MEETING NOTICE: There will be a Regular Meeting of the Blanchard /Santa Paula Library District Board of Trustees Tuesday, October 22, 2019, at 5:30 p.m.
Blanchard Community Library, Hardison Room 119 N. 8th St., Santa Paula, CA 93060.

AGENDA

- A. CALL TO ORDER
- B. APPROVAL OF THE ORDER OF THE AGENDA
- C. PRESENTATIONS None
- D. PUBLIC COMMENT

Public comments are welcomed and encouraged. The President of the Board will acknowledge visitors wishing to speak on a topic not on the regular Board agenda. The Board is prohibited from taking action on any item not part of the printed agenda. When addressing the Library Board, please stand to be recognized by the Board President, state your full name and address, and direct your comments to the entire Library Board.

For members in the audience wishing to speak on an Agenda item, the President will announce the item and request the staff or a Board member to give a brief summary. The Board will have an opportunity to ask questions, following which the President will ask whether anyone else wishes to comment. Then the Board will discuss the item and take the appropriate action.

The Library Board of Trustees requests that speakers conduct themselves with civility and keep in mind the rights and well-being of all members of the Santa Paula community.

- E. APPROVAL OF MINUTES
 - a. Approval of Minutes: Regular Meeting of August 27, 2019
- F. REPORTS
 - a. Financial Reports
 - b. Friends of the Library
- G. BOARD/ADMINISTRATION COMMENTS, CONCERNS, HANDOUT
- H. OLD BUSINESS

None

I. NEW BUSINESS

a. Approval of Hosting Santa Paula Society of the Arts 83rd Annual Art Show (information, discussion, possible action)

J. REPORTS (CONTINUED)

- a. Literacy Services
- b. Public Services
- c. Volunteer Coordinator's Report
- d. District Director's Report
- e. Board Committees
 - i. Finance
 - ii. Human Resources
 - iii. Strategic Plan Teams
 - 1. Visioning/Strategic Plan
 - 2. Fundraising/Grants

K. FUTURE AGENDA ITEMS

L. UPCOMING MEETING DATES
Regular Meeting November 19, 2019

M. ADJOURNMENT

In compliance with the Ralph M. Brown Act and the Americans with Disabilities Act, if you need a disability-related modification, accommodation, or other special assistance to participate in this meeting, please contact Ned Branch, District Director of the Blanchard/Santa Paula Community Library, at 805-525-3615 x102. Notification 48 hours before the meeting will enable reasonable arrangements to be made.

REGULAR MEETING OF OCTOBER 22, 2019 D. APPROVAL OF MINUTES

- Approval of Minutes
 a. Regular Meeting of August 27, 2019

	MOVED	SECONDED	YES	NO	ABSTAIN	ABSENT
Coughlin						
Hicks						
Nasalroad		i i				
Phillips						
Sandoval				,		

MINUTES of the Regular Meeting of the Blanchard/Santa Paula Library District Board of Trustees, Tuesday, August 27, 2019

CALL TO ORDER—The Meeting was called to order at 5:30p.m. by Board President Tim Hicks. Board members Maureen Coughlin, Nancy Nasalroad, Laura Phillips and Daniel Sandoval were in attendance. District Director Ned Branch was present. A quorum was established.

<u>APPROVAL OF THE ORDER OF AGENDA</u>----Unanimously approved (Coughlin/Nasalroad, 5-0).

PUBLIC COMMENT ON NON-AGENDA ITEMS ---- None.

CONSENT CALENDAR---The *Minutes* of the Regular Meeting of July 23, 2019, were unanimously approved as corrected (Phillips/Sandoval, 5-0)

REPORTS—Director Branch presented the *Financial Statements and Budget*. The Personnel Expenses were different on the spreadsheet as the Budget for BEST were being worked out. The Financial statements were received and filed (Coughlin/Nasalroad, 5-0). Laura Phillips reported for the *Friends* that they didn't have a meeting this month, and they will be offering free books and Library information at the Back to School nights.

