

GERMANTOWN COMMUNITY LIBRARY
N112 W16957 MEQUON ROAD
GERMANTOWN, WI 53022

MEETING: **GERMANTOWN COMMUNITY LIBRARY BOARD AGENDA**

DATE AND TIME: **Wednesday, July 27, 2022 6:00 pm**

LOCATION: **GERMANTOWN COMMUNITY LIBRARY**

- I. **CALL TO ORDER:** This meeting has been given public notice in accordance with Wisconsin Statutes, Section 19.83 and 19.84 in such form that will apprise the general public and news media of subject matter that is intended for discussion and action.
- II. **ROLL CALL:**
- III. **APPROVAL OF AGENDA:**
- IV. **APPROVAL OF MINUTES: June 22, 2022**
- V. **PUBLIC INPUT:** Please be advised per State Statute Section 19.84(2), information will be received from the public. It is the policy of this municipality that there will be a three minute time period, per person, with time extension per the Chief Presiding officer's discretion: be further advised that there may be limited discussion on the information received, however, no action will be taken under public comments.
- VI. **FINANCIAL MATTERS:**
 - A. Treasurer's Report
 - B. Accounts Payable
 - C. Budget Printout
- VII. **REPORTS:**
 - A. Correspondence
 - B. Village Reports
 - C. County Reports
 - D. System Reports
 - E. President's Report
 - F. Director's Report
- VIII. **UNFINISHED BUSINESS:**
 - A. Strategic / Facility Planning
 - B. Village of Germantown ARPA Requests
- IX. **NEW BUSINESS:**
 - A. Display, Exhibit, and Posting Policy

Forthcoming meeting: August 24, 2022 – Germantown Community Library

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services including restrictions related to COVID-19. For additional information or to request this service please contact Library Director, Trisha Smith, at (262) 253-7760, ext. 2005 or smithp@germantownlibrarywi.org at least 48 hours prior to the meeting.

GERMANTOWN COMMUNITY LIBRARY BOARD

REGULAR MEETING

June 22, 2022

Germantown Community Library

The regular meeting of the Germantown Community Library Board was called to order by President Joyce Nelson at 6:00 p.m. on Wednesday, June 22, 2022. **Members present:** Joyce Nelson, Darlene Vosen, Christa Potratz, Charlene Brady, Jan Miller, Library Director Trisha Smith, Assistant Director Connie Lloyd. **Members absent:** Joletta Kerpan, (exc.). **Also present:** None. Proper notification of the meeting had been given.

MOTION (Vosen, Brady): Motion to approve agenda as printed. Motion carried (5-0).

MOTION (Brady, Vosen): Approve the minutes of the May 25, 2022, meeting as printed. Motion carried (5-0).

PUBLIC INPUT: None.

FINANCIAL MATTERS

TREASURER'S REPORT. Balances as of June 21, 2022: Board Checking Account - \$3,833.14; Board Savings Account - \$5,065.18; GCL Building Account - \$7,716.47 [Penny Jug - \$2,077.35] [RAO Account - \$2,752.44]; Building Fund CD Account #1- \$16,666.87; Building Fund CD Account #2- \$16,468.13; Building Fund CD Account #3- \$16,436.15; Building Fund CD Account #4- \$16,217.92; Building Fund CD Account #5- \$10,000.00. Miller requested Vosen add the total of all accounts in future reports. Vosen indicated she will need to order checks since her supply is almost out. MOTION (Nelson, Brady): Accept the Treasurer's Report as printed. Motion carried (5-0). Submitted report is attached.

ACCOUNTS PAYABLE. MOTION (Nelson, Miller): Approve the schedule of operating vouchers and credit card transactions for May and forward them to Village Hall for payment. ROLL CALL VOTE: Trustee Vosen, aye; Trustee Potratz, aye; Trustee Brady, aye; Trustee Miller, aye; President Nelson, aye. Motion carried (5-0).

BUDGET PRINTOUT. The June Revenue & Expense Report and Impact Fees Report for June 2022 were reviewed. Smith clarified the Impact Fees are collected and reported when the developer pulls the construction permit. Miller requested the Impact Fees Report be included each month. There continue to be questions regarding the amounts reported on the Impact Fee Fund Balance Sheet report. Miller requested Smith investigate what the Temp Invest – TD Ameritrade investment line represents and a clarification of Total Assets figure. It was noted the COVID Premium Pay for staff will be entered as a separate line item in the budget report.

REPORTS

CORRESPONDENCE. Nelson. Thank you letters were sent to Andrew & Shauna MacIntyre for a \$20 donation, to Erica Hughes & Kristen Bauma at North Shore Bank for \$1,500 toward the Summer Reading program, and to Heather Roesler for \$500 donation for a Donor Wall Plaque in Laurel Breit's name.

VILLAGE. Miller. Miller provided a summary of key points from the Village Board meeting. They received a budget preview for 2023 and Miller noted the Committee of the Whole meeting will be coming up. The Village Board approved caps for expense approval of \$7,500 for the Village

Administrator and \$15,000 for GGF. This does not apply to the Library unless the Village is providing separate funds for the Library that have not yet been allocated. It was noted the library expenditures from the Library Board bank accounts and the library budget are managed by the Library Board. This led to a discussion regarding the Library Board accounts and Vosen explained the history of the accounts and the original purpose of their creation which was tied to fundraising of the new library construction in 2000. Smith noted a new Village vacation policy was approved on June 6, 2022 which changes how vacations are accrued. Staff are working through applying the changes and communicating the impact to staff.

COUNTY. Smith. The five Washington County libraries will be at the Washington County Fair on July 30, 2022. They will offer face painting, balloons, crafts, and other kid's activities.

SYSTEM. Nelson and Smith. The Monarch Library System Directors met in-person on June 9. The system is hiring for three open positions. Discussions included an update on the system RFID project. Smith provided a further explanation of the purpose of the project and the impact at our library. Potratz inquired how the Fine Free policy has impacted materials being returned in a timely matter and if an analysis could be provided at a future meeting. Monarch IT also review current email security issues and the resulting multi-factor authentication project. This will impact all library staff and library board members that have a library email address. More information will follow as implementation dates are known.

PRESIDENT'S. Nelson. None.

DIRECTOR'S. Smith. The Friends of the Germantown Community Library are sponsoring all of the summer youth performers this summer, several adult programs and \$2,000 in items for the new Library of Things collection. Smith received the following donations: Miscellaneous anonymous donation of \$50, Linda Pinter \$150, Heather Roesler \$500, and Linda Schulman \$30. May physical circulation decreased -3.0% over May of 2021 and increased 0.1% YTD. Smith made deposits of \$264,684 for Washington County Circulation Reimbursement for 2020 circulation and \$256 for Washington County Reimbursement for Overdrive e-magazines. Combined physical and digital circulation decreased -1.7% over May of 2021 and -0.1% YTD. Launch events for 'The Enchanted Library' had over 1,500 people in attendance with over 700 items checked out. Regular stops will be in Jackson, Richfield and special events. The summer ZooZort had 350 in attendance and the Summer Party had 400. Summer reading continues until August 13. All summer programming has returned to in-person events. Smith highlighted upcoming programs for all ages. There are two open positions in Adult Services and one open position in Tech Services. Management is evaluating options to combine part-time positions to fill open positions. Memory Café was held on June 20. A new vehicle for outreach has been obtained through the Village. Outreach has fully transitioned the Germantown Senior Living facilities to Germantown Outreach staff. All patron computers have been converted to access the new copier/printer with the self-payment kiosk. Cash payments are operational and credit card processing is deferred while working through configuration issues. Smith, her family, and the library were highlighted in the Germantown Richfield Neighbors June 2022 issue. Smith discussed with the board the challenge of hiring in today's market. In order to be competitive the library will need to look at ways to increase hourly wages. There was also discussion regarding the benefits of adding another self-checkout station in the youth area. Potratz emphasized how this would be helpful for parents with small children. Smith indicated she has been interested in doing this and will reassess the area to determine if wiring and space will allow it.

UNFINISHED BUSINESS

STRATEGIC / FACILITY PLANNING – The June Ad-hoc Strategic Planning Committee meeting was held June 14, 2022. The approved May 17, 2022 minutes were provided. Smith noted that annually Village Administration asks for input from department heads of what projects they want added to the next year (2027) of the Capital Improvement Plan (CIP). Smith requested the library second floor expansion be added in 2027. Village Administration has added this to the CIP but it has not yet been approved by Village committees. There was discussion among board members about the need to have this earlier. Smith indicated there are other Village projects that have already been added and approved for 2023-2026. However, depending on the Conceptual Design results and fundraising efforts this could be reevaluated at next annual CIP review. This led to the agenda item of ‘Proposed Project Timeline’. Smith provided a draft timeline to provide direction for future efforts. After discussion, the board directed to remove the Construction Design and Construction bullet items due to many unknowns at this time. They also directed to change the ‘Building Expansion Fundraising’ to 2023-2024. The second agenda sub-item ‘Proposed Conceptual Design Evaluation Process’ was discussed. The Ad-hoc Planning Committee recommended the full library board be involved in the Conceptual Design bid evaluation of the four firms that submitted proposals. It was asked as part of that review if the board wanted to have in-person presentations and interviews with all four firms or just the top two. The board agreed to only interview the top two. A draft of the evaluation matrix was provided and Lloyd asked for input on the criteria and weighting of the items. The final matrix, proposals, and proposal summary will be provided to the board at a future meeting to conduct the evaluations to select the top two firms for interviews. Miller provided an update on her research for establishing a 501 (3)(c) Foundation for building donations.

