



Agenda: Board of Trustees
January 6, 2022, at 4 pm
Conference Room, Downtown Library

Literacy, Access, & Inclusion

Library Board President – Jade Hart

- A. Call to Order
- B. Consent Agenda – **Action**
 - o Minutes: December 2, 2021
- C. Public Comments and Communications
- D. Foundation Report – Charity Tyler
- E. Friends of the Library Report – Libby Slappey
- F. Board Education: Library’s 125th Anniversary – Amber McNamara
- G. Library Board Committee Reports
 - o Finance Committee – Monica Challenger, Committee Chair
 - **Action:** County Contract for Library Services FY22
 - **Action:** FY23 Budget
 - o Personnel and Policy Committee – Susie McDermott, Committee Chair
 - State Library of Iowa, Trustees Handbook Discussion: Chapter 16
 - **Action:** Policy Review:
 - 1.06 Table of Organization
 - 3.00 Library’s Message
 - 6.01 Staff Certification
 - 6.02 Human Resources Authority
 - o Advocacy Committee – Mary Sharp, Committee Chair
 - No Action
 - o Westside Project Committee – Clint Twedt-Ball, Committee Chair
 - No Action
- H. Library Director’s Report
- I. Old Business
- J. New Business
- K. Adjournment

The next Board of Trustees meeting is set for **February 3, 2022 at 4 pm**, in Conference Room, Downtown Library

To maximize protection from the Delta variant and prevent possibly spreading it to others, masks are required for all Library trustees, staff, and meeting attendees regardless of vaccination status, per the City of Cedar Rapids’ mask policy effective August 3, 2021

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a City program, service, or activity, should contact Jessica Musil, Library Administrative Assistant, at 319.261.7323 or email musilj@crlibrary.org as soon as possible but no later than 48 hours before the meeting.

DRAFT Meeting Minutes
Cedar Rapids Public Library
Board of Trustees
December 2, 2021

Board members in attendance: [President] Jade Hart (in person); [Vice President] Clint Twedt-Ball, Susie McDermott, Matt Wilding, Monica Challenger, Hassan Selim, Jeremy Elges (all via Zoom)

Unable to attend: Mary Sharp and Rafael Jacobo

Staff in attendance: [Library Director] Dara Schmidt and Jessica Musil (in person); Patrick Duggan, Amber McNamara, Todd Simonson, and Jessica Link (all via Zoom)

Others: Charity Tyler, Executive Director, Cedar Rapids Public Library Foundation (in person); and Libby Slappey, President, Friends of the Cedar Rapids Public Library (via Zoom); guests: Matthew Kruntorád, Kate Michaud, and Sean Higgins from MSR Design (all via Zoom)

- A. Call to Order
 - Ms. Hart called the meeting to order at 4:00 pm.
- B. Consent Agenda – **Action**
 - Minutes: November 4, 2021

Ms. McDermott motioned to accept the consent agenda. Ms. Challenger seconded. The motion carried with unanimous approval.
- C. Public Comments and Communications
 - There being none, the meeting continued
- D. Board Education: Report on Initial Design Concepts for Multi-use Library Facility – MSR Design
 - In 2027, the Ladd Library lease will expire. Ms. Schmidt and Ms. Tyler have been discussing long-term solutions for Ladd, while the Foundation coincidentally received a generous gift from Ms. Nadine Sandberg’s estate. Following this, in discussion with the Foundation and trustees, the Foundation committed \$1 million to a new west side facility. From there, they started conversations with Jennifer Pratt, director of the City’s Community Development department, to align and collaborate on this shared project. The timeline accelerated due to City and County American Rescue Plan Act (ARPA) funds for this facility. The Library needed to put concept behind the idea and released an RFP for initial design concepts, scope, and costs. MSR Design was awarded the proposal after being selected by a committee with representatives from the Library, Foundation, City, and County. Ms. Schmidt prefaced that this report does not require action and is educational. It will help us to move forward in our long-term plans for Ladd Library. Ms. Schmidt introduced the MSR Design team: Matthew Kruntorád, Kate Michaud, and Sean Higgins.
 - Mr. Kruntorád reviewed the project objectives, which were derived with conversations with the Library and project stakeholders. Ultimately, the concept has high aspirations – the facility will further promote library service and build dignified space for essential community partnerships as well as provide community resilience.
 - MSR Design highlighted parts of their process to build this concept. They wanted to find ways to share space, and create opportunities for community members to come together but allow privacy and dignity, specifically with partners. A diagram demonstrated a size and approach that could be deployed; Mr. Kruntorád cautioned it is not a design but gives the team an idea of what’s possible.
 - The architects feel the Library has two site options: one, a smaller site with combined housing, and two, a larger site with separate housing, which also allows for a large open park space and outdoor programming opportunities. Each site offers similar assumptions, such as glazing, environmental sustainability, and operational sustainability.

- Mr. Kruntorád stressed that the priorities, such as overall finish and size, will adjust price so this initial estimate is flexible. Pricing is conservative with built-in escalation. Pre-pandemic cost increases were about 2-4% per year but the numbers reflect our current reality of 4-5% with the high cost of materials.
- Ms. Michaud reviewed the cost estimations for three different options based on the site plans as estimated by Knutson Construction.

Mr. Elges joined the board meeting via Zoom at 4:20 pm.

- Mr. Wilding asked if there was a ballpark price to purchase new library materials. For this estimate, nothing is budgeted for materials. Ms. Schmidt shared we will consider the library collection when we define the scope as it is standard to review the opening day collection in planning. She believes we will carry over a majority of the Ladd collection but there is room to add this as we consider collection scope and size for the new space.
 - A design process is much longer than most people anticipate. We're at the very beginning with concept design, which helps us figure out what's needed and cost. It is typical to have not much pinned down.
 - Ms. McDermott commented that she wants the quality and attractiveness of the building itself to mirror that of the downtown library. Ms. Schmidt agreed – the conversations have defined big dreams to then prioritize and find cost. She does not want to compromise our commitment to providing incredible service to the west side. Ladd Library can be more and it's time to explore what that looks like.
 - Mr. Twedt-Ball noted it is important to remember that the downtown library started with a dream and followed into funding. It feels like we're in a similar situation knowing there are funding possibilities out there but we need the dream first. Mr. Twedt-Ball expressed appreciation of MSR's work so far.
 - Mr. Wilding shared that he believes the costs, per square foot, are similar to the downtown library with inflation.
- E. Foundation Report – Charity Tyler
- The month of November has been busy. Ms. Tyler is working on advocacy for the westside project. She has appreciated the transparency and communication as the project continues to develop.
 - In her role as President for United for Libraries, Ms. Tyler has been supporting education around censorship, intellectual freedom, and related policies. These have been priority topics for libraries in the past several months.
 - The Foundation anticipates their year-end letter to be mailed next week. In addition, they are honing focuses and communication for donors following responses from their survey.
- F. Friends of the Library Report – Libby Slappey
- The Basement Books location has been cleaned up – inventory has either been selected for sale or appropriately recycled including being recycled into Quaker Oat canisters.
 - The Friends are ready for Saturday's Merry Cherry Holiday Open House. They will sell books and gifts on two levels of the Cherry Building.
- G. Library Board Committee Reports
- Finance Committee – Monica Challenger
 - Ms. Challenger reviewed the finance memo presented in the packet. At this point in the fiscal year, the Library is in good standing. Ms. Challenger reminded trustees that if anything appears off, it is due to a large proportion of expenses due at the beginning of the year, which will even out toward the end.
 - Personnel and Policy Committee – Susie McDermott, Committee Chair
 - State Library of Iowa, Trustees Handbook Discussion: Chapter 5
 - This chapter is mostly written for rural or smaller libraries, whose respective director and board president with checking writing abilities and highly involved fiscal scrutiny. As part of a larger City, we have a

robust approval process. Ms. Schmidt discussed the budget process, which starts annually in September with the Finance Committee for the following fiscal year, with budget adoption through the board and ultimately the City. In addition, the Library has a purchasing policy that notes spending rules and limitations. The Library's financials are strictly monitored through the City Finance department as well.

- Ms. McDermott briefly highlighted a chart from the chapter, which outlines the primary budgetary responsibilities.
- **Action:** Policy Review. The trustees reviewed the following policies.
 - 1.01 ByLaws. The committee reviewed this policy again and made further amendments as noted in the packet.
 - 1.02 Bill of Rights. The content did not change, instead changes were minor and based on amendments by the ALA Council.
 - 1.03 Freedom to Read. There are no proposed changes.
 - 1.04 Freedom to View. There are no proposed changes.
 - 2.00 Collection Development. The Materials department reviewed and recommended adding gender identity and sexual orientation as two specific categories that we would not discriminate against. Recently, these two author identities are becoming frequent requests for material reconsideration. Language was also changed to purchase materials based on community need as inclusive materials is no longer a strategic task but continued work by the Library and Materials department.
 - 2.01 Reconsideration Policy. Minor changes were made to reflect current job titles and more concise wording on the Reconsideration Form.

The policy changes, as noted in the packet, were approved unanimously.

- Advocacy Committee – Mary Sharp, Committee Chair
 - Ms. Schmidt reported for Ms. Sharp. Soon, the Library will need support in the strategic planning process' next step. Trustees and other advocates will sign up for individual meetings with local stakeholders between now through the end of February. Ms. McNamara will email the sign-up with instructions and a questionnaire. City Council members are on list but we will wait until January to discuss the budget and strategic advocacy in one meeting.
- Westside Project Committee – Clint Twedt-Ball, Committee Chair
 - The committee has no new report. However, Mr. Twedt-Ball asked for any further thoughts or questions following the MSR Design's presentation.
 - Ms. McDermott asked when do we start discussing the housing component. Ms. Schmidt believes it is too early. As we move forward, we will need to find a developer to partner with us. The timeline will have more urgency if the project is a combined building and it will require a combined goal and work.
 - The project's next step is to understand funding sources and complete a financial feasibility study.

H. Library Director's Report

- The board packet includes a newly released statement from the America Library Association (ALA) on intellectual freedom. This is directly tied to two policies that were just reviewed: Collection Development and Reconsideration. Nationwide and in Iowa material challenges, censorship, and restriction have been big topics within school districts and government. Last year, libraries had a 60% increase of challenges. Our Library is aligned the ALA statement, which was signed by the Public Library Association (PLA) that Ms. Schmidt is a board member and United for Libraries (UFL) that Ms. Tyler is the president. Our Library, with good policies and board trustees' understanding, is prepared to address any challenges. In concept, it is scary to address challenges but in general, Ms. Schmidt feels prepared to handle concerns.

- Ms. Schmidt highlighted the last great story in the Director's Report of the packet. It highlights the importance of seeing yourself in what you read, which aligns with *The Gazette's* article this week on the collection's diversity. Mr. Elges noted that the books in the article has long holds list, showing their importance to readers.
- I. Old Business
 - There being no old business, the meeting continued.
- J. New Business
 - There being no new business, the meeting continued.
- K. Adjournment
 - There being no further business, the meeting adjourned at 5:06 pm

The next Board of Trustees meeting will be held on Thursday, January 6, 2021, at 4 pm, in the Conference Room, Downtown Library

BOOKS

Best feel-good books of 2021

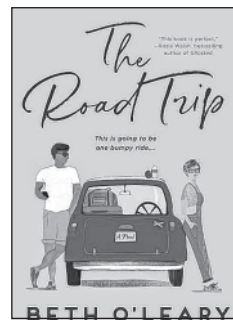
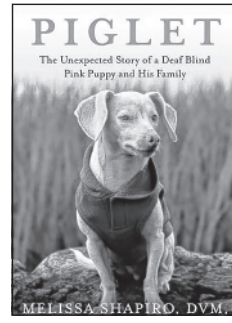
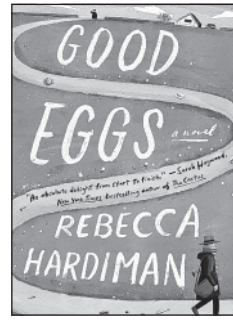
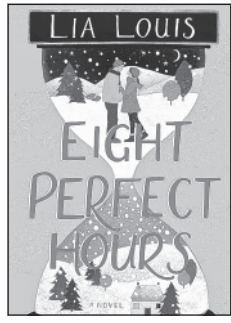
13 books that were tonics for uncertain times

By Angela Haupt, Washington Post

Another year of pandemic life is almost in the books — and once again, we needed soothing reads to get through it. Some of these titles are funny; others made us want to cry happy tears. All were tonics during a difficult, uncertain time. Here are 13 of the year's best feel-good reads.

GOOD EGGS

An 83-year-old firecracker of a woman can't stop shoplifting, so her son hires a caretaker to monitor her — and gets more than he bargained for. Such is the premise of Rebecca Hardiman's debut novel, which centers on three generations of a rowdy Irish family with a lot going on. There's joy, dysfunction and, ultimately, heartfelt second chances.



time,” and this hardcover collection delivers the same. It's about sharks — ostensibly predators but, in Colmenares' world, cute creatures that strike only with kindness and positivity. Prepare to smile a lot, just as widely as those friendly finned fish.

EIGHT PERFECT HOURS

Depending on your reading speed, “Eight Perfect Hours” also might describe the time you spend with this novel by Lia Louis. It's about Noelle, who gets stuck on the road in a blizzard with no food, drink or phone charger — but wait, who's that handsome man knocking on her window? Lest you think this sounds like the start of a horror story, it's a poignant rom-com about two strangers and the power of fate.

THE COMFORT BOOK

Do you ever wish your future self could pop in and reassure current you that everything is going to be OK? Matt Haig's book is exactly that kind of tonic. For years, he wrote notes to himself that he intended to read in dark times; “The Comfort Book” is a compilation of those short meditations. It's a validating and hopeful gift.

PIGLET: THE UNEXPECTED STORY OF A DEAF, BLIND, PINK PUPPY AND HIS FAMILY

Piglet is a social media superstar. But before that, he was a two-pound deaf, blind pup without a home. Melissa Shapiro, a veterinarian, took him in and fell in love. This sweet story by Shapiro and Mim Eichler Rivas details Piglet's transformation from a traumatized, anxious puppy into a confident, spirited pink dog and his adventures with his new family.

MISS ELIZA'S ENGLISH KITCHEN

Step right into a Victorian kitchen in Annabel Abbs' new novel, which is based on the life of Eliza Acton, one of the first modern cookbook writers. In this retelling, Eliza — who wants to be a poet — is convinced to instead learn how to cook. She discovers she loves it, and she and her assistant develop a unique partnership as they evolve as humans and chefs.

THE ROAD TRIP

Addie and her sister — a lovable pair — are road-tripping to a wedding when a car slams into the back of theirs. It's occupied by Addie's ex, Dylan, who's headed to the same place and soon sitting in the sisters' back seat, along for the ride. The next 300 miles are hilarious, awkward, frustrating and utterly charming. Beth O'Leary's latest is an entertaining and quirky rom-com.

LITTLE PIECES OF HOPE

On the day the coronavirus was declared a pandemic, Todd Doughty made a list of the things that made him happy: the music that opens “All Things Considered,” a juicy burger, yellow tulips. This joyful book features lists, essays, playlists and quotes that circle back to that central idea: finding the good in even the darkest circumstances. Keep it on your nightstand and read a few pages every day.

WHEN SHARKS ATTACK WITH KINDNESS

Andres J. Colmenares describes his popular Instagram comics as “a big visual hug that tickles you at the same

THE ONE HUNDRED YEARS OF LENNI AND MARGOT

Lenni, a terminally ill 17-year-old, meets Margot, who's 83 and wrestling with her own approaching end. After realizing that their ages add up to 100, the two set out to create 100 paintings that repre-

sent their combined century of life. While, yes, there's a terminal illness at the center of the novel, it's a beautiful, tender ode to friendship, love and our chosen legacies by Marianne Cronin.

THE PARTY CRASHER

After Effie's parents divorce, her dad rebounds with a significantly younger, money-grabbing woman. Then Effie's childhood home, Greenoaks, goes up for sale. She sneaks into the “house cooling” goodbye party to recover her beloved Russian dolls, and while she's hiding under tables and peeking through doors, she makes a kaleidoscope of discoveries. It's a delightful read, full of Sophie Kinsella's signature warmth and charm.

UNFOLLOW YOUR PASSION

At last, here it is: permission to ditch everything. Terri Trespicio helps us reevaluate what society has taught us we need, like passion and plans and a bucket list. It's quite liberating to realize that there's more than one way to live a life that means something, and that you can do so without leaving your comfort zone.

CARLA AND THE CHRISTMAS CORNBREAD

This children's book by Carla Hall is almost as comforting as digging into one of the chef's famous dishes. It draws on an event from her youth: On Christmas Eve, Little Carla eats a sugar cookie intended for Santa and then enlists her grandmother to right the wrong. Expect a cozy holiday read-aloud and a hankering for homemade cornbread.

BLISS: BEACHES

If you're beach-starved, Randall Kaplan's gorgeous collection will help fill some of that void. Expect stunning coastline photos of California, Hawaii, French Polynesia and many other spots. Leafing through it is almost as good as meditating on a real beach — and who knows? Maybe you will be soon.

CEDAR RAPIDS PUBLIC LIBRARY

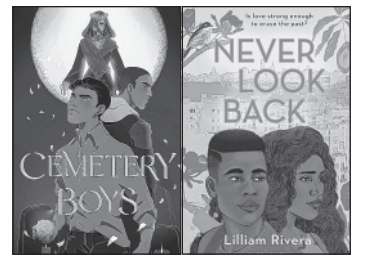
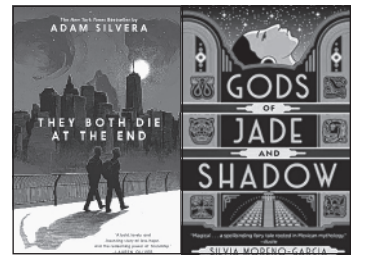
Dive into fantasy, sci-fi by these Latino authors

By Alison Gowans

Holiday break isn't far away, so the library wanted to take the opportunity to draw attention to seven titles for young adults by Latino authors that readers will want to dive into. The books all feature elements of fantasy, science fiction or magical realism.