BOARD/ADMINISTRATION COMMENTS, CONCERNS, HANDOUTS—The new flyer for BEST was passed around. Olivia Escoto will attend all the Back to School nights and Board members were asked to participate. The Endowment Foundation will be changing from Self-managed accounts to Managed accounts and planning their fundraising drive. Trustee Sandoval attended the Census Planning meeting; the Library is looking at ways to be a resource. The Chamber Chat will be on the 28th.

<u>UNFINISHED BUSINESS</u>—The Board voted to *Eliminate Late Fees on print and dvd loans* (Nasalroad/Coughlin, 5-0).

NEW BUSINESS--- The Board approved the 2019-2020 Gann Spending Limit (Sandoval/Phillips, 5-0].

REPORTS CONT. ---

MINUTES of the Regular Meeting of the Blanchard/Santa Paula Library District Board of Trustees, Tuesday, August 27, 2019

Literacy Program: The classes commenced this week with 30-40 parents and 8-10 children.

Public Services: The computer classes just ended with over 450 attendances. New classes will start in October. 447 patrons went through the Discovery Dome.

Volunteer Coordinator: Volunteers worked on the front landscaping.

Director's Report: Director Branch has scheduled a second major discussion with the library space designer. Then, he will go to the architect for the schematics and from there to the estimator. He is continuing with the Community Conversations and will be able to see the work so far from David Garcia on website improvements. The bookmobile is not greatly successful. The new handbook is waiting for signatures, but still needs an employee requested clarification. Justin, Olivia and Nancy were selected to be a team for the Imbedding Evaluation in Libraries series of talks. Director Branch will be on vacation Sept. 17 to Oct. 4. so the Board will be mailing and distributing checks.

Board Committee Reports:

Finance- none.

Human Resources- Needs to meet about new Employee Policies.

Strategic Plan Team Reports:

Visioning/Strategic Plan:

<u>Fundraising / Grants</u>: Carol Hardison would like to host a 'Meet and Greet' for the Library.

FUTURE AGENDA ITEMS--- None

<u>UPCOMING MEETING DATE</u>—The next Meeting will be on Tuesday, October 22, 2019, at 5:30 p.m. with no meeting in September (Sandoval/Coughlin, 5-0).

ADJOURNMENT----There being no further business, the Regular Meeting was adjourned at 6:45 p.m.

REGULAR MEETING OF OCTOBER 22, 2019 E(a)REPORTS: FINANCIAL REPORTS

1. Receive and file August & September 2019 financial reports

	MOVED	SECONDED	YES	NO	ABSTAIN	ABSENT
Coughlin						
Hicks						
Nasalroad						
Phillips						
Sandoval						

BLANCHARD COMMUNITY LIBRARY FINANCIAL STATEMENTS and Supplementary Schedules

September 30, 2019

TABLE OF CONTENTS

TITLE	PAGE NUMBER
Statement of Assets, Liabilities and Fund Balance	1
Comparative Statement of Revenue and Expense	2
Supplementary Schedules	
Schedule of Cash Balances	3
Comparative Expanded	4
Schedule of Accounts Payable	5
City Transactions	6
Asset Additions	7

STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCE

MODIFIED ACCRUAL BASIS

September 30, 2019

ASSETS

W/W)	CURRENT ASSETS			
CASH RESTRICTED CASH		\$1,421,834 291,131		
- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	· · · · · · · · · · · · · · · · · · ·	2011(01	\$	1,712,965
INTEREST RECEIVABLE				
PREPAID EXPENSES TOTAL CURRENT ASSETS		11,292	\$	1,724,257
1911/12/9911/12/17/1992/19			*	1,72 1,207
FIXED ASSETS NET OF				
ACCUMULATED DEPRECIAT	TON			738,091
				\$2,462,348
TOTAL ASSETS				
LIAE	BILITIES AND FUND BALA	ANCES		
	LIABILITIES			
ACCOUNTS PAYABLE		\$3,857		
ACCRUED PAYROLL EXPENSE DEFERRED REVENUE		5,908		
TOTAL LIABILITIES		40,000		\$49,765
	FUND BALANCES			
GENERAL FUND	FUND BALANCES	1,383,361		
FIXED ASSET FUND		738,091		
RESTRICTED FUNDS		291,131		
TOTAL FUND BALANCE				2,412,583
TOTAL LIABILITIES AND FUND BALANCE	CE			\$2,462,348