VILLAGE OF GERMANTOWN ARPA REQUESTS – Smith and Miller indicated the distribution of the \$500,000 building ARPA funds have not been discussed at the Village GGF meeting. The library is waiting to determine if it will receive funds for Conceptual Design efforts of the Mezzanine Level expansion.

NEW BUSINESS

None

ANNOUNCEMENTS

The next regular meeting of the Library Board will be Wednesday, July 27, 2022, at 6:00 p.m. at the Germantown Community Library.

Meeting adjourned at 9:15 p.m.

Respectfully submitted,

Connie Lloyd
Assistant Director
Germantown Community Library

Germantown Community Library Board
Financial Report June 21, 2022
By Darlene Vosen

Bank Five Nine GCL Board Checking Account

Balance 5/24/22 per online statement		\$6,908.83
5/26 Deposit Briet Plaque & \$20 cash donation	+\$520.00	
5/27 Check # 1568 Capstone (Pagliaro)	-\$774.63	
5/27 Check # 1569 Lerner (Pagliaro)	-\$805.66	
5/27 Check # 1570 Penworthy (Pagliaro)	-\$667.07	
5/27 Check # 1571 Ollis #248161 (Pagliaro)	-\$761.40	
5/27 Check # 1572 Ollis #248162 (Pagliaro)	-\$149.68	
5/27 Check # 1573 Ollis #248163 (Pagliaro)	-\$607.75	
6/9 Check #1574 Naltional Trophy/Briet	-\$9.50	
6/13 Deposit Pintor Brick & Neveln memorial	+\$180.00	
Balance 6/21/22 per online statement		\$3,833.14

Bank Five Nine GCL Board Savings Account

Balance 5/24/22 per on-line statement		\$5,064.82
Interest May	+\$.36	
Balance 6/21/22 per on-line statement		\$5,065.18

Bank Five Nine GCL Building Account (*included in, but accounted for separately)

Balance 5/24/22 per on-line statement		\$7,715.93
Interest May	+\$.54	
Balance 6/21/22 per on-line statement		\$7,716.47

***Penny Jug Fund (Penny Jug Deposit 2/25/2022 +\$76.94) = \$2,077.35 (total)**

***RAO Account (technology/from Guaranty 7/27/18) \$6,984.96 - \$4,232.52 = \$2752.44 (total left)**

Bank Five Nine Building Fund CD Account

CD #1 (5708) Balance 7/5/21 per bank statement	\$16,666.87
.50/.50% Interest 18 months (mature 1/5/23)	
CD #2 (7285) Balance 5/31/21 per bank statement	\$16,468.13
.60/.60% Interest 25 months (mature 6/30/23)	
CD #3 (5608) Balance 2/06/21 per bank statement	\$16,436.15
0.40/0.40% Interest 13 months (mature 3/6/23)	
CD #4 (1404) Balance 11/25/21 per bank statement	\$16,217.92
0.60/.60% Interest 25 months (mature 12/25/23)	
CD #5 (8801) Balance 04/30/21 per bank statement	\$10,000.00
0.50/.50% Interest 18 months (mature 10/31/22)	

2022 GCLB Checking Account:

GCL Usborne Book Sale SRP Funds (in GCLB checking account): \$553.32 - \$122.41(Ck 1556) = \$430.91- \$300(ck.#1564 8/12/21) = **\$130.91 + \$640.00 (2021 Usborne) = \$770.91 (left)**

Early Literacy Fund: (in GCLB check account) \$113.04 + \$293.92 (Chamber/xmas) = \$406.96 - \$102.88 (Ck 1557) = \$304.08- (Cks. 1561, 1562, & 1563) = **\$1.83 + \$83.42 (5/2) = \$85.25 (left)**

2020/21/22 Funds for Books &/or Materials (in GCLB checking account)

- *Library Staff (2020): \$100 - (cost of brick) \$34.80 = \$65.20 - (#1573) \$21.19 = \$44.01 (left)**
- *Kugel Donation (1/29/21): \$500 - \$253.87 (Ck. 1560) = \$246.13 (left)**
- *Schmidt Donation (6/3/21 - large print): \$700.00 (left)**
- *\$20+\$20+\$100+\$20 Cash Anonymous Donation: 8/5,10/21,2/1, 5/26: \$160.00 (left)**
- *Pagliaro Donation (8/27/21): \$3,745.00 – (cks #1568-1573) \$3,745.00 = 0 (done)**
- *Korol Donation (2/1/22): \$500 - \$9.50 (plaque cost) = \$490.50 (left)**
- *Johnson Donation (2/1/22): \$50**
- *Machine Knitters (3/25/22): \$100**
- *Lloyd Brick (3/25/22): \$200 - (cost of \$100 brick + shipping) = +/- \$150.00**
- *Briet Donation (5/26/22): \$500 - \$9.50 (plaque cost) = \$490.50 (left)**
- *Neveln Memorial (6/9/22): \$30 (left)**
- *Pintor Brick (6/13/22): \$150 – (cost of brick & shipping)= +/- \$100.00**

TOTAL= \$2,561.14* (left to spend for 2022)

Germantown Community Library Board

MEETING DATE: July 27, 2022

PLACEMENT: Public Input

AGENDA ITEM(S):

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

BACKGROUND:

The following emails involving the current display case exhibit in the lobby were submitted to the Library Director. Emails were also submitted to the Germantown Community Library Board members, Village of Germantown Trustees and Village Administration.

⏮ Reply all ⏭ Delete ⏮ Junk Block ...

Library showcase/display board

🕒 You forwarded this message on Tue 7/5/2022 1:25 PM

📧 Cassandra Hanson <cassandra.m.hanson@gmail.com>

👍 ⏮ ⏭ ⏮ ...
Tue 7/5/2022 1:04 PM



✓ Show all 3 attachments (13 MB) ☁ Save all to OneDrive - Monarch Library System ⬇ Download all

Good Afternoon,
My family loves the Germantown Library--thank you for offering such a great resource in our community.

Today, however, my 7 year old daughter asked me what "gender fluid" meant. Her five year old brother was next to her and then had to hear the conversation and questions that ensued. The display cases in question featured gay pride propaganda including these phrases: (pictures are attached)

- "the world has bigger problems than boys who kiss boys and girls who kiss girls"
- "I'm the scary transgender person the media warned you about"
- "Being gay is like glitter. It never goes away"
- Winnie the Pooh images with the phrases gay and homosexual next to them
- "Jesus had two dads and he turned out fine"
- definitions of terms including genderqueer, pangender, bigender, demigender, transgender

The showcase/bulletin board in your entryway is unbelievably inappropriate for the general audience who uses our beautiful facility. I'm never opposed to having those conversations with my children when we approach human growth and development age. There's a place and time to have these conversations; no parent appreciates being surprised by these topics at the library of all places.

Why does any form of sexuality need to be front and center in our children's public library? Let them be little and innocent for as long as possible.

My husband contacted the library and learned that the display cases are open to the public to place whatever they want in them as long as they meet the criteria of board approved policy. Obviously your policy is deeply flawed because sexual content has no place in a display case in a public building. Your job is not to attempt to sexualize my children at a young age. I also did not appreciate the reference to Jesus Christ in the display case, which directly contradicts my personal religious beliefs about Christ and what he teaches. Does your policy allow for insulting the religious beliefs of your community members? Because that is what this display did.

I also wonder what you will do when other controversial groups ask for space in your display cases. What if the Satanic Temple wants space? Does the Germantown community support me having to discuss that with my young children? Shouldn't the timing of a discussion about that be determined by the parent and not some random person who wants to abuse the original intent of these display cases so they can force their ideology on others?

I see two options for you to correct this deep offense to me and your entire community.

Option 1 - create a controversial issues policy that significantly restricts what type of content can be in the display cases. Look at any school district for an example of such policy. They all have them.

Option 2 - remove the ability for the public to place items in the cases. Restrict it to public entities such as the village, the library staff, the school district, etc.

I am bothered by sexuality being forced into discussion at a place (the library) that should be a safe and comfortable place for all members of our community, and where sexual content is not forced onto children.

In conclusion, I want to affirm that I know the Library Director was simply following board policy and is not to blame for this offense. In fact, the Library Director was very helpful as my husband and I investigated this situation. Rather, I want to avoid future missteps and hope the library board can take appropriate action to prevent such future occurrences.

Thank you,
Cassie Hanson

⏮ Reply ⏮ Reply all ⏭ Forward

⏪ Reply all ⌵ 🗑 Delete 🚫 Junk Block ⋮

Library politics and morals

ⓘ You forwarded this message on Thu 7/7/2022 12:32 PM

James Juers <jimjuers@hotmail.com> 
To: Trisha Smith

👍 ⏪ ⏩ ⏮ ⏭ ⋮
Tue 7/5/2022 2:52 PM

7/5/22

Hello Trisha Smith,

I noticed the display case on the south wall of the library lobby this morning. The staff gave me your card if I should have comments or complaints. I am neither a dinosaur nor unaware of the times—but I have both comments and complaints. Such a politically charged and socially challenging display has no place in the library lobby.

For those who have noted, human history has both an ebb and a flow to its cultures and civilizations. And it has become quite clear that the downward flow of a society is regularly marked by a deterioration of the best of natural orders in human life. Thus, crumbling civilizations are plainly marked by many manifestations of corruption in the economic, political, social, cultural, and moral orders that would otherwise normally sustain and even promote a civilization. There are many in the Germantown environs who believe that western civilization is today on a fast track for such a collapse. The *gender display case in the library lobby* is merely one small example illustrating those concerns. It is nothing more than a propaganda show piece for a small but vocal element of those who would force their views on a silent and fearful majority. I should not be surprised!

