
3. **Distant Meeting Location.** The member's principal residence is more than 60 miles from the meeting location identified in the required notice for such meeting; or
4. **Identified Personal Matter; Limitation on Use.** The member is unable to attend the meeting due to a personal matter (such as a family event or business commitment)

and identifies with specificity the nature of the personal matter. However, the member may not use remote participation due to personal matters more than two meetings per calendar year or 25 percent of the meetings held per calendar year rounded up to the next whole number, whichever is greater.

B. **Minutes.** If participation by a member through electronic communication means is approved by a quorum of the Library Board physically assembled pursuant to Paragraph 2, the JMRL shall record in its minutes the remote location from which the member participated; however, the remote location need not be open to the public and may be identified in the minutes by a general description.

1. **Medical Condition.** If participation is approved pursuant to Paragraphs 2(A)(1) or 2(A)(2), the JMRL shall also include in its minutes the fact that the member participated through electronic communication means due to a (i) temporary or permanent disability or other medical condition that prevented the member's physical attendance or (ii) family member's medical condition that required the member to provide care for such family member, thereby preventing the member's physical attendance.

2. **Distant Meeting Location.** If participation is approved pursuant to Paragraph 2(A)(3), the JMRL shall also include in its minutes the fact that the member participated through electronic communication means due to the distance between the member's principal residence and the meeting location.

3. **Identified Personal Matter.** If participation is approved pursuant to Paragraph 2(A)(4), the JMRL shall also include in its minutes the specific nature of the personal matter cited by the member.

4. **Disapproval.** If a member's participation from a remote location pursuant to Paragraph 2 is disapproved because such participation would violate this policy, such disapproval shall be recorded in the minutes with specificity.

C. **When Chair Requests to Participate Electronically.** In the event the Chair seeks to participate through electronic communication means from a remote location, the Chair must notify the Vice-Chair or other presiding officer and should notify the Secretary [or Clerk] on or before the day of the meeting.

D. **Audibility of Absent Member.** The Secretary [or Clerk] will arrange for the voice of the absent member to be heard by all persons in attendance at the meeting location. If, for any reason, the voice of the absent member cannot reasonably be heard, the meeting may continue without the participation of the absent member.

3. All-Virtual Public Meetings [NOT for use by Board of Supervisors, School Board, Planning Commissions, Architectural Review Board, or Board of Zoning Appeals]. Except as provided in Paragraph 4 below, the JMRL may hold all-virtual public meetings only (i) for regular and special

meetings deemed appropriate to be done virtually by the chair of the JMRL and (ii) pursuant to and in compliance with the following rules:

A. **Meeting Notice.** An indication of whether the meeting will be an in-person or all-virtual public meeting must be included in the required meeting notice along with a statement notifying the public that the method by which the JMRL chooses to meet shall not be changed unless the JMRL provides a new meeting notice in accordance with the provisions of *Virginia Code* § 2.2-3707;

B. **Public Access.** Public access to the all-virtual public meeting must be provided via electronic communication means;

C. **Member Audibility/Visibility.** The electronic communication means used must allow the public to hear all members of the JMRL participating in the all-virtual public meeting and, when audio-visual technology is available, to see the members of the JMRL as well;

D. **Contact for Transmission Failure.** A phone number or other live contact information must be provided to alert the JMRL if the audio or video transmission of the meeting provided by the JMRL fails, the JMRL must monitor such designated means of communication during the meeting, and the JMRL must take a recess until public access is restored if the transmission fails for the public;

E. **Meeting Materials.** A copy of the proposed agenda and all agenda packets and, unless exempt, all materials furnished to members of the JMRL for a meeting must be made available to the public in electronic format at the same time that such materials are provided to members of the JMRL;

F. **Public Comment.** The public must be afforded the opportunity to comment through electronic means, including by way of written comments, at those public meetings when public comment is customarily received;

G. **Multiple Members in a Single Location.** No more than two members of the JMRL may be together in any one remote location unless that remote location is open to the public to physically access it;

H. **Closed Sessions.** If a closed session is held during an all-virtual public meeting, transmission of the meeting to the public must resume before the JMRL votes to certify the closed meeting as required by *Virginia Code* § 2.2-3712(D);

I. **Number and Frequency of All-Virtual Meetings.** The JMRL may not convene an all-virtual public meeting (i) more than two times per calendar year or 25 percent of the meetings held per calendar year rounded up to the next whole number, whichever is greater, or (ii) consecutively with another all-virtual public meeting; and

J. **Minutes.** Minutes of all-virtual public meetings held by electronic communication means must be taken as required by *Virginia Code* § 2.2-3707 and must include the fact that the meeting was held by electronic communication means and the type of electronic communication means by which the meeting was held. If a member's participation from a remote location pursuant to this subsection is

disapproved because such participation would violate this policy, such disapproval shall be recorded in the minutes with specificity.

4. All virtual meetings of JMRL Committees. Any committee of the JMRL may hold an all-public virtual meeting. The requirements for committee all virtual meetings are set forth in Section 3.A-J above.