COMPARATIVE STATEMENT OF REVENUE AND EXPENSES

FOR THE MONTH AND PERIOD ENDED SEPTEMBER 30, 2019 MODIFIED ACCRUAL BASIS

		SEPTEMBER			YEAR TO DATE	
	MONTH	MONTH	T. Calante	tag (Cebic)	ALL VICTOR	MANAGE
the control	ACTUAL	BUDGET	VARIANCE	YTD ACTUAL	YTD BUDGET	VARIANCE
REVENUE	40.004	Anen		2220.002	4220 702	4 200/
PROPERTY TAX	\$5,624	\$359		\$238,802	\$228,782	4.38%
LIBRARY OPERATIONS	236	200	18.00%	1,931	600	221.83%
DONATIONS	265	2,083	-87.28%	2,726	6,250	-56.38%
GRANTS	1000			\$3,000	\$18,000	
	\$6,125	\$2,642		\$246,459	\$253,632	-2.83%
EXPENSES	A. W. I		- 500	13,000		
PERSONNEL	\$53,010	\$52,482	1.01%	\$169,638	\$151,214	12.18%
OPERATIONS	4,696	7,342	-36.04%	41,815	39,025	7.15%
ADMINISTRATIVE	3,762	5,515	-31.79%	13,606	16,547	-17.77%
FACILITIES	6,050	5,287	14.43%	16,816	15,862	6.01%
	\$67,518	\$70,626	-4.40%	\$241,875	\$222,648	8.64%
NET INCOME (LOSS)	\$(61,393)	\$(67,984)	3,75.5	\$4,584	\$30,984	-85.21%
NON BUDGETED INCOME (EXPENSES)						
DEFERRED REVENUE		\$6,667			\$20,001	
REIMBURSEMENT DIF INVESTMENT INTEREST		2,500			\$7,500	
ELECTIONS CAPITAL OUTLAY		10,000			\$30,000	
NET AFTER NON BUDGETED ITEMS	\$ (61,393)	\$(58,817)	-80.73%	\$4,584	\$58,485	



SCHEDULE OF CASH BALANCES

9/30//2019

COUNTY	\$953,297	
SANTA PAULA CITY	95,280	1
BUILDING FUND	84,276	1
BLAKE	55,454	1
LITERACY	56,121	1
BOOK TRUST	18,270	
GENERAL FUND	75,209	
WELLS FARGO	374,648	
OTHERS	410	
TOTAL CASH	\$1,712,965	
1 Restricted	291,131	
Other Unrestricted	1,421,834	