Several questions do come to my mind as I ponder how it happens that such a lesser light manages to gain an ascendancy in society. Whose approval (or even encouragement) has agreed to allow the library to be used to promote such questionable materials? Is the Germantown village board on board with such use of public property? Or perhaps the Germantown School Board (teachers seem often inclined to usurp parental authority and roles) has helped by providing materials. Are there modern elements of library science that have persuaded you to use the library as a force in our culture wars rather than as a resource to truly grow? Would you be willing to donate time in the display case to those who have an alternate view?

Enough of my comments and complaints. I am a generally grateful user of the library resources. But something has fallen out of order in this particular case.

Thanks for your time,
James Juers

⏪ Reply ⏩ Forward

 Reply all
 
 Delete
  Junk
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To the Library Board

 You replied on Fri 7/8/2022 10:18 AM

 Alan Olsan <alolsan@yahoo.com> 






To: Joyce Nelson; Christa Potratz; Darlene Vosen; Charlene Brady; Joletta Kerpan; jmiller@village.gern Fri 7/8/2022 9:15 AM

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2 MB
 

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  Save all to OneDrive - Monarch Library System
  Download all

July 8, 2022

To the Library Board-

A discussion arose recently among my friends who are also patrons of the Germantown library. The topic being discussed was a display in the library. I decided to check it out for myself.

Upon visiting the library, I found the three glass display cabinets containing a very one-sided presentation of LGBTQ+ issues and personalities. Unfortunately, I have grown accustomed to woke ideology twisting reality and language throughout our culture including in our libraries.

So, what's next for Germantown library? Drag queen story hour for children? Or am I too late in asking? Is it already being planned? Or has it already happened?

Perhaps you could have a display case that would include alternative views of the LGBTQ+ world? Instead of such a glowing portrayal you might include the flip side, i.e., the damages done to children and families, the testimonies of those who have left the LGBTQ lifestyle, children damaged by pedophiles grooming them at a young age, people who regret their "transitioning" who have suffered from surgeries, psychological damages, etc. The possibilities are endless and the personal stories of those who have come out of the closet of LGBTQ are not hard to find.

It is my hope that your library would include such media and literature on your shelves and display cases. May I suggest for starters that you promote and make available the DVD, "What Is a Woman" by Matt Walsh? It presents in a clear and concise manner the history of where our culture has arrived on these issues and the testimony of a woman who has suffered greatly with infections and other indignities from a surgery to turn her into a man that she wishes she would never have had.

"What Is a Woman" is available in book and audible book formats as well as live streaming.

Pictures attached.







 Reply all   Delete  Junk Block 

(No subject)

TG Timothy Gallert <timothy.gallert@gmail.com>
To: Trisha Smith

    
Fri 7/8/2022 11:08 AM

Hello Trisha. I would really appreciate you removing the display someone decided to feature concerning alternate lifestyles. You have a right to believe what you want ;you do not have a right to promote your beliefs in a public forum that is funded by all taxpayers. I am one of those taxpayers. Thank you for your attention to this matter.

 Reply  Forward

⏪ Reply all ✓ 🗑 Delete 🚫 Junk Block ...

Inclusion

 erinneville <erinneville@att.net> 
To: Trisha Smith

    
Sat 7/9/2022 8:22 PM

Good Evening,

We just wanted to say THANK YOU!!! Having family members in the LGBTQ community I really appreciate the display in the lobby.

We appreciate you and your staff showing diversity and inclusion. By having this display of inclusion for the community without shying away from potentially controversial subjects you are defending the freedom for every individual that has felt slighted or shunned. You have sent a powerful message – that, in this country, everyone has a place at the library.

Thank you!! Daniel and Erin Fischer

⏪ Reply ⏩ Forward

⏪ Reply all ▾ 🗑 Delete 🚫 Junk Block ...

Thank you! (Pride display)

EB Emily Blanchard <eahblanchard@gmail.com>      ...
To: Charlene Brady; Christa Potratz; Darlene Vosen; Joletta Kerpan; jmiller@village.germantown.wi.u Sat 7/9/2022 12:07 AM

Hello,

Thank you for allowing the Pride display at the entrance to the library. It is thoughtful (and thought-provoking), and is age-appropriate for all visitors. I am so proud of our library staff and Board for making room for an inclusive, respectful display. Thank you!

My son and I spent several minutes before and after our visit on Thursday, July 7 looking at each piece in the display. His favorite parts were the brief biographies of LGBTQ+ musicians and the picture of a transgender child. I appreciated the descriptions of gender identities and learning terms I was not familiar with. We both laughed at the memes. The display is beautiful, light-hearted, and informative.

I'm sure there are community members who react negatively to the display. These negative reactions actually reinforce the need for messages of respect, empathy, and inclusiveness. I hope any negative reaction doesn't affect the inclusivity of the library and its future displays and initiatives. This is a huge step for our small community, and I'm so grateful our library is continuing to lead and innovate.

Thank you for your leadership and for creating visibility for the LGBTQ+ community and allies in Germantown.

Regards,
Emily Blanchard
Germantown resident

⏪ Reply ⏪ Reply all ⏩ Forward

From: Greg Nagel-Personal <greg@nagel.us>

Sent: Monday, July 18, 2022 5:42 PM

To: Terri Kaminski <tkaminski@germantownwi.gov>; Jan Miller <jmiller@germantownwi.gov>

Cc: Rebecca Nagel <rebecca@nagel.us>

Subject: Germantown Library

**CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Hi Teri and Jan,

My wife Becky and I live in District 1 with our family. Teri, I see that you are one of our trustees and Jan, you are on the Library Board.

We would like to know who actually oversees and controls the Germantown Library and the Board?

As parents of many young children, we have been concerned by the amount of promotional material there has been in the library recently regarding alternative lifestyles. We do not believe this type of material should be openly displayed in a place we would otherwise feel safe allowing our children to spend time and look at books and movies. As parents, it should be our right and responsibility to teach our children about these social issues, when and how we deem appropriate. We do not believe the local public library should be used as a venue for this sort of information. It really should be a completely neutral space, focused on providing good quality books and materials to the community.

Thank you.

Greg Nagel

 Reply all   Delete  Junk  Block 

lobby display

 You replied on Thu 7/21/2022 10:48 AM

 Laura Janson <ljpeace1@gmail.com> 
To: Trisha Smith

    
Wed 7/20/2022 4:09 PM

Dear Ms. Smith,

I saw a PRIDE display in the lobby at the Germantown Public Library. I filled out a 'complaint' card at the library about this. The PRIDE display needs to be taken down as it has no place in a public library especially where there are children.

Please do not allow a "Drag Queen Story Hour" to happen at the library. This is completely inappropriate and some argue, it is child abuse and grooming children. Why children and why at the library?! There must be a monetary benefit for the library to display such inappropriate content and/or agree to have a "Drag Queen Story Hour."

I am a tax paying citizen. My taxes go to funding the public library and beyond concerned citizens are not at all in agreement with PRIDE displays or "Drag Queen Story Hour" at the library where innocent children go to learn and to read.

Sincerely,
Laura Janson

 Reply  Forward

 Reply all
 
 Delete
  Junk
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RE: Germantown Library

 Greg Nagel-Personal <greg@nagel.us>
 To: Trisha Smith
 Cc: Rebecca Nagel <rebecca@nagel.us>; Jan Miller <jmiller@germantownwi.gov>; Terri Kaminski <tkaminski@germantownwi.gov>






 Thu 7/21/2022 4:04 PM

Hi Trisha,

Thank you for the response.

There are two separate issues here, one being the use of the display case for what we believe to be controversial materials, and the second being the use of the library for the promotion of the LGBTQ+ agenda during Pride Month, with the display and distribution of materials to patrons.

Our kids came home from a recent library trip asking a lot of questions we would rather not be wading into at their ages. This begins to cross over into the debate going on in schools concerning the role and mission of these types of facilities (schools and libraries), what is allowable for display with such a diverse population using the facility, and also when does "display" inadvertently become "promotion" of a cause. Which brings me back to my original point, given that very young children are allowed to use the library, I believe First Amendment rights need to be tempered given the audience. For instance, I am sure what is allowable as Free Speech in a preschool or elementary school is substantially different than what is allowable in a university or other public space generally frequented by adults.

A few questions:

1. Where can we obtain a copy of the current library policies?
2. What meets the definition of "organizations within a community"? Can anyone within a certain mileage radius claim to represent a group with certain viewpoints, and request use of the display case for those viewpoints?
3. How is the library funded? Who ultimately controls the library? The library board has to be accountable to some other entity.

It is unfortunate to see our local library become used as a place for propaganda rather than truly informative and interesting displays that help to promote the common good. We have a wealth of rich history and activities in the community that should be shown and promoted.

I will see if we can participate in the meeting next Wednesday. If not, we will continue to seek opportunities to review and suggest changes to these policies.

Sincerely,

Greg Nagel

From: Trisha Smith <smithp@germantownlibrarywi.org>
Sent: Thursday, July 21, 2022 11:13 AM
To: Greg Nagel-Personal <greg@nagel.us>
Subject: Re: Germantown Library

Hi Greg -

Thank you for your email and for expressing your views regarding the use of the display case at the Germantown Community Library. The use of the display case is governed by a policy that was adopted by the Library Board in 2002, and most recently reviewed and revised in 2021. That policy was adopted with the goal of providing access on a monthly basis to organizations within the community subject only to reasonable restrictions related mostly to the process for requesting access. Based upon that policy goal, as a governmental unit, the Library cannot dictate, control or otherwise censor the content of the displays under the First Amendment. The Library Board does routinely review its policies, this policy will be reviewed at its next Board meeting on Wednesday, July 27 (6:00pm in the library community room). There is an open comments item at the beginning of the meeting where any member of the public is welcome to attend and comment on items that will be addressed at the meeting.