5. During a Declared Emergency or When a Continuity of Government Ordinance is in Effect. The JMRL may meet by electronic communication means without a quorum of the JMRL physically assembled at one location when a state of emergency is declared pursuant to *Virginia Code* § 44-146.17 or a local emergency is declared pursuant to *Virginia Code* § 44-246.21, subject to the provisions and requirements of *Virginia Code* § 2.2-3708.2. The JMRL also may meet by electronic communication means when an ordinance adopted pursuant to *Virginia Code* § 15.2-1413 to ensure the continuity of County government is in effect.

(*Virginia Code* § 2.2-3708.2 and § 2.2-3708.3)

* * * * *

(Adopted [Date]).

LIBRARY CARD ELIGIBILITY

1. All residents of and/or real property owners in Albemarle County, City of Charlottesville, Greene County, Louisa County, and Nelson County are eligible to obtain free library cards.

Library cards for residents of the area served by the Jefferson-Madison Regional Library (Charlottesville, Albemarle, Greene, Nelson, and Louisa) will be renewable every three (3) years.

Library cards for residents not in the area will be designated as Out-of-Area (OA) cards and will be issued for an annual fee of \$30.00. OA cards are renewable annually for a fee of \$30.00. **Teacher cards are not subject to OA fees. Teacher cards are for local educators working within the JMRL service area, and allow for extended borrowing privileges.**

2. Visitors and/or persons who, for whatever reason, are not eligible for a library card may request a guest pass or a Computer Access Only card in order to use the JMRL public access computers. Such cards do not allow borrowing privileges.

- ~~3. Institutional cards are not issued.~~

~~There are no age requirements for obtaining a library card; however, unfiltered Internet access is granted on the basis of patron's date of birth as stated on Jefferson-Madison Regional Library's Card Registration Form. Materials charged out to minors are considered to be the responsibility of parents or guardians. Failure to return materials or to pay fines or fees result in loss of borrowing privileges and may result in referral to a collection agency.~~

Current- SUGGESTIONS and COMPLAINTS

Each service location has a box for comments, suggestions, and complaints regarding Library services. Comments, suggestions, and complaints may also be [emailed to feedback@jmrl.org](mailto:feedback@jmrl.org). These comments will be regularly analyzed and addressed by the Library Director or appropriate Departments of the Library.

Requests for the reclassification or reconsideration of specific library materials or resources will be accepted using JMRL Form: 4.24 in accordance with JMRL's Reconsideration Policy: 4.24 .

Proposed Draft: SUGGESTIONS, **FEEDBACK** AND COMPLAINTS

JMRL values public input and feedback and provides convenient methods for submission. Each service location has a physical box for comments, suggestions, and complaints regarding Library services. Digital submissions are also welcomed, either by [email to feedback@jmrl.org](mailto:email_to_feedback@jmrl.org) or via a web form on JMRL's website. **Suggestions for additions to the Library collection can also be submitted on paper at each location or via a web form linked from the Library catalog.**

Feedback will be shared with and addressed by the applicable Library departments, and will also be consolidated at a regional level for analysis of trends by the Library Director. **Feedback may be shared with the Library Board or the general public at the discretion of the Library Director.**

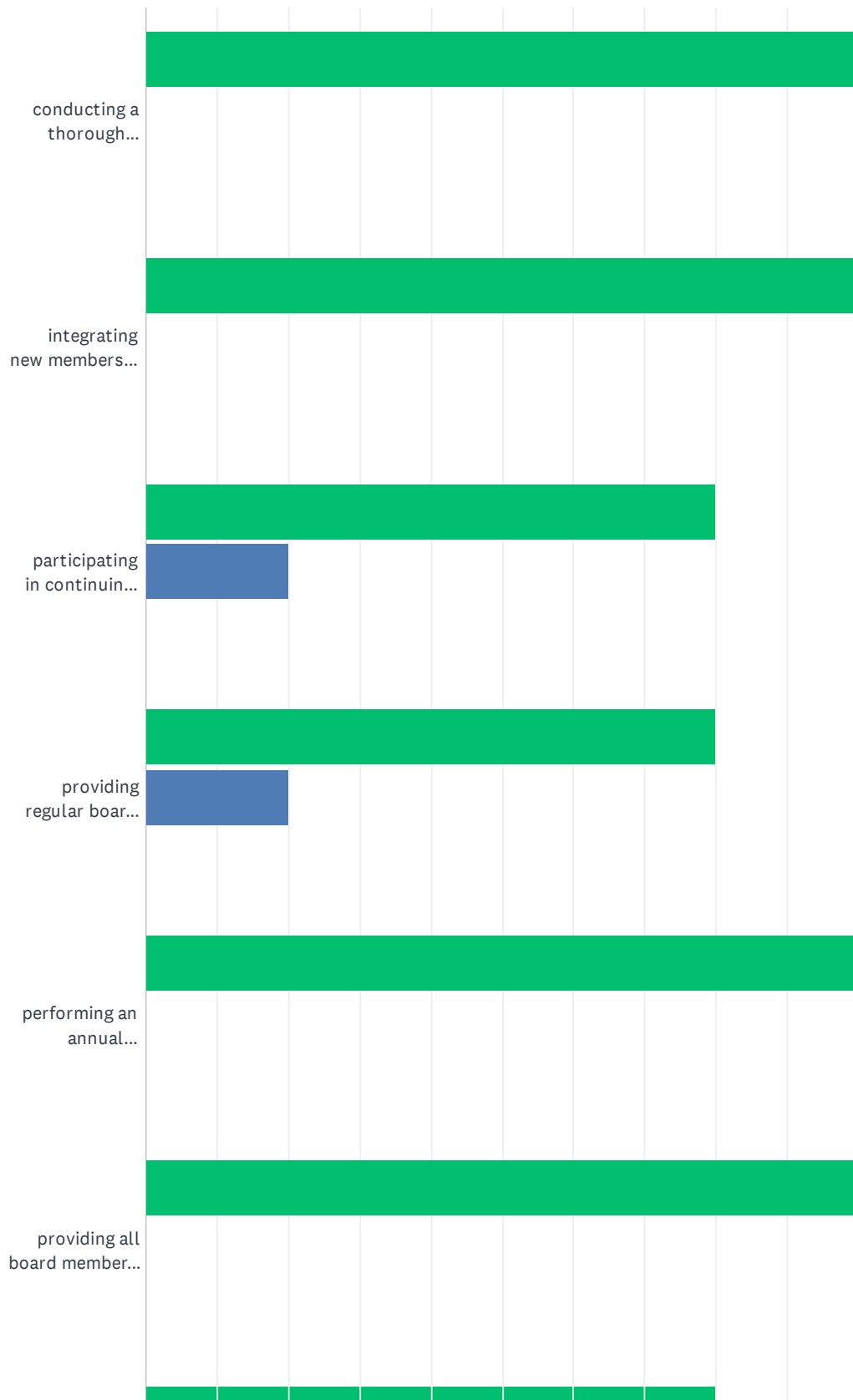
Requests for the reclassification or reconsideration of specific library materials or resources will be accepted using JMRL Form: 4.24 in accordance with JMRL's Reconsideration Policy: 4.24 .