They also are part of a collection of books the library has taken to the Linn County Juvenile Detention Center for its Be Heard series, which seeks to elevate voices of incarcerated youth through book discussion and a podcast series.

Episodes of Be Heard are available on the library's YouTube and Facebook pages.



THEY BOTH DIE AT THE END

What would you do if you knew you only had one day to live? In a future version of New York City, a service called Death-Cast calls two teenagers, Mateo and Rufus, to tell them just that in this book by Adam Silvera. The two meet using the Last Friend app and set out to live as much as they can, together, on their End Day.

GODS OF JADE AND SHADOW

In this Jazz Age tale by Silvia Moreno-Garcia that is inspired by Mexican folklore, Casiopea Tun dreams of a different life than one cleaning her wealthy grandfather's house in a small town in southern Mexico. Then she opens a wooden box in her grandfather's room and sets free the spirit of the Mayan god of death. Soon she's on a quest to help him reclaim his throne from his brother, a cross-country adventure from the jungles of the Yucatan to Mexico City — and into the Mayan underworld itself.

CEMETERY BOYS

In “Cemetery Boys” by Aiden Thomas, Yadiel is struggling to get his family to accept he is a trans boy, so he sets out to prove he is a brujo — not a bruja — by summoning a ghost — in this case the angry spirit of his school's bad boy Julian Diaz. Julian isn't ready to go quietly, however, and the longer he stays, the less Yadiel wants him to leave.

NEVER LOOK BACK

This magical realism-laced modern retelling of the myth of Orpheus and Eurydice by Lilliam Rivera features Eury, who is haunted by Hurricane Maria — and by an evil spirit, Ato, which followed her from Puerto Rico to her new home in the Bronx. Phoebe is the charming singer who expects to spend the summer on the beach — until he meets Eury. Can their love

overcome the demons of the past?

SHADOWSHAPER

In “Shadowshaper” by Daniel Jose Older, Brooklyn teen Sierra Santiago discovers her Puerto Rican family are part of a supernatural order called shadowshapers. Can she harness her own powers in time to stop the murderous anthropologist targeting her family and friends in an attempt to monopolize their powers?

LABYRINTH LOST

Alex doesn't want to be a bruja, despite her family's excitement for her to follow in their magical footsteps. So she performs a ritual to get rid of her powers ... and it backfires, with her family vanishing. To get them back, she must travel to the strange and dark world of Los Lagos. This is the first book in Zoraida Cordova's Brooklyn Brujas trilogy.

SIA MARTINEZ AND THE MOONLIT BEGINNING OF EVERYTHING

Three years after ICE raids and her mother's disappearance, Sia Martinez knows her mother must be dead. Still, she drives into the Sonoran desert each month to light candles she hopes will guide her mother home in this book by Raquel Vasquez Gilliland. And then the spacecraft crashes in front of her car, and her mom is on board. Can she save her from the armed, alien soldiers?



Alison Gowans is a content writer for the Cedar Rapids Public Library.

REVIEW | 'FIVE TUESDAYS IN WINTER'

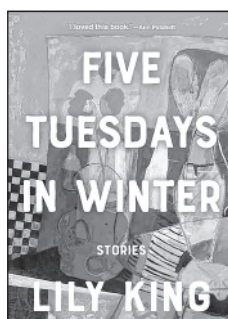
Lily King's latest is beautiful and tender story collection

By Sara Lippmann, Washington Post

Lily King isn't afraid of big emotional subjects: desire and grief, longing and love, growth and self-acceptance. But she eschews high drama for the immersive quiet of the everyday. King's latest book, her first story collection, “Five Tuesdays in Winter,” explores some of the same territory as her beloved novel “Writers & Lovers.” Here we inhabit the worlds of authors and mothers, children and friends; we experience their lives in clear, graceful prose that swells with generous

possibility. This is a book for writers and lovers, a book about storytelling itself, a book for all of us.

Writerly narrators abound. In “Creature,” 14-year-old Carol, a mother's helper to a wealthy matriarch's grandchildren, becomes swept up in the spell of Jane Eyre and the romantic notion of becoming a writer only to have her fantasy shatter when her employer's married son



crudely goes at her as if he “was doing some kitchen chore inside my bathing suit.” In the title story, a retiree bookstore owner falls for his employee. “He'd read about this feeling in novels, but he was sure he'd never experienced it.”

Intimacy builds around a tender portrait of what constitutes a family in “When in the Dordogne,” as two college friends move into a professor's home to care for his adolescent

son following the professor's mental health crisis.

Writers often get asked how they choose their subjects. For King, the answer may not be so cut and dried. Certainly, there is thematic overlap. Alcoholism, attempted suicide and toxic men are topics King has covered. Like Casey from “Writers & Lovers,” the narrator of “Timeline” is also a writer and restaurant worker grappling with heartache and the right words, but the formal constraints of the short story yield fresh resonance. Sometimes we do things one way to

unlock another. King's aspiring novelist admits, “I knew I was going to write a lot of stupid things that made me cry before I wrote anything good.”

Only everything King writes is great. Her last story, “The Man at the Door,” is an exceptional work of magic realism. The young mother-narrator, an aspiring novelist, has one simple goal: “All she wanted was to get back to the page at her desk.” But her baby just won't stay napping. No sooner does that moment arrive when the doorbell rings, then a tap at the window, “growing

louder and louder until she was certain a hand would shatter through before she could reach the door.” To her own surprise, she lets the stranger in. The man works for her publisher, and he proceeds to berate her about her work, offering a critique filled with misogynistic notions about fiction writing. Politeness turns quickly into something else, a confrontation that reveals the regrets and hopes of both the narrator and the intruder. When at last she gets rid of him, she finds an ending to her own book that feels triumphant.

COMMUNITY



THINGS TO DO TODAY

POWERED BY HOOPLA:
WWW.HOOPLANOW.COM

COMMUNITY/MUSEUM

Cedar Rapids Area Genealogy Library

Research your family tree with the help of library volunteers. The library is located in the lower level of the Masonic Building.

- **When:** 10 a.m. to 4 p.m.
- **Where:** Masonic Building, 813 First Ave. SE, lower level, Cedar Rapids
- **Cost:** Free
- **Age:** All ages

MUSEUM/EXHIBIT

Nature Connects made with Lego Bricks

An award-winning and record-breaking exhibition that uses beautiful works of art made from simple toy blocks and explores humankind's relationship with nature.

- **When:** 10 a.m. to 4 p.m.
- **Where:** Muscatine Art Center, 1314 Mulberry Ave., Muscatine
- **Cost:** Free
- **Age:** All ages

MUSEUM/EXHIBIT

Art in Roman Life

From coins to glass vessels to ceramic lamps to marble sculptures, this exhibition of more than 50 works, including 21 Roman portrait busts, reveals more than 600 years of artistic production, which characterized daily life in Rome from the 1st century B.C. through the fall of the Roman Empire.

- **When:** Noon to 4 p.m.
- **Where:** Cedar Rapids Museum of Art, 410 Third Ave. SE
- **Cost:** Up to \$8
- **Age:** All ages

MUSEUM/EXHIBIT

Dick Pinney:

Jack of All Trades

Dick Pinney (1924-1996) was a longtime favorite in the Cedar Rapids art scene. Accomplished in many media, this former creative director for Stamats Communications and Coe College vice president was perhaps most famous for the many carved wood assemblages that he created.

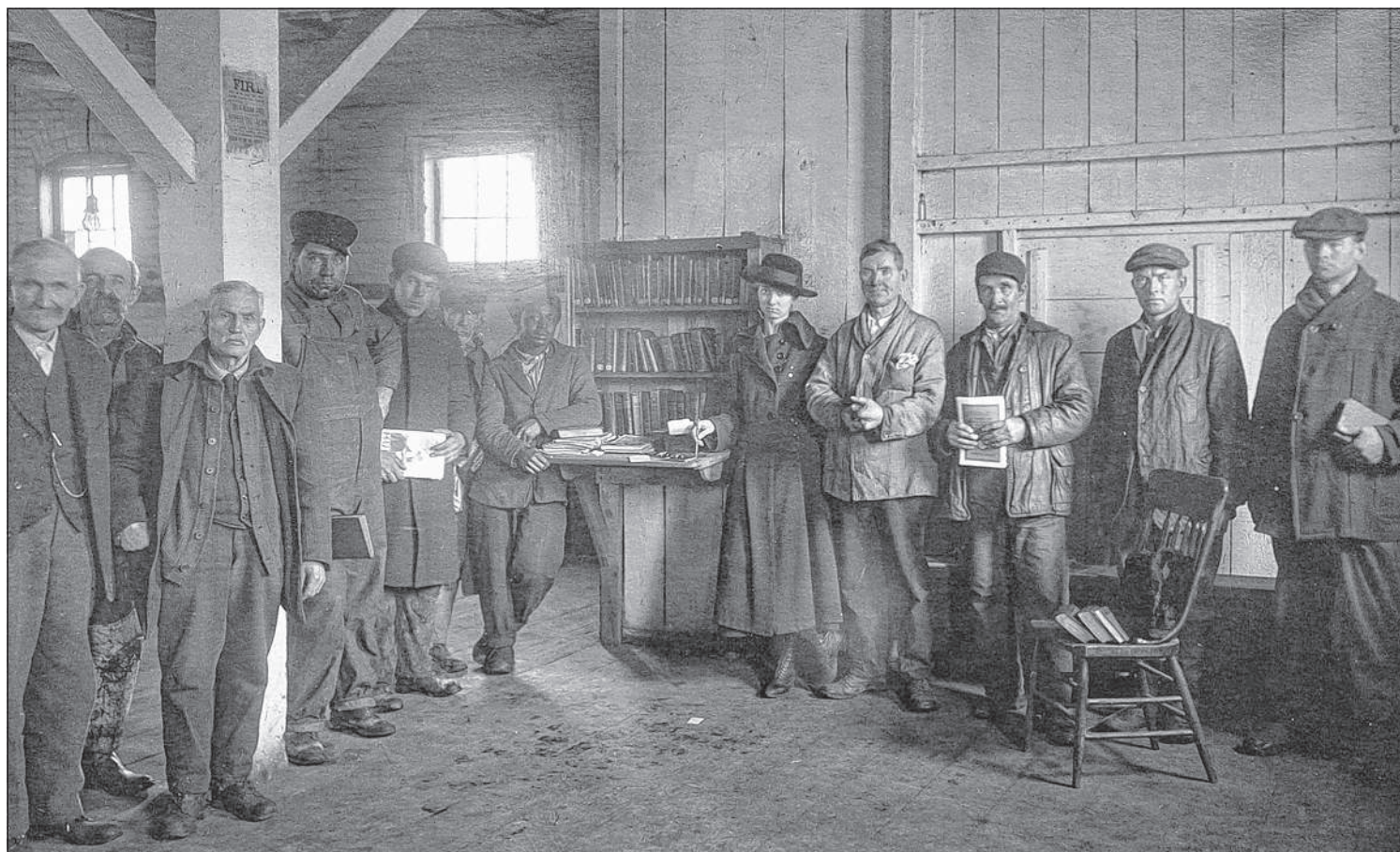
- **When:** Noon to 4 p.m.
- **Where:** Cedar Rapids Museum of Art, 410 Third Ave. SE
- **Cost:** Up to \$8
- **Ages:** All ages

CLUBS

Cedar Rapids Chess Club

Join the Cedar Rapids Chess Club for a relaxed, casual game session. Come to learn basics, advance your knowledge or teach others. All levels are welcome. Whether you are interested in learning chess, advancing your knowledge of the game or teaching others, you are invited to attend. For more information, go to www.chessiniowa.org/crches

- **When:** 5:30 to 7:30 p.m.
- **Where:** Cedar Rapids Public Library, 450 Fifth Ave. SE, Cedar Rapids
- **Cost:** Free
- **Ages:** All ages



Librarian Mary Runkle Edson with workers at the library station at the T.M. Sinclair Packing Co., around 1916. In the 1910s and 1920s, the library established stations at factories, grocery stores, pharmacies, parks and schools around Cedar Rapids, with the goal of providing access to books within walking distance in the city. (Cedar Rapids Public Library photos)

The story continues

Cedar Rapids Public Library celebrates 125 years next month

By Trish Mehaffey, The Gazette

CEDAR RAPIDS — The Cedar Rapids Public Library next month will mark its 125-year anniversary with exhibits and celebrations at its downtown and Ladd locations.

The exhibit at the Downtown Library's third-floor gallery, 450 Fifth Ave. SE, will have a timeline of the library's history. The exhibit at the Ladd Library, 3750 Williams Blvd. SE, will spotlight library branches and service delivery across Cedar Rapids.

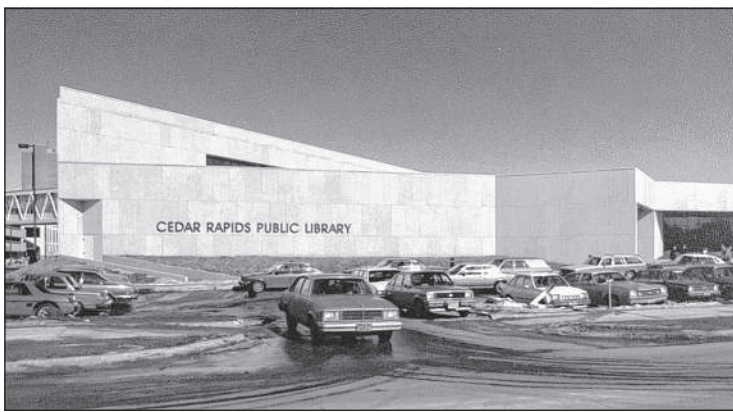
The exhibits will be open Jan. 15 to March 13, and then switch locations for March 19 to May 28 viewing.

Both exhibits highlight the library's legacy of providing access to books and information for all community residents, library staffers say.

Since the early days, the library staff brought library resources to the community, with branch libraries joining the main library. Book collections were set up in corner stores and factory break rooms in the 1910s and 1920s, and bookmobiles circulated in the 1960s.

The Jan. 15 celebration and exhibit opening will be from 10 a.m. to 2 p.m. and include activities at both locations, including:

- Family-friendly craft stations
- A short library history



The groundbreaking for a new building for the Cedar Rapids Public Library was Nov. 5, 1982, and the 83,100-square-foot building opened on Feb. 17, 1985, at 500 First St. SE. This was the main location of the library until the flood of 2008.

MORE HISTORY

To learn more about the Cedar Rapids Public Library's history, go to crlibrary.org/our-history

film, screening throughout the day

- Commemorative bookmarks to take home and cookies, while supplies last
- A chance for visitors to share their library memories
- Additional library history and information displays to explore throughout the buildings
- Registration for the 125th Anniversary Community Reading Challenge. It involves the community collectively reading on 125,000 days next year. To sign up, go to CRLibrary.beanstack.org in January. A Winter Reading Challenge also is available.

The history celebration will continue throughout 2022 with new episodes of a

historic docuseries debuting on the library's Facebook and YouTube pages each month.

According to the library's history, the Cedar Rapids Free Library opened its doors Jan. 15, 1897, with *The Gazette* reporting "throng of people eager and glad to be there."

The city was rapidly growing, with its population doubling between 1880 and 1890.

In 1895, Ada Van Vechten organized eight women's literary clubs into the City Federation of Ladies Literacy Clubs. The women of the federation launched a campaign to establish a library.

Women couldn't vote on many issues in 1894, but Iowa became one of only two states to pass legislation allowing women to vote on limited issues, including library levies. The levy passed by just 59 votes in an 1896 election.

The returns showed half the men who voted didn't vote on the question at all and speculated the vote could be



Ada Van Vechten was known as "the mother of the library." In 1895, she organized the City Federation of Ladies Literacy Clubs, which campaigned to establish a library. When the library opened, she was appointed the first president of the board of directors.

challenged on the grounds that "the women are illegal," *The Gazette* reported, according to the library's website.

The first librarian was a woman, Virginia Dodge, as were all the head librarians through 1949, according to the library's history.

Dodge was from Oak Park, Ill., and had studied at Wellesley College and completed library school at Armour Institute. Her assistant and apprentice was Kathryn Canfield.

The library has published a special history-focused commemorative edition of *OPEN+* magazine. It is available at the Downtown and Ladd Libraries and online.

Comments: (319) 398-8318; trish.mehaffey@thegazette.com

EASTERN IOWA BRIEFS

CEDAR RAPIDS

Cedar Rapids seeks public input on its Age-Friendly Action Plan

The city of Cedar Rapids is seeking public input on the Age-Friendly Action Plan. Cedar Rapids is part of the Network of Age-Friendly States and Communities. This network is comprised of cities and states across the country that are committed to making their communities livable for residents of all ages, from the cradle through retirement. Information is requested on ways to increase livability in Cedar Rapids for all ages.

A short survey that will assist in prioritizing areas of improvement is open through Jan. 18 on the Age-Friendly Action Plan page of the city's website at www.cityofcr.com/age-friendly-survey. An ideas wall also is available, where residents can post their ideas and experiences, especially in the areas of civic participation, communication and information, health and community, housing, open spaces and buildings, respect and inclusion, social participation and

transportation.

The development of an Age-Friendly Action Plan supports the implementation of other municipal plans including Envision CR, the Pedestrian Master Plan, Neighborhood Action Plans, Area Action Plans and, most recently, the Community Climate Action Plan. The plans are formed from community input and help shape a sustainable, healthy and inclusive community.

MARION

Signups open for free CPR class at new fire station in February

The Rotary Club of Linn County and the Marion Fire Department are hosting a community CPR training class Feb. 19 at the new headquarters for the Marion Fire Department, 100 Irish Dr.

The training is free to Marion residents ages 16 and older as a service to the community. Enrollment is limited, so only early enrollees are guaranteed a spot. Visit rotarylc.org and follow the links to CPR Training to enroll.