Please feel free to reach out if you have any additional questions.

Trisha Smith
Library Director

Germantown Community Library

Germantown, WI

(262) 253-7760

www.germantownlibrarywi.org

Find us on Facebook!

Germantown Community Library Board

Financial Report July 19, 2022

By Darlene Vosen

Bank Five Nine GCL Board Checking Account

Balance 6/21/22 per online statement	\$3,833.14
Deposit 7/13 Usborne Book Sale (cash & checks) \$301.54	
Balance 7/19/22 per online statement	\$4,134.68

Bank Five Nine GCL Board Savings Account

Balance 6/21/22 per on-line statement	\$5,065.18
Interest June	+\$.33
Balance 7/19/22 per on-line statement	\$5,065.51

Bank Five Nine GCL Building Account (*included in, but accounted for separately)

Balance 6/21/22 per on-line statement	\$7,716.47
Interest June	+\$.51
Balance 7/19/22 per on-line statement	\$7,716.98

***Penny Jug Fund/Art Work (Penny Jug Deposit 2/25/2022 +\$76.94) = \$2,077.35 (total)**

***RAO Account (technology/from Guaranty 7/27/18) \$6,984.96 - \$4,232.52 = \$2,752.44 (total left)**

***Furniture & equipment = \$2,886.68**

Bank Five Nine Building Fund CD Account (Furniture & equipment = \$70,000.00. Interest = \$5,789.07)

CD #1 (5708) Balance 7/5/21 per bank statement	\$16,666.87
.50/.50% Interest 18 months (mature 1/5/23)	
CD #2 (7285) Balance 5/31/21 per bank statement	\$16,468.13
.60/.60% Interest 25 months (mature 6/30/23)	
CD #3 (5608) Balance 2/06/21 per bank statement	\$16,436.15
0.40/0.40% Interest 13 months (mature 3/6/23)	
CD #4 (1404) Balance 11/25/21 per bank statement	\$16,217.92
0.60/.60% Interest 25 months (mature 12/25/23)	
CD #5 (8801) Balance 04/30/21 per bank statement	\$10,000.00
0.50/.50% Interest 18 months (mature 10/31/22)	

2022 GCLB Checking Account:

GCL Usborne Book Sale SRP Funds (in GCLB checking account): \$130.91 + \$640.00 (2021 Usborne) = \$770.91 (left)

Early Literacy Fund: (in GCLB check account) \$113.04 + \$293.92 (Chamber/xmas) = \$406.96 - \$102.88 (Ck 1557) = \$304.08- (Cks. 1561, 1562, & 1563) = **\$1.83 + \$83.42 (5/2) = \$85.25 (left)**

2020/21/22 Funds for Books &/or Materials (in GCLB checking account)

***Library Staff (2020): \$100 - (cost of brick) \$34.80 = \$65.20 - (#1573) \$21.19 = \$44.01 (left)**

***Kugel Donation (1/29/21): \$500 - \$253.87 (Ck. 1560) = \$246.13 (left)**

***Schmidt Donation (6/3/21 - large print): \$700.00 (left)**

***\$20+\$20+\$100+\$20 Cash Anonymous Donation: 8/5,10/21,2/1, 5/26: \$160.00 (left)**

***Korol Donation (2/1/22): \$500 - \$9.50 (plaque cost) = \$490.50 (left)**

***Johnson Donation (2/1/22): \$50**

***Machine Knitters (3/25/22): \$100**

***Lloyd Brick (3/25/22): \$200 - (cost of \$100 brick + shipping) = +/- \$150.00**

***Briet Donation (5/26/22): \$500 - \$9.50 (plaque cost) = \$490.50 (left)**

***Neveln Memorial (6/9/22): \$30 (left)**

***Pintor Brick (6/13/22): \$150 - (cost of brick & shipping) = +/- \$100.00**

TOTAL= \$2,561.14* (left to spend for 2022)

VILLAGE OF GERMANTOWN
DETAILED REVENUE & EXPENSE REPORT
BUDGET VS. ACTUAL WITH PERCENT VARIANCE
FOR 7 PERIODS ENDING JULY 31, 2022

FUND: GENERAL FUND

ACCOUNT NUMBER	DESCRIPTION	JULY BUDGET	JULY ACTUAL	% VARI- ANCE	FISCAL YEAR BUDGET	FISCAL YEAR-TO-DATE ACTUAL	% VARI- ANCE
LIBRARY							
EXPENSES							
SALARIES & WAGES							
10-551-510-1100	SALARIES-FULL TIME	208,978.00	16,590.40	92.0	208,978.00	131,134.73	37.2
10-551-510-1150	SALARIES COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-510-1800	SALARIES-PART TIME	292,951.00	26,485.09	90.9	292,951.00	185,181.01	36.7
10-551-510-1810	SALARIES-LIBRARY BOARD	1,200.00	0.00	100.0	1,200.00	610.00	49.1
TOTAL SALARIES & WAGES		503,129.00	43,075.49	91.4	503,129.00	316,925.74	37.0
FRINGE BENEFITS							
10-551-520-2100	SOCIAL SECURITY	39,928.00	3,176.51	92.0	39,928.00	24,154.07	39.5
10-551-520-2110	SOCIAL SECURITY-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-520-2200	STATE RETIREMENT	25,304.00	2,582.93	89.7	25,304.00	18,665.43	26.2
10-551-520-2210	STATE RETIREMENT-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-520-2300	HEALTH INSURANCE	77,726.00	5,756.10	92.5	77,726.00	40,292.70	48.1
10-551-520-2400	DENTAL INSURANCE	3,860.00	0.00	100.0	3,860.00	1,882.50	51.2
10-551-520-2500	LIFE INSURANCE	1,241.00	112.04	90.9	1,241.00	725.03	41.5
10-551-520-2510	LIFE INSURANCE-COUNTY SYSTEM	0.00	0.00	0.0	0.00	0.00	0.0
TOTAL FRINGE BENEFITS		148,059.00	11,627.58	92.1	148,059.00	85,719.73	42.1
OPERATING SUPPLIES & EXPENSES							
10-551-530-3100	GENERAL SUPPLIES & EXPENSES	29,000.00	1,275.28	95.6	29,000.00	39,894.00	(37.5)
10-551-530-3110	SUPPLIES & EXP-STORYTIME PROG	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3150	GENERAL SUPPLIES & EXP-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3200	OFFICE SUPPLIES	5,000.00	0.00	100.0	5,000.00	2,806.29	43.8
10-551-530-3400	POSTAGE	2,000.00	0.00	100.0	2,000.00	117.00	94.1
10-551-530-3410	POSTAGE-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3600	BOOKS	62,000.00	877.59	98.5	62,000.00	30,696.99	50.4
10-551-530-3610	BOOKS-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3620	BOOK PROCESSING	10,000.00	0.00	100.0	10,000.00	3,877.04	61.2
10-551-530-3625	BOOK PROCESSING-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3630	PERIODICALS	8,000.00	0.00	100.0	8,000.00	188.00	97.6
10-551-530-3635	PERIODICALS-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3640	AUDIO VISUAL	22,000.00	0.00	100.0	22,000.00	8,371.99	61.9
10-551-530-3645	AUDIO VISUAL-COUNTY	0.00	0.00	0.0	0.00	13.49	100.0
10-551-530-3660	COMPUTER SERVICE	40,000.00	0.00	100.0	40,000.00	14,327.04	64.1
10-551-530-3665	COMPUTER SERVICE - COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3810	DONATIONS - EXPENSE	0.00	0.00	0.0	0.00	(1,220.00)	100.0
10-551-530-3820	PROGRAM SUPPLIES & EXPENSE	24,000.00	0.00	100.0	24,000.00	15,448.33	35.6
10-551-530-3821	PROGRAM SUPPLIES & EXP-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3900	LIBRARY BOARD-OTHER EXPENSES	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-3950	OTHER SUPPLIES-CO.	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-5400	SYSTEM AUTOMATION	22,000.00	0.00	100.0	22,000.00	22,587.10	(2.6)

VILLAGE OF GERMANTOWN
DETAILED REVENUE & EXPENSE REPORT
BUDGET VS. ACTUAL WITH PERCENT VARIANCE
FOR 7 PERIODS ENDING JULY 31, 2022

FUND: GENERAL FUND

ACCOUNT NUMBER	DESCRIPTION	JULY BUDGET	JULY ACTUAL	% VARI- ANCE	FISCAL YEAR BUDGET	FISCAL YEAR-TO-DATE ACTUAL	% VARI- ANCE
LIBRARY							
EXPENSES							
OPERATING SUPPLIES & EXPENSES							
10-551-530-5410	SYSTEM AUTOMATION-COUTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-7100	UTILITIES	68,000.00	5,767.40	91.5	68,000.00	28,799.59	57.6
10-551-530-7200	TELEPHONE	3,600.00	42.74	98.8	3,600.00	257.43	92.8
10-551-530-7250	OUTREACH - COUNTY SYSTEM	4,000.00	0.00	100.0	4,000.00	3,683.85	7.9
10-551-530-7300	INSURANCE & BONDS	5,993.00	0.00	100.0	5,993.00	1,997.66	66.6
10-551-530-7700	TRAINING & SEMINARS	5,000.00	0.00	100.0	5,000.00	1,550.22	69.0
10-551-530-7710	TRAINING - COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
10-551-530-7800	TRAVEL	1,000.00	0.00	100.0	1,000.00	205.52	79.4
TOTAL OPERATING SUPPLIES & EXPENSES		311,593.00	7,963.01	97.4	311,593.00	173,601.54	44.2
CAPITAL OUTLAY							
10-551-570-8100	MISCELLANEOUS EQUIPMENT - CTY	0.00	0.00	0.0	0.00	0.00	0.0
TOTAL CAPITAL OUTLAY		0.00	0.00	0.0	0.00	0.00	0.0
TOTAL EXPENSES: LIBRARY		962,781.00	62,666.08	93.4	962,781.00	576,247.01	40.1