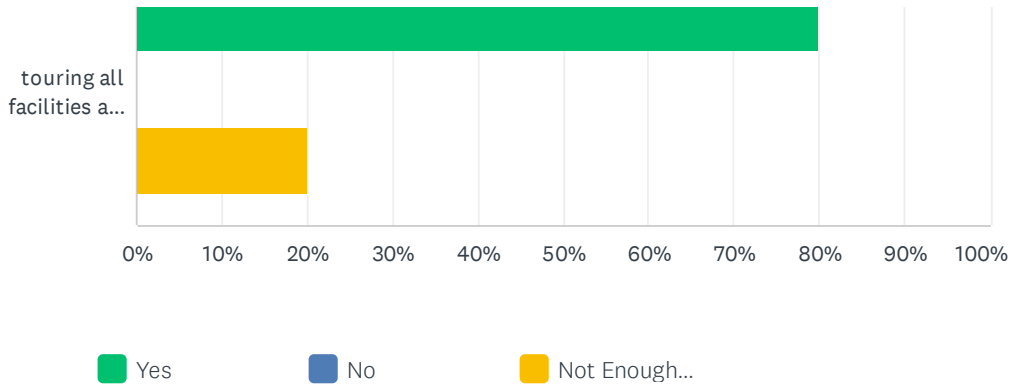
Revised 4/2012

Minor Update 4/22/19

Q1 Does our Board prepare to do its job by:

Answered: 5 Skipped: 0



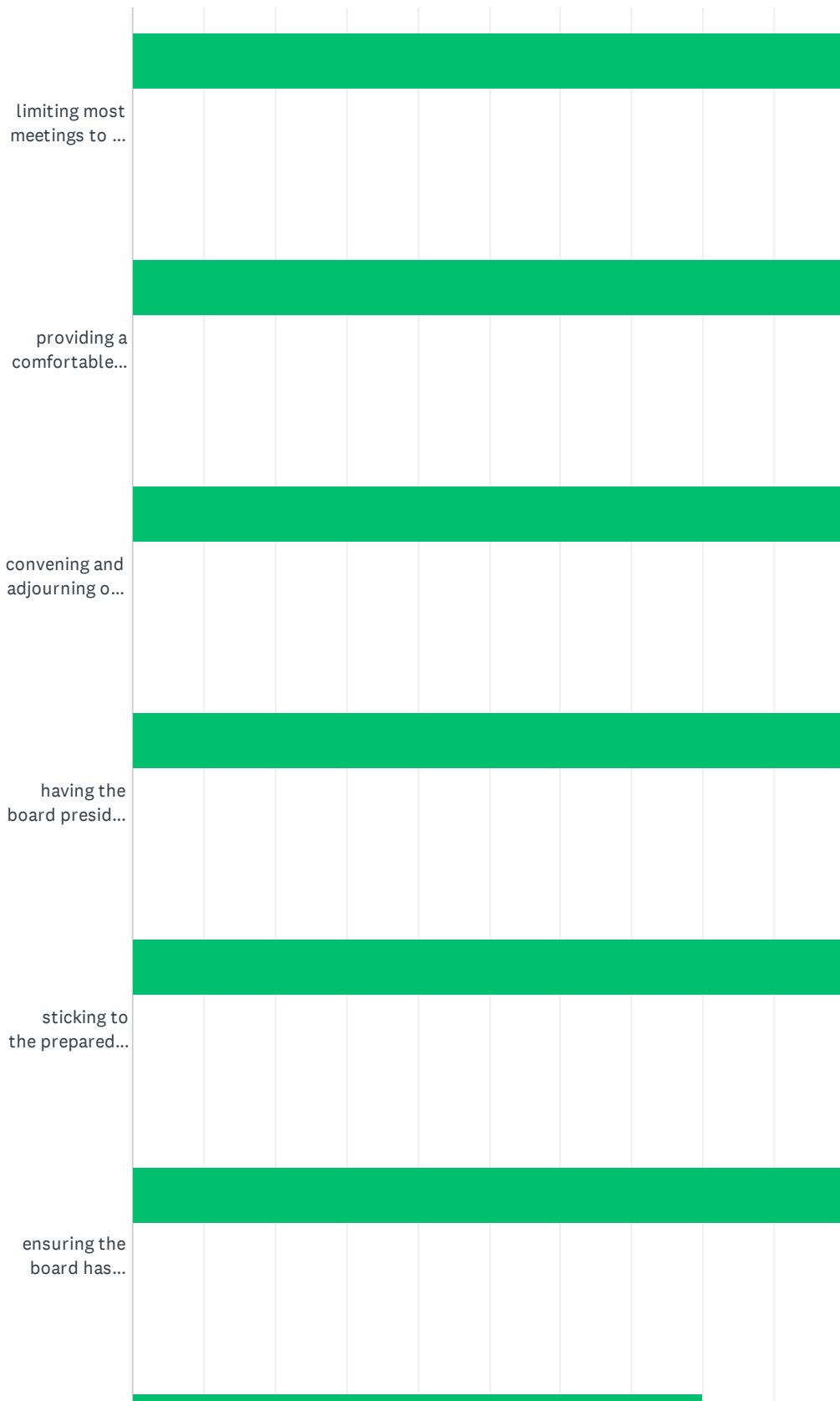


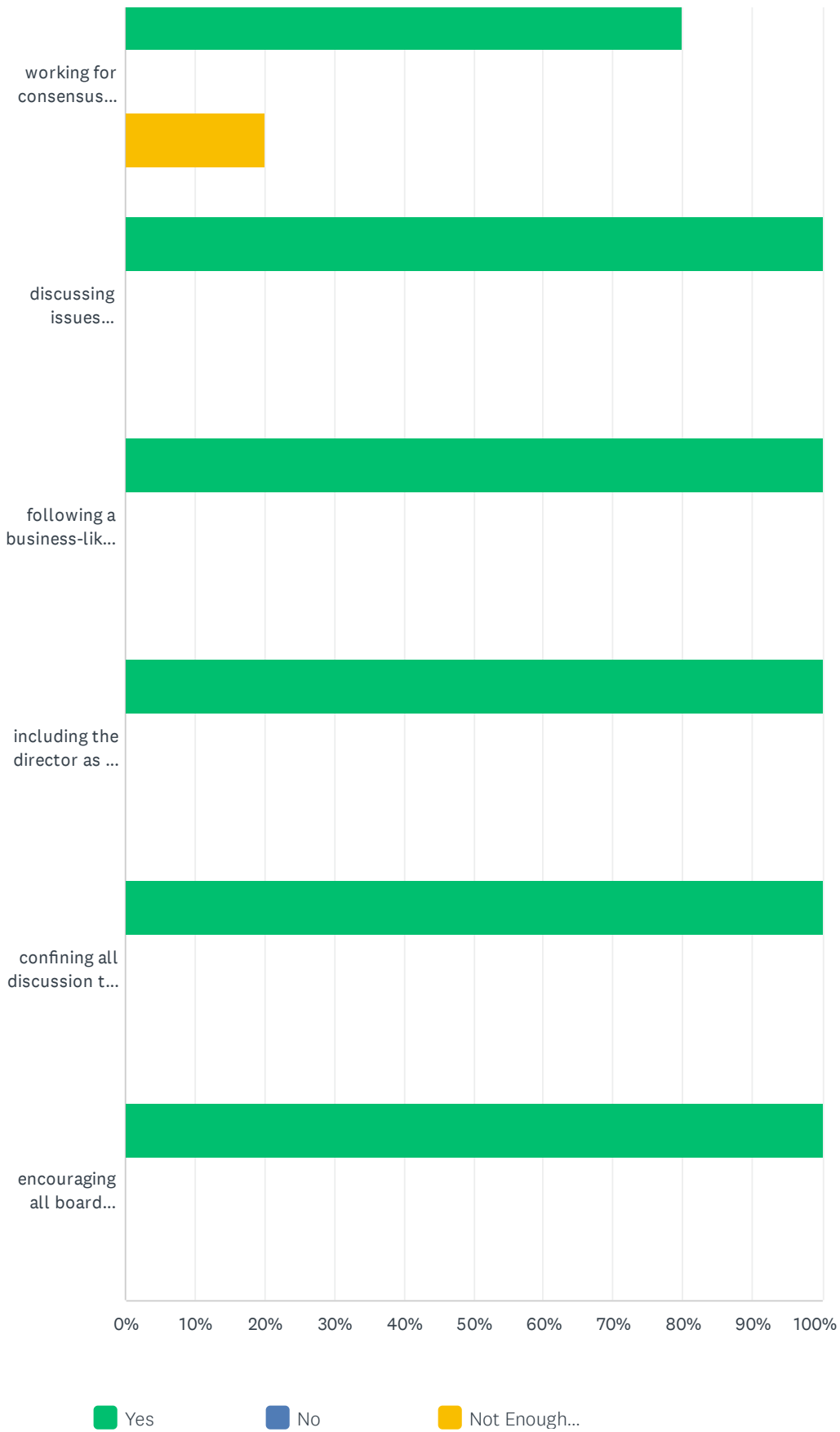
	YES	NO	NOT ENOUGH INFO	TOTAL
conducting a thorough orientation for all new board members?	100.00% 5	0.00% 0	0.00% 0	5
integrating new members into the team as quickly as possible?	100.00% 5	0.00% 0	0.00% 0	5
participating in continuing education?	80.00% 4	20.00% 1	0.00% 0	5
providing regular board development activities for all board members?	80.00% 4	20.00% 1	0.00% 0	5
performing an annual self-evaluation of board operations?	100.00% 5	0.00% 0	0.00% 0	5
providing all board members with copies of the mission statement, bylaws, ordinance, plan, library laws, and all other important documents of the library?	100.00% 5	0.00% 0	0.00% 0	5
touring all facilities at least once a year?	80.00% 4	0.00% 0	20.00% 1	5

