

CUMBERLAND COUNTY PUBLIC LIBRARY

MINUTES LIBRARY BOARD OF TRUSTEE MEETING APRIL 17, 2025

I. CALL TO ORDER

Chair Dennis Cedzo called the regular meeting of the Library Board of Trustees to order at 9:05 a.m. on Thursday, April 17, 2025 in the Boardroom at the Headquarters library.

Trustees Present: Chair Dennis Cedzo, Vice Chair Ann McRae, David Breece, Daniel Montoya, Gloria Nelson, Rebecca Pedigo and Pamela Story

Present from the Library: Assistant County Manager & Library Director Faith Phillips (Webex), Library Deputy Director Heather Hall, Senior Division Manager for Collection Development & Circulation Pamela Kource, Division Manager for Programs Carla Brooks, Community Engagement Division Manager Kohnee Harmon, and the Director's Executive Assistant Marili Melchionne

A. INTRODUCTION OF SPECIAL GUEST: Chair Cedzo introduced Friends of the Library East Regional branch representative Julie Zaha who gave the following report on behalf of the board:

- ✓ There are now 341 Friends members for 2025.
- ✓ The next Friends of the Library Board Meeting is May 6th and Gloria Nelson has signed up to attend on behalf of the Trustees.
- ✓ Upcoming Book Sales – May 12th is the next Member's sale, and the public sales begin Friday, May 16th thru Sunday, May 18th.

II. APPROVAL OF TODAY'S MEETING AGENDA

MOTION: Vice Chair McRae moved to approve today's meeting agenda.

SECOND: Trustee Nelson seconded the motion.

DISCUSSION: None

VOTE: Approved unanimously.

III. APPROVAL OF THE JANUARY 16, 2025 REGULAR TRUSTEE MEETING MINUTES

MOTION: Trustee Nelson moved to approve the January 16, 2025 meeting minutes.

SECOND: Trustee Montoya seconded the motion.

DISCUSSION: None

VOTE: Approved unanimously.

IV. LIBRARY DIRECTOR'S REPORT – Presented by Library Deputy Director Heather Hall

A. Director's Update:

Library Deputy Director Hall updated the group on the following items:

1. Library Director Recruitment – The library director's position is posted and the team is actively recruiting to fill the position. Developmental Associates from Raleigh, NC have been contracted for the recruitment process. Applications will be accepted thru April 20th. May 20-21 will be skills assessments for chosen candidates. Anticipated start date for the new Director is July 1, 2025.
2. Assistant County Manager Sally Shutt will be retiring July 1, 2025 and Phillips is learning everything she can from the most senior assistant county manager.
3. The library has adopted a new process "Spark Hire" for recruiting staff for the library. This is a product that Cumberland County purchased. *Spark Hire* is a one-way video platform. All supervisors have been trained on *Spark Hire* and are currently using the platform.

4. IMLS (Institute of Museum & Library services) funding: Updates are being monitored closely with from the state regarding IMLS funding – particularly through the LSTA (Library Science & Technology Act) grants. Those are grants that are disbursed through the State Library to libraries through the application process. Currently we have active LSTA grants and those will continue to be funded through the end of the fiscal year. Right now the library has 3 submitted grants that are pending – we won't hear until May if they have been awarded. One is an artist in residence program. One is a learn through play initiative which would allow for some more high quality museum interactives in the libraries, i.e., play kitchens that can survive very extreme use by children. Some outside percussive instruments at Headquarters library. A giant (10 foot) Battleship game that lights up which we can take with us to teach algebra and strategic thinking. It will engage children, youth, families and people of all ages.

We have another EZ grant where we are trying to create a community resource hub which would be located upstairs at Headquarters library. We have the space on the first floor which is enclosed in glass, those 2 rooms; last week a door was installed and now there are two rooms with 2 entrances/exits. The goal is to turn the larger room into a flexible programming/classroom space where service providers and library staff can provide programs and services. There can also be job training, the work that our community resource navigator has done to help people connect to services. He has learned what the top demands are and what people need the most help with. With his year of data collection, we can really use that space to help bring people in and connect them with resources.

The quiet study room will be turned into a semi-private consultation space with three personalized booths that would allow for one-on-one consultations with Ray or outside vendors can use for mental health intake and assessments. Then our digital navigators, they can make one-on-one appointments with people to help them learn how to use their technology. As we've learned, we can provide people with technology but if they don't know how to use it, it's not very useful.

Our digital navigators have been going out into the community and they've been collecting data like what are people wanting/needing to learn the most. Once we get the funding and get the space up and running, we're going to alter our services to meet that model.

5. Miller's Brew @ Café West: The grand opening of Miller's Brew @ Café West was March 12th. The community really turned out. Miller's provides on the job training and work experience for people with intellectual and developmental disabilities. The existing café has been upgraded. The Café is open Tuesday through Friday from 7:30 to 4:00 and we have added them as a location under West Regional on our website. Photos were shown of the Miller's Brew @ Café West Space.
6. Another update is the new shelving and renovations/updates at Headquarters library. Photos were shown of the new shelving which is modern and updated. The adult services information desk has been moved and is more visible. The goal is to put a large monitor behind the desk to advertise programs and things going on. There is also a new quiet seating area near the new book display. On the first and second floor near the elevator are large banners to advertise the Local & State History room as a resource. On the first floor they have information in a glass display so people can go upstairs to see more of what the Local & State History department have to offer.