VILLAGE OF GERMANTOWN
DETAILED REVENUE & EXPENSE REPORT
BUDGET VS. ACTUAL WITH PERCENT VARIANCE
FOR 7 PERIODS ENDING JULY 31, 2022

FUND: CAPITAL PROJECTS FUND

ACCOUNT NUMBER	DESCRIPTION	JULY BUDGET	JULY ACTUAL	% VARI- ANCE	FISCAL YEAR BUDGET	FISCAL YEAR-TO-DATE ACTUAL	% VARI- ANCE
LIBRARY							
EXPENSES							
CAPITAL OUTLAY							
40-551-570-8200	BUILDING IMPROVEMENTS	0.00	0.00	0.0	0.00	0.00	0.0
40-551-570-8210	NEW BLDG FURNITURE/EQPT-COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
40-551-570-8310	LAND IMPROVEMENTS	0.00	0.00	0.0	0.00	0.00	0.0
40-551-570-8410	FURNITURE	0.00	0.00	0.0	0.00	0.00	0.0
40-551-570-8420	OFFICE EQUIPMENT	0.00	0.00	0.0	0.00	0.00	0.0
40-551-570-8430	COMPUTER HARDWARE	0.00	0.00	0.0	0.00	0.00	0.0
40-551-570-8435	AUTOMATION EQUIPMENT - COUNTY	0.00	0.00	0.0	0.00	0.00	0.0
40-551-570-8440	COMPUTER SOFTWARE	0.00	0.00	0.0	0.00	0.00	0.0
TOTAL CAPITAL OUTLAY		0.00	0.00	0.0	0.00	0.00	0.0
TOTAL EXPENSES: LIBRARY		0.00	0.00	0.0	0.00	0.00	0.0

VILLAGE OF GERMANTOWN
DETAILED REVENUE & EXPENSE REPORT
BUDGET VS. ACTUAL WITH PERCENT VARIANCE
FOR 7 PERIODS ENDING JULY 31, 2022

FUND: LIBRARY TRUST FUNDS

ACCOUNT NUMBER	DESCRIPTION	JULY BUDGET	JULY ACTUAL	% VARI- ANCE	FISCAL YEAR BUDGET	FISCAL YEAR-TO-DATE ACTUAL	% VARI- ANCE
EXPENDITURES							
EXPENSES							
OPERATING SUPPLIES & EXPENSES							
83-551-530-3100	GENERAL SUPPLIES & EXPENSES	41.67	0.00	100.0	500.00	0.00	100.0
83-551-530-3600	BOOKS	0.00	0.00	0.0	0.00	0.00	0.0
TOTAL OPERATING SUPPLIES & EXPENSES		41.67	0.00	100.0	500.00	0.00	100.0
CAPITAL OUTLAY							
83-551-570-8420	EQUIPMENT	0.00	0.00	0.0	0.00	0.00	0.0
TOTAL CAPITAL OUTLAY		0.00	0.00	0.0	0.00	0.00	0.0
TOTAL EXPENSES: EXPENDITURES		41.67	0.00	100.0	500.00	0.00	100.0

DATE: 07/22/22
TIME: 08:39:17
ID: GL310001.WOW

VILLAGE OF GERMANTOWN
ACCOUNT ACTIVITYDETAIL
ACCOUNT NUMBER: 234404495300

PAGE: 1
F-YR: 22

PERIOD	JOURNAL #	ITEM #	TRANSACTION DESCRIPTION	DEBIT
01			BEGINNING BALANCE	
02	CR-C220215	035	ESPIRE HOMES B00041	\$281.00
03	CR-C220325	081	VERIDIAN B00097	\$281.00
03	CR-C220325	082	VICTORY B00091	\$281.00
04	CR-C220422	031	INTEGRITY B00104	\$281.00
04	CR-C220428	047	ZIGNEGO B00137	\$281.00
05	CR-C220512	041	ALESCI B00116	\$281.00
05	CR-C220519	062	VHKE LLC B00170	\$281.00
05	CR-C220527	034	CORNERSTONE B00210	\$281.00
06	CR-C220610	050	ESPIRE HOMES B00214	\$281.00
06	CR-C220617	033	VERIDIAN B00248	\$281.00
06	CR-C220620	025	VICTORY CO B00212	\$281.00
06	CR-C220622	039	VICTORY B00256	\$281.00
07	CR-C220711	060	ZIMMERMAN B00132	\$281.00
TOTAL DR/CR				\$3,653.00
ACCOUNT BALANCE				\$3,653.00

Director's Report: July 2022

MONARCH LIBRARY SYSTEM

- The Monarch Library System Directors met on Thursday, July 14.
- Discussion included updates on the Holds Routing Sequence, promotions and marketing for Gale Courses, and a demonstration by Patron Point.
- Washington County Board Supervisor, Linda Gurath, appointed to the Monarch Library System Board for a 2-year term.
- Joyce Nelson was re-appointed on the Monarch Library System Board for another 3-year term.
- Trustee Training Week will be held Monday, August 22 – Friday, August 25 (<https://www.wistrusteetraining.com/>) (see attached)

WASHINGTON COUNTY:

- The Washington County Libraries will be at the Washington County Fair on July 30, 2022 from 10am – 2pm. We will have tattoos, balloons, crafts & other kid activities.
- Thank you card was received from Josh Schoemann, Washington County Executive. We also receive a “Thank You for Being a #WashCoHero sticker that is on our front doors (see attached).

VILLAGE OF GERMANTOWN:

- No Village Board meetings were held in July.
- A Public Hearing for the 2050 Plan was held on Monday, July 25.

FRIENDS OF THE GERMANTOWN COMMUNITY LIBRARY

- The Friends are sponsoring all of the summer youth performers this summer, several adult programs & \$2000 in items for the new Library of Things collection.

DONATIONS:

- Robert's Fundraiser (\$250 / Library Accounts)
- Schultz (\$250 / Library Board / Mary Wettesheim & Menomonee Falls Saddle Club / W239 N6522 Maple Ave / Sussex, WI 53089)

DEPOSITS: NONE

STATISTICS

- Previous Month Circulation (see attached):
 - Physical: **29,307** (3.7% from 2021 / 0.8% YTD)
 - Digital: **4,426** (11.6% from 2021 / 1.2% YTD)
 - Total: **26,151** (4.7% from 2021 / 0.8% YTD)

SUMMER PROGRAMMING

- Grab & Go Kits are available on Thursdays at 9am & 4pm.
- Summer programs have been very well attended.
- The Summer Reading Program will run Monday, June 6 – Saturday, August 13, 2022 for all ages. We currently have 1,026 kids 0-12 signed up with 2,463 logs turned in.
- Ongoing Summer Programs:
 - Youth: Storytime (4), Backyard Nature, Adventure Academy & Youth Performances

- Teen: Teen Advisory Board, Teen Hang Out Days & Make It Crafts
 - Adult: Book Groups (6), Music on the Patio & Make It Crafts @ the Library
 - Outreach: Sensory Friendly Sundays (library), Library Presents (Senior Center), Poetry Group (Gables), What Are You Reading Book Group (Gables), Preschool Reading (Jackson Community Center), Germantown Kid's Club & Friday Fun Days (Jackson & Richfield)
- Upcoming Special Programs (see attached)

DEPARTMENT UPDATES

- Management & General Staff:
- Youth Services (Jackie)
 - Summer Reading Challenge and programming have moved to all in-person.
- Adult Services (Lynn)
 - Interviews were conducted July 20-21 for open positions.
 - Summer Reading Challenge and programming have moved to all in-person.
- Outreach (Cara)
 - Robert's Fundraiser was held on Monday, July 18.
 - Upcoming events: A Taste of Germantown, Washington County Fair & NAC Night. Several outdoor events have been canceled due to rain.
 - Outreach summer programming has started with weekly mobile library visits to Richfield, Jackson and five Germantown Kid's Klub sites. We have been having great turnouts at each event. Each one has a different theme with crafts, activities and book checkout.
- Circulation (Diane)
 - Adventure Passes are going very well since being launched in May 2022. We will be renewing our membership for next year. Below are checkout statistics to date.
 - Betty Brinn Children's Museum: 26
 - Milwaukee County Zoo: 39
 - Mitchell Park Domes: 22
- Tech Services (Connie)
 - Assistant Director has temporarily filled the open position by expanding scheduled hours of three current staff. One was an existing Tech Services staff member and the two others are from the Circulation Team. They now split their time between Circulation and Tech Services. This will be reviewed in August to determine if this will work long term and then Job Descriptions will be updated.
 - Assistant Director and the Tech Services team member have been training the new additions to the team
- Technology/Statistics (Connie)
 - Credit card payments are working for new copier/printer self-payment kiosk. We are still addressing some minor issues with vendors.
 - A number of craft kits have been added to the Adult Library of Things Collection. These include multiple copies of five different kits donated by Fiskars.
 - Research into purchasing Hot Spots has resumed
- Building Management & Grounds (Connie)
 - Work on strategic planning and facility planning continues.
 - WiLS Strategic Plan was reviewed by the Director and Assistant Director the week of July 18. A draft will be sent out to the WiLS Strategic Planning Team to review in August.
 - Building maintenance items for the 2023 budget are being reviewed with DPW

