

GERMANTOWN COMMUNITY LIBRARY
N112 W16957 MEQUON ROAD
GERMANTOWN, WI 53022

MEETING: **GERMANTOWN COMMUNITY LIBRARY BOARD AGENDA**

DATE AND TIME: **Wednesday, April 26, 2023, 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:** March 22, 2023
- 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. Children's Patio Project
 - B. Director 2023 Performance Goals
- IX. **NEW BUSINESS:**
 - A. Computer/Internet Use Policy
 - B. Collection Management Policy

Forthcoming meeting: May 24, 2023 – 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 Assistant Director, Connie Lloyd, at (262) 253-7760, ext. 2002 or clloyd@germantownlibrarywi.org at least 48 hours prior to the meeting.

GERMANTOWN COMMUNITY LIBRARY BOARD

REGULAR MEETING

March 22, 2023

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, March 22, 2023. **Members present:** Joyce Nelson, Darlene Vosen, Christa Potratz (online), Charlene Brady, Jan Miller, Jacob Misiak, Library Director Trisha Smith, Assistant Library Director Connie Lloyd. **Members absent:** Joletta Kerpan (exc.) **Also present:** None. Proper notification of the meeting had been given.

MOTION (Brady, Vosen): Motion to approve agenda as printed. Motion carried (6-0).

MOTION (Miller, Brady): Approve the minutes of the February 22, 2023, meeting as printed. Motion carried (6-0).

PUBLIC INPUT: None.

FINANCIAL MATTERS

TREASURER'S REPORT. Balances as of March 20, 2023:

Board Checking Account - \$2,663.42

Board Savings Account - \$5,068.85

GCL Building Account - \$15,417.93

[Penny Jug - \$2,180.30] [RAO Account - \$2,752.45] [Furniture & equipment - \$2,890.00]

[Expansion - \$7,303.08] [Patio Expansion - \$292.10]

Building Fund CD Account #1- \$16,792.60 *(\$15,000 designated for library Furniture & Equipment)*

Building Fund CD Account #2- \$16,468.13 *(\$15,000 designated for library Furniture & Equipment)*

Building Fund CD Account #3- \$15,000.00 *(\$15,000 designated for library Furniture & Equipment, interest of \$1,507.05 removed and added to GCL Building Account/Expansion)*

Building Fund CD Account #4- \$16,217.92 *(\$15,000 designated for library Furniture & Equipment)*

Building Fund CD Account #5- \$10,075.44 *(Has one interest bump available)*

Vosen report the current CD interest rate bump information is 3.21-3.25% as of 3/21/23. It was 2.97% two weeks prior. To utilize the bump it requires a 24 month rate. Board members recommended applying the bump to CD #5 which has a current rate of 2.77/2.8% interest rate. Board members also requested Vosen inquire if we can renew CDs #2 & #4 with an interest rate of 0.60% prior to their mature dates of 6/30/23 and 12/25/23, respectively.

MOTION (Nelson, Miller): Accept the Treasurer's Report as printed. Motion carried (6-0). Submitted report is attached.

ACCOUNTS PAYABLE. MOTION (Nelson, Vosen): Approve the schedule of operating vouchers and credit card transactions for March 2023 and forward them to Village Hall for payment. ROLL CALL VOTE: Trustee Vosen, aye; Trustee Potratz, aye; Trustee Brady, aye; Trustee Miller, aye; Trustee Misiak, aye; President Nelson, aye. Motion carried (6-0).

BUDGET PRINTOUT. The March Revenue & Expense Reports were reviewed. Smith noted there are still several errors with 2022 expenses recorded in 2023 by mistake that are being fixed. She will continue to monitor to ensure the reports reflex her records.

REPORTS

CORRESPONDENCE. Nelson. None.

VILLAGE. Miller. The Village Board met on March 6 and 20, 2023. Smith noted the Administrator 2023 Performance Goals were reviewed. Miller noted the 2021 Audit results are ready for review. Baker & Tilly will be reporting on the results at the April 17, 2023 Village Board meeting. WebEx and You Tube are working again for meeting access. Channel 25 is still a work in progress. The April 3, 2023 has been cancelled in advance due to staffing shortages preparing for Election Day.