A picture was also shown of the area where printers/fax machines used to be – we now have created a designated eating area. There is a drink vending machine and tables/chairs for people to sit and eat. It provides a good space for people to come in, eat their meals and be able to engage with people. Through out the library, people are welcome to bring their snacks and lidded drinks; but for meals, people are using the designated areas and most people clean up after themselves.

A photo was shown of the a giant train table funded by the Friends of the Library which is now setup on the second floor. The table is 8 feet long and children can crawl under and stand in the middle of the table.

7. Mural at Headquarters Library: We are working on getting a mural installed at Headquarters. There was an article published in CityView yesterday. The library received \$26,500 grant from the NC Dept. of Natural and Cultural Resources to mark the nation's semi-quincentennial. The theme for the mural is "Visions of Freedom, a Gathering of Voices and Common Ground." On April 10th the BOCC gave preliminary approval to hire artist Max Dowdle of the NC Public Art firm in Hillsborough. The mural project is scheduled for final approval at the BOCC April 21st meeting. Photos were shown of Mr. Dowdle's previous artwork; "Chartering Depths in the Sea of Knowledge @ UNC Institute of Marine Sciences in Morehead City, NC. Another one is "Take the "A" Train, in honor of Billy Strayhorn – the first mural for Historic Downtown Hillsborough, NC.

Seven artists submitted proposals and they were reviewed by a panel; everyone one chose Mr. Dowdle's work. A photo was shown of the mural submitted by the winner who rendered a piece called "*Freedom in Cumberland*". There is imagery representing the 60's desegregation protest marchers. There's books on it, none of the other submissions had books on them. Also depicted is Marquis de Lafayette of France, an American Revolution War General, who Fayetteville is named after. Then there is Charles Chestnut, a prominent African American author and whose father, Andrew Chestnut was the founder of Fayetteville State University FSU. The third Lewis S. Leary was a free Black man from Fayetteville who in 1859 participated in an anti-slavery raid led by abolitionist John Brown of a federal Arsenal in Harpers Ferry, Virginia. Harpers Ferry is now West Virginia.

One thing that stood out about this artist is his proposal (no one else suggested this) is that he wants to involve community engagement work. He wants to have the kids come out and do programs, paint days, have them involved in the actual mural creation. That is a complete mission for the library to engage our residents to make them aware and get them invested in life-long learning.

8. Board of County Commissioners restructuring and re-evaluating the boards and commissioners appointment process. Currently, the Board of County Commissioners is re-evaluating the appointment process for boards and commissions. More information will be provided at a later date.

V. OLD BUSINESS:

A. Proposed By-Law Revisions to submit to the Board of County Commissioners: Chair Dennis Cedzo

Cedzo shared that the modifications to the By-Laws is identifying October as our regular meeting. You'll recall that beginning last year we went from meeting once a month to having quarterly meetings. We want to set these up where the nominations and the officers will occur at the regular meeting scheduled for October. Under Article IV it stresses that the board shall meet quarterly starting in January, the third Thursday at 9:05 a.m. If we do that quarterly, there's no need to reference the month of December. Cedzo asked for any questions.

Vice Chair McRae mentioned that she noticed in the 4th paragraph on the first page, "A total of five absences at regularly scheduled meetings..." needs to be change if we are only having 4 meetings per year. The group discussed the options and the decision was to change the first line in the 4th paragraph to read: "A total of two absences at regularly scheduled meetings during a calendar year for any unexcused absence, will automatically create a vacancy on the Board that must be filled."

MOTION: Trustee Story moved to approve the proposed by-law changes discussed above to include all the changes highlighted in yellow.

SECOND: Trustee Pedigo seconded the motion.

DISCUSSION: None

VOTE: Approved unanimously.

VI. NEW BUSINESS

A. Branch Report – East Regional Library – Dawn Hall

Hall gave the following report:

East Regional's numbers from the previous fiscal year:

- 894 new library cards created.
- Over 60,000 materials checked out.
- Conference and meeting Rooms used 256 times.
- Over 50 programs for each age group (Children's, Teen, Adult).
- Program attendance increased from last year.
- Over 100 outreaches/outside programs:
 - ✓ Weekly outside story times
 - ✓ Twice a month visit senior center

PROGRAMMING:

Adults:

- East Regional Book Club has been meeting for 20 years, still gets new members.
- Senior Bingo has returned.
- New: EXPLORE Program for adults with disabilities: Beth had to add another session to accommodate interested groups.

Children – Story time continues to be well attended. (Shared photos and highlights).

Teens – Continue to do Fun Fridays every week. Added pop-up programs twice a week to keep teens engaged.

What's new at ERL?

- New Papercut system. Patrons like being able to use credit cards.
- New for adults: Coloring kits, mind games, checkers tables, charging stations, puzzle table.
- New for teens: Took down cubicles in teen room, added pool table and foosball table, added teen computers, magna tiles.
- New for children: Activity tree, chalk spinner, bubble wall, keva planks, kitchen, strawbees.

Looking ahead:

- Repurpose copier room and story time room.
- New ideas to engage teens.
- Looking at ways to continue to increase program attendance.
- New furniture.

B. Other Business: The next meeting will be July 17th. Because it's summer, I ask for all the board members to take a look at your schedules and if for some reason we're not going to be able to all attend that meeting, let us know and we'll coordinate for a different date.

VII. ADJOURNMENT

With no other business to discuss, Chair Cedzo adjourned the meeting at 10:14 a.m.