IN THE NEWS: NONE

DIRECTOR CONTINUING EDUCATION HOURS (100 HOURS EVERY 5 YEARS – EXPIRES IN 12/2022)

DIRECTOR MEETINGS, PROGRAMS & OUTREACH (PAST):

- Fri, July 1 – Outreach (Jackson & Kid's Klub)
- Thurs, July 7 – Grab & Go Kits (2)
- Fri, July 8 – Outreach (Jackson & Kid's Klub)
- Wed, July 13 – Village Department Heads
- Wed, July 13 – Community Band Concert
- Thurs, July 14 – Monarch Directors
- Fri, July 15 – Outreach (Jackson & Kid's Klub)
- Mon, July 18 – Robert's Fundraiser
- Tues, July 19 – Library Strategic & Facility Planning Committee
- Fri, July 23 – Outreach (Jackson & Kid's Klub)
- Mon, July 25 – Make It Crafts (3)
- Tues, July 26 – Village Administrator
- Wed, July 27 – Kiwanis
- Wed, July 27 – Village Department Heads
- Wed, July 27 – Library Board
- Thurs, July 28 – Village Staff Lunch
- Thurs, July 28 - A Taste of Germatnown
- Fri, July 29 – Outreach (Jackson & Kid's Klub)
- Sat, July 30 – Washington County Fair

DIRECTOR MEETINGS, PROGRAMS & OUTREACH (SCHEDULED UPCOMING):

- Mon, Aug 1 – Village Board
- Wed, Aug 10 – Village Department Heads
- Thurs, Aug 11 – Monarch Directors
- Sun, Aug 21 – Sensory Friendly Sunday
- Wed, Aug 24 – Library Board
- Mon, Aug 15 – Mon, Aug 29 - Vacation



Trustee Training Week 2022

Join us August 22 - 26 for Trustee Training Week 2022. Registration is now open!

2022 Schedule

Materials Challenges and Your Library from the Trustee Table

Monday, August 22

Presenter: [Becky Spratford](#)

Regardless of whether or not your library has had a request for reconsideration of library materials, the increase in challenges is dramatic, and quite frankly, upsetting. Becky Spratford, an expert in serving leisure readers through the public library with over 20 years of experience as a locally elected library trustee, Reaching Across Illinois Library System board member, and Illinois Library Association Executive Board member, will walk you through everything you need to do to prepare for a request to ban titles at your library. From the steps you need to take right now, to how to properly handle a challenge from your seat at the trustee table, Becky will help you to put the emotions aside and protect intellectual freedom.

[Register for Materials Challenges and Your Library from the Trustee Table](#)

Here to Stay: Recruiting & Retaining Dedicated Library Workers

Tuesday, August 23

Presenter: [Lisa Shaw](#)

The highly competitive job market makes it much harder for libraries to attract and keep library staff - including directors. While libraries might struggle to compete with other employers on wage scales, they can create a culture of inclusivity, inspiration, and belonging that appeals to creative and hard-working employees. This session will include practical tools for library boards like improving board-director relationships, reviewing job descriptions, and investigating options for improved salaries and benefits, and more to make your library a great place to work and help reduce staff turnover and shortages.

[Register for Here to Stay: Recruiting & Retaining Dedicated Library Workers](#)

Effective & Efficient Meetings: Parliamentary Procedure

Wednesday, August 24

Presenter: [Nancy Sylvester](#)

Planning great meetings and running them effectively and efficiently is crucial to a strong organization. This webinar will help make parliamentary procedure understandable and useful to you as well as focus on the tools to help you with the meetings you conduct and attend. After this webinar, the attendees will not only have a better understanding of parliamentary procedure but will have the knowledge and skills to help run an effective meeting.

[Register for Effective & Efficient Meetings: Parliamentary Procedure](#)

Making Sense & Cents of a Library Building Project: The Library Trustee Role

Thursday, August 25

Presenter: [John Thompson](#)

Public libraries around Wisconsin are building, expanding, and/or renovating their spaces. Your Library Director or Building Consultant is recommending to the board the need for additional library space. What is the role of the library board? How can the library board support the project?

John Thompson will share some tips and insights on the library board role, an overview of the process, some of the costs involved, and how potential choices might impact the project and library services.

[Register for Making Sense & Cents of a Library Building Project: The Library Trustee Role](#)

From Stories to Action: How to Talk about Your Budget to Activate Support and Secure Funding

Friday, August 26

Presenter: [John Chrastka](#)

The core of any library's strategic plan, management plan, or development plan is the organization's own mission, vision, and values system. But very often, the plans describe the “features” of the library, like hours, collections, staffing levels, and facilities rather than the expected or hoped for outcomes. And library leaders are ready to share powerful stories about how the library impacts users, but not often about their own work. Learn how to talk about your funding in a new way by talking about you, your staff and board, and why you do the work you do.

[Register for From Stories to Action: How to Talk about Your Budget to Activate Support and Secure Funding](#)

Wisconsin Trustee Training Week (TTW) was developed in 2014 by Jamie Matczak at the Nicolet Federated Library System with the goal of providing high-quality webinars to public library boards, friends, and trustees in Wisconsin. Since 2015, TTW has been coordinated by Jean Anderson at the South Central Library System.



WASHINGTON
COUNTY
WISCONSIN

Josh Schoemann
County Executive

Discover.
Connect.
Prosper.

Germantown Library Team,

*I just wanted to take a moment
to give you a shout out for the
innovative idea of launching a
mobile library! I am especially
happy to see it serving neighborhoods
that other ~~were~~ ^{are} lack easy access.
Great idea!*

Rebecca J. Thompson, Executive Director
439 E. Washington St., West Bend, WI 53095-7986
(262) 306-2200 county.exec@washcowiscogov



GCL Event Calendar

Status: Public

URL: <https://germantownlibrarywi.libcal.com/calendar?cid=11430>

Time Zone: Central Time - US & Canada

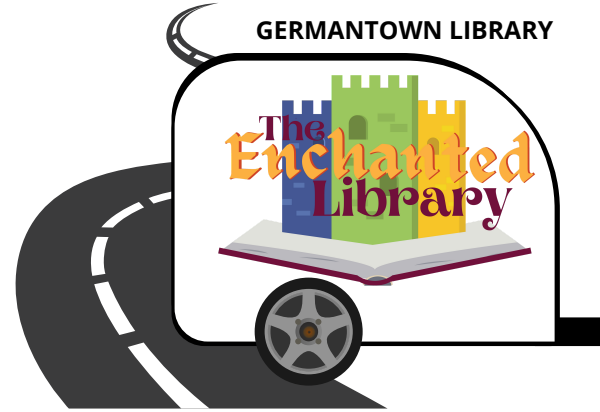
August 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
	1pm Blood Drive 6pm Teen Advisory Board Meeting	9:30am Preschool Storytime 10:30am Preschool Storytime	9:30am Baby/Toddler Storytime 10:30am Baby/Toddler Storytime 6pm Evening Book Group	9:30am What Are You Reading Book Club 10:30am SmartyPants Balloon Show @ 10:30am 1:30pm SmartyPants Balloon Show @ 1:30pm	9:30am Coffee Conversations 10:30am (IN JACKSON) Mobile Library: Science & Slime 1pm History Book Group	
7	8	9	10	11	12	13
	1pm Make It Crafts: Suncatchers 3pm Make It Crafts: Suncatchers 5pm Make It Crafts: Suncatchers	9:30am Preschool Storytime 10:30am Preschool Storytime	9:30am Baby/Toddler Storytime 10:30am Baby/Toddler Storytime 1pm Live Music Series	9:30am Morning Book Group 4pm Teen Hang Out	10:30am (IN RICHFIELD) Mobile Library: Science & Slime	Summer Reading Program Ends
14	15	16	17	18	19	20
	4pm BYOCraft Night		1pm Herbs for Health	10:30am [DRAFT] Youth Performer @ 10:30am 1:30pm [DRAFT] Youth Performer	1pm Nonfiction Book Group	
21	22	23	24	25	26	27
9am Sensory Friendly Sundays (REGISTRATION REQUIRED)	6pm Monarch Magic	1pm Adventure Academy: Birdhouses and Birdfeeders 6pm Library Board Meeting	9:30am Mystery Book Club - ONLINE (Zoom) 4pm Teen Hang Out		10am Jump Into Kindergarten!	

Fun Fridays

@ 10:30am - 12pm

Join "The Enchanted Library" - the Germantown Community Library's new book trailer for book checkout & activities on Fridays this summer!



HICKORY PARK (JACKSON)
N165 W20330 HICKORY LN
(NEAR THE PLAYGROUND)

RICHFIELD VILLAGE HALL
4128 HUBERTUS RD
(IN THE PARKING LOT)

JUNE 10
ICE CREAM & CRAFTS

JUNE 24
STORYTIME, & SUPERHEROES

JULY 8
PETE THE CAT & CRAFTS

JULY 22
LIFE-SIZED GAMES

AUG 5
STORYTIME, SCIENCE & DIY SLIME

JUNE 17
STORYTIME & SUPERHEROES

JULY 1
PETE THE CAT & CRAFTS

JULY 15
LIFE-SIZED GAMES

JULY 29
ICE CREAM & CRAFTS

AUG 12
STORYTIME, SCIENCE & DIY SLIME

GERMANTOWN
COMMUNITY LIBRARY



Learn. Share. Grow.