While the class is free, those who need

Heartsaver certification from the American Heart Association will have to pay that fee (\$25) on training day. Infant CPR and AED (defibrillator) training will be part of the class.

Kale McBurney, training chief for the Marion Fire Department, said that under the best of circumstances, it often takes longer than five minutes for paramedics to arrive at a scene where lifesaving measures are needed. That's why the department is urging for more people to be trained in CPR and ready to act.

"Early CPR on a victim is what helps save a life," McBurney said. "It makes our job easier when we get there. It's a game-changer."

He points to a recent incident at an area sporting event where a man suddenly went into cardiac arrest. Two bystanders stepped in and began CPR until paramedics arrived, saving the man's life.

This will be the fifth year the Rotary Club has facilitated free community CPR classes, after a one-year pause due to COVID-19. The previous classes in Mount Vernon trained a total of 120 people in lifesaving CPR skills.

BOOKS

NATIONAL BESTSELLERS

- FICTION
1. "The Judge's List" Grisham
 2. "The Stranger in the Lifeboat" Albom
 3. "The Wish" Sparks
 4. "Go Tell the Bees that I Am Gone" Gabaldon
 5. "Wish You Were Here" Picoult
 6. "Fear No Evil" Patterson
 7. "The Lincoln Highway" Towles
 8. "D&D: Strixhaven: Curriculum of Chaos" (Wizards of the Coast)
 9. "Cloud Cuckoo Land" Doerr
 10. "Mercy" Baldacci

- NON-FICTION
1. "Call Us What We Carry: Poems" Gorman
 2. "Atlas of the Heart" Brown
 3. "The Real Anthony Fauci" Kennedy Jr.
 4. "For Such a Time as This" McEnany
 5. "All American Christmas" Campos-Duffy/Duffy
 6. "The Pioneer Woman Cooks — Super Easy!" Drummond
 7. "Jesus Listens" Young
 8. "There and Back" Chin
 9. "Guinness World Records 2022" (Guinness World Records)
 10. "The 1619 Project" Hannah-Jones

Publishers Weekly

LOCAL BESTSELLERS

- FICTION/NON-FICTION
1. "Dune" Herbert
 2. "The Wish" Sparks
 3. "The 1619 Project: A New Origin Story" Hannah-Jones
 4. "Lost Cedar Rapids" Looney
 5. "The Lincoln Highway" Towles
 6. "Atlas of the Heart" Brown
 7. "Go Tell the Bees that I am Gone" Gabaldon
 8. "It Ends with Us" Hoover
 9. "The Lyrics" McCartney
 10. "The Silent Patient" Michaelides

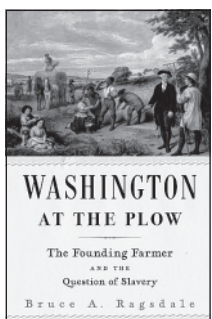
Barnes & Noble, Cedar Rapids

REVIEW | 'WASHINGTON AT THE PLOW: THE FOUNDING FARMER AND THE QUESTION OF SLAVERY'

Washington's views on slavery changed with farming techniques

By Mark G. Spencer, Washington Post

In this delightfully instructive book, Bruce A. Ragsdale provides an enthralling account of George Washington doing what he liked to do best of all, but as we rarely see him. "Washington at the Plow" tells the first president's story as "the first farmer of America." Ragsdale demonstrates that "agricultural improvement and the work of nation building were firmly joined in Washington's mind." Paying attention to "the story of Washington's life as a farmer," he submits, "fundamentally re-shapes the familiar biography of the general and president." It does so centrally concerning — as the book's subtitle styles it — "the question of slavery." Ragsdale, the author of "A Planters' Republic" and a former director of the Federal Judicial History Office at the Federal Judicial Center, maintains that "Washington understood slavery primarily through his management of agricultural labor and his recurrent efforts to adapt enslaved labor to new kinds of farming at Mount Vernon." His



case is compelling. In eight chronologically arranged chapters, Ragsdale fastidiously re-creates Washington's farming efforts from the late 1750s through his death in late 1799. Drawing upon the "scrupulous accounts" Washington kept "of every kind of transaction" related to his farming, Ragsdale allows us to peer behind Washington's farm operations and see their inner workings at Mount Vernon and elsewhere. He puts to good use surviving ledger books and detailed weekly reports prepared by Washington's farm managers, men such as English-born Anthony Whitting and Marylander William Pearce. What do these documents show? One narrative they reveal is that, over time, Washington's land holdings multiplied — by inheritance, through his marriage in 1759 to Martha Dandridge Custis and by tracts subsequently purchased. Washington's attitudes about the enslaved labor employed on his expanding estates changed over time as well. To appreciate how that happened requires Ragsdale to give attention to what

In his last will, Washington famously freed more than 120 of Mount Vernon's enslaved people.

Washington read and said and did. Washington was constantly on the lookout for ways to improve his farming operations. Farsighted "restructuring" efforts included replacing tobacco with crops, such as corn and wheat, less depleting of the land's nutrients. Ditches were dug to drain swamplands. Aesthetically pleasing "living" hedgerows were planted to demarcate fields. Crop rotation was introduced and amended. Washington was guided, argues Ragsdale, by "the latest models" of 18th-century British agricultural techniques, the "New Husbandry." Still, many of Washington's innovations for land use had negative consequences for farm laborers. His adjustments often "imposed a far more demanding work regimen that redefined much about the lives and labor of the more than two hundred enslaved people at Mount Vernon." Increasingly, Washington

suspected that the "ideal of a balanced order rooted in nature and improved by human endeavor" was "in conflict with the system of enslaved labor" practiced at Mount Vernon and on his other farms. He came to see that "his system of improved farming could not be reconciled with slavery." In his last will, Washington famously freed more than 120 of Mount Vernon's enslaved people — a "momentous provision," Ragsdale concludes. The volume is charmingly illustrated with a variety of images. Several of Washington's many maps and farm plans are reproduced, as is the only surviving photograph (circa 1870) of the 16-sided barn that Washington designed for "the treading of wheat by horses." In this reliable and thorough rendering of "the most celebrated farmer of the age," Ragsdale undeniably casts new light on Washington on the question of slavery. By bringing to life Washington's farming world, he does more than that. "Washington at the Plow" reminds us of the importance of agriculture and its enlightened improvement to America's founding. In doing so, it illuminates much for early-American specialists and general readers alike.

C.R. Public Library launches Winter Reading Challenge

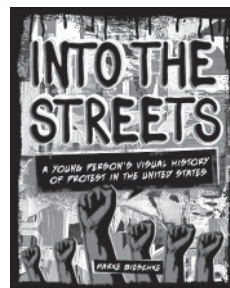
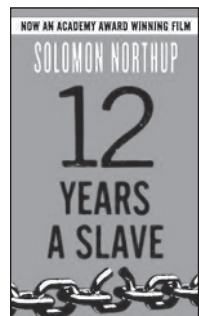
The Gazette

The Cedar Rapids Public Library will participate in Beanstack's Fifth Annual Winter Reading Challenge, "Read for a Better World," sponsored by Lerner Publishing Group, for the month of January. "Read for a Better World" encourages readers of all ages to explore diversity, empathy and action through literature. The community will have unlimited access to digital copies of Lerner's "Read for a Better World" themed books

for the month of January directly in the Beanstack app and online at CRLibrary.beanstack.org. Copies of all of the books also are available through the library. Cedar Rapids patrons are challenged to read at least 300 minutes from books on the list during the month of January and track their reading on the Beanstack site or app. Those who complete the challenge will win a Cedar Rapids Public Library beanie. Book lists are curated for different age groups. The lists include books from bestselling

and acclaimed authors, including Irene Latham, Charles Waters, Shelley Rotner, Angela Johnson, Kao Kalia Yang, Bob Raczka, Miranda Paul, Lee Wind, Traci Sorrell, Katey Howes and Laura Gehl, as well as classic titles including "Twelve Years a Slave," "Narrative of the Life of Frederick Douglass," and "Little Women." The challenge also will feature various Lerner titles that explore social emotional learning, such as "A Girl Like Me" (ages 0-5), "Ruth and the Green Book" (ages 5-10), "Into the Streets: A

Young Person's Visual History of Protest in the United States" (ages 10-18), and "Dear Teen Me: Authors Write Letters to Their Teen Selves" (ages 18+). Libraries and schools across the nation are participating in the challenge, and top-performing libraries and schools will earn prizes from Lerner Publishing Group, including book collections, signed books and virtual author visits. For more information on the Cedar Rapids Public Library, visit CRLibrary.org.



THE NEW YORK TIMES SUNDAY CROSSWORD

JOB SHARING
BY DANIEL OKULITCH AND DOUG PETERSON / EDITED BY WILL SHORTZ

Daniel Okulitch, originally from Calgary, Alberta, is a professional opera singer of more than 25 years. He has performed for the New York City Opera, Los Angeles Opera, Teatro Colón in Buenos Aires and many other venues. Last month he completed a run of shows at the Bolshoi Theater in Moscow as the title character in Mozart's "Don Giovanni." His partner, Lara, also a singer, introduced him to crosswords last year as part of their morning routine and he started constructing soon after. Doug Peterson, of Pasadena, Calif., is a professional crossword constructor. The two were introduced online. — W.S.

- | | | | |
|---|--|---|---|
| ACROSS | 50 Side hustle for a therapist? | 101 Side hustle for a marriage counselor? | 10 Inflame |
| 1 Research subject for which Bohr won a Physics Nobel | 56 "A Confederacy of Dunces" author | 106 Small sweater? | 11 Shape |
| 5 Grimm account | 57 Shed, with "off" | 108 Cold-weather jacket | 12 Something made in a hurry |
| 9 Musical medley | 58 Many a Sharon Olds poem | 109 Person with lots to show | 13 A in French class |
| 15 Like cranberries | 59 Leaf-to-branch angles | 111 Kind of license | 14 One getting down, so to speak |
| 19 Protagonist of Colson Whitehead's "The Underground Railroad" | 62 It may be glossed over | 115 Museum that awards the Turner Prize | 15 Cheery "Ciao!" |
| 20 Big-time | 63 Turned | 116 "Oh yeah? Watch me!" | 16 Two-time opponent of Dwight |
| 21 Tarot deck grouping | 65 Its fleece is hypoallergenic | 118 Side hustle for a drill instructor? | 17 Map lines |
| 22 Trash day reminder, maybe | 66 Part of a gig | 120 Tech tutorials site | 18 Guilt-producing meeting, perhaps |
| 23 Side hustle for a hairstylist? | 67 Side hustle for an anesthesiologist? | 121 Sub groups? | 24 Maxim |
| 25 Rodent-catching feline | 73 Leon who wrote "Battle Cry" | 122 Set of showbiz awards, in brief | 29 Nobel-winning author Gordimer |
| 26 Maker of Regenerist products | 74 Avid bird-watcher, say | 123 Hightail it | 31 Park supervisor? |
| 27 Oust | 75 URL divider | 124 Actress and inventor Lamarr | 33 Refine |
| 28 French auto pioneer Louis | 76 "Mr. Mayor" airtir | 125 Where the tradition of shaking hands as a greeting originated | 35 Economic stat. |
| 30 Dan Conner and Danny Tanner, e.g. | 77 First stroke of the day | 126 Clinches, with "up" | 36 Male swans |
| 32 [Blown kiss] | 78 Holy ones: Abbr. | 127 Show off at the gym | 37 Like one Freudian fixation |
| 34 Side hustle for a veterinarian? | 81 Spanish city north of León | DOWN | 38 Bouncy toys |
| 36 Manage OK | 84 Encrusted | 1 "Because freedom can't protect itself" org. | 40 Thrift-store fashion, informally |
| 39 Dangerous crowd | 87 Side hustle for a carpenter? | 2 Animated figure | 45 Blue |
| 41 Try to lighten up, perhaps? | 90 Netted | 3 Evil creatures in 7-Down | 46 Order member |
| 42 New York Cosmos star of the '70s | 93 Give an address | 4 Defiant retort | 47 Hindu, for one |
| 43 Metal precioso | 94 Home in the mud | 5 Large orchestral gong | 48 Justice beginning in 2006 |
| 44 Polite rejection | 95 Christmas purchase | 6 Mahershala of "Moonlight" | 61 1979 Commodores hit with the lyric "Good times never felt so good" |
| 46 National gemstone of Mexico | 96 Like Athena | 7 Frodo's film franchise, familiarly | 71 Suspense novelist Hoag |
| | 98 Moving ____ | 8 Blues great Waters | 72 Pandora native in "Avatar" |
| | 100 Record label for Otis Redding and Big Star | 9 One with a nesting instinct | 78 Side of a block |
| | | 60 Some HDTV's | 79 Word after high or weak |
| | | | 80 Classic skit comedy show |
| | | | 82 Sole ingredient in some cookies? |
| | | | 83 Rock with colorful bands |
| | | | 85 Sum total |

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
19				20				21						22			
23			24					25						26			
27						28		29				30	31				
			32			33		34				35					
36	37	38			39		40		41			42					
43					44		45				46				47	48	49
50			51	52	53				54	55			56				
57						58			59			60	61		62		
			63			64			65					66			
67	68					69	70	71						72			
73					74						75						
76					77				78	79	80		81			82	83
84			85	86			87		88			89					
90					91	92			93						94		
			95					96	97			98		99		100	
101	102	103					104				105		106		107		
108							109					110		111			112
115						116	117					118		119			
120						121						122				123	
124						125						126				127	

No. 1219

Find answers to today's New York Times Crossword puzzle, **Section E**
Find your regular Sunday crossword in Living, **8L**

• ONLINE: Share tips: nytimes.com/puzzleforum

Cyclones tumble

Clemson tops ISU in Cheez-It Bowl, 20-13

Sports, 1B



Best of the arts

Reflecting on 2021 and looking to next year

Hoopla, 1C



The Gazette



Eastern Iowa's independent, employee-owned newspaper

Thursday, December 30, 2021

Mostly cloudy. H 29 L 21 7D

www.thegazette.com

©The Gazette

\$1.50

6-year-old from C.R. read over 500 books in 2021



Paloma Bribiesco, 6, takes a book from the shelf Monday as she looks for more books to take home in the children's non-fiction section at the downtown Cedar Rapids Public Library. She is there with her mother, Jasmine Hernandez. (Jim Slosiarek photos/The Gazette)

New U.S. COVID-19 infections surge to record level

Fauci: Small New Year's Eve parties OK, but not large ones

Associated Press

More than a year after the vaccine was rolled out, new cases of COVID-19 in the United States have soared to their highest level on record at over 265,000 per day on average, a surge driven largely by the highly contagious omicron variant.

New cases per day have more than doubled over the past two weeks, eclipsing the old mark of 250,000, set in mid-January of last year, according to data kept by Johns Hopkins University.

The fast-spreading mutant version of the virus has cast a pall over Christmas and New Year's, forcing communities to scale back or call off their festivities just weeks after it seemed as if Americans were about to enjoy an almost normal holiday season. Thousands of flights have been canceled amid staffing shortages blamed on the virus.

Dr. Anthony Fauci, the top U.S. infectious-disease expert, said Wednesday that there is no need to cancel small home gatherings among vaccinated and boosted family and friends. But "if your plans are to go to a 40- to 50-person New

► INFECTIONS, PAGE 6A

Johnson, Linn reach highest virus cases in over a year

State death toll because of virus doubled in the last year

By Elijah Decious, The Gazette

Johnson and Linn counties are seeing their highest weekly totals for COVID-19 cases in 13 months as new case rates continue to trend up, according to data released Wednesday by the Iowa Department of Public Health.

Johnson County reported a total of 744 new cases over the last week, a 52 percent jump from last week's total of 488. The last time its seven-day total was that high was on Nov. 25, 2020, when it was 749.

Linn County's seven-day case total is now 1,186, a nearly 26 percent increase from 943 last week. The last time it was that high was on Nov. 27, 2020, when 1,220 cases were reported.

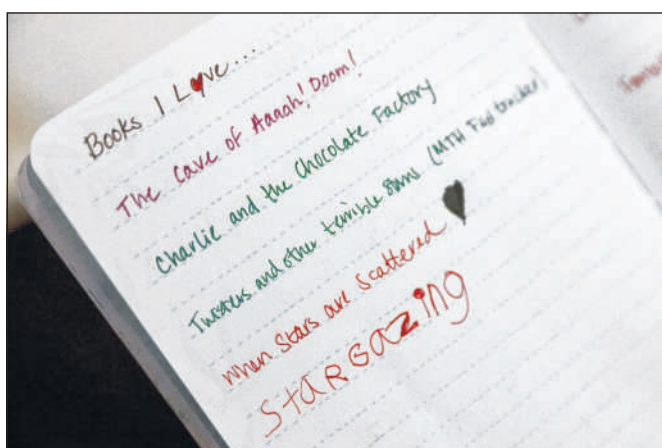
► VIRUS, PAGE 6A

'Love of reading' motivated her to achieve ambitious goal

By Marissa Payne, The Gazette

CEDAR RAPIDS — Before 2020 came to a close, Paloma Bribiesco set an ambitious goal to achieve in 2021: Then age 5, she decided she would read 500 books over the course of the year — 100 for each year she had been alive.

At just 6 years old, Paloma has exceeded her goal by finishing 519 books this year. Along her literary journey, she consumed a variety of stories, from tales of Somali refugees growing up in a refugee camp to non-fiction books about dinosaurs and the environment. Her devotion to reading has impressed her own family and inspired community members to resolve to read



Paloma Bribiesco, 6, made a list of the books she loved reading in a reading log.

more themselves.

What motivated her to take on this challenge? "My love of reading," she wrote in her reading log.

After overhearing her parents discuss New

Year's resolutions and her mom's vague mention of wanting to read more, Paloma initially wanted to read 1,000 books.

"By then she was a pretty good reader, but I did

some math to make it more realistic," her mother, Jasmine Hernandez, said.