#	ANYTHING ELSE YOU'D LIKE TO TELL US ABOUT THIS TOPIC OR QUESTION?	DATE
1	As a group, we have participated in continuing education sessions several times this past year; however frequent opportunities for continuing education is provided individually from information sent through the trustee emails.	8/3/2022 7:44 AM
2	Covid has impacted facility tour	8/2/2022 1:10 PM

Q2 Does our Board ensure good meetings by:

Answered: 5 Skipped: 0



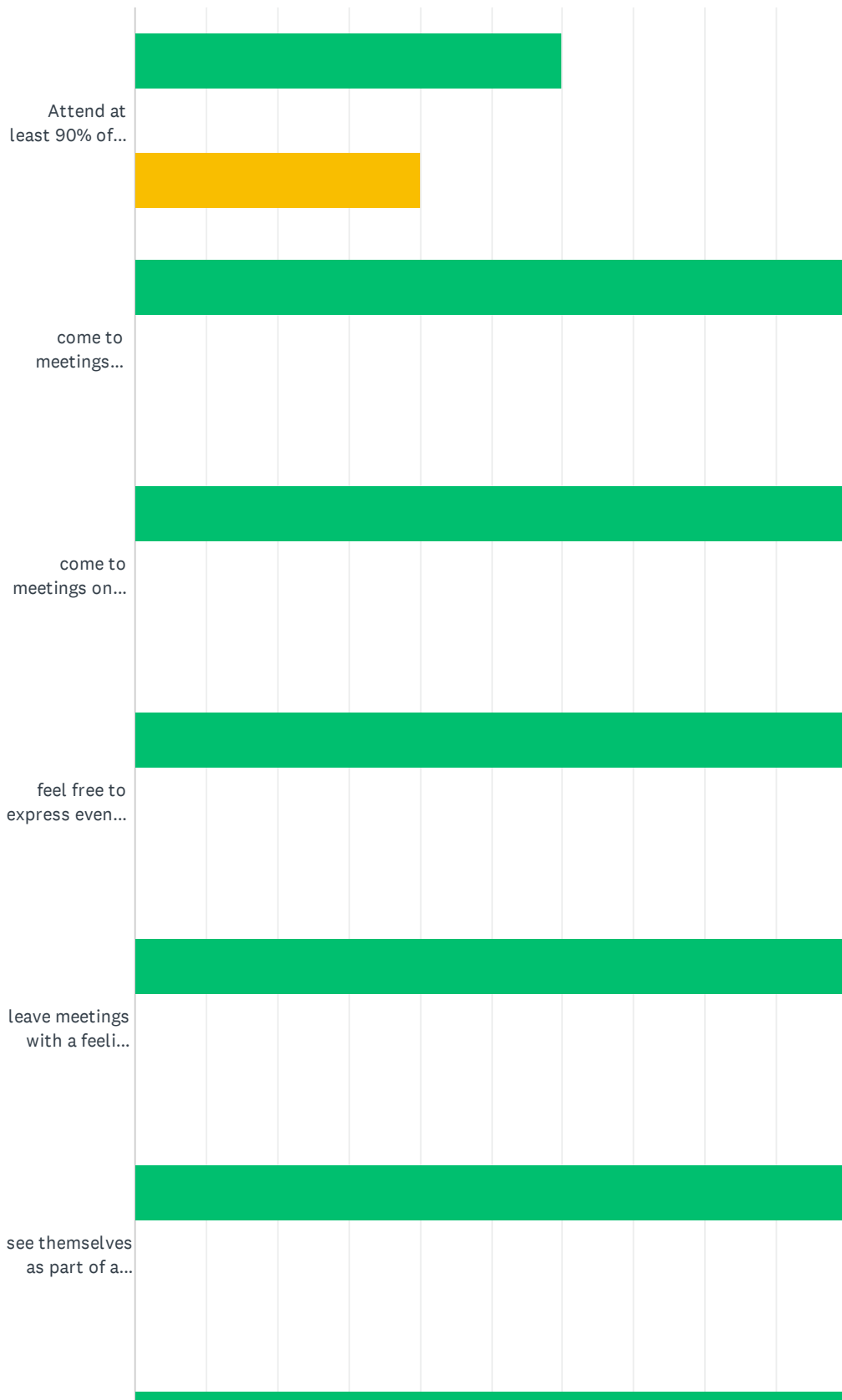


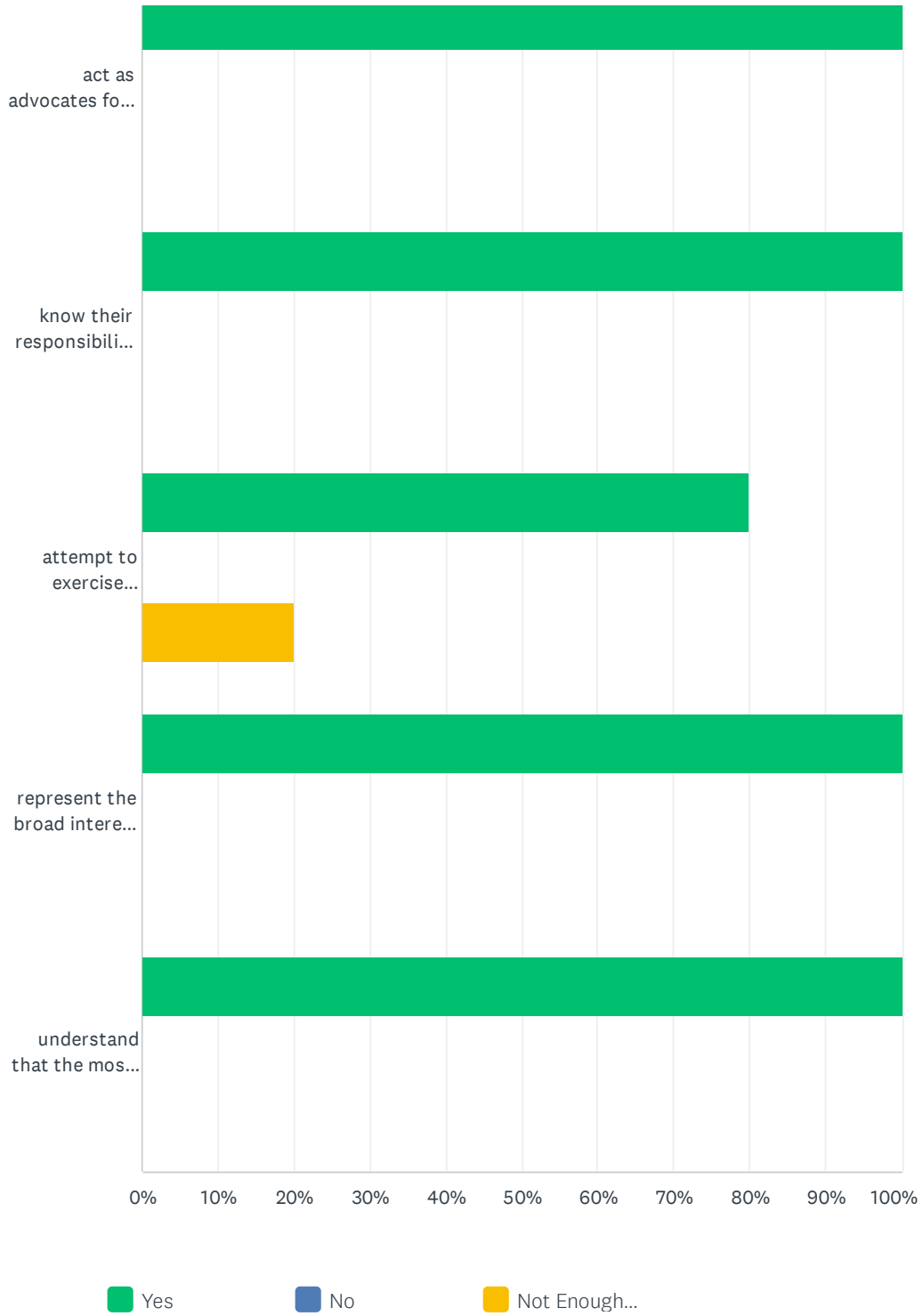
	YES	NO	NOT ENOUGH INFO	TOTAL
limiting most meetings to two hours or less?	100.00% 5	0.00% 0	0.00% 0	5
providing a comfortable meeting room conducive to business?	100.00% 5	0.00% 0	0.00% 0	5
convening and adjourning on time?	100.00% 5	0.00% 0	0.00% 0	5
having the board president lead the meetings?	100.00% 5	0.00% 0	0.00% 0	5
sticking to the prepared agenda?	100.00% 5	0.00% 0	0.00% 0	5
ensuring the board has enough information to make decisions?	100.00% 5	0.00% 0	0.00% 0	5
working for consensus rather than fighting for a majority?	80.00% 4	0.00% 0	20.00% 1	5
discussing issues cordially, avoiding personal attack?	100.00% 5	0.00% 0	0.00% 0	5
following a business-like system of parliamentary rules?	100.00% 5	0.00% 0	0.00% 0	5
including the director as a resource for all deliberations?	100.00% 5	0.00% 0	0.00% 0	5
confining all discussion to policy issues and avoiding management issues?	100.00% 5	0.00% 0	0.00% 0	5
encouraging all board members to participate in discussion and not letting one or two persons dominate?	100.00% 4	0.00% 0	0.00% 0	4