INFORMATION • INSPIRATION • ENTERTAINMENT
Slinger Community Library

JACK RUSSELL
MEMORIAL
LIBRARY

GERMANTOWN COMMUNITY LIBRARY
READ BEYOND THE BEATEN PATH

SUMMER PERFORMERS

JUNE 16 TALEWISE
JUNE 30 MISS JULIE
JULY 7 KIDS PLAY: FITNESS
JULY 21 FOX & BRANCH
AUGUST 4 SMARTY PANTS BALLOON SHOW

PERFORMANCES THURSDAYS @ 10:30AM & 1:30PM
LARGE COMMUNITY ROOM

****REGISTRATION REQUIRED****
LIMITED SEATING AVAILABLE

See our website
www.germantownlibrarywi.org
or
call 262-253-7760
for more information

GERMANTOWN
COMMUNITY LIBRARY



Jump Into Kindergarten!

Saturday, August 27

10:00am - 2:00pm

Starting kindergarten is the exciting beginning of your
school adventure!

Meet and greet local school staff and community groups,
learn and interact with resources about learning to read
and sign up for a library card!



Germantown Community Library N112 W16957 Mequon Rd. Germantown, WI
53022
(262) 253-760
www.germantownlibrarywi.org

August 17
@ 1:00

herbs for health

Is it a weed or an herb with a superpower? This presentation by
Jennifer Widowski of Whatever Comes Naturally will give you
the knowledge you need to grow and use herbs for your benefit!



Germantown Community Library
N112 W16957 Mequon Rd
(262) 253-7760 www.germantownlibrarywi.org

Monarch Magic!

with the staff of the Schlitz Audubon Nature Center



Learn about the
amazing life journey
of the monarch
butterfly - and how
YOU can help them in
your own backyard or
garden.

▶ August 23 @ 6:00 ◀

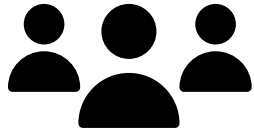


Germantown Community Library
N112 W16957 Mequon Rd
(262) 253-7760 www.germantownlibrarywi.org

GERMANTOWN COMMUNITY LIBRARY

2022 PROGRAMMING STATISTICS

(JAN - APR 2022)



Attend in Person

2,669

PRESCHOOL

Storytime (60): 1,310

= 1,310

YOUTH

Programs (6): 413

Escape (7): 115

Craft (5): 114

STEAM (4): 40

= 682

TEENS

Advisory (4): 39

Crafts (12): 57

Programs (4): 36

= 132

ALL AGES

Book Groups (18): 105

Crafts (12): 225

Tech (2): 4

Historical (4): 25

Programs (15): 135

Memory (1): 9

Friends (4): 42

= 545



Live, Virtual

28

Book Groups (4): 28

= 28

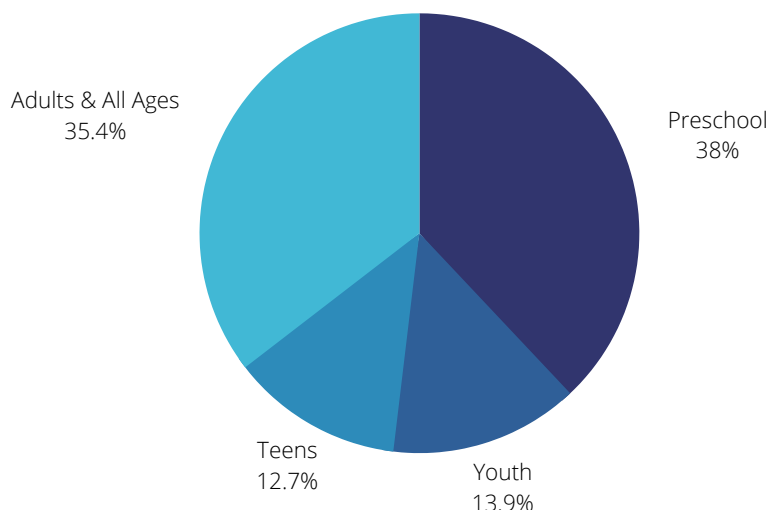
Total:
1,310

Total:
682

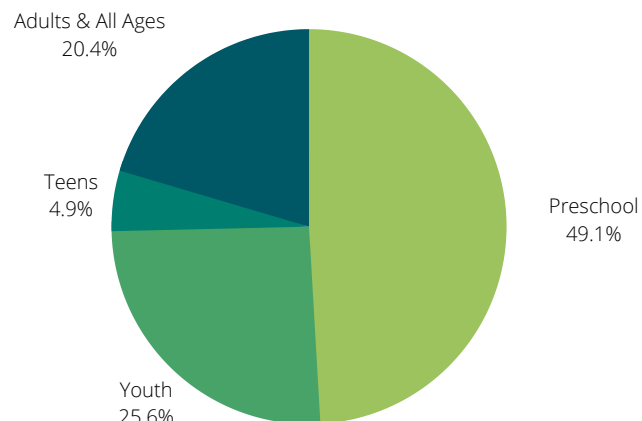
Total:
132

Total:
573

PROGRAMS OFFERED BY TARGET AGE



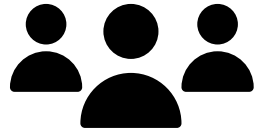
ATTENDANCE BY TARGET AGE



GERMANTOWN COMMUNITY LIBRARY

2022 OUTREACH STATISTICS

(JAN - APR 2022)



Attend in Person

524

PRESCHOOL

Jackson (6): 125
= 125

Total:
125

YOUTH

David Star (1): 150
= 150

Total:
150

TEENS

= 0

Total:
0

ALL AGES

Senior Poetry (4): 12

Senior Book Group
(4): 30

Engel Haus (4): 32

Fairway Knoll

(4): 93

Gables (4): 61

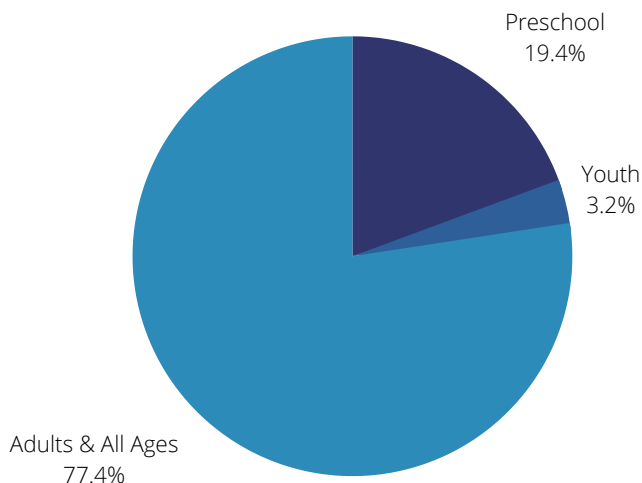
Prairie Meadows

(4): 21

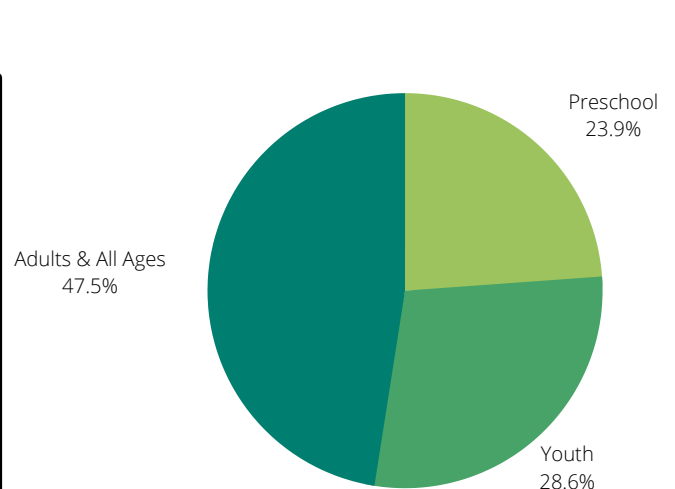
= 249

Total:
249

PROGRAMS OFFERED BY TARGET AGE



ATTENDANCE BY TARGET AGE



Germantown Community Library Board

MEETING DATE: July 27, 2022

PLACEMENT: Unfinished Business

AGENDA ITEM(S): VIII. A. Strategic / Facility Planning

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

The Strategic Planning Ad-hoc Committee met on Tuesday, July 19, 2022. Attached are the approved minutes from the June 14th committee meeting.

Smith and Lloyd have made final suggested changes to the 5-year strategic plan drafted by WiLS and the proposed library mission statement. The final draft will be reviewed by the WiLS Planning Committee and library staff in August.

Last month the proposed project timeline was reviewed, and the approved timeline follows:

- Building Expansion Feasibility Survey (August - October 2021)
- Library 5-Year Strategic Planning (WiLS) (October 2021 – August 2022)
- Building Conceptual Design Bids & Selection (March – September 2022)
- Conceptual Design Project (March – July 2023)
- Building Expansion Fundraising – (2023-2024)

In 2021, the Library Director made the Library Board aware of the growing need for additional library space to service the community effectively. Space needs were originally identified in 2019 but put on hold during the COVID pandemic in 2020 and 2021.

The Strategic Planning Ad-Hoc Committee was formed in 2021 to evaluate facility needs. Since that time the committee has surveyed and collected information regarding local library facilities and how they service their communities. The committee also surveyed local architectural firms on the feasibility of completing the Mezzanine Level for the Germantown Community Library which was originally designed in 2000 as a planned future expansion for the current building.