Hernandez said her daughter is a good reader for her age. She even gets special access at the library in All Saints Catholic School. "You have to go in a specific area for your grade, and I can go to the fifth-grade section," explained Paloma, a first-grader at the school.

She documented finished books in her journal with check marks. When Paloma grew bored with those, she started a "stamp chart," replacing the check marks with doodles related to the books she read — she marked her completion of the Magic Tree House book "A Perfect

► BOOKS, PAGE 6A

I.C. drinking water free of 'forever chemicals'

State will eventually get to other cities including C.R.

By Erin Jordan, The Gazette

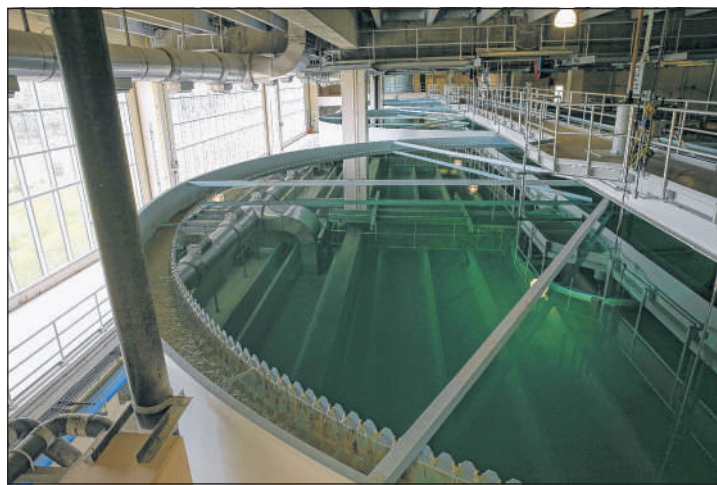
IOWA CITY — Iowa City's drinking water does not have detectable levels of two types of industrial chemicals believed to harm human health, according to November sampling by the Iowa Department of Natural Resources.

The college town is the first city in Iowa to publicly release results from Iowa DNR testing for polyfluoroalkyl substances, or PFAS, a family of human-made chemicals. The state plans to test drinking water in doz-

ens of Iowa cities, including Cedar Rapids, by next year, the Iowa Capital Dispatch reported last month.

At a concentration of 70 parts per trillion, two of the chemicals — perfluorooctanoic acid and perfluorooctanesulfonic acid — can cause fetal developmental effects as well as cancer, liver damage, immune effects and thyroid effects, the U.S. Environmental Protection Agency reported in an advisory earlier this year.

► WATER, PAGE 5A



Tanks filled with water and a lime slurry used for raising its pH are seen July 13 at the water treatment facility in Iowa City. (The Gazette)

Books/More to read in '22

► FROM PAGE 1A

Time For Pandas,” for instance, with a panda doodle. She tracked her overall progress toward her goal by filling in a thermometer drawing.

When she's not reading, she enjoys doing karate at the Northwest Recreation Center (she has a white belt with a black stripe), swimming and playing soccer in nice weather, baking (most recently, she made popsicles for Christmas) and spending time with family. She also likes the environment, so she documents the natural world as she sees new things on hikes and learns about the earth through her favorite genre, non-fiction.

Paloma often watches the movies adapted from books she's read. Typically, she takes more of a liking to the movie version, but “Harry Potter and the Sorcerer's Stone” was an exception. She found the movie “too scary,” so she favors the first book in J.K. Rowling's popular fantasy novel series. (Don't worry, Potter fans: She declared she is “no Slytherin.”)

BOOKS OPEN HER WORLD

Paloma's parents regularly read to her when she was younger, and from there, she took off and enjoyed doing it on her own.

“Reading is my one kryptonite, too, so it's late at night and she should probably be going to bed, but she just wants to read one more chapter, and I find it very hard to say no,” Hernandez said.

It's bittersweet for her father, Andrew Bribiesco. He used to love reading to his daughter. They'd each take turns reading a chapter to each other. In the last year or so, she's become such a voracious reader that she prefers to do it alone.

Anywhere from once to three times a week, Hernandez takes her daughter to the library to pick up a new selection of books, which are kept on a counter by the refrigerator for Paloma to grab anytime.

Hernandez chooses books for her daughter based on her interests — for instance, they might pick books about prairie lands after taking a summertime prairie walk. She also is mindful of representation to expand her daughter's knowledge base (in November, ahead of the celebration of Thanksgiving, she selected Indigenous stories). And she chooses one Spanish book to keep her practicing the language.

For parents who hope to help their children become good readers,



Paloma Bribiesco, 6, checks out books to take home Monday at the downtown Cedar Rapids Public Library. (Jim Slosiarek photos/The Gazette)



Paloma Bribiesco, 6, started drawing pictures that represented the books she's read in a reading log.

Hernandez considered modeling the behavior to be key.

“Despite not having a lot of time in our lives, we still try to make it a point to read in front of the kids and to read actual books rather than just sit on our phone, and it's amazing how much they model your behavior,” Hernandez said. “Andrew and I, as parents we are reading. That makes Paloma want to read, and her reading actually makes her 2-year-old brother want to read, and so he'll sit there and turn pages and make up a story along with the pictures.”

Bribiesco said Paloma is observant of her parents' reading behavior, sometimes asking her mom, “Are you still on that book?”

Paloma's nature journal logs the many state parks and other places she's visited. But reading “exposes you to more of the world than you would normally see,” Hernandez said. As many places as she's visited in real life, she said Paloma has “been to so many more places in her books.”

“I've even been to ...” Paloma trailed off, turning to her mom to ask, “What's the highest mountain in America?” After a few moments, Paloma exclaimed, “De-

nali,” referring to the Alaska mountain. Now they can save money by skipping a real-life trip there, Hernandez joked.

But the knowledge Paloma has absorbed from books has influenced some of the family's travels. On a trip to Texas, the Bribiescos stopped to see the Giant Eyeball, a 30-foot-tall fiberglass sculpture of an eyeball in Dallas — because Paloma read about it. Her father said she read the Alamo in San Antonio was haunted — “*Haunted*,” Paloma emphasized in a spooky voice — so they visited that as well.

“It really has opened up our world, too,” Bribiesco said.

Hernandez, who is from Chicago, said her parents are from Mexico. Her father never attended school, so her parents prioritized reading and education as she grew up. Now, she is passing on that passion for reading to her children.

“Whenever I look at her and my son, I always think of where I came from, where my parents came from,” Hernandez said, adding that they “are our ancestors' wildest dreams,” in reference to a popular quote.

2022 GOAL?

Paloma's near-constant

BOOKS

PALOMA LOVES

“Charlie and the Chocolate Factory” by Roald Dahl

“When Stars Are Scattered” by Victoria Jamieson and Omar Mohamed (Paloma's favorite)

“The Cave of Aaaaah! Doom!” by Jaden Kent

“Twisters and Other Terrible Storms” by Will Osborne and Mary Pope Osborne

“Stargazing” by Jen Wang

book consumption continues to impress her parents, and they're proud to see her commitment to reading inspire the community. But Andrew Bribiesco said he didn't initially grasp the magnitude of her 500-book reading goal until seeing the positive response.

Cedar Rapids Public Library Director Dara Schmidt said in a statement the staff loves to hear stories like Paloma's.

“This was quite an ambitious goal and such a wonderful achievement,” Schmidt said. “The Library offers several reading programs throughout the year and opportunities for people of all ages to read toward a goal, and to explore new and diverse voices. We encourage everyone to be like Paloma and set your own reading goal for 2022.”

The library offers a Winter Reading Challenge for all ages during January, which Schmidt said is the perfect place to start.

Asked if she thought she'll read 500 books again next year, Paloma responded, “No, 600.” But her mom interjected: “I think we're going for a different goal. Remember, we talked about it?”

“Right,” Paloma said. “One hundred big books.”

Comments: (319) 398-8494; marissa.payne@thegazette.com

Virus/Linn leads Iowa counties with 8 deaths this week

► FROM PAGE 1A

This week, 16 children are hospitalized, all unvaccinated — up from eight last week, but down from 19 two weeks ago.

NEW CASES

In all, Iowa saw 11,234 new COVID-19 cases this week, up from 10,381 new cases last week, bringing the statewide total to 574,513 since the start of the pandemic.

The vast majority — 70 percent — of new positive cases over the last week were in those under 50, with the biggest share among those in the 18 to 29 age range:

- Up to 17: 14 percent

- 18 to 29: 23 percent

- 30 to 39: 19 percent

- 40 to 49: 15 percent

- 50 to 59: 13 percent

- 60 to 69: 10 percent

- 70 to 79: 5 percent

- Over 80: 2 percent

Linn County's positivity rate has gone up from 12.7 percent last week to 16.1 percent this week. Johnson County's has risen from 9.5 percent to 12.3 percent. All 99 counties in Iowa remain in the “red zone,” the maximum level of community transmission of the virus, according to the U.S. Centers for Disease Control and Prevention.

VACCINATIONS

An additional 10,126 Iowans became fully vaccinated over the last week, bringing the number of inoculated Iowans over 5 years old to 59.53 percent, or 1,761,780 people. When including those under 5, the rate is 55.84 percent.

Scores continue to receive their booster shots — 51,246 people in the last week — bringing the number of fully vaccinated and boosted Iowans to 809,984, or 27 percent of the state population.

Johnson County continues to be a leading county in the state for vaccinations, with 71.48 percent of the population over 5 years old vaccinated.

That figure was boosted by an additional 228 people vaccinated over the last week. The county's vaccination rate including those under 5 is 67.36 percent.

Linn County has vaccinated an additional 931 residents over the last week,

bringing the totals to 66.62 percent of the population over 5, and 62.48 percent of the total population.

DEATHS

The statewide death toll of confirmed COVID-19 cases is now 7,858 — slightly more than double what it was at the end of 2020, when it stood at 3,898.

Over the last year, Linn County's death toll has jumped over 85 percent from where it stood at the end of 2020, from 245 to 447. Johnson County's has more than doubled, from 47 to 116, as of last week.

Though statewide COVID-19 deaths reported this week are about half the number reported last week — down to 59 from 119 — Linn County sustained more new confirmed deaths than any other county. With eight new deaths, Linn County leads over the next highest tallies in Pottawattamie County (five) and Cerro Gordo County (four).

Johnson County has not reported any new deaths as of this week.

Of the 59 newly reported deaths, 51 are from December and six are from November. One death was confirmed from July and October.

HOSPITALIZATIONS

The number of people being treated for COVID-19 in Iowa hospitals dropped from 747 to 711, although those in intensive care rose from 158 to 165. The number of patients on ventilators inched down from 101 to 97.

Of those hospitalized for the virus, 80.6 percent had not been fully vaccinated against COVID-19. Among those only in intensive care, the number rose to 83 percent, the state data show. Both those numbers were slightly down from last week.

LONG-TERM CARE OUTBREAKS

Long-term care outbreaks continue to trend upward, with 23 current outbreaks. Two weeks ago, there were 16 outbreaks. Three or more COVID-19 cases among staff and residents in a facility constitutes an outbreak.

Comments: (319) 398-8340; elijah.decious@thegazette.com

Infections/Hospitalizations remain below all-time highs

► FROM PAGE 1A

Year's Eve party with all the bells and whistles and everybody hugging and kissing and wishing each other a happy new year, I would strongly recommend that this year we not do that,” he said.

The picture is grim elsewhere around the world, especially in Europe, with World Health Organization chief Tedros Adhanom Ghebreyesus saying he is worried about omicron combining with the delta variant to produce a “tsunami” of cases. That, he said, will put “immense pressure on exhausted health workers and health systems on the brink of collapse.”

The number of Americans now in the hospital with COVID-19 is running at around 60,000, or about half the figure seen in last January, the Centers for Disease Control and



People wait in line Dec. 13 at a COVID-19 testing site in New York's Times Square. More than a year after the vaccine was rolled out, new cases of COVID-19 in the United States have soared to their highest level on record at over 265,000 per day on average, a surge driven largely by the highly contagious omicron variant. (Associated Press)

Prevention reported. While hospitalizations sometimes lag behind new

cases, the hospital figures may reflect both the protection and the

possibility that the omicron variant is not making people as sick as previous versions.

COVID-19 deaths in the United States have climbed over the past two weeks from an average of 1,200 per day to around 1,500.

Public health experts will be closely watching the numbers in the coming week for indications of the vaccines' effectiveness in preventing serious illness, keeping people out of the hospital and relieving strain on exhausted health care workers, said Bob Bednarczyk, a professor of global health and epidemiology at Emory University.

CDC data already suggests that the unvaccinated are hospitalized at much higher rates than those who have gotten inoculated, even if the effectiveness of the shots decreases over time, he said.

“If we're able to weather

this surge with hopefully minimal disruptions to the overall health care system, that is a place where vaccines are really showing their worth,” Bednarczyk said.

It's highly unlikely that hospitalization numbers will ever rise to their previous peak, said Amesh Adalja, senior scholar at the Johns Hopkins Center for Health Security at the Bloomberg School of Public Health. Vaccines and treatments developed since last year have made it easier to curb the spread of the virus and minimize effects among people with breakthrough infections.

But even with fewer people hospitalized compared with past surges, the virus can wreak havoc on hospitals and health care workers, he added.

“In a way, those hospitalizations are worse because they're all preventable,” he said.

LIVING

Cedar Rapids library celebrates 125 years of access, inclusion

A page IN history



Yarcho Grocery was one of the stores that hosted a library station as the Cedar Rapids Public Library expanded in the 1910s and 1920s. The library's goal was to ensure book access within walking distance of every section of the city. (Cedar Rapids Public Library)

New exhibits showcase a legacy bigger than books

By Elijah Decious, The Gazette

CEDAR RAPIDS — Since the beginning of its 125 years, history shows that the Cedar Rapids Public Library's mission of accessibility, inclusion and empowerment was not just something that looked good on paper.

"Do you realize that the library building is the only absolutely neutral ground in the city? Here there are no distinctions of age, race, or religion. Every one, young and old, should feel at liberty to come here freely every day in the year," librarian Harriet A. Wood wrote in the 1907 Annual Report.

"They were in a time when a lot of society was very segregated," said Alison Gowans, content writer for the Cedar Rapids Public Library whose history research will be displayed in upcoming exhibits. "As far as evidence found shows, everyone was welcome from the very beginning, which is very encouraging and a major value of the library today. ... That's embedded in our history."

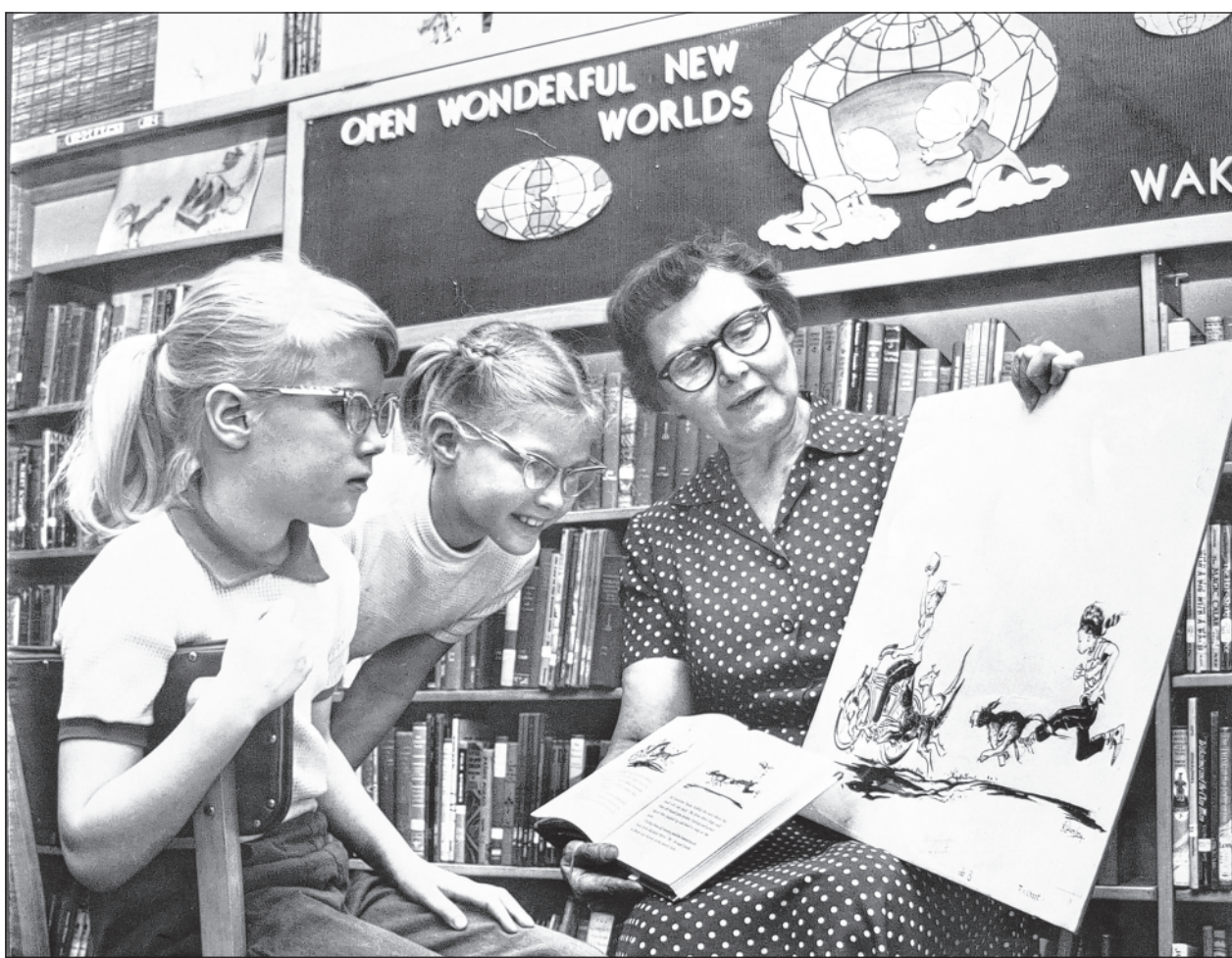
"As far as evidence found shows, everyone was welcome from the very beginning, which is very encouraging and a major value of the library today."