#	ANYTHING ELSE YOU'D LIKE TO TELL US ABOUT THIS TOPIC OR QUESTION?	DATE
1	I think the reliance on Zoom this past year has limited the active discussions and participation from earlier in person (pre-Covid) meetings. While the convenience of virtual meetings is a positive, and allows members' presence, it slows the normal conversational tempo and participation of all members sometimes.	8/12/2022 1:45 PM
2	Our Director is very good at informing the Board members of any possible happenings so that we would not be blindsided when we attend meetings.	8/3/2022 7:47 AM

Q3 Do individual Board members:

Answered: 5 Skipped: 0



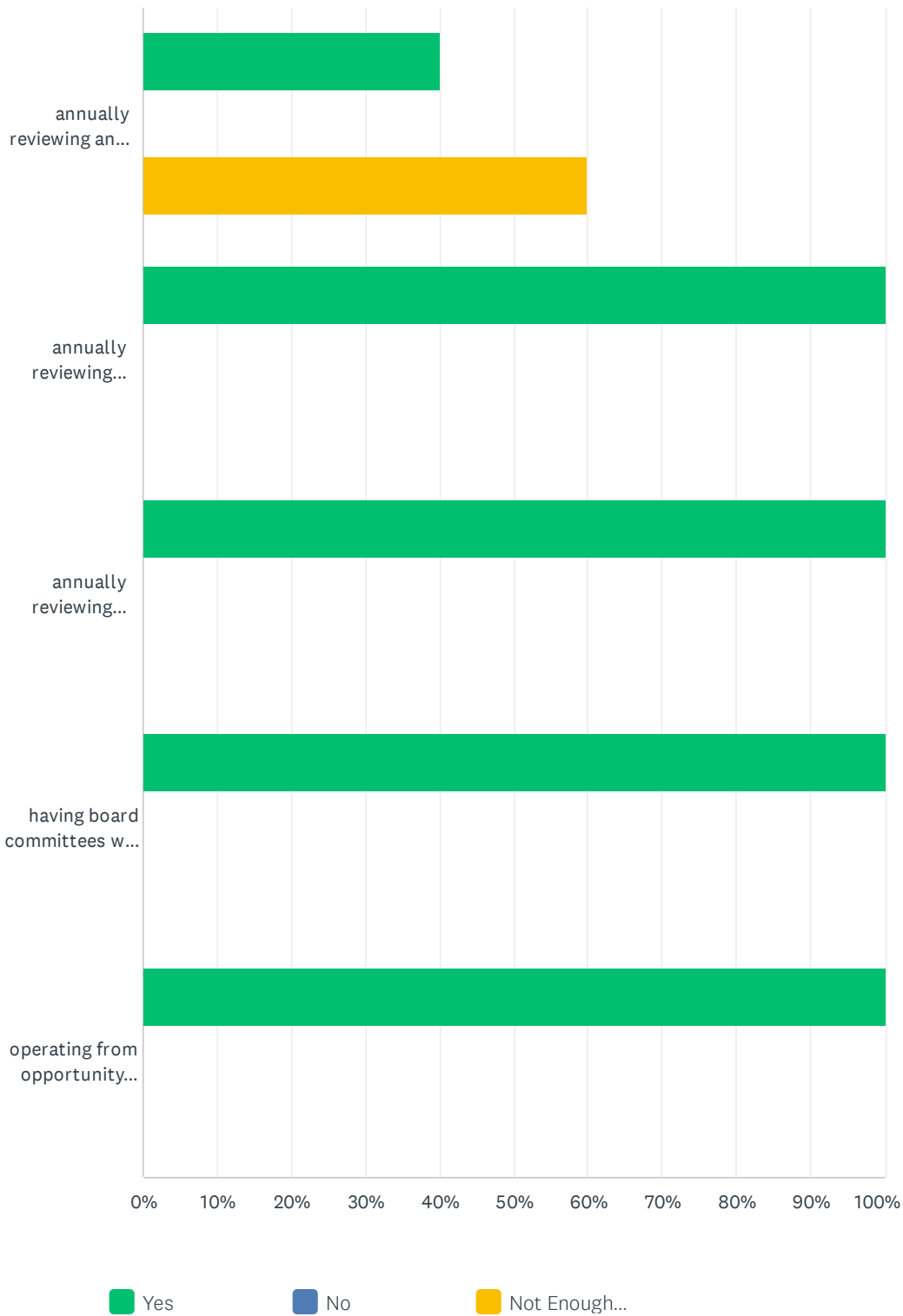


	YES	NO	NOT ENOUGH INFO	TOTAL
Attend at least 90% of all Board meetings and committee meetings to which they are assigned?	60.00% 3	0.00% 0	40.00% 2	5
come to meetings prepared?	100.00% 5	0.00% 0	0.00% 0	5
come to meetings on time?	100.00% 5	0.00% 0	0.00% 0	5
feel free to express even dissenting viewpoints?	100.00% 5	0.00% 0	0.00% 0	5
leave meetings with a feeling of accomplishment?	100.00% 5	0.00% 0	0.00% 0	5
see themselves as part of a team effort?	100.00% 5	0.00% 0	0.00% 0	5
act as advocates for the library?	100.00% 5	0.00% 0	0.00% 0	5
know their responsibilities as board members of the library?	100.00% 5	0.00% 0	0.00% 0	5
attempt to exercise authority only during official meetings of the board?	80.00% 4	0.00% 0	20.00% 1	5
represent the broad interests of the library and all constituents, not special interests?	100.00% 5	0.00% 0	0.00% 0	5
understand that the most effective way to govern is to delegate management to the director?	100.00% 5	0.00% 0	0.00% 0	5

