

# Waterloo Public Library

## Regular Meeting of the Board

Main Library Board Room

October 26, 2022 at 5:00 p.m.

# Waterloo Public Library - Board Meeting Minutes – 26/10/22

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**Board Members Attending:** K. McManus (Vice-Chair); J. Murphy; D. Charlton; I. Pandit; J. Strong;  
Councillor D. Freeman

**Regrets:** K. Coviello; F. Mensink; R. Harder

**Staff:** K. Kipfer (CEO); L. Dick (Deputy CEO)

**1. Call to order**

- 1.1 Land Acknowledgement – J. Strong
- K. McManus (Chair) called the meeting to order

**2. Approval of the agenda**

**Moved by:** D. Charlton, seconded by I. Pandit that the agenda be carried.

**Motion Carried.**

**3. Disclosure of pecuniary interest and the nature thereof - none**

**4. Approval of the minutes of the September 28, 2022 meeting**

**Moved by:** D. Freeman, seconded by I. Pandit that the minutes of the minutes of the regular meeting of September 28, 2022 be approved.

**Motion Carried.**

**5. Business arising from the minutes**

5.1 Board Recruitment

- K. Kipfer gave an update on board recruitment strategies and metrics.

**6. Correspondence – none**

**7. Chair update – K. McManus**

The chair shared a document from OLS that will be used to capture the legacy of the board. Board members are to fill out the document by November 10, 2022 via the Survey Monkey link that will be sent by K. Kipfer. J. Strong and R. Harder will summarize the data received and present it to the board at November meeting.

**8. Committee Reports – none**

**9. Information Items**

10.1 CEO Report – K. Kipfer

- Over 400 attendees at the Diwali celebration at the John M Harper Branch presented in partnership with the WR Tamil Association
- Good uptake on our digital collections
- Leadership Team wrapping up Anti-Racism training

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- John M Harper Branch celebrated it's 11 Anniversary this past month
- Current challenges facing the library: dealing with customer mental health challenges, forecasted rising costs and the impacts of illness on staffing
- Big picture things we are thinking about: staff mental health, strategic planning, customer service audits and a Main Library Feasibility Study
- K. Kipfer will attend CULC meeting in November, is working on governance training and developing a board onboarding program

**10. Diversity, equity and inclusion – J. Murphy**

- J. Murphy shared a video by Robin DiAngelo

**11. Other business**

**12. In-camera for the purpose of considering the following subject matter – personal matters about an identifiable individual**

**Moved by:** D. Freeman, seconded by D. Charlton to move in camera.

**Motion Carried.**

**Moved by:** J. Strong, seconded by I. Pandit that the board re-convene in an open session.

**Motion Carried.**

**13. Adjournment**

**Moved by:** J. Murphy, seconded by D. Freeman to adjourn the meeting.

**Motion Carried.**