At the same time, the Library Director and Library Board engaged WiLS to facilitate developing a five-year library strategic plan. This plan will collaborate with the space needs assessment to identify how the library can effectively meet the current and future needs of the community.

In 2022 it was determined a Conceptual Design was needed to determine the scope and financial resources that would be required to complete the original building designed with a Mezzanine Level. From the previous data gathered, the committee identified the top five prominent local architectural firms in library assessment, design, and construction. A request was sent to each of those firms to submit a proposal for work to complete a Conceptual Design of a Mezzanine Level for the existing Germantown Community Library building. Four out of the five chose to submit a proposal for the work.

The Library Board decided at the June 22, 2022, meeting to select the top two proposals and interview those firms to make a final selection of the firm to conduct the Conceptual Design. At this meeting the Library Board is provided with a copy of each proposal, a summary of the responses, and an evaluation matrix.

The following is requested:

- **Each Library Board member review each proposal and complete the evaluation matrix**
- **Submit the completed evaluation matrix to the Library Director by Wednesday, August 10th**

The Strategic Planning Ad-Hoc Committee will compile the results at the Tuesday, August 16th committee meeting and prepare to review with the full Library Board on Wednesday, August 24th, 2022. At the approval of the Library Board the top two firms selected will be notified and scheduled to conduct a presentation and interview with the Library Board.

**GERMANTOWN COMMUNITY LIBRARY
STRATEGIC PLANNING AD-HOC COMMITTEE**

June 14, 2022

Germantown Community Library

The meeting of the Germantown Community Library Strategic Planning Ad-Hoc Committee was called to order by Trisha Smith at 1:13 p.m. on Tuesday, June 14, 2022, at the Germantown Community Library.

Members present: Jan Miller, Dan Ho, Trisha Smith, Connie Lloyd. **Members absent:** Joyce Nelson (exc.).

Also present: None. Proper notification of the meeting had been given.

MOTION (Miller, Ho): Approve the agenda as printed. Motion carried (4-0).

MOTION (Miller, Ho): Approve the minutes of the May 17, 2022, meeting with a correction to the ARPA funds request from \$150,000 to \$160,000. Motion carried (4-0).

PUBLIC INPUT: None.

UNFINISHED BUSINESS

WILS STRATEGIC PLANNING UPDATE – Smith noted that she and Lloyd are working on the changes for the final draft. The target completion of the final draft is July or August.

ARPA Funds – Smith reported GGF Capital ARPA funds discussion continues to be deferred. The next possible GGF meeting for discussion is June 20, 2022. Smith recommended to the Library Board at the May meeting to request ARPA funds of \$100,000 (\$50,000 for conceptual design and \$50,000 for modular quiet study/meeting rooms). After considerable discussion the Library Board recommended and passed a motion to have Smith submit a request for \$100,000 in ARPA funds.

VILLAGE TRUSTEE LIBRARY TOURS – Six out of nine Village Trustees have toured the library building. Those still trying to schedule a tour are Wolter, Kaminski, and Pieper.

CONCEPTUAL DESIGN BIDS – The committee agreed the full Library Board should participate in the evaluation and selection of the firm for the Conceptual Design. It was decided to ask the Library Board at the June meeting if they would like to interview all four firms or select the top two firms. There was discussion regarding the evaluation matrix and decided to get the full board's input to determine if they have any additional criteria to be included. Smith noted she is still waiting for a funding decision by the Village Board regarding if ARPA funds will be available for the conceptual design process.

LIBRARY FOUNDATION OPTIONS – Miller reviewed additional information collected so far regarding establishing a 501 3 (c) fund to invest donations received toward the building project. Miller will collect additional information from local foundations. Miller asked Smith to contact WILS to see if they have any recommendations for a fundraising target. Smith also offered to reach out to Hartford, Menomonee Falls, and Port Washington to gather input on their experiences.

NEW BUSINESS

None

ANNOUNCEMENTS

The next regular meeting of the Library Strategic Planning Ad-Hoc Committee will be Tuesday, July 19, 2022, at 1:00 p.m. at the Germantown Community Library.

Meeting adjourned at 3:00 p.m.

Respectfully submitted,
Connie Lloyd
Library Assistant Director
Germantown Community Library

Germantown Community Library Board

MEETING DATE: July 27, 2022

PLACEMENT: Unfinished Business

AGENDA ITEM(S): VIII. B. Village of Germantown ARPA Requests

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

The Germantown Community Library has not received a decision from the Village Board or GGF Committee regarding the requested ARPA funds of \$100,000 for building Conceptual Design and modular quiet meeting rooms.

Germantown Community Library Board

MEETING DATE: July 27, 2022

PLACEMENT: Unfinished Business

AGENDA ITEM(S): IX. A. Display, Exhibit, and Posting Policy

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

BACKGROUND:

The Germantown Community Library Board adopted a 'Display Case and Exhibit Policy' on June 26, 2002. The policy was revised and approved September 24, 2019 and July 28, 2021. In 2021 it was also renamed the "Display, Exhibit, and Posting Policy" to include postings on the community bulletin board and brochure kiosk.

Currently, groups, organizations, schools, and individuals are able to reserve both the small and large display case areas in the library each month. The process includes a sign-up sheet at the Circulation Desk where individuals or organizations sign up for the display case by providing their name and contact information.

Between July 5, 2022, and July 22, 2022 several comments have been submitted to library staff and the Library Director regarding a display in the large display case of the library lobby. The display was created by an individual and has the theme of LGBTQ+ and PRIDE. A similar display was put up in June 2021. One negative comment was received for the 2021 display.

About twelve comments (both positive and negative) involving the current display case were submitted verbally at the Circulation desk, through email, phone calls and on Customer Service Survey cards. Emails were also submitted to the Library Director, Germantown Community Library Board members, Village of Germantown Trustees and Village Administration. Emails will be read in agenda item V. Public Input at the Library Board meeting on Wednesday, July 27, 2022.

The Village of Germantown Attorney has reviewed the comments and has provided the following suggestion: *"The use of the display case is governed by a policy that was adopted by the Library Board in 2002, and most recently reviewed and revised in 2021. That policy was adopted with the goal of providing access on a monthly basis to organizations within the community subject only to reasonable restrictions related mostly to the process for requesting access. Based upon that policy goal, as a governmental unit, the Library cannot dictate, control or otherwise censor the content of the displays under the First Amendment. Exercising that discretion amounts to censorship — especially here where the display case is otherwise held out for public access."*

RECOMMENDATION:

- Review the 'Display, Exhibit, and Posting Policy.'

Germantown Community Library Display, Exhibit, and Posting Policy

The Germantown Community Library has multiple areas for public displays, exhibits, and public postings. While staff may create some exhibits, interest shown by groups, organizations, schools, and individuals is welcome. The Library Director, or designee, is given authority to accept requests for and grant permission for setting up exhibits.

GUIDELINES FOR EXHIBITS IN THE DISPLAY CASES

1. There is a large display case located in the library lobby. There is a small display case located inside the library.
2. Reservations for use of a display case will be accepted up to twelve months in advance and will be taken on a first come, first-served basis.
3. Exhibits will only be on display for the assigned calendar month, should be setup within the first three business days of the month (or as soon as possible) and all materials including fasteners must be removed by the last open day of the month.
4. No exhibitor may exhibit more than twice in one calendar year.
5. Exhibitor should not stand on the shelves or inside any display case.
6. No person or group may assume a particular month is “theirs” on an annual basis.

GUIDELINES FOR EXHIBITS OUTSIDE OF DISPLAY CASES

1. This applies to exhibits inside the library building and outside on library grounds.
2. Prospective exhibitors will complete the ‘Request for Exhibit Space’ form available on the library website or at the Circulation Desk.
3. All exhibits must be approved by the Library Director or designee.

GUIDELINES FOR ALL EXHIBITS

1. This policy applies to exhibits inside the library building and outside on library grounds.
2. Exhibit material does not necessarily represent the view or imply the endorsement of the library trustees, administration, or staff.
3. Exhibits should not contain inappropriate, sexual, or graphic language or images.
4. There is no charge for use of exhibit space.
5. Priority will be given to organizations that complement existing library programs or benefit the community at the discretion of the Library Director or designee.
6. The library should be notified of a cancellation at least two weeks in advance.
7. Library staff is unable to provide assistance in setting up or taking down displays.
8. The library does not supply materials for the display.
9. Adhesives cannot be applied to any library owned surface.
10. Storage of exhibit packing materials is not available.
11. Artwork can be displayed at no charge and may be sold under the following conditions:
 - a. Commission to the library of sold artwork will be at the discretion of the Library Director or designee’s approval
 - b. Exhibitor contact information and payment procedures will be at the discretion of the Library Director or designee
12. Exhibitors must abide by the agreed upon materials to be displayed, the area to be used and the permitted timeframe for the display.

LOBBY BULLETIN BOARDS

1. Posting of public material is limited to the lobby bulletin board and lobby community brochure kiosk.
2. Anyone wishing to post material on the library bulletin boards or on the brochure kiosk may submit their items to the Circulation Desk for staff review and approval.
3. A time limit for the posting on the bulletin board will be stamped on the item and removed by library staff on the expiration date.
4. Items should focus on educational, informational, and recreational programs and services.
5. In the event of space shortage, priority will be given to library events or programs, local government announcements, and community programs that meet the widest public interest.

The library assumes no responsibility for the preservation, protection, or possible damage or theft for any item displayed or exhibited. All items placed in the library are placed at the owner's risk.

ADOPTED: 6/26/02

REVISED and APPROVED: 9/24/19; 7/28/21