#	ANYTHING ELSE YOU'D LIKE TO TELL US ABOUT THIS TOPIC OR QUESTION?	DATE
1	I interpreted this question to apply to me personally. I would be unable to answer similarly if commenting on other members contributions and preparedness.	8/12/2022 2:15 PM

Q4 Does the Board plan for the future of the library by

Answered: 5 Skipped: 0



	YES	NO	NOT ENOUGH INFO	TOTAL
annually reviewing and approving the mission statement?	40.00% 2	0.00% 0	60.00% 3	5
annually reviewing yearly objectives/work plan?	100.00% 5	0.00% 0	0.00% 0	5
annually reviewing progress toward the long-range plan and modifying the long-range plan?	100.00% 5	0.00% 0	0.00% 0	5
having board committees work and produce results?	100.00% 5	0.00% 0	0.00% 0	5
operating from opportunity rather than crisis to crisis?	100.00% 5	0.00% 0	0.00% 0	5

#	ANYTHING ELSE YOU'D LIKE TO TELL US ABOUT THIS TOPIC OR QUESTION?	DATE
1	This has been an especially eventful year (crisis may be too strong of a word). We have faced many unanticipated events, but I think the administration and committee chairs have kept the focus on process and continued progress on established goals.	8/12/2022 2:15 PM

Q5 In which of the major categories above does the board show real strengths?

Answered: 5 Skipped: 0

#	RESPONSES	DATE
1	operating from opportunity rather than crisis	8/15/2022 11:28 PM
2	The Board is particularly good at allowing our Director to manage day-to-day library activities, and trusting his advice and guidance on most issues.	8/14/2022 9:45 PM
3	Leadership and commitment from the majority of individual members. Excellent leadership from individual board members and diversity of opinions, skills, and viewpoints. Long term planning and vision.	8/12/2022 2:15 PM
4	I think that the board shows strength in planning for the future. This is a primary function and all members are involved. Our meetings are timely and the agenda is strictly adhered to.	8/3/2022 8:06 AM
5	All of them	8/2/2022 1:14 PM

Q6 In which of the major categories above does the board need improvement?

Answered: 5 Skipped: 0

#	RESPONSES	DATE
1	improvement in contacting ALL TRUSTEES when nominations are being made for officers instead of just a few members.....inclusion is very important.	8/15/2022 11:28 PM
2	We have not done much training or continuing education since I arrived a year ago.	8/14/2022 9:45 PM
3	More communication among all members - sharing observations and events from all library locations. Mentoring new members perhaps.	8/12/2022 2:15 PM
4	Although I think that anyone who agrees to be on the board, has the library's best interest at heart, we are still individuals with our own biases and it is at times difficult to separate the individual from the trustee. I think that we are doing a good job but must always be aware of this distinction. That said, we have had several changes on the board during this year and I think that have changed the dynamics of the board and with each change there is a new learning curve.	8/3/2022 8:06 AM
5	None	8/2/2022 1:14 PM

Q7 List any other questions or comments in the space provided below.

Answered: 0 Skipped: 5

#	RESPONSES	DATE
	There are no responses.	

Q8 What are the ten skill sets that are most critical to have represented on JMRL's Board?

Answered: 5 Skipped: 0

#	RESPONSES	DATE
1	professionalism, dedication, eagerness to learn, knowledge about the long-range plan and policy, and accountability	8/15/2022 11:28 PM
2	Some skills that are necessary: Attention to detail, desire to support the library, understanding of library history, ability to write and communicate, financial skills/experience, public speaking, management	8/14/2022 9:45 PM
3	Listening Communication Empathy Flexibility Creativity Strategic thinking Trust Dependability Inquisitiveness	8/12/2022 2:15 PM
4	Organization, being a good listener, follow through with assignments, respect for other members, critical thinking, calmness and clarity of speech, working as a team, joy in the work that we do for the library, doing things in a timely manner	8/3/2022 8:06 AM
5	Interest in libraries as a community resource Advocacy for library with jurisdiction Advocacy for library needs on state level In-depth knowledge of JMRL operations Willingness to hear opposing viewpoints Willingness to serve on committees and task forces Grasp of library as integral to all patrons Concept that libraries do much more than loan books	8/2/2022 1:14 PM

~~ADULT PROGRAMMING AND REFERENCE SERVICES DEPARTMENT~~

~~The mission of the Adult Programming and Reference Services Department is to facilitate public access to available sources by providing assistance and instruction in order for patrons and staff to attain their informational needs. In addition, the Department develops programs designed to encourage life-long learning and to promote library services.~~