COUNTY. Smith. Washington County Library Directors and municipal administrators met with Washington County Clerk on March 16, 2023 to discuss the Washington County Libraries budget and contract. It was agreed that Washington County libraries will be reimbursed for Hoopla until the budgeted Resource Fund of \$52,724.55 is depleted. Due to increased cost in circulation and other areas, no funding for the Resources Fund will be budgeted in 2024. Procedural changes also included library directors sending invoices to Washington County for payment instead of all invoices going through the West Bend Community Memorial Library.

SYSTEM. Nelson and Smith. The Monarch Library System Directors met in Port Washington on March 9, 2023. Topics included delaying the Polaris Upgrade to Version 7.3 scheduled for March 12, 2023, to a staffing replacement made for Collin Berke. Additional topics included Vega updates, Universal Class marketing material, and the annual update to the holds routing sequence. The April Directors meeting will be held at the Germantown Community Library on April 13, 2023.

PRESIDENT'S. Nelson. Nelson discussion about replacement options for the library benches and the memorial to former Director Roberta Nelson will be discussed next month.

DIRECTOR'S. Smith. February physical circulation increased 9.7% over February 2022 and increased 10.5% YTD. Combined physical and digital circulation increased 10.5% over February 2022 and increased 11.3% YTD. Last month there were 741 checkouts from Outreach activities. Smith summarized the many programs offered at the library during the past month. Smith provided a copy of a news article that highlight the library's 2023 circulation closer to Pre-COVID levels. Library highlights included the completion of management 2023 Goals and Objectives, the launch of Universal Class, Transparent Languages, and "this Week at the Library" Facebook posts. Youth and Teen events that saw great turnout were; Teen Lock-In, Indoor Putt-Putt and two special guests at storytime. Adult Services partnered with Library Memory Project to survey patron interests and needs, began a full weed of adult non-fiction materials and collaborating with Youth Services to update the library Collection Management Policy. Outreach activities included partnering with local school events, planning for the summer Enchanted Library Neighborhood visits, the Great See Giveaway, working on the patio update project with community partners, and hosted the Washington County Interactive Networking meeting on May 17, 2023. Circulation facilitated distributing the March Craft Kits, March Seed Giveaway, assisting with policy and procedures updates, and received 3,227 entries for the Winter Checkout Club. This was a 7.8% participation increase over 2022 entries. Tech Services processed and cataloged the new supply of jigsaw puzzles for the Library of Things collection and assisted with modifying the procedure for storing Video Games. Assisted Monarch with the Firewall upgrade as it pertaining to our library. The library hosted the Germantown School District Art Show in all areas of the library. Another phase of the Condenser project was completed. Began display the Germantown High School Rain Barrel Project display in the library lobby. This will continue until April 20, 2023.

UNFINISHED BUSINESS

CHILDREN'S PATIO PROJECT – Smith provided an update on the status of the Children's Patio Project. She summarized that the goals for the project include: 1) Safety, 2) Accessibility, and 3) Better utilization of the current space. The library has reached out to three local landscapers for designs and estimates. On March 1, 2023, Smith and our Outreach Services Specialist met with Scott Anderson from DPW to review the designs, provide input, and ask additional questions. There was no recommendation for action at this time.

NEW BUSINESS

CODE OF CONDUCT POLICY – Smith and Lloyd presented an updated Code of Conduct Policy with minor changes to better reflect the intent of the current policy and incorporate the new Outreach service activities. It was recommended the Code of Conduct be approved with highlighted changes.

MOTION (Vosen, Miller): Approve the recommended changes to the Code of Conduct Policy as printed. Motion carried (6-0).

STUDY ROOM POLICY – Smith and Lloyd presented an updated Study Room Policy with minor changes to better reflect the intent of the current policy and to further clarify the use of these rooms for business purposes. It was recommended the Study Room Policy be approved with highlighted changes.

MOTION (Nelson, Miller): Approve the recommended changes to the Study Room Policy as printed. Motion carried (6-0).

MEETING ROOM POLICY – Smith and Lloyd presented an updated Meeting Room Policy with minor changes to better reflect the intent of the current policy. It was recommended the Meeting Room Policy be approved with highlighted changes.

MOTION (Vosen, Miller): Approve the recommended changes to the Meeting Room Policy as printed. Motion carried (6-0).

DIRECTOR 2023 PERFORMANCE GOALS – Smith provided provide a copy of a draft of 2023 Performance Goals for her 2023 annual performance review. It was recommended the 2023 Performance Goals be approved as printed. Board members asked Smith to update the performance goals to incorporate the new Library Strategic Plan in addition to the Village format of goals and bring back to the next meeting.