BLANCHARD COMMUNITY LIBRARY COMPARATIVE

STATEMENT OF REVENUE AND EXPENSE MODIFIED ACCRUAL BASIS FOR THE PERIOD ENDED 9/30/18 9/30

FOR ¹	THE PERIOD ENDED			
	9/30/18	9/30/19	YTD	ANNUAL
			BUDGET	BUDGET
REVENUE				
PROPERTY TAX	\$328,764	\$238,802	\$ 228,782	\$ 789,538
LIBRARY OPERATIONS	3,187	1,931	600	2,400
DONATIONS	31,160	2,726	6,250	40,000
GRANTS	45,700	3,000	18,000	61,000
TOTAL REVENUE	\$408,811	\$246,459	\$253,632	\$892,938
EXPENSES				
PERSONNEL				
WAGES	113,584	124,129	106,824	464,016
RETIREMENT	16,294	6,291	18,276	74,393
HEALTH INSURANCE	14,734	28,796	15,588	62,344
PAYROLL TAX	9,045			
EMPLOYEE BENEFIT	9,045 752	9,968 453	9,577 949	38,997
EMIFLOTEE BENEFIT	154,409			2,295
OPERATIONS	154,409	169,637	151,214	642,045
LIBRARY NETWORK	12 452	24 404	17.000	00.000
PUBLICITY	13,452	21,404	17,000	68,000
	90	894	1,750	7,000
MEMBERSHIPS	765	719	1,250	5,000
ACQUISITIONS	3,076	9,543	8,700	39,800
PROGRAMS	4,998	8,414	6,875	27,500
COMPUTER SERVICE	3,651	65	1,700	6,800
BOOK BINDING	324	531	500	2,000
ADVERTISING	575	_		
TRAVEL	1,846	245	1,250	5,000
	28,777	41,815	39,025	161,100
ADMINISTRATIVE				
ADVERTISING			63	250
BANK CHARGES	43	26	100	400
COMPUTER NETWORK	2,030	282	1,500	6,000
INSURANCE	2,734	3,272	3,271	13,089
OFFICE EXPENSE	1,066	2,193	2,500	10,000
TELEPHONE	690	689	750	3,000
PLANNING			3,000	6,000
POSTAGE	176	386	188	750
PRINTING	815	422	675	2,700
PROFESSIONAL FEES	3,598	5,736	4,000	30,000
STAFF DEVELOPMENT	12	600	500	2,000
	11,164	13,606	16,547	74,189
FACILITIES				
BUILDING MAINTENANCE	2,624	3,579	8,075	18,500
JANITORIAL	2,114	2,010	2,500	10,000
UTILITIES	13,460	11,227	5,287	34,950
	18,198	16,816	15,862	63,450
TOTAL EXPENSES	212,548	241,874	222,648	940,784
NET INCOME(LOSS)	\$196,263	\$4,585	\$30,984	\$(47,846)
NON BUDGETED INCOME (EXPENSES)				+(,)
DEFERRED REVEUNE			20,000	40,000
REIMBURSEMENT DIF			7,500	30,000
INVESTMENT INTEREST			. 1000	23,230
ELECTION COSTS				
CAPITAL OUTLAY			30,000	
NET AFTER NON BUDGETED ITEMS	\$196,263	\$4,585	\$58,484	\$(17,846)
	-	¥ 1,000	+55,101	7(17,010)

BLANCHARD COMMUNITY LIBRARY SCHEDULE OF ACCOUNTS PAYABLE

September 30, 2019

Due to Friends of the Library	\$ 379
Credit Card	3,473
Others	5
Total	\$ 3,857

CITY FUNDS TRANSACTION

\$95,279.60

	June 30, 2016		BALANCE \$176,201.02
	TRANSACTIONS		
	INTEREST	276.73	
	INTEREST	249.90	
	INTEREST	258.06	
	MR 6847	2,014.00	
	MR 6891	2,014.00	
	MR 6921	4,028.00	
	MR 6940	4,028.00	
	MR 7181	2,014.00	
	MR 7187	2,014.00	
3.06.17	CHECK	(4,310.97)	
6.26.17	CHECK	(2,691.96)	
7.17.17	CHECK	(96.00)	
4.15.17	INTEREST	324.37	
7.15.17	INTEREST	382.03	
8.14.17	MR 7308	2,014.00	
10.15.17	INTEREST	483.94	
12.11.17	CHECK	(3,491.15)	
3.19.18	MR 7614	24,831.73	
3.29.18 7.02.18 7.15.18 10.04.18 10.15.18 10.31.18 5.31.19 8.21.19	147 VIEW DR CHECK INTEREST CHECK INTEREST CHECK INTEREST CHECK INTEREST	2,233.73 (3,376.63) 854.87 (76,977.00) 927.07 (17,117.00) 632.26 (22,441.40)	
			(80,921.42)
			- 145 144 15

No assurances provided

ASSET ADDITIONS

IMPROVEMENTS

BATHROOM REMODEL 94,795 From construction in progess

EQUIPMENT

RFID 29,019 From network charges

REGULAR MEETING OF OCTOBER 22, 2019 F. BOARD/ADMINISTRATION COMMENTS, CONCERNS, HANDOUTS

REGULAR MEETING OF OCTOBER 22, 2019 I(a) NEW BUSINESS: SANTA PAULA SOCIETY OF THE ARTS $83^{\rm RD}$ ANNUAL ART SHOW

The Santa Paula Society of the Arts is requesting to use the library as the venue for their 83rd Annual Art Show according to the attached schedule.

