

Kingston Public Library
Board Meeting
October 8, 2015

In attendance: Dianne Griffith, Joe Parker, Randy Childs, Vic King, Jinx Watson, Beth Mercer (Regional Library)

In absentia: Emily Smith, Mary Ann Wesoloski

- 1) Dr. Joe Parker called the meeting to order at 4:59 PM.
- 2) Vic made the motion to approve the minutes of last month's meeting; Jinx seconded it and the motion passed.
- 3) Dianne made the motion to approve the Treasurer's report; Vic seconded it and the motion was approved. Comment offered by Randy who will check on Carolyn's city report - we would like to know our % used and remaining for the year.
- 4) Public Comments: Barbara Thornbjornsen said she was disappointed, as a KPL staff member, that Steve Parrott was leaving the KPL. "He has done a lot for us in six months." Diane Pancoe (Staff member) said, "I appreciate all that Steve has done so very quickly. It has been a pleasure to work with him.
- 5) Regional Library report: Beth said, "We hate to lose him to the Holston Region!" She reported that five members from Roane County attended the Trustees Workshop held on October 6 in Crossville, TN. She is very enthusiastic about the Library Board Trustee Certification program. You need a password, so you register and they send you the information. You have over a year to complete the course. The Maintenance of Effort (MOE) from the four libraries in Roane County seem to be in order - all signed and with no new issues. There's an OSAP (Official Service Area population) document that acknowledges the division of the county regarding four libraries. Joe added his comments regarding his attendance at the Trustee meeting and showed a brochure from the Crossville Library just for the month of October! It was chock full of activities and events. He suggested we might do something like this. He brought handouts from the meeting, specifically information regarding the open meeting law, and said we need to adopt the freedom to read and the freedom to view policies and put them into our KPL policy document.
- 6) Steve Parrott delivered the director's report. He announced that the website is up and running and he's getting KPL staff trained now to update the site. He delivered the required statistics to the state. The KPL Foundation gave a \$100. Gift card to Maryanne for all her artistic work on the new children's room mural. Steve said the KPL needs some new painting in other areas. Randy Childs agreed to volunteer and help this effort out. The KPL staff is currently re-labeling all materials. The old ones are seriously faded. The upcoming programs include Graham McKenzie from Scotland discussing the migration from Scotland to Appalachia. He has three authors arriving to speak at the KPL Pam Schoenwaldt will speak on October 29 (6:30-8). Lea Beall will speak on November 4 from 2-4pm and Kay Shostak on November 24 from 5-7. Steve has developed a checklist for event planning.
- 7) Old Business. Friends of the Library. The memorandum of understanding (MOU) is a 'go' according to Vic because all the affected groups have adopted it: the KPL Board, the Foundation and the Friends group. Beth reminded the Friends of the Library, Kingston (FOLK) that the state has a toolkit for us to use.
- 8) New Business. A) Jinx announced that on October 23 at 5:30, the KPL Foundation would have a reception for all of their donors and all of the organizations associated with the KPL. B) Randy Childs said that the city manager has agreed to pick up all

the gazebos and have the city workers wash them and re-stain them and put each in a place where they will get more use. The Library will take one and put it outside of the library facing the lake. Jinx made the motion to accept this proposition and Dianne seconded it. It was approved. C) The Exit Interview of Director Steve Parrott was determined as he is leaving October 24 to begin duties at Morristown-Hamblen Library, after seven months with the KPL. He said, "With very little knowledge I had of the issues KPL had with city hall, with the community and with the board, my goal was to change that former culture. I wanted to change people's views they had of the library. My biggest challenge was you all (board members) had a lot of control. My advice for you with the new director is not to over-manage. If it wasn't for the staff, they are amazing; they also felt over-watched. Please trust them. In six months, they've learned how to run a library. We had our differences but now, they see what to do. Please set the staff free so they can do what they need to do. With the city, we've got great relations. I let them know we want to work with them. Don't let the new director go alone. Go with them to learn about how to do a purchase order, when to go, how to date, etc. That could soften some of them. Take the person out immediately to the community to learn the folks. Regarding the idea of over-managing, let them settle in and not saddle them with tasks until they're ready. Regarding Thursday Night programming, I felt it wasn't successful. But even if it's on another night, please come, bring a friend, and try to support it. It is part of the Board's responsibilities. We need a big list of FOLK, KPL Board members, Writers' group, etc. to send out invites to. This staff had heard promises from a past director. I believe in leaving the past alone. If promises were made, heal their wounds. These are good people. At work you can be friends – we are in it together to get the mission done. You don't have to be friends outside. I have 100% trust in them. I'm grateful to have been here. We've all grown to be here." Dianne Griffith replied to this statement of Steve Parrott by saying, "We have had full trust and confidence in our KPL staff for a while. There's never been any doubt that we think they are good and professional."

- 9) Recommendations for improvement. There were none.
- 10) Chairperson's comments. See "Freedom to Read; Freedom to View.' Joe said, "Rather than start a new search, we looked at original candidates. Ms. Steele has sent me her requirements. I am checking her references. She is a library director of a small college in Kentucky and could start on November 1."
- 11) Next meeting date is on November 12 at 5 pm. Jinx will go to Regional Meeting.
- 12) The meeting was adjourned with Vic making the motion and Randy seconding it. All agreed and closed the meeting at 6 pm.