ANNOUNCEMENTS

The next regular meeting of the Library Board will be Wednesday, April 26, at 6:00 p.m. at the Germantown Community Library.

Meeting adjourned at 7:20 p.m.
Respectfully submitted,

Connie Lloyd
Assistant Library Director
Germantown Community Library

Germantown Community Library Board
Financial Report March 20, 2023
By Darlene Vosen

Bank Five Nine GCL Board Checking Account

Balance 2/20/23 per online statement	\$2,663.42
No activity	
Balance 3/20/23 per on-line statement	\$2,663.42

Bank Five Nine GCL Board Savings Account

Balance 2/20/23 per on-line statement	\$5,068.46
Interest February	+\$.39
Balance 3/20/23 per on-line statement	\$5,068.85

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

Balance 2/20/23 per on-line statement	\$13,909.81
Interest February	+\$1.07
Deposit Interest CD#3 (for expansion)	+\$1,507.05
Balance 3/20/23 per on-line statement	\$15,417.93

***Penny Jug Fund/Art Work (Penny Jug Deposit 11/1/2022 +\$102.95) = \$2,180.30 (total)**

***RAO Account (technology/from Guaranty 7/27/18) = \$2,752.45 (total)**

***Furniture & equipment = \$2,890.00 (total)**

***Expansion = \$5,794.96 + (CD #3 Interest) \$1,507.05 + \$1.07 = \$7,303.08**

***Patio Expansion = \$292.10 (total)**

Bank Five Nine Building Fund CD Account

CD #1 (5708) Balance 1/5/23 per bank statement	\$16,792.60
3.65/3.70% Interest 13 months (w/1 bump) (mature 2/5/24)	
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 3/7/23 per bank statement	\$15,000.00
3.94/4% Interest 8 months (mature 11/6/23)	
Interest earned \$289.13/total interest moved to Bldg. Acct. (\$1,507.05)	
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 10/31/22 per bank statement	\$10,075.44
2.77/2.8% Interest 13 months (w/1 bump) (mature 11/30/23)	
Furniture & Equipment = \$70,000.00	
Expansion = \$4,554.09	

2022 GCLB Checking Account:

GCL Usborne Book Sale SRP Funds (in GCLB check acct): \$130.91 + \$640.00 (2021 Usborne) = \$770.91 + \$460.80 (2022 Usborne profits) = **\$1,231.71 + \$613.30 (Eventbrite Cks.) = \$1,845.01 (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 + \$383.51 (Becker, 1st Cit., Café Zupas) = \$ 468.76 (left)**

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

***Glunz Donation (10/03/22):** \$1,000 – \$9.50(plaque cost) = \$990.50 – \$ 974.52 (Ck#1584, #1585, #1586, #1587) = **\$15.98 (left)**

***Cash anonymous donation (10/03/22): \$50.00**

TOTAL= \$65.98* (left to spend for 2023)3

Director's Report: April 2023

STATE OF WISCONSIN

- Results of the Wisconsin Public Library Facilities Assessment Project through FEH were submitted and shared regarding public library buildings in Wisconsin. Next steps include virtual focus groups to learn more from libraries regarding building needs and current/future facility projects.
- The Wisconsin Department of Public Instruction is launching the United for Libraries suite of training for library board trustees. Webinars have been added to the website:
<https://dpi.wi.gov/libraries/professional-learning>

MONARCH LIBRARY SYSTEM

- The Monarch Library System Directors met on Thursday, April 13 in Germantown. Topics included postponing the Polaris upgrade to 7.3 on May 21, Vega updates, change in reporting for WiFi statistics, and the formation of a new Cooperative Cataloging Workgroup (see attached).
 - Amy Kondro has been hired as an IT Specialist.
 - The new Monarch Library System website is now available at: <https://monarchlibraries.org/>

WASHINGTON COUNTY

- Library directors of libraries in Washington County met with Monarch Library System Director to discuss communication and new payment and reporting procedures due to the recent changes in the library contract.
 - Hoopa invoices for January – March were submitted to Washington County for reimbursement.
- Washington County Libraries 2022 Annual Report Graphic was released with individual libraries annual report graphics (see attached).
- Library Director presented the 2022 Annual Report and 2023-2027 Strategic Plan at the Village of Jackson Board Meeting on Tuesday, April 11.