RECOMMENDATION: Staff recommends approval of the request from the Santa Paula Society of the Arts request.

	MOVED	SECONDED	YES	NO	ABSTAIN	ABSENT
Coughlin						
Hicks						
Nasalroad						
Phillips						
Sandoval						



September 3, 2019

Mr. Tim Hicks BCL Board President 119 North 8th Street Santa Paula, CA 93060

Dear Laura and Board of Trustees,

This is our schedule for the upcoming year 2020 Annual Art Show. Please accept this letter as a formal request six months in advance for permission to use the Library for our 83rd Show. We hope that this year's show will be even more organized and that the annual process for the Library will go as smoothly as possible.

We, of course, will reimburse the Library for utility costs for hours the show uses from set-up to take-down that are not during normal library hours. The contact person and telephone number for questions concerning the upcoming show will be Lynda Gruber at 525-4732.

Our schedule will be as follows:

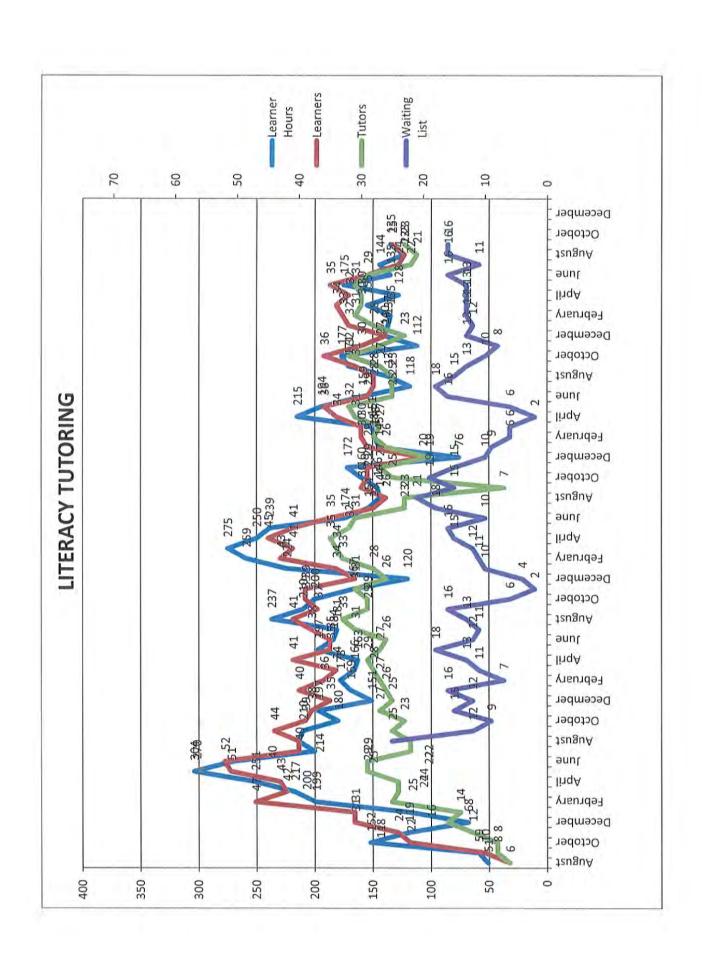
			Extended Library Hrs.
Entry Dates:	Fri.,	Mar. 6 Noon-7 pm	
	Sat.,	Mar. 7 10am-2 pm	
Show Set Up:	Sat.,	Mar. 7 2-10 pm	2-10 pm (if needed)
	Sun.,	Mar. 8 10am-6 pm	10 am-6 pm (if needed)
Show Opens:	Tues.,	Mar. 10 Noon-8 pm	
Reception:	Sat.,	Mar. 21 3-7 pm	2-8 pm
Show Closes:	Wed.,	Apr. 8 6 pm	
Pick Up Work:	Thur.,	Apr. 9 Noon-8 pm	
	Sat.,	Apr. 11 10am-2 pm	
Take Down Show:	Fri.,	Apr. 10 10am-12 pm	10 am-12 pm (if needed)
	Sat.,	Apr. 11 10am-2 pm	