Alison Gowans, Cedar Rapids Public Library

Perhaps that's not surprising for an institution that owes its success to women, starting in 1896 — a time when they were excluded from many parts of society. As they exercised their newly-won right to vote on limited tax issues in Iowa, the library was approved by a margin of only 59 votes.

Vote returns showed half the men who voted didn't vote on the question at all, speculating that the vote could be challenged on the grounds that

► **LIBRARY, PAGE 8B**



Children's librarian Evelyn Zerzanek, who procured a collection of original illustrations from famous children's book illustrators by writing to them, reads to children in a Cedar Rapids Public Library archive photo. Zerzanek's collection of children's art grew to hundreds of pieces. (Cedar Rapids Public Library)

CEDAR RAPIDS PUBLIC LIBRARY CELEBRATES 125 YEARS

- **WHAT:** A spotlight on the library's history, innovation and adaptation over 125 years through two exhibits, plus one day of craft stations, history film screening and more.
- **WHEN:** Jan. 15 to May 28
- **WHERE:** Downtown Library's third-floor gallery, 450 Fifth Ave. SE; Ladd Library gallery, 3750 Williams Blvd. SE
- **DETAILS:** One distinct exhibit will be open at each location from Jan. 15 to March 13 before switching

locations from March 19 to May 28, to ensure patrons of both branches have a chance to view them.

During a Jan. 15 celebration from 10 a.m. to 2 p.m., both locations will have family-friendly craft stations, a library history film screening, commemorative bookmarks, complimentary cookies, a chance for visitors to share their library memories and registration for the 125th Anniversary Community Reading Challenge.

A LOOK BACK AT 125 YEARS OF HISTORY AT THE LIBRARY



In 1897, the first Cedar Rapids Public Library was outfitted in a room in the Granby Building at the corner of Third Avenue and Second Street SE. (Cedar Rapids Public Library)

● **1895:** Ada Van Vechten organizes the City Federation of Ladies Literacy Clubs, which campaigns to establish a library.

● **1896:** Women are allowed to vote on municipal tax issues and help pass the library levy by 59 votes.

● **1897:** The new Cedar Rapids Free Public Library opens in a room in the Granby building on Jan. 15, at Second Street SE and Third Avenue SE.

● **1900:** The library moves to the Dows building, at Second Avenue SE and Third Street SE.

● **1905:** The new library building, funded by business tycoon and philanthropist Andrew Carnegie, opens on Washington Square, now known as Greene Square.

● **1909:** The library begins looking for ways to reach new people, opening stations — small library outposts, putting books in schools, grocery stores, drugstores, hospitals and factories. By 1918, there are 22 stations around the city.



The former Downtown Library of the Cedar Rapids Public Library. (Cedar Rapids Public Library)

● **1930:** A new Kenwood branch opens in a Spanish adobe-style building.

● **1952:** The first library bookmobile arrives, taking over for the library stations. A second arrives in 1954.

● **1963:** Kenwood branch expands.

● **1971:** First two bookmobiles are retired in 1971 and 1972. Edgewood branch opens at 221 Edgewood Rd. NW.

● **1985:** A new 83,100 square foot library opens at 500 First St. SE., thanks to a \$6.8 million grant from The Hall Foundation, city-issued bonds to secure a site for the building and \$1.3 million raised from 18,000 donors by the Library Foundation and Friends of the Library.

● **1988:** A new branch opens in Westdale Mall. The Edgewood branch closes.



Patrons wait in line to tour the new downtown branch of the Cedar Rapids Public Library on Aug. 24, 2013, in Cedar Rapids. (The Gazette)

● **1992:** Kenwood branch closes; new branch opens at Town and Country Shopping Center.

● **2008:** The library loses about 160,000 books, movies and media items after the Cedar River inundates 10 square miles of downtown Cedar Rapids, forcing the building to be gutted. With the downtown library closed, the library expands inside Westdale and opens a small storefront location in the Armstrong Centre.

● **2013:** Ladd Library opens, replacing the Westdale location. The new Downtown Library opens adjacent to Greene Square.

● **2017:** The library receives the 2017 National Medal for Museum and Library Services, the nation's highest honor given to libraries.

Library/Getting materials to as many as it can

► FROM PAGE 7B

“the women are illegal,” according to Gazette reports at that time. Ada Van Vechten, who organized women’s literacy clubs to campaign for the library, was elected the library board’s first president and dubbed “the mother of the library” by The Gazette.

ACCESS

Though the conversations about what the library should offer have changed over the years, the guiding principal of getting as many materials to as many people as possible has stayed the same.

“As information access changes happen, that brings in the tough questions about what a library should be. We’ve always fallen on the side of more access, more materials, more thoughts being available to the community,” said Director Dara Schmidt. “We laugh about ‘the evils of fiction’ today, but I bet those were heated (discussions) back in the day.”

From the beginning, the library strove to ensure information access was a matter of outreach, not simply an unlocked door at its building. By 1911, books and magazines were available to factory workers in places like Quaker Oats and T.M. Sinclair Packing Co.

“The library stepped up and said, ‘These are our people, let’s make sure our education is accessible to people working these jobs. That’s the backbone of our community,’” Schmidt said.

Friends of the library ensured the librarian had a horse or automobile to travel to rural areas and schools in other townships. By 1918, the library had 22 stations to support its goal of having books available within walking distance of every section of the city.

“We provide access to everything that we can because we want our citizens to be well educated ... and want people to be curious,” Schmidt said. “It’s not about content. ... It’s about access.”

Bookmobiles starting in the 1950s grew in popularity over the following two decades as another means to meet residents where they were.

ADAPTATIONS

With over a dozen building



The former Downtown Library building of the Cedar Rapids Public Library is seen from an aerial view after the flood of June 2008 inundated downtown Cedar Rapids. The library lost 160,000 books and media items from the flood, which forced the building to be gutted. (Cedar Rapids Public Library)



Children wait at a stop for one of the Cedar Rapids Public Library’s original bookmobiles, which started service in the 1950s. (Cedar Rapids Public Library)

changes, additions and moves over the years, the library has remained a reflection of Cedar Rapids, through thick and thin.

For an institution of its age, Schmidt said the library is unique in the sense that it has two locations less than 10 years old. That’s due to the flood of 2008 that claimed 160,000 books and media items, gutting the Downtown Library.

But through all the changes, Schmidt said the library’s proven ability to flexibly reach as many people as possible proves that “the more things change, the more they stay the same.”

Early in its history, the library ensured access to German and Czech language books for its immigrant populations. Now, it ensures access to French books for newer immigrants from Africa.

The bookmobiles that started in the 1950s got an upgrade in 2021 with the Mo-

bile Technology Lab loaded with laptops, 3D printers and robots to reach both children and adults in various neighborhoods.

“We’re bringing resources out to people instead of keeping them in the building,” Gowans said.

Looking to the future, the library is considering its permanent locations and technology to reach a growing, more diverse population. After the pandemic dramatically changed the appetite for digital access to the library’s materials, the role of digital access will become a larger part of future conversations.

With digital information access more ubiquitous than ever, the role of librarians has changed from being gatekeepers of information to being navigators of it.

“These are big picture things we’re working on. They’re not anything different from what they’ve done, but the approach might be differ-

ON THE NET

To learn more about the library’s extensive history over the last 125 years, visit cribrary.org/our-history. There, you can read more about fascinating excerpts such as:

- The instrumental role of women in the library.
- The library’s role through World War I and II.
- Pandemic responses throughout the library’s history — COVID-19 was not the first.
- How children’s librarian Evelyn Zerzaneck curated original illustrations from illustrators, such as a sketch of Dr. Seuss’ dog and H.A. Rey’s Curious George, for the library’s original collection.
- Photos of the library’s physical changes over the last 125 years.

ent,” Schmidt said. “How do you walk into the library and know this is the place for you, no matter who you are?”

A LIVING LEGACY OF CONNECTIONS

Perhaps the best way to measure the library’s legacy over 125 years is not through its circulation numbers or attendance statistics, but the stories embedded in Cedar Rapids memories for generations.

“If you ask people about (library) memories, they’re quick to talk about what the library meant to them,” said Gowans. “That shows the importance of the library in the community.”

And with decades of memories still alive with patrons today, everyone has their own library story.

“People remember when they went to the Kenwood Branch as a kid, or when the bookmobile used to stop at their grandma’s house, or a baseball mitt chair in the library basement that flooded,” said Schmidt. “That’s been an amazing thing — helping people connect to their personal story as we connect to our history as an institution.”

And while the anniversary is a celebration of books, access and history, the reflection of the library in personal, human connections is what has made the library’s story more than a good novel to check out.

Comments: (319) 398-8340; elijah.decious@thegazette.com



THINGS TO DO TODAY

POWERED BY HOOPLA:
WWW.HOOPLANOW.COM

MUSIC Michael Moncada

Country rock artist Michael Moncada will perform.

- **When:** 6 to 8:30 p.m. today
- **Where:** Playtime Tap, 933 14th Ave. SW, Cedar Rapids
- **Cost:** Free

FOOD Chili Cook Off

Come eat some chili. Feel free to enter your own Crock-Pot of chili.

- **When:** 11 a.m. today
- **Where:** Solon American Legion Stinocher Post #460, 222 E. Main St.
- **Cost:** \$5

OUTDOORS First Day

Run, Hike, Explore

Start the new year off with the Pleasant Creek Trail Runners and the Iowa Department of Natural Resources. As of last night, the event had not been canceled because of bad weather. Check online at iowadnr.gov/Portals/1/dnr/uploads/parks/2022firstdayhikes-guided.pdf

- **When:** 2 p.m. today
- **Where:** Pleasant Creek State Park, 4530 McClintock Rd., Palo
- **Cost:** Free

OUTDOORS

Walking Meditation

Winding Path Sangha takes its meditation outside.

- **When:** 10 to 11 a.m. today
- **Where:** Hickory Hill Park North Park Entrance, 800 Conklin Lane off Dodge Street, Iowa City
- **Cost:** Free

Sharing Faith

Our religious communities welcome you!

Assembly of God

CR FIRST
Sunday Services
8:30, 10 and 11:30 AM.
Kids Worship Experience
at 10 and 11:30 AM.

3233 Blairs Ferry Rd. NE,
Cedar Rapids
crfirst.org 393-6353

Catholic

St. Patrick Catholic Church
500 1st Ave. NW, Cedar Rapids
www.stpatrickscr.org
Mass Times
Saturday 4pm
Sunday 8am, 10am, & Noon
Eucharistic Adoration
Seven Days a Week 9am-9pm
Come and spend an hour with our Lord.

Christian Science

First Church of Christ, Scientist
640 Blairs Ferry Rd. NE • 393-1207
Sunday Service • 10:30am
Sunday School • 10:30am
Wednesday Service • 12 Noon
www.cschurchcedarapids.com

Lutheran

Bethany
Lutheran Church
Living and Sharing God’s Love
8:30 a.m. Traditional Worship
9:45 a.m. Education Hour
11:00 a.m. Contemporary Worship
2202 Forest Dr. SE • 364-6026
LCMS • bethanycr.org

FIRST LUTHERAN CHURCH
LIVE Sunday @ 9 a.m Traditional & Sun. @ 11:15 a.m. Celebration
firstlutherancr.online.church
replay @ youtube.com/firstlutherancr
In the heart of the city with God’s heart for all.

King of Kings
LUTHERAN CHURCH
3275 N. Center Point Rd (in Robins)
SUNDAY 8:00AM-10:45AM
Education hour for all ages Christian education 9:30am
393-2438 • www.kingofkingscr.org • LCMS

St. Paul’s Lutheran Church (MO)
915 27th St., Marion
319-377-4687
www.mystpauls.org
SUNDAY CHURCH WORSHIP, 8AM, & 10:30AM.
9:15AM. SUNDAY SCHOOL/BIBLE STUDY

St. Stephen’s
Lutheran Church - ELCA
610 31st St SE, Cedar Rapids
You can join us every Sunday for two services.
8:00 a.m in-person
Between the two services there will be an education hour
10:30 a.m. on Facebook Live, YouTube, or in-person.
To Know, Live, and Share Christ.
Check out our website for more information: ssluth.com

Non-Denominational

River of Life
We Worship, We Connect, We Contribute
3801 Blairs Ferry RD NE | (319) 393-3709
www.riveroflife.org
Sunday Worship: 9:00 & 10:45 am
Weekly small groups

ANTIOCH
CHRISTIAN CHURCH
Visitors & Newcomers Welcome!
Marion Campus & Online Services
Saturdays | 6PM
Sundays | 8:15, 9:45 & 11:15AM
lifeisforliving.org
433 Cross Road, Marion • 377-3410

Presbyterian

1st Pres
In-person service
10:00am
Or join us online
fpccr.org
Pastor Heather Hayes
FIRST PRESBYTERIAN CHURCH
310 5th Street SE, Cedar Rapids

Westminster
Presbyterian
1285 Third Avenue SE
366-7185
Sunday
In person worship 10am
live streaming on
YouTube.

Religious Society of Friends

Whittier Friends Meeting
Unprogrammed Quaker Worship
Sundays 10:30 a.m.
Silent Meeting
All Welcome
County Home & Whittier Rd., Springville
393-2508 / 563-590-4294

Seventh-Day Adventist

Turning the hearts of the fathers
to their children, and the hearts
of the children
to their fathers.
Malachi 4:6
1260 29th St., Marion, IA
Saturdays - 2:00 p.m.
(319) 361-8630 • hpindahouse.org

Unitarian Universalist

Peoples Unitarian Universalist
A Welcoming Congregation
Any Age, Race, Sexual Orientation
Spiritual Growth & Social Justice
319-362-9827 | www.peoplesuu.org
Sunday Service 11:00am
In Person, Zoom & YouTube
4980 Gordon Ave., NW 52405

United Church of Christ

FIRST
CONGREGATIONAL
UNITED CHURCH OF CHRIST
“A Community of Faith, Learning and Service”
Sunday Worship
9:30am & 11:00am
361 17th St. SE • 362-1926
Rev. Melanie Van Weelden • www.fcocr.org
An Open and Affirming Congregation

United Methodist

Lovely Lane
United Methodist Church
2424 42nd St. NE - Cedar Rapids - 393-6674
Services 8:30 AM & 10:30 AM
Online Worship 10:30 AM
Sunday School 9:30 AM
www.lovelylane.org
Let’s Find Hope Together!

ST. PAUL’S
UNITED METHODIST CHURCH
SUNDAYS
9:00 am • Worship (English)
11:15 am • Worship
1:00 pm • Worship (African Nationals)
1340 3rd Avenue SE - Cedar Rapids
www.stpaulsumccr.org
319.363.2058
Like us on Facebook • [stpaulsumccr](https://www.facebook.com/stpaulsumccr)
youtube.com/c/StPaulsUMCCR

Please check with your religious community before attending a social gathering. For all of your Worship and Church Event advertising needs contact Joann Dodson at 319-398-8237

Category	Platform	Metrics	November 2020	November 2021	% Change
Virtual Programming	Facebook	Virtual Program Views (minutes)	2,081	4,136	50%
Digital Collection Use	OverDrive	eBook Circulation	6,021	5,810	-4%
		eAudiobook Circulation	4,229	5,196	19%
		New Users	242	253	4%
	cloudLibrary	eBook Circulation	1,415	1,295	-8%
		eAudiobook Circulation	796	1,063	25%
		New Users	166	29	-82%
	Hoopla	eBook Circulation	828	891	7%
		eAudiobook Circulation	665	1,067	37%
		eMusic Circulation	101	135	25%
		eVideo Circulation	442	424	-4%
		New Users	54	38	-30%
	Freegal	eMusic Downloads	1,441	1,183	-18%
		eMusic Streaming	3,632	2,759	-24%
		New Users	6	5	-17%
Kanopy	eVideo Circulation	1,189	1,346	12%	
Total	Total Digital Circulation	20,759	21,169	2%	
Other Online Use	Databases	Visits	16,458	18,166	9%
	CRLibrary.org	Visits	10,792	11,425	4%
	WiFi	Logins	2,870	7,802	63%
Social Media	Facebook	Followers	10,256	10,510	2%
	Instagram	Followers	N/A	3,712	N/A
	YouTube	Views	377	6,204	94%
Meeting Room Use	Downtown	Number of Reservations	0	248	N/A
	Downtown	Number of People	0	2783	N/A
	Ladd	Number of Reservations	0	79	N/A
	Ladd	Number of People	0	709	N/A
Number of Visitors	Downtown	Door Count - Downtown	5,560	19,376	71%
	Ladd	Door Count - Ladd	3,858	6,749	43%
	Total	Door Count - Total	9,418	26,125	64%
Curbside Holds	Total	Curbside Holds - Numer of Patrons	6,680	160	-98%
*Number of items was not possible after Polaris transition					
Materials Circulation	Circulation	Print Circulation	32,029	37,098	14%
		Total Circulation	47,744	52,522	9%
		MLN Circulation (Print only)	43,999	60,188	27%

To: Monica Challenger, Finance Committee Chair
From: Dara Schmidt
Date: 12/16/2021
Subject: **November 2021** Financial Report and FY23 Update

When reviewing budget to actual, we assume 1/12 of the expenditure budget is spent per month; likewise that 1/12 of revenue will be received per month. If we assume this, that means thru November actual revenue should be at least 5/12 or 41.7% of budget and actual expenses should be no more than 5/12 or 41.7%.