VILLAGE OF GERMANTOWN:

- The Village General Government & Finance Committee met on Monday, April 17. Changes were approved for the organizational structure of the Clerk and Finance Departments (see attached).
- The Village Board met on Monday, April 17. Jan Miller has been appointed to the Library Board for a one-year term (see attached).
- Recordings of meetings are now available on the Village YouTube Channel.

FRIENDS OF THE GERMANTOWN COMMUNITY LIBRARY

- The Friends of the Germantown Community Library met on Monday, April 24 @ 10am.
- The pop-up sale in May will be adult paperbacks.
- The following sponsorships were approved for 2023: Adult Programming (\$1,050), Youth Programming (\$3,550), Library of Things (\$2,000), Adventures Passes (\$1,000), Library of Things Jr (\$1,000), Children's Books with Audio (\$1,000) & Patio Expansion (\$5,000).

DONATIONS:

- Kiwanis of Germantown (PO Box 531 / Germantown, WI 53022): \$1,000 (Library Board Donation/ Patio Expansion Account)
- Stantec Consulting (communityengagement@stantec.com & Michael Bach Michael.Bach@stantec.com): \$1,000 (Library Board Donation/ Patio Expansion Account)

DEPOSITS:

- Monarch Library System: Ozaukee/Sheboygan County (2021 ACT 420 Reimbursement): \$1,563.81
- Washington county (Resource Fund: Hoopla Jan-Mar): \$3,567.31

STATISTICS

- Previous Month & Annual Circulation (see attached):
 - Physical: **27,576 (9.1% from 2022 / 10.0% YTD)**
 - Digital: **4,889 (7.5% from 2022 / 12.9% YTD)**
 - Total: **32,465 (8.8% from 2022 / 10.4% YTD)**
- Outreach: **750 (157.7% from 2022 / 141.1% YTD)**

PROGRAMMING

- Summer brochures are out for May – August programs for Youth, Teens & Adults (attached).
- The Summer Reading Challenge for all ages will run Monday, June 5 – Saturday, August 5.
- Ongoing Programs:
 - Youth: Storytime (2), Game On, Wednesdays, Performances on Select Thursdays & Saturdays, Special Programs
 - Teen: Teen Advisory Board, Make It Crafts (3), Dungeon Master Training, Special Programs
 - Adult: Book Groups (6), Make It Crafts (3), Puzzle Day, Spice It Up, Stitch with Me, Board Game Café, Special Programs
 - Outreach: Senior Center Visits (5), Library Presents (Senior Center), Poetry Group (Gables), What Are You Reading Book Group (Gables), Preschool Reading (Jackson Community Center), Mobile Library Visits, Neighborhood Visits
- Upcoming Programs & Outreach (see attached)

IN THE NEWS:

- 'Germantown library to host native plant gardening talk' (Washington County Daily News, April 4, 2023) (attached)
- Germantown Community Library presents Badger Talk on gardening with native plants' (Express News, April 8, 2023) (attached)
- 'Germantown Community Library announces new continuing education courses' (Express News, April 15, 2023) (attached)
- 'Germantown Community Library announces new continuing education courses; New online language resource also available to cardholders' (Washington County Daily News, April 19, 2023) (attached)
- 'New items at the Germantown Community Library' (Germantown Richfield Neighbors, May 2023) (attached)

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

- Wisconsin Library Association Leadership Development Institute (April – Oct 2023 / Oshkosh, WI) (6 hrs) (attached)
- Wisconsin Association of Public Libraries Conference (April 26-28, 2023 / Oshkosh, WI) (9 hrs)

DIRECTOR SCHOLARSHIP AWARDED

- SEWI CE Grant: \$2,000 to attend the 2023 ALA Conference in Chicago, IL
- SEWI CE Grant: \$625 to attend the 2023 WAPL Conference in Oshkosh, WI

- SEWI CE Grant: \$475 to attend the 2023 WLA Leadership Development Institute in Oshkosh, WI & Appleton WI (virtual sessions)

CORRESPONDENCE

- Thank you from Leadership Germantown for library tour (attached)
- Thank you from Amy Belle for Dinner with the Arts baskets (attached)
- Thank you from Germantown School District Art Teachers for Art Show (attached)

DIRECTOR MEETINGS, PROGRAMS & OUTREACH (PAST):