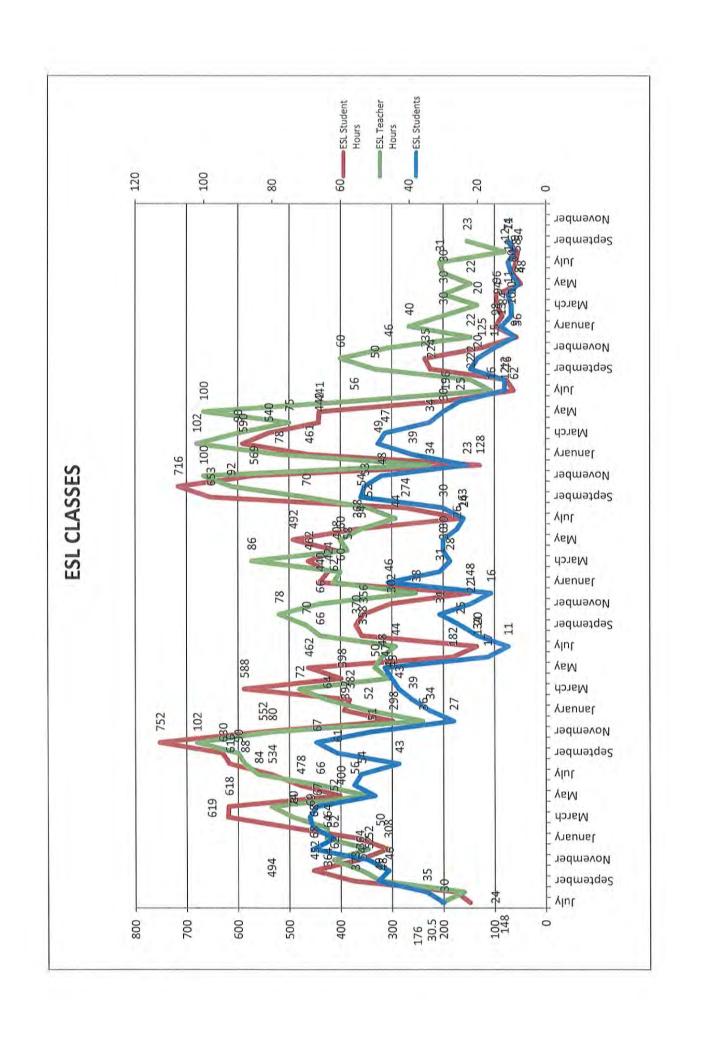
Very truly yours,

Gerald Zwers, Chairman

83rd Art & Photography Exhibit Committee

REGULAR MEETING OF OCTOBER 22, 2019 J(a) REPORTS: LITERACY SERVICES





REGULAR MEETING OF OCTOBER 22, 2019 J(b) REPORTS: PUBLIC SERVICES

Youth Services Report August 2019

1.	Family F	Programs			
		Wednesday, August 21	Ĺ	Family Movie: Pokemon Detective Pikachu	30
2.	Teen Sc	ene-			
		Thursday, August 22		Movie: The Sun is also a Star 4	
3.	Ongoing	g Programs –			
•	-	Story time			
		Wednesday	(4)	127	
		Saturday	(4)	56	
			(0)	100	
		Total	(8)	183	
	b.	LEGO	(10)	161	
	c.	Barking for Books	(2)	13	
	0	-6			
4.	Outrea	cn Wednesday, August 7		VC Library -Mobile Library Boys & Girls Club	45
		Wednesday, August 21		VC Library -Mobile Library Boys & Girls Club	45
		,,		,,-	
		Wednesday, August 28		Back to School Night- Glen City Elementary School	
		Thursday, August 29		Back to School Night- Blanchard Elementary School	
		10 new library	cards, 6	5 children and 2 adults	

Youth Services Report September 2019

1. Family Programs

Tuesday, September 17The Chameleons: Peter & The Wolf75Wednesday, September 18Family Movie: Dumbo51

2. Teen Scene-

Thursday, September 12 Squishy Circuits 41
Thursday, September 26 Banned Book Week 0