- Actual revenues are expected to meet or exceed budgeted amounts with \$75K from the State Library and \$94K from Linn County coming next month. Currently total actual revenue (less Flood insurance transfer in) is 33.2% or \$240K of budgeted \$725K. – slightly below budget. If you are short revenues at yearend, unspent expenditure budget will have to cover.
- Regardless of funds/cash available, total actual expenses, excluding transfer out, may not exceed total budgeted expenses.
 - Total actual expenditures are 40.2% or \$2.8M of \$7.1M budgeted. On track with budget.
 - *Total FY22 COVID expenses recorded thru November is \$4.1K.*
 - Personal Services is tracking at 38.4% or \$2.08M of \$5.42M budget.
 - Refresh savings of \$92K reduced budget for FY22.
 - Discretionary is trending above budget. Total incurred thru November is \$277K of \$682K budget or 59%.
 - Accounts over budget are: IT related for computer hardware & software maintenance including one broadband payment that was for FY21 of \$4.8K, building & grounds supplies.
 - Estimated budget remaining expected in Other expenses to help offset building and grounds spending, up to \$40K.
 - Rent of Land & Buildings has incurred 6 months of Lease & Cam (\$16,387.67) for Ladd library.
 - Electricity is over budget thru October. 40% spent or \$74.7K of \$188.8K budget.
 - Facilities Maintenance has posted EMS costs thru November - \$6.8K. Maintenance for Aug & Sept is 52.5K.
 - Fleet Services is billed thru July for work order billing. Currently at 55% or \$138 of \$250 budget. (no change from last month)

CIP:

316 – 40% or \$201K spent of \$500K budget on circulation material.

Special Revenue:

7010 – 6% or \$13K of budgeted revenues \$200K have been received and 6% or \$39.1K of budgeted expenses \$663K has been spent.

7020 – none of 25K budget has been spent. Current fund balance is \$44K.

FY23:

The Library's FY23 budget is included in the packet this month for discussion and approval at the Board of Trustees meeting. The additions/changes in the budget from FY22 to FY23 include the City providing increases for circulating WiFi hotspots, expanding the library's service navigator program, increasing building upkeep expenses and increased costs for electricity. In addition, the Library Foundation will be funding an additional Foundation position that comes as a pass-through in the library's staffing budget.

City of Cedar Rapids
 151 General Fund - Library
 2021-11-30

Account Name	Account	Prior Fiscal Year 2021 YTD Actuals	Current Fiscal Year 2022 Adjusted Budget	Current Fiscal Year 2022 YTD Actuals	Favorable (Unfavorable) Variance	Percent of Budget Received Spent	Current Month 2022 Actuals
Revenue							
Taxes							
Total Taxes		-	-	-	-	0%	-
Intergovernmental Revenue							
State Operating	422001	97,473.90	115,000.00	30,674.29	(84,325.71)	27%	-
Local Govt Grants	423000	13,189.26	130,000.00	6,594.63	(123,405.37)	5%	-
Total Intergovernmental Revenue		110,663.16	245,000.00	37,268.92	(207,731.08)	15%	-
Other Revenue							
Printing & Duplicating of Form	431006	533.25	25,000.00	1,856.20	(23,143.80)	7%	318.95
Admin Charges - External	431012	152,724.91	330,000.00	154,525.16	(175,474.84)	47%	20,713.03
Library User Fees - Not Fines	431201	-	600.00	4,576.28	3,976.28	763%	713.39
Vending Sales	431301	-	-	32.04	32.04	0%	-
Library Fines	441001	2,162.07	-	-	-	0%	-
Other Fines & Forfeits	441002	-	-	(6.25)	(6.25)	0%	-
Building Rental	461001	3,532.80	43,455.00	13,078.00	(30,377.00)	30%	1,079.20
Contributions & Donations	471002	41,917.29	70,000.00	28,500.00	(41,500.00)	41%	-
Sale of Inventory	471003	272.45	7,000.00	651.75	(6,348.25)	9%	114.75
Other Miscellaneous Revenue	471005	-	3,500.00	-	(3,500.00)	0%	-
Total Other Revenue		201,142.77	479,555.00	203,213.18	(276,341.82)	42%	22,939.32
Proceeds of Long Term Liabilities							
Total Proceeds of Long Term Liabilities		-	-	-	-	0%	-
Transfers In							
Operating Transfer In - Inter	483001	14,000.00	14,000.00	14,000.00	-	100%	-
Total Transfers In		14,000.00	14,000.00	14,000.00	-	100%	-
Total Revenue		325,805.93	738,555.00	254,482.10	(484,072.90)	34%	22,939.32
			724,555.00	240,482.10		33.2%	
Expenditures							
Personal Services							
Regular Employees	511100	1,488,410.97	3,899,390.00	1,544,399.35	2,354,990.65	40%	314,795.90
Temporary/Seasonal Employees	511200	-	31,803.20	-	31,803.20	0%	-
Overtime	511300	(938.48)	114,773.40	29,270.95	85,502.45	26%	8,231.62
Other Special Pays	511400	8,214.43	18,894.00	12,626.12	6,267.88	67%	2,806.40
Group Insurance	512100	177,918.10	503,982.00	174,473.88	329,508.12	35%	34,203.04
Social Security Contributions	512200	110,762.26	317,122.00	117,126.06	199,995.94	37%	22,449.89
Retirement Contribution	512300	140,299.58	392,024.00	147,591.53	244,432.47	38%	28,246.77
Unemployment Compensation	512400	3,338.74	-	-	-	0%	-
Workers' Compensation	512500	58,333.25	143,639.00	54,922.90	88,716.10	38%	10,251.36
Other Employee Benefits	512600	2,581.02	6,365.76	2,598.16	3,767.60	41%	555.68
Total Personal Services		1,988,919.87	5,427,993.36	2,083,008.95	3,344,984.41	38.4%	421,540.66
Discretionary Expenses							
Advertising & Marketing	521100	7,349.00	25,000.00	6,839.99	18,160.01	27%	710.85
Consulting & Technical Service	521104	1,890.00	10,000.00	-	10,000.00	0%	-
External Contracted Labor	521105	28,697.03	63,000.00	40,346.87	22,653.13	64%	4,399.39
Health Services	521106	118.00	-	141.60	(141.60)	0%	35.40
Other Professional Services	521108	-	15,250.00	617.00	14,633.00	4%	36.00
External Banking/Financial Fee	521109	835.36	17,700.00	5,059.39	12,640.61	29%	1,314.94
Security Services	521110	-	10,000.00	-	10,000.00	0%	-
Computer Hardware	522100	25,336.96	35,000.00	39,743.94	(4,743.94)	114%	-
Computer Software Maintenance	522101	181,455.24	175,220.00	144,815.04	30,404.96	83%	153.72
IT Services - External	522102	36,223.32	20,500.00	24,891.22	(4,391.22)	121%	814.68
Building & Grounds Services	522104	449.00	-	1,543.80	(1,543.80)	0%	463.50
Equip/Furniture/Fixtures Serv	522105	13,971.22	9,000.00	-	9,000.00	0%	-
Phone Services	523107	12,845.52	26,500.00	12,776.57	13,723.43	48%	2,521.01
Rental of Equip & Vehicles	524101	-	500.00	-	500.00	0%	-
Printing, Binding, & Duplicate	525102	1,819.59	15,500.00	5,724.27	9,775.73	37%	465.40
Awards & Recognition	531102	15.00	500.00	15.00	485.00	3%	-
Books & Subscriptions	531103	90,698.12	109,171.80	82,285.33	26,886.47	75%	10,493.99
Cleaning & Janitorial Supplies	531105	1,212.61	1,250.00	97.36	1,152.64	8%	75.38
Computer Supplies	531106	89.99	5,000.00	1,630.44	3,369.56	33%	652.40
Equipment/Furniture/Fixtures	531109	335.91	11,500.00	4,239.57	7,260.43	37%	2,454.92
Photography Supplies	531110	-	500.00	-	500.00	0%	-
Miscellaneous Supplies	531114	-	2,000.00	314.34	1,685.66	16%	-
Office Supplies	531116	4,402.85	15,320.00	7,530.96	7,789.04	49%	2,174.02
Program Supplies	531118	4,672.34	37,000.00	13,515.48	23,484.52	37%	4,090.56
Shop Supplies	531119	12.10	250.00	11.89	238.11	5%	-
Sign & Signal Supplies	531120	-	-	235.13	(235.13)	0%	-
Uniforms	531123	-	694.00	-	694.00	0%	-
Personal Protective Gear	531124	498.90	-	2,472.92	(2,472.92)	0%	505.83
Building & Grounds Supplies	533100	-	1,748.15	2,221.71	(473.56)	127%	1,975.96
Equip/Furniture/Fixtures Parts	533101	112.00	-	26.76	(26.76)	0%	26.76
Conferences, Training, Travel	542102	599.00	23,200.00	797.07	22,402.93	3%	189.00

City of Cedar Rapids
 151 General Fund - Library
 2021-11-30

Account Name	Account	Prior Fiscal Year 2021 YTD Actuals	Current Fiscal Year 2022 Adjusted Budget	Current Fiscal Year 2022 YTD Actuals	Favorable (Unfavorable) Variance	Percent of Budget Received Spent	Current Month 2022 Actuals
Dues & Memberships	542103	5,201.24	10,000.00	5,343.55	4,656.45	53%	-
Miscellaneous Costs	542107	-	20,000.00	-	20,000.00	0%	-
Postage & Freight	542108	926.06	17,500.00	1,263.33	16,236.67	7%	309.95
Mileage Reimbursement	542111	6.90	3,000.00	131.94	2,868.06	4%	25.37
Admin Charges - Inter Departments	521114	-	-	-	-	0%	-
Chemical Supplies - Non-Snow & Ice	531104	-	-	-	-	0%	-
Facility Services - Non-routine	522107	-	-	-	-	0%	-
Fleet Services - Abnormal Maintenance	522108	-	-	-	-	0%	-
Fleet Services - Non-Safety Modifications	522108	-	-	-	-	0%	-
Fleet Services - Accidents	522108	-	-	-	-	0%	-
Total Discretionary Expenses		419,773.26	681,803.95	404,632.47	277,171.48	59%	33,889.03
Other Expenses							
City Accounting Services	521113	30,417.10	75,000.00	31,250.00	43,750.00	42%	6,250.00
City Information Tech Services	522109	3,851.10	9,242.64	3,851.10	5,391.54	42%	770.22
Electricity	523100	70,139.70	188,800.00	74,698.97	114,101.03	40%	14,444.22
Natural Gas	523103	507.26	4,500.00	123.31	4,376.69	3%	51.38
Rental of Land & Buildings	524100	113,593.52	245,000.00	113,973.02	131,026.98	47%	3,263.00
Liability Insurance	525104	9,747.50	31,315.00	13,047.90	18,267.10	42%	2,609.58
Property Insurance	525107	21,880.45	88,821.00	37,008.75	51,812.25	42%	7,401.75
Vehicle Insurance	525108	250.00	1,746.00	727.50	1,018.50	42%	145.50
Gasoline Fuel	532101	-	498.58	40.31	458.27	8%	-
City Inter Department Charges	521114	-	-	-	-	0%	-
Chemical Supplies - Snow & Ice	531104	-	-	-	-	0%	-
Facility Services (Routine)	522107	23,185.72	311,558.07	59,283.35	252,274.72	19%	31,953.19
Fleet Services (Routine)	522108	117.70	250.00	137.60	112.40	55%	-
Total Other Expenses		273,690.05	956,731.29	334,141.81	622,589.48	35%	66,888.84
Capital Outlay							
Vehicles, Equipment, Software	554000	-	-	17,974.44	(17,974.44)	0%	(1,063.04)
Total Capital Outlay		-	-	17,974.44	(17,974.44)	0%	(1,063.04)
Debt Service							
Total Debt Service		-	-	-	-	0%	-
Transfers Out							
Total Transfers Out		-	-	-	-	0%	-
Total Expenditures		2,682,383.18	7,066,528.60	2,839,757.67	4,226,770.93	40.2%	521,255.49
Net Revenues over/(under) Expenditures		(2,356,577.25)	(6,327,973.60)	(2,585,275.57)	3,742,698.03		(498,316.17)

FY2022

**CONTRACT
FOR
CITY LIBRARY SERVICES**

This agreement is entered into by Linn County, Iowa ("County") and the Board of Trustees for the public library in the City of Cedar Rapids, Iowa ("Library") under the following terms:

1. This contract is made pursuant to Iowa Code Chapter 336.
2. Library agrees to provide library services to all Linn County residents living outside of incorporated cities or towns on the same terms, including fees, as it provides library services to residents living within its corporate boundaries.
3. County agrees to contribute an amount not to exceed \$94,075.56 to Library for library services.
4. Library shall not use the contribution by County to reduce its funding level from the City, nor shall the contribution by County, or any portion thereof, be used to provide services or purchase materials or equipment be accessed solely by residents living within its corporate boundaries. A violation of this paragraph will be considered cause for termination of this agreement.
5. Contribution by County for library services as set out in paragraph 3 shall not exceed one-half of the amount contributed by the City for the same period. County may require Library to provide a report of its annual budget, purchases, and expenditures as well as a summary of services provided before disbursement by County of any installment. Noncompliance with the terms of this paragraph may affect the amount of contribution set out in paragraph 3, and may be considered cause for termination of this agreement.
6. Pursuant to Iowa Code §336.18, this contract may be terminated at any time by mutual consent of the parties or in any other manner provided by law.
7. Each party to this Agreement represents and warrants to the other that:
 - a. It has the right, power and authority to enter into and perform its obligations under this Agreement;
 - b. It has taken all requisite action (corporate, statutory or otherwise) to approve execution, delivery and performance of this Agreement, and this

Agreement constitutes a legal, valid and binding obligation upon itself and in accordance with its terms.

IN WITNESS WHEREOF, the parties have hereunto affixed their signature this 15th day of December, 2021.

LINN COUNTY BOARD OF SUPERVISORS

TRUSTEES OF THE CEDAR RAPIDS PUBLIC LIBRARY

BY: 
Chairperson

BY: _____
President

Secretary

General Fund - Library

2023

Account	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Adopted Budget	FY 2023 Budget	Change from FY 2022 Incr / (Decr)		Comments
Revenues								
Taxes								
	-	-	-	-	-	-	0%	
Licenses & Permits								
	-	-	-	-	-	-	0%	
Intergovernmental Revenue								
421001 Federal Operating	-	-	19,638	-	-	-	0%	
422001 State Operating	98,708	97,423	97,474	115,000.00	115,000.00	-	0%	Enrich Iowa (amount varies)
423000 Local Govt Grants	30,513	110,856	115,360	130,000.00	125,000.00	(5,000.00)	-4%	Annual Linn County and city contracts (amount varies) - loss of Alburnett Contract offset by increase to 431012
	129,221	208,280	232,472	245,000.00	240,000.00	(5,000.00)	-2%	
Charges for Services								
431006 Printing & Duplicating of Form	33,843	24,563	2,064	25,000.00	25,000.00	-	0%	
431012 Admin Charges - External	360,546	365,166	363,086	330,000.00	409,792.00	79,792.00	24%	position (wage & benefits) +10K reallocated
431201 Library User Fees - Not Fines	-	-	-	600.00	5,600.00	5,000.00	833%	added increase to offset 522102 Computer S
431301 Vending Sales	152	60	32	-	-	-	0%	
	394,541	389,789	365,181	355,600.00	440,392.00	84,792.00	24%	
Fines & Forfeits								
441001 Library Fines	84,656	51,428	8,087	-	-	-	0%	Move to 431201 - User fees not fines
	84,656	51,428	8,087	-	-	-	0%	
Proceeds of Long Term Liabilities								
	-	-	-	-	-	-	0%	
Transfers In								
483001 Operating Transfer In - Inter	17,023	18,120	14,000	14,000.00	11,000.00	(3,000.00)	-21%	covers Flood Insurance in account 525107 with class 33003
483002 Operating Transfer In - Intra	-	-	-	-	-	-	0%	
	17,023	18,120	14,000	14,000.00	11,000.00	(3,000.00)	-21%	
Other Revenue								
461001 Building Rental	39,059	43,666	9,798	43,455.00	43,455.00	-	0%	
471001 Postage / Handling	3	-	-	-	-	-	0%	
471002 Contributions & Donations	33,951	38,098	54,417	70,000.00	70,000.00	-	0%	
471003 Sale of Inventory	4,166	2,260	917	7,000.00	2,000.00	(5,000.00)	-71%	Reduction to actuals offset by increase 431012
471004 Damage Recoveries	1,911	-	-	-	-	-	0%	
471005 Other Miscellaneous Revenue	64	881	307	3,500.00	3,500.00	-	0%	
	79,155	84,907	65,440	123,955.00	118,955.00	(5,000.00)	-4%	
Total Revenues	704,595	752,523	685,179	738,555.00	810,347.00	71,792.00	10%	
Expenditures								
Personal Services								
511100 Regular Employees	3,110,757	3,472,700	3,528,582	3,991,390.00	4,121,814.00	130,424.00	3%	increase request Foundation Development Support
511200 Temporary/Seasonal Employees	-	-	-	31,803.20	34,694.40	2,891.20	9%	increase 2,891.20 for \$1 per hour wage increase-reallocate from acct 521108 Other Professional Services
511300 Overtime	121,550	80,394	10,046	114,773.40	114,773.40	-	0%	
511400 Other Special Pays	24,709	19,274	51,144	18,894.00	20,180.00	1,286.00	7%	
511500 Leave Accrual	16,134	102,002	10,862	-	-	-	0%	
512100 Group Insurance	356,361	411,440	434,583	503,982.00	513,159.00	9,177.00	2%	
512200 Social Security Contributions	246,358	262,955	264,923	317,122.00	326,956.00	9,834.00	3%	
512300 Retirement Contribution	309,972	333,543	334,294	392,024.00	404,672.00	12,648.00	3%	
512400 Unemployment Compensation	-	3,486	3,339	-	-	-	0%	
512500 Workers' Compensation	157,078	135,325	138,602	143,639.00	145,893.00	2,254.00	2%	
512600 Other Employee Benefits	(9,428)	(93,010)	(1,082)	6,365.76	7,315.08	949.32	15%	FY22 Cell Phone Stipend=\$4,450
	4,333,492	4,728,108	4,775,292	5,519,993.36	5,689,456.88	169,463.52	3%	various reallocations between accounts to align with actuals is requested
Discretionary Expenses								
521100 Advertising & Marketing	29,243	18,515	20,043	25,000.00	5,000.00	(20,000.00)	-80%	to 522101
521104 Consulting & Technical Service	-	1,500	3,990	10,000.00	10,000.00	-	0%	
521105 External Contracted Labor	47,005	59,344	71,425	63,000.00	105,466.00	42,466.00	67%	increase request service navigator
521106 Health Services	826	298	398	-	-	-	0%	
521108 Other Professional Services	-	-	233	15,250.00	10,523.63	(4,726.37)	-31%	reallocate from acct 521108 to Seasonal 511200 for \$1 per hour wage increase
521109 External Banking/Financial Fee	18,708	15,071	15,749	17,700.00	15,700.00	(2,000.00)	-11%	to 522101
521110 Security Services	3,381	2,319	-	10,000.00	5,000.00	(5,000.00)	-50%	to 522101
522100 Computer Hardware	26,302	33,939	54,689	35,000.00	35,000.00	-	0%	
522101 Computer Software Maintenance	74,908	228,085	277,502	175,220.00	222,220.00	47,000.00	27%	fr 521100, 521109, 521110, 542107
522102 IT Services - External	91,700	65,200	107,401	20,500.00	75,500.00	55,000.00	268%	increase request broadband support 50K and 5K revenue increase approved by Heidi 15K Approved
522104 Building & Grounds Services	189,294	160,991	56,126	-	15,000.00	15,000.00	100%	
522105 Equip/Furniture/Fixtures Serv	8,321	831	14,467	9,000.00	9,000.00	-	0%	
522110 NonCapitalized Project Expense	-	50	-	-	-	-	0%	
523107 Phone Services	37,115	40,802	30,549	26,500.00	26,500.00	-	0%	
524101 Rental of Equip & Vehicles	836	-	-	500.00	500.00	-	0%	
525102 Printing, Binding, & Duplicate	25,029	18,960	17,841	15,500.00	15,950.00	450.00	3%	fr 531102 & 531110
531102 Awards & Recognition	23	83	172	500.00	250.00	(250.00)	-50%	to 525102
531103 Books & Subscriptions	130,973	153,224	303,175	109,171.80	109,171.80	-	0%	
531105 Cleaning & Janitorial Supplies	404	5,594	1,275	1,250.00	1,250.00	-	0%	
531106 Computer Supplies	4,416	6,683	3,514	5,000.00	5,000.00	-	0%	
531109 Equipment/Furniture/Fixtures	48,589	19,870	123,926	11,500.00	11,500.00	-	0%	
531110 Photography Supplies	-	-	-	500.00	300.00	(200.00)	-40%	to 525102
531112 Landscaping Materials	212	-	-	-	-	-	0%	