3. Ongoing Programs -

a. Story time

 Wednesday
 (4)
 139

 Saturday
 (2)
 28

 Total
 (6)
 167

b. LEGO (8) **153** c. Barking for Books (1) 8

4. Outreach

Tuesday, September 3Back to School Night- Bedell Elementary SchoolWednesday, September 4Back to School Night- McKevett Elementary SchoolThursday, September 5Back to School Night- Grace Thille Elementary SchoolMonday, September 9Back to School Night- Barbara Webster Elementary SchoolTuesday, September 10Back to School Night- Santa Paula High School

32 new library cards 24 children and 8 adult

Friday, September 13
Library Tour & Storytime - Glen City School 2nd grade 46
Library Tour & Storytime- Glen City School 2nd grade 46
Wednesday, September 18
VC Library -Mobile Library Boys & Girls Club 45

August 2019 Adult Programs and Events



As the end of August often signifies the end of summer, it was also the end of a few of our adult programs: our ongoing computer classes and our TEDx series.

The final segment of our computer classes focused on Excel, a somewhat advanced course when compared to the two that preceded it. We will be soliciting feedback from patrons (in the form of bilingual surveys) to see which topics they would like covered in instructional series in the future.

Our license to show TEDx talks as part of an official

"TEDxBlanchardLibrary" series expired at the end of August and will not be renewed. Only two patrons (pictured, regulars of the series) came to our final collection focused on music.

Our Saturday Matinees continued with *Forbidden Planet* on August 10. The summer science-fiction themed part of the series has concluded and will continue with the AFI Top 100 movie, *Double Indemnity*.

Movie showings continue to be among our most well attended events, as *Poms* and a Spanish-language screening of *Detective Pikachu* drew a total of 19 attendees.

Program Name	Description	Audience Attendance	Date	Start	End
Computer Classes	Training	Adult	9 1-Aug	6:00 PM	8:00 PM
Computer Classes	Training	Adult	9 5-Aug	6:00 PM	8:00 PM
Music	TEDxBlanchardLibrary	Adult	2 5-Aug	6:30 PM	7:30 PM
Computer Classes	Training	Adult	8 8-Aug	6:00 PM	8:00 PM
Forbidden Planet	Matinee	Adult	9 10-Aug	12:00 PM	2:00 PM
Computer Classes	Training	Adult	9 15-Aug	6:00 PM	8:00 PM
Poms [PG-13]	Third Thursday Movie	Adult 1	2 15-Aug	6:00 PM	8:00 PM
Computer Classes	Training	Adult	4 19-Aug	6:00 PM	8:00 PM
Detective Pikachu [PG-13]	Películas en Español	Family	7 20-Aug	6:00 PM	8:00 PM
Heart: A History	BC Book Club	Adult	3 29-Aug	6:30 PM	7:30 PM

September 2019 Adult Programs and Events



Though our total number of programs offered during September was fewer than August, total attendance was higher. This was in large part due to the audience drawn to a performance by the Old Country Grass Band. The group — members of the Old Time Country Bluegrass Gospel Music Association, a 501(c)(3) non-profit organization dedicated to the perpetuation, preservation and performance of authentic Old-Time Country, Bluegrass, and Gospel music as performed prior to the introduction of electric and percussion instruments. The OCB performed at the library for over two hours, completely free of charge.

Our Saturday Matinees continued with the AFI Top 100 movie, *Double Indemnity*. In October, we will be screening the 1959 Vincent Price classic, *House on Haunted Hill*, in celebration of Halloween.

Our Third Thursday showing on *Rocketman*, a high fantasized "biography" of Elton John's rise to fame was one of our most well attended screenings, prompting a few of our attendees to request a more sophisticated sound system for when we screen musicals.