General Fund - Library

2023

Account	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Adopted Budget	FY 2023 Budget	Change from FY 2022 Incr / (Decr)		Comments
531114	Miscellaneous Supplies	1,772	1,692	262	2,000.00	2,000.00	-	0%
531116	Office Supplies	17,161	13,675	15,071	15,320.00	15,320.00	-	0%
531117	Paint Supplies	28	-	-	-	-	-	0%
531118	Program Supplies	38,002	29,695	51,424	37,000.00	37,000.00	-	0%
531119	Shop Supplies	27	66	30	250.00	250.00	-	0%
531120	Sign & Signal Supplies	5,222	5,018	273	-	-	-	0%
531123	Uniforms	905	-	-	694.00	694.00	-	0%
531124	Personal Protective Gear	187	5,716	2,432	-	-	-	0%
533100	Building & Grounds Supplies	654	248	48	1,748.15	21,748.15	20,000.00	1144%
533101	Equip/Furniture/Fixtures Parts	1,581	1,382	243	-	-	-	0%
542102	Conferences, Training, Travel	30,323	31,206	2,613	23,200.00	23,200.00	-	0%
542103	Dues & Memberships	10,575	9,486	7,839	10,000.00	10,000.00	-	0%
542106	Licensing Fees	-	-	60	-	-	-	0%
542107	Miscellaneous Costs	-	-	-	20,000.00	-	(20,000.00)	-100%
542108	Postage & Freight	14,987	10,770	5,274	17,500.00	17,500.00	-	0%
542110	Recording/Filing Fees/Permits	-	100	-	-	-	-	0%
542111	Mileage Reimbursement	1,112	1,159	23	3,000.00	3,000.00	-	0%
521114	Admin Charges - Inter Departments	350	1,202	-	-	-	-	0%
531104	Chemical Supplies - Non-Snow & Ice	-	4	-	-	-	-	0%
522107	Facility Services - Non-routine	-	2,078	-	-	-	-	0%
522108	Fleet Services - Abnormal Maintenance	-	-	-	-	-	-	0%
522108	Fleet Services - Non-Safety Modifications	-	-	-	-	-	-	0%
522108	Fleet Services - Accidents	-	-	-	-	-	-	0%
		860,170	944,855	1,188,068	681,803.95	809,543.58	127,739.63	19%
Other Expenses								
521113	City Accounting Services	58,913	70,193	73,001	75,000.00	77,500.00	2,500.00	3%
522109	City Information Tech Services	8,670	8,973	9,243	9,242.64	5,878.33	(3,364.31)	-36%
523100	Electricity	192,299	203,553	187,876	188,800.00	213,800.00	25,000.00	13%
523103	Natural Gas	4,788	3,507	3,017	4,500.00	4,500.00	-	0%
524100	Rental of Land & Buildings	238,837	229,556	249,990	245,000.00	245,000.00	-	0%
525104	Liability Insurance	17,649	17,032	23,394	31,315.00	42,148.00	10,833.00	35%
525107	Property Insurance	47,577	54,236	52,513	88,821.00	100,110.00	11,289.00	13%
525108	Vehicle Insurance	600	650	600	1,746.00	1,200.00	(546.00)	-31%
532101	Gasoline Fuel	180	106	84	498.58	498.58	(0.00)	0%
521114	City Inter Department Charges	-	-	-	-	-	-	0%
531104	Chemical Supplies - Snow & Ice	-	-	-	-	-	-	0%
522107	Facility Services (Routine)	259,320	217,942	331,742	311,558.07	313,107.55	1,549.48	0%
522108	Fleet Services (Routine)	180	307	1,191	250.00	1,400.00	1,150.00	460%
		829,013	806,055	932,651	956,731.29	1,005,142.46	48,411.17	5%
Capital Outlay								
554000	Vehicles, Equipment, Software	39,550	-	24,445	-	-	-	0%
556000	Controlled assets	60,483	-	-	-	-	-	0%
		100,033	-	24,445	-	-	-	0%
Debt Service								
		-	-	-	-	-	-	0%
Transfers Out								
		-	-	-	-	-	-	0%
Total Expenditures								
		6,122,708	6,479,018	6,920,455	7,158,528.60	7,504,142.92	345,614.32	5%
Net Revenues Over / (Under) Expenditures								
		(5,418,113)	(5,726,494)	(6,235,276)	(6,419,973.60)	(6,693,795.92)	(273,822.32)	

1,835.17

reallocate from acct 521108
reallocate from acct 521108

increase request

RECUR004
\$89,110 RECUR004 & \$11K RECUR004 with class 33003
RECUR004
FY23 cost per gallon went up from 2.34 to 2.54 - no increase so 213.07 gallons reduced to 196.29 reduce gallons

reallocate from acct 521108
reallocate from acct 521108

CE request submitted for \$50K for VMWare Server. If approved, \$25K transfer in from 701023 is also needed - TBD

Funding Increase Request - Fiscal Year 2023 Budget

Total Currently in Budget: 1.00 227,259 74,793
 Request Total: 1.00 227,259 74,793

Department Name (select one)	What (Brief Explanation of item; IE Overtime, New Position: Admin II, Shortfall in advertising revenue, etc.) For positions include the FTE count, position grade, position step.	For positions indicate the position pay plan (select one)	FTE Count	Impact (Why request is needed / justification; Impact if not approved)	Is this for a new or existing service/program? (Select One) What Council Go Council goal? (Explain)	How does it relate to this Council goal? (Explain)	Requested Expenditure Increase/ (Decrease)	Funding for Request	Do you have a way to fund the cost? If so, explain.
Library	New Position: Foundation support position Grade A4, step 1	Non-Bargaining - Administrative/Clerical	1.00	W=The Library Foundation needs 1 FTE to build capacity over a three year period. I=The Foundation will not be able to support the	Existing Servi INVEST CR - Mak	The Library Foundation currently supports nearly \$300K of library initiatives	69,793	69,793	Revenue from Foundation
Library	Circulating WiFi device support			W=The library began a pilot program three years ago to asses the need of circulating hot-spots in the community. The demand has only increased	Existing Servi INVEST CR - Mak	Providing internet support for community members in need is now critical infrastructure	50,000		
Library	Circulating WiFi device support			W=The library began a pilot program three years ago to asses the need of circulating hot-spots in the community. The demand has only increased over the last three years as our community	Existing Servi INVEST CR - Mak	Providing internet support for community members in need is now critical infrastructure and this is the only access	5,000	5,000	Revenue from adding Library User Fee Budget
Library	Contracted Services - second navigator person from Willis Dady (or perhaps ASA or Foundation 2)			W=As the number of community members experiencing homelessness grows, so does the	Existing Servi PROTECT CR - P	The Library is a place for all in our community, but a	42,466		
Library	Electricity			W=Increased rates from Alliant and more extreme temperatures have caused significant and continual	Existing Servi INVEST CR - Mak	Continue to help the community attract patrons by	25,000		
Library	Increased supply and upkeep expenses for the Facility			W=As heavy use of library facilities returns, more supplies and vendor support outside of normal	Existing Servi INVEST CR - Mak	Having beautifully maintained physical spaces	20,000		
Library	Increased supply and upkeep expenses for the Facility			W=As heavy use of library facilities returns, more supplies and vendor support outside of normal	Existing Servi INVEST CR - Mak	Having beautifully maintained physical spaces	15,000		

Public Library Grants

2023

Account	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Adopted Budget	DO NOT UPDATE	FY 2023 Budget	Change From FY 2022 Incr / (Decr)	Comments
Revenues								
Taxes								
	-	-	-	-		-	0%	
Licenses & Permits								
	-	-	-	-		-	0%	
Intergovernmental Revenue								
423000 Local Govt Grants	75,825	-	1,642	-		-	0%	
	75,825	-	1,642	-		-	0%	
Charges for Services								
431012 Admin Charges - External	125	34,348	68,696	-		-	0%	
	125	34,348	68,696	-		-	0%	
Fines & Forfeits								
	-	-	-	-		-	0%	
Proceeds of Long Term Liabilities								
	-	-	-	-		-	0%	
Transfers In								
483002 Operating Transfer In - Intra	18,343	-	-	-		-	0%	
	18,343	-	-	-		-	0%	
Other Revenue								
451000 Interest/Div - Nonproprietary	19,981	18,689	5,276	-		-	0%	
471002 Contributions & Donations	186,614	68,434	111,215	200,000.00		200,000.00	0%	
471005 Other Miscellaneous Revenue	4,343	-	-	-		-	0%	
	210,938	87,123	116,491	200,000.00		200,000.00	0%	
Total Revenues	305,231	121,471	186,829	200,000.00		200,000.00	0%	
Expenditures								
Personal Services								
511100 Regular Employees	64,887	53,357	41,078	79,519.00		80,746.00	2%	
511300 Overtime	-	195	-	-		-	0%	
511400 Other Special Pays	-	-	-	600.00		-	-100%	
511500 Leave Accrual	(2,313)	1,367	900	-		-	0%	
512100 Group Insurance	1,610	5,543	4,699	9,947.00		11,790.00	19%	
512200 Social Security Contributions	903	3,922	2,918	6,130.00		6,178.00	1%	
512300 Retirement Contribution	1,138	4,904	3,652	7,563.00		7,622.00	1%	
512500 Workers' Compensation	585	2,006	1,497	2,839.00		2,834.00	0%	
512600 Other Employee Benefits	2,330	(1,386)	(859)	31.68		31.68	0%	
	69,138	69,908	53,885	106,629.68		109,201.68	2%	
Discretionary Expenses								
521100 Advertising & Marketing	4,146	-	-	25,000.00		35,000.00	40%	
521104 Consulting & Technical Service	-	-	-	20,000.00		20,000.00	0%	
521105 External Contracted Labor	3,500	-	-	20,000.00		20,000.00	0%	
522100 Computer Hardware	-	-	-	25,000.00		25,000.00	0%	
522104 Building & Grounds Services	750	-	-	10,000.00		10,000.00	0%	
525102 Printing, Binding, & Duplicate	99	2,919	-	4,000.00		4,000.00	0%	
531102 Awards & Recognition	1,079	-	-	2,000.00		2,000.00	0%	
531103 Books & Subscriptions	109,300	51,648	36,598	125,000.00		125,000.00	0%	
531109 Equipment/Furniture/Fixtures	-	1,355	-	200,000.00		100,000.00	-50%	
531116 Office Supplies	-	105	-	-		-	0%	
531118 Program Supplies	32,026	44,331	17,689	35,000.00		35,000.00	0%	
531124 Personal Protective Gear	1,861	-	-	-		-	0%	
541106 Grants & Contributions	118,023	-	36,811	-		-	0%	
542102 Conferences, Training, Travel	4,618	7,535	-	10,000.00		10,000.00	0%	
542103 Dues & Memberships	-	-	-	5,000.00		5,000.00	0%	
542104 Entertainment Expense	-	337	-	-		-	0%	
542111 Mileage Reimbursement	4	-	-	-		-	0%	
542114 Bad Debt Expense	-	-	(170)	-		-	0%	
521114 Admin Charges - Inter Departments	-	596	-	-		-	0%	
531104 Chemical Supplies - Non-Snow & Ice	-	-	-	-		-	0%	
522107 Facility Services - Non-routine	-	-	-	-		-	0%	
522108 Fleet Services - Abnormal Maintenance	-	-	-	-		-	0%	
522108 Fleet Services - Non-Safety Modifications	-	-	-	-		-	0%	
522108 Fleet Services - Accidents	-	-	-	-		-	0%	
	275,407	108,826	90,929	481,000.00		391,000.00	-19%	
Other Expenses								
521114 City Inter Department Charges	-	-	-	-		-	0%	
531104 Chemical Supplies - Snow & Ice	-	-	-	-		-	0%	
522107 Facility Services (Routine)	-	-	-	-		-	0%	
522108 Fleet Services (Routine)	-	-	-	-		-	0%	
	-	-	-	-		-	0%	
Capital Outlay								
554000 Vehicles, Equipment, Software	-	-	-	75,000.00		-	-100%	
	-	-	-	75,000.00		-	-100%	
Debt Service								
	-	-	-	-		-	0%	
Transfers Out								
571100 Transfer Out-Inter	4,983	-	-	-		-	0%	
571200 Transfer Out-Intra	18,343	-	-	-		-	0%	
	23,326	-	-	-		-	0%	
Total Expenditures	367,871	178,733	144,814	662,629.68		500,201.68	(162,428.00)	-25%
Net Revenues Over / (Under) Expenditures	(62,640)	(57,263)	42,015	(462,629.68)		(300,201.68)	162,428.00	

Public Library Material Levy

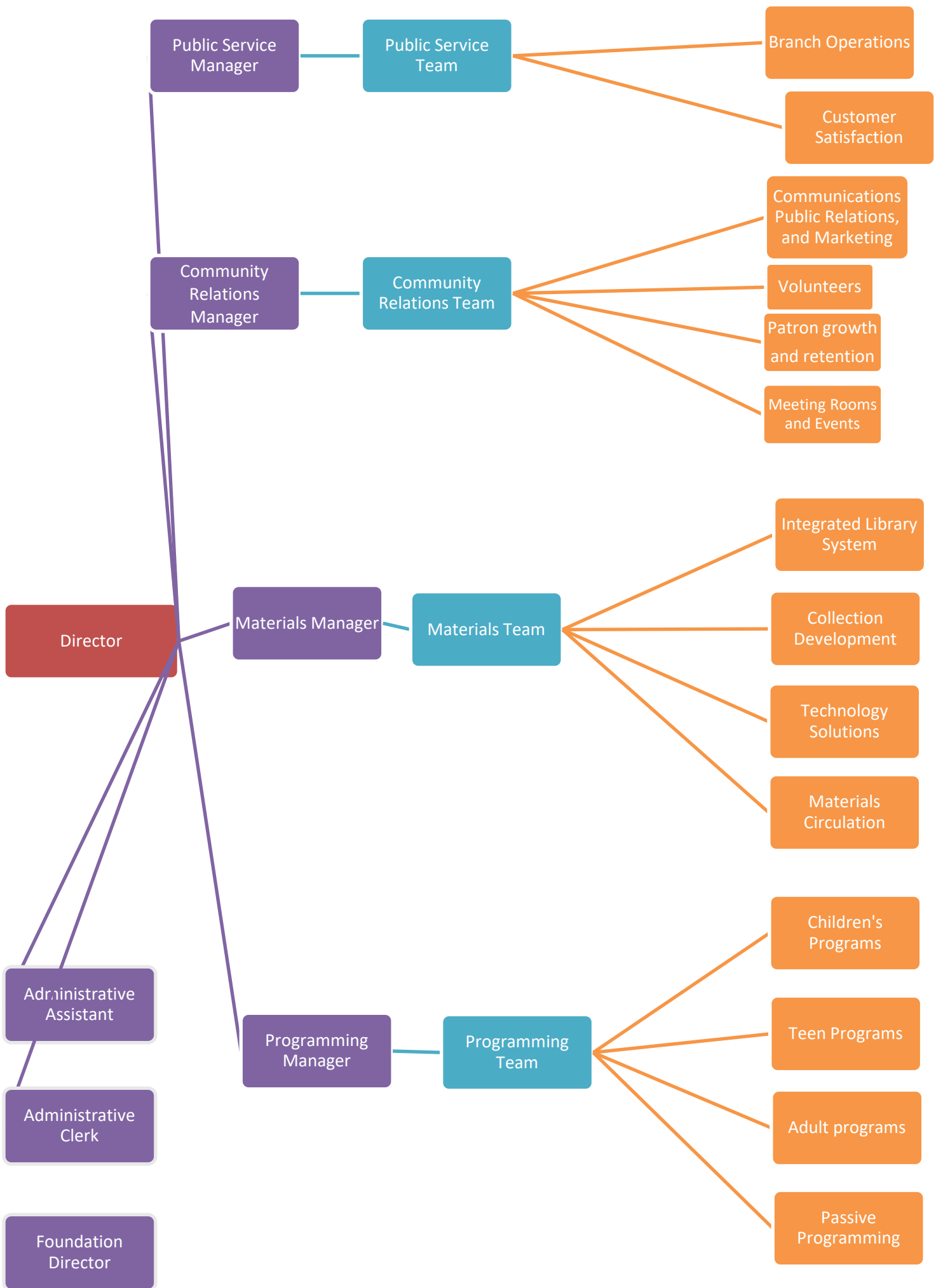
2023

Account	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Adopted Budget	FY 2023 Budget	Change From FY 2022 Incr / (Decr)	Comments
Revenues							
Other Revenue							
451000 Interest/Div - Nonproprietary	1,991	1,519	107	-	-	- 0%	
	<u>1,991</u>	<u>1,519</u>	<u>107</u>	<u>-</u>	<u>-</u>	<u>- 0%</u>	
Total Revenues	<u>1,991</u>	<u>1,519</u>	<u>107</u>	<u>-</u>	<u>-</u>	<u>- 0%</u>	
Expenditures							
Personal Services							
	-	-	-	-	-	- 0%	
Discretionary Expenses							
522102 IT Services - External	-	5,899	-	-	-	- 0%	
531103 Books & Subscriptions	24,734	16,480	25,000	25,000.00	25,000.00	- 0%	use of fund balance -no changes
521114 Admin Charges - Inter Departments	-	-	-	-	-	- 0%	
531104 Chemical Supplies - Non-Snow & Ice	-	-	-	-	-	- 0%	
522107 Facility Services - Non-routine	-	-	-	-	-	- 0%	
522108 Fleet Services - Abnormal Maintenance	-	-	-	-	-	- 0%	
522108 Fleet Services - Non-Safety Modifications	-	-	-	-	-	- 0%	
522108 Fleet Services - Accidents	-	-	-	-	-	- 0%	
	<u>24,734</u>	<u>22,379</u>	<u>25,000</u>	<u>25,000.00</u>	<u>25,000.00</u>	<u>- 0%</u>	
Total Expenditures	<u>24,734</u>	<u>22,379</u>	<u>25,000</u>	<u>25,000.00</u>	<u>25,000.00</u>	<u>- 0%</u>	06/30/21 fund balance is \$44,454.28
Net Revenues Over / (Under) Expenditures	<u>(22,743)</u>	<u>(20,861)</u>	<u>(24,893)</u>	<u>(25,000.00)</u>	<u>(25,000.00)</u>	<u>-</u>	

Improvements - Public Library

2023

Account	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022	FY 2023	Change		Comments
				Adopted Budget	Budget	From FY 2022 Incr / (Decr)		
Revenues								
Taxes	-	-	-	-	-	-	-	0%
Licenses & Permits	-	-	-	-	-	-	-	0%
Intergovernmental Revenue	-	-	-	-	-	-	-	0%
Charges for Services	-	-	-	-	-	-	-	0%
Fines & Forfeits	-	-	-	-	-	-	-	0%
Proceeds of Long Term Liabilities								
485001 GO Bond Proceeds	500,000	500,000	500,000	500,000.00	500,000.00	-	-	0% No changes to FY 2023
	500,000	500,000	500,000	500,000.00	500,000.00	-	-	0%
Transfers In	-	-	-	-	-	-	-	0%
Other Revenue	-	-	-	-	100,000.00	-	-	0% From Foundation for public furniture replacem
	-	-	-	-	-	-	-	0%
Total Revenues	500,000	500,000	500,000	500,000.00	600,000.00	-	-	0%
Expenditures								
Personal Services	-	-	-	-	-	-	-	0%
Discretionary Expenses								
531103 Books & Subscriptions	489,543	511,503	500,000	500,000.00	500,000.00	-	-	0%
521114 Admin Charges - Inter Departments	-	-	-	-	100,000.00	100,000.00	100,000.00	100%
531109 Equipment/Furniture/Fixtures	-	-	-	-	-	-	-	0%
522107 Facility Services - Non-routine	-	-	-	-	-	-	-	0%
522108 Fleet Services - Abnormal Maintenance	-	-	-	-	-	-	-	0%
522108 Fleet Services - Non-Safety Modifications	-	-	-	-	-	-	-	0%
522108 Fleet Services - Accidents	-	-	-	-	-	-	-	0%
	489,543	511,503	500,000	500,000.00	600,000.00	100,000.00	100,000.00	20%
Total Expenditures	489,543	511,503	500,000	500,000.00	600,000.00	100,000.00	100,000.00	20%
Net Revenues Over / (Under) Expenditures	10,457	(11,503)	-	-	-	(100,000.00)		





Chapter 16: Library Buildings

Library boards need to be aware of the laws that affect the existing library building.

Library Meeting Rooms

The library board is charged with responsibility for the library, including meeting rooms. The major decision to be made in this area is whether to allow meeting rooms to be used only for library programs or to open them up to community groups. A federal court ruling in 1989 (*Concerned Women for America, Inc. v. Lafayette County*, 883 F.2d 32) defined library meeting rooms used by the public as public forums in which constitutionally guaranteed free speech is allowed. This means that if a library meeting room is open to one public group, it must be open to all public groups. The library board may make rules on the times that the meeting room can be used, how much to charge for the room(s) and the manner of use of the room(s) but not which groups can use the room(s) if open to all public groups.

Another law applying to library meeting rooms states that meeting rooms must allow a precinct caucus to be held in the library. In part, the section states that “...upon the application of the county chairperson, the person having control of a building supported by taxation under the laws of this state shall make available the space necessary to conduct the caucus without charge during presidential election years and at a charge not greater than that made of its use by other groups during other years...” (**Iowa Code 43.93**).

Occupational Safety and Health Act (OSHA)

OSHA is within the U.S. Department of Labor; its mission is to protect the health of Americans in the workplace. For detailed information the act at the federal level, refer to the **OSHA website**. For more information about library staff health and safety at the state and local level, refer to the **Iowa Division of Labor Services**.

Building and Renovation Projects

When embarking on capital planning of any kind, the board and director should familiarize themselves with city, county, or state laws that will supersede anything addressed within

this section of the Trustee's Handbook.

Capital Improvement Projects

Capital improvement plans, also known as CIPs, vary in scope. Relatively small projects that are not part of a major renovation and do not involve new construction require a plan that, at a minimum, lists identified supplies/materials, estimated costs, and an anticipated timeline for completion. Projects qualifying as capital improvements can include furnishings and equipment (including computer hardware and software) roof replacement, new HVAC systems, and other renovations such as installing an elevator or an exterior ramp.

Large projects such as new construction, major additions to the existing building, or major renovations of a portion of the building require a detailed capital plan and account for the second type of CIP. Large capital improvement projects will be discussed in the remainder of this chapter.

As trustees face the challenges of planning library services for the future, increased space and additional locations may become a major consideration. Boards must decide whether to build a new facility, renovate or expand current facilities, or find an existing space to be converted into a library. Construction plans should be considered in the context of the total library plan. Trustees need to study community needs, explore alternatives, identify potential funding sources, and establish priorities. Most planning processes will lead to the identification of a probable date when new library facility should be in operation.

New Construction

While construction of a new building may be the best answer, it may not always be the most feasible answer. New construction should be measured against other options, i.e. purchasing an existing building, leasing an existing building, remodeling the current building, adding an addition to the current building, or in some cases adding branches. Depending on the library and its services, the addition of a bookmobile or other outreach techniques may be considered in expansion plans.

Americans with Disabilities Act (ADA)

Libraries are subject to the ADA, including assuring that persons with disabilities can use the services of the library. A library being built or remodeled must be constructed without obstructions to a person with a disability. Questions about specific building requirements should be addressed to the office of the State Fire Marshal in the Iowa Department of Public Safety at 515-725-6170, or find more information on the **State Fire Marshal** website. More information about the Americans with Disabilities Act is available on the **United States Department of Justice** website at www.ada.gov.

Combined School -- Public Libraries

Although there are a few combined library facilities in Iowa, nearly every community considers, at least briefly, the feasibility of a combined school and public library facility. Such libraries are typically housed in a single facility and ideally, they should provide both the curriculum support functions of the school library and the service functions of the public library for the community.

If your community considers a combined school and public library, be aware that:

- ❖ There are significant obstacles inherent in combining libraries, as evidenced by the fact that only a handful of such libraries exist in Iowa and the surrounding states.
- ❖ While operating joint libraries is often seen as a way for cities and school districts to save money, per capita expenditures have actually increased in the last five Iowa communities where school and public libraries combined.
- ❖ Based upon data collected by the State Library of Iowa, combined libraries are much less likely to meet public library accreditation standards to qualify for Direct State Aid.

To assist Iowa communities in making informed decisions on whether to combine school and public library facilities, we recommend contacting your **District Consultant** for further guidance.

Outside Expertise

Because a library board and staff will not have the necessary expertise to deal with all aspects of a building project, outside consultants may be used to provide specialized guidance. They can advise on square footage estimates, help prevent mistakes, introduce new ideas, and sometimes defuse controversy. Some types of consultants whose services may be needed are: library building consultant, automation consultant, attorney, architect, certified public accountant, and State Library consultant. Building and renovation projects are complex, time consuming, and must be included in a city's capital improvement planning. Find more information on the State Library website's **Library Building Projects** webpage.

Architect Requirement for Designing a Public Library

In Iowa, a registered architect is required to perform the design of a public library. A library is considered a building for "governmental use." See **Iowa Code Chapter 544A** Registered Architects, and title **193B of the Iowa Administrative Code**. Refer to **Iowa Code Section 544A.16** for definitions and to **Section 544A.18** for exceptions. Questions about registered architects may be addressed to the **Iowa Professional Licensing Bureau**,

515-281-7362 or visit the agency's website.

Construction Bidding Procedures Act

The Construction Bidding Procedures Act, enacted by the Iowa Legislature in 2006 for all contracts entered into by public owners on or after January 1, 2007, represents the most comprehensive rewrite of Iowa's competitive bidding laws. The legislation can be found in **Iowa Code Chapter 26**.

The act applies to "government entities" defined to include cities/libraries. **Iowa Code section 26.2** defines "public improvement" as *"a building or construction work which is constructed under the control of a governmental entity and is paid for in whole or in part with funds of the governmental entity..."*

The formal competitive bidding procedure is applicable to public improvements with an estimated cost exceeding \$100,000. There are several distinct steps in the competitive bidding process. Some of the required steps may occur behind the scenes, while other steps must be taken in public after public notice and after the public has been given the opportunity to address the governing body concerning the proposed public improvement. Any library planning construction of a library building or other "public improvement" should review this legislation.

Table of Organization

~~An organizational chart will be reviewed annually at the time of the proposed budget and included in the budget paperwork.~~

REMOVE

The Library's Message: A Value Statement

At the Cedar Rapids Public Library, we believe that library advocacy starts with authentic, consistent, and credible communication with our community.

The Library Director is the official spokesperson for the library with the privilege and obligation of representing the library through speaking engagements and media communications. The Library Director may delegate this responsibility to the library's Community Relations Manager and administrative staff to further the mission and effectiveness of the library.

Adopted: 03/03/2011

Reviewed: 2013, 6/6/2019, 1/6/2022

Revised: 10/2015

Staff Certification

The Cedar Rapids Public Library Board of Trustees expects its director and other key staff to pursue and achieve endorsement certification as professional librarians.

Adopted: 08/27/87

Revised: 10/29/92, 01/06/00, 12/05, 01/05/12, [1/6/2022](#)

Reviewed: 2013, 02/04/2016, 10/03/19



Human Resources Authority

The Cedar Rapids Public Library Board of Trustees delegates its authority for human resources matters (recruitment, evaluation, direction, and terminations) to the Library Director.

Adopted: 12/01/2011

Reviewed: 2013, 02/04/2016, 10/03/19, 1/6/2022



Director's Report
January 6, 2022

Department Updates

Community Relations. The Design and Marketing team is working hard on the 125th exhibit and plans for January 15. The latest issue of *OPEN+* hit the shelves with a historical look at the Library and less focus on events. We are focusing efforts on digital marketing this winter, including Google ads and social media promotions, as well as email marketing. We have received great coverage from local media, especially *The Gazette*.

Events stayed busy in December with a few extra special events alongside our typical room usage. Rich Heritage of Cedar Rapids Theatre Company returned with their holiday spectacular and performed three shows in Whipple Auditorium. Collins Aerospace Leadership Club also hosted a dinner and invited speaker Chris Stricklin to present. We received an email from Mr. Stricklin sharing that "Your facility is one of the best I have ever presented in, and your team was equally amazing!"

We welcomed a group of youth volunteers from Regis Middle School in December for a service project. These volunteers took on two projects – one with the Friends at the Cherry Building and the other prepping program supplies at the Downtown Library. The program supply volunteers put together 50 packets for the Family Fun Togetherness Kit event on December 27. These 15 volunteers made a quick work out of two large projects which would have taken hours of staff time – something in short supply with holiday closures. It was wonderful to welcome this group back to the Library! Volunteer Hours in November 2021: 255 hours

The *Materials* team is seeing the effects of supply chain issues and labor shortages with delayed shipments and changing publication dates. As the pandemic continues, many big titles are being pushed back through summer and fall. We continue to see growth in digital audiobooks as patron needs shift. The team will evaluate multiple formats over the next year to consider long term viability and consider new formats to add to the collection.

The *Technology Solutions* team is excited to receive a grant from the Federal Communications Commission (FCC) from their Emergency Connectivity Fund. This grant will allow us to purchase additional circulating laptops. As we wait on hardware to arrive, the team will work on circulation procedures and a process for the required reporting and documentation for the FCC. The team is introducing updated security measures for staff in the new year to match several of the City of Cedar Rapids' initiatives.

The *Programming* team has been gearing up for 2022, and some exciting things will be happening. A new grant-funded position focusing on Workforce Development will begin in January, and will help the Library reach the community with workforce development related resources at the Opportunity Center, job fairs, and outreach opportunities. Two new reading programs will launch in January as well - our annual Winter Reading Challenge, which will run from January 1 through January 30, and our 125th Anniversary Reading Challenge, which will begin on January 15 (the 125th anniversary of the opening of the Cedar Rapids Public Library to the public), and will run through December 31. This reading program will bring in historical facts and documents, and engage the community throughout the year. Both reading programs can be found on our Beanstack reading site, or in the Beanstack App. Work continues to be done toward opening the Maker Room in the library for public use as well - by appointment at first, and eventually with open drop-in hours. This room is an extension of the Mobile Tech Van, and will allow people to explore new and emerging technologies to a greater depth beyond the van's time in the community.

Public Service. December saw colder weather come in and many new faces. Staff have worked over the past month of welcoming new faces and getting to know the individuals to provide a safe and welcoming atmosphere for all. We also worked with several community partners to provide information to resources and services available in the community during the holiday season, which can see people struggle for various reasons. Public Service is excited to welcome 2022 and continue the fantastic work we accomplished over 2021.

General Updates

Director Goal Updates:

1. Engage stakeholders and the community by updating the strategic plan while maintaining the priorities of Literacy, Access, and Inclusion: Working on individual stakeholder conversations in December and January.
2. Connect with patrons and stakeholders to help them engage in the library's story and make it their story. Utilize new and existing pathways (committees, board packets, data and metrics) to further storytelling: No progress this month.
3. Prepare a long-term west-side service strategy: MSR has completed the initial report and Library is working with City and County to secure commitments of ARPA funds for the project.

Great Stories

The first story is about a gal who I saw over by the computers at Ladd. At first, I thought she might need some assistance, but when I asked her, she didn't say no--she actually did a little happy dance saying "I can't believe I can get everything in one place" (or something to that effect). She then told me she needed to file unemployment weekly but would also be able to get food through the Urban Dreams food bank too. Her joy was fabulous--as was her little dance! 😊

Another story is about a young man whose first language is not English but that isn't really what the story is about. I believe it was a team effort to help him due to some of the language barriers on the computers--I signed him up for a library card and started him on the computers for his task he needed to do; I believe Mark helped him and then possibly Damian. We had been a bit busy up at the desk during that time. After he had accomplished his task, he stopped up to the desk saying "you mean I can come here and use the computers whenever I want?" He seemed so hopeful-- and well, it just made me so happy! And I loved that my coworkers were also there to team up in making the experience successful! – Tina McCullough, Patron Services Specialist

A note of appreciation from a library user: *Good afternoon from Alabama. Recently, I had the opportunity to present a keynote to Collins Aerospace in your library. As a professional speaker and consultant, I have seen conference facilities around the world. Your facility is one of the best I have ever presented in, and your team was equally amazing! Thank you for this resource to inspire us to get back in the library!*

I helped a patron facing eviction fill out his rental assistance application. When he first arrived, he told me he was not very good with computers. I told him not to worry and that I would be happy to help him. I got him logged in and helped him navigate to the correct website. I walked him through registration of the site and filling out the application. He was absolutely amazed when I was able to scan his documents onto a flash drive for him. As I uploaded the files, and showed him what they looked like he said " How did you do that?! Librarians must have magic!" I smiled at him and agreed "libraries are indeed magical places." It took 45 minutes, but he left here with his application completed and such gratitude for the library and staff. He told me as we finished up " I don't know where I would be without the library". – Elysha Holley, Patron Services Specialist