Program Name	Description	Audience A	ttendance	Date	Start	End
Double Indemnity	Movie Matinee	Adult	5	14-Sep	12:00 PM	2:00 PM
Rocketman [R]	Third Thursday Movie	Adult	16	19-Sep	6:00 PM	8:00 PM
Old Country Grass Band	Music Event	Adult	50	24-Sep	6:30 PM	8:00 PM
Homegoing	BC Book Club	Adult	3	26-Sep	6:30 PM	7:30 PM

REGULAR MEETING OF OCTOBER 22, 2019 J(c) REPORTS: VOLUNTEER COORDINATOR

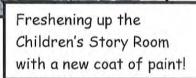


Volunteer Coordinator Board Report September 2019

Volu beer colle ama

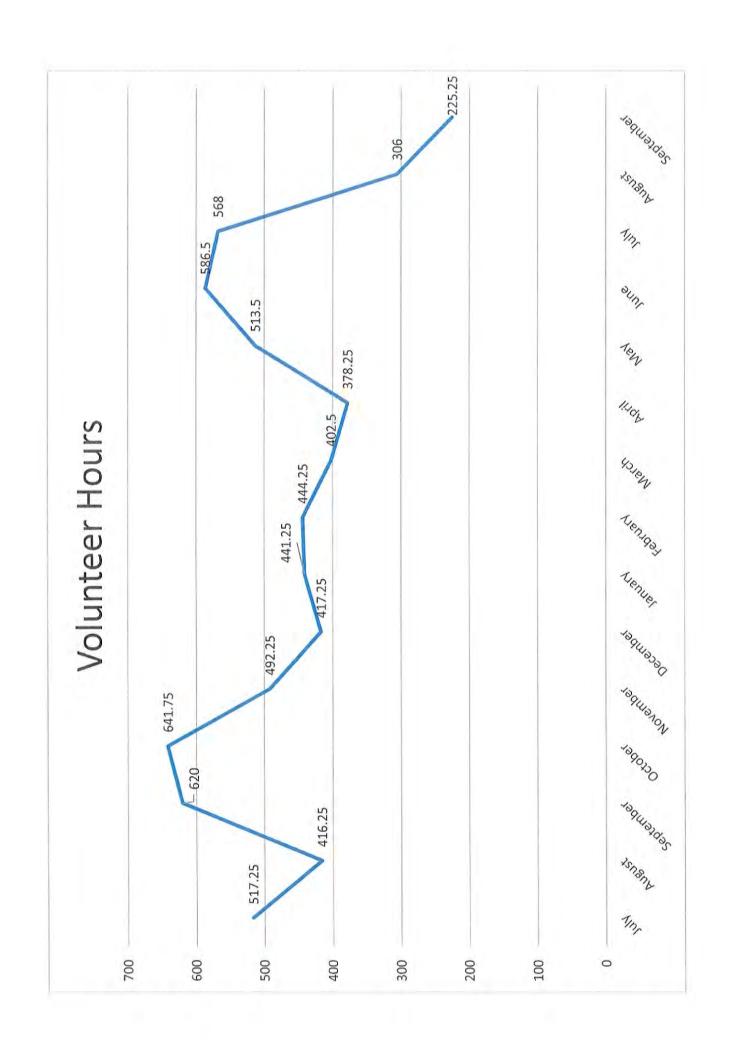
<u>Volunteer Extraordinaire</u> – Catherine Malone has been working diligently on cleaning the library's collection of DVDs since March! She has done an amazing job and works our Eco Jr. machine like a pro!





Volunteer Hours 2019-2020

Month			Language Communication of the		Homewk	Misc. Vol	Tech. Vol		Summer Reading	Board/ Endow.	Total
		BEST	Mending	FoL				NCL			
July	Hours	175.00	27.25	147.75	0.00	21.50	0.00	0.00	176.00	20.50	568.00
August		135.00	14.50	121.50	0.00	15.00	0.00	0.00	0.00	20.00	306.00
September		158.00	28.75	152.25	0.00	38.75	0.00	0.00	0.00	35.50	255.25
Total	Hours	468.00	70.50	421.50	0.00	75.25	0.00	0.00	176.00	76.00	1,129.25



REGULAR MEETING OF OCTOBER 22, 2019 J(d) REPORTS: DISTRICT DIRECTOR'S REPORT

- 1. Statistics
- 2. Community Conversations
- 3. Report on 2019 Goals
 - a. Website Improvements
 - b. Imagine Fundraising Campaign
 - c. Facilities—Commence Phase 2
 - d. Publicity & Outreach—Expand library sphere of influence, usage, & volunteering
 - e. Staff Development