- Tues, Apr 4 – Friends President
- Thurs, Apr 6 – Monarch Director's Chat
- Thurs, Apr 6 – Leadership Germantown
- Tues, Apr 11 – Village of Jackson Board
- Wed, Apr 12 – Village Support Services Manager
- Wed, Apr 12 – Village Department Heads
- Thurs, Apr 13 – Monarch Directors
- Thurs, Apr 13 – Washington County Directors & Monarch Library System Director
- Mon, Apr 17 – Village General Government & Finance (virtual)
- Mon, Apr 17 – Village Board (virtual)
- Tues, Apr 18 – Village DPW Superintendent
- Wed, Apr 19 – Friends President
- Thurs, Apr 20 – Monarch Director's Chat
- Mon, Apr 24 – Friends
- Mon, Apr 24 – Make It Crafts (3)
- Tues, Apr 25 – Village Administrator
- Wed, Apr 26 – WLA Leadership Development Institute (Oshkosh, WI)
- Thurs, Apr 27 & Fri, Apr 28 – WAPL Conference (Oshkosh, WI)

DIRECTOR MEETINGS, PROGRAMS & OUTREACH (SCHEDULED UPCOMING):

- Mon, May 1 – Village Board
- Wed, May 3 – Village Department Heads
- Thurs, May 11 – Monarch Directors
- Mon, May 15 – Village General Government & Finance
- Mon, May 15 – Village Board
- Mon, May 22 – Friends of the Library
- Tues, May 23 – Village Administrator
- Wed, May 24 – Library Board
- Wed, Apr 26 – Fri, Apr 28 – WAPL Conference (Oshkosh)

DEPARTMENT UPDATES

MANAGEMENT & GENERAL STAFF (TRISHA)

- The library will be closed on Wednesday, May 10 all day for staff training.
- The majority of staff members working over 24 hours have completed the rounding process. The remaining staff will complete this in early May. Supervisors have found this process to be very helpful.
- Information went out to the public regarding new online courses through Universal Class and a new

YOUTH & TEEN SERVICES (JACKIE)

language database through Transparent Language.

- Team has been working hard on preparing for Summer Reading.
- Assisted Outreach with preparing Feast and Follies baskets.
- TAB (Teen Advisory Board) set up in small display case.
- Tape town, Jr. Secret Agent training programs were enjoyed by families. 60 people attended the Agent Training event.
- Completed draft of Collection Management Policy with Adult Services (Lynn).

ADULT SERVICES (LYNN)

- Trained volunteer to shelf read nonfiction; should help expedite ongoing NF weeding.
- Various Adult Services Specialists will be posting items from the collection on social media each week.
- Attended SEWI regional spring programming meeting.

OUTREACH SERVICES (CARA)

- Created six new displays for at all the Germantown public schools promoting our Summer Reading Program
- Hosted the Chamber of Commerce WIN networking event attended by fifty people.
- Adopted five new Little Free Libraries in Richfield.
- Created a new display highlighting the libraries many book clubs.
- Chick-fil-A fundraiser was held on Tuesday, April 18.

CIRCULATION SERVICES (DIANE)

- Friends of the Library book sale in center aisle being promoted at the circulation desk.
- Circulation Desk staff reviewed and provided feedback on the library's Computer/Internet Policy
- Circulation team meeting on April 10; follow-up on issues from rounding sessions.
- Circulation team members are reviewing library privacy policies by taking a 30-minute tutorial on this subject.

- The Great Seed Giveaway in March was very successful with over 1,100 seed packets handed out at the Circulation Desk.

TECH SERVICES (CONNIE)

- New puzzle collection has been added to the Library of Things Collection.
- Started preparation for new audio/book collection for summer release.
- Conducted first team meeting to review and update Tech Services procedures.

ADMIN & PERSONNEL (CONNIE)

- Completed staff rounding survey interviews
- Completed review of Computer/Internet Use Policy
- Participated in review of the Collection Management Policy

TECHNOLOGY / STATISTICS (CONNIE)

- Three staff computers were replaced with new computers ordered in the 2022 budget.

BUILDING MANAGEMENT & GROUNDS (CONNIE/DIANE)

- Youth Art Show ended in late March
- GHS Rain Barrel project display occurred from March 15 – April 20
- Continued miscellaneous work on the condenser project
- Tax Form Table was taken down on April 21. Forms can still be printed from the Information Desk as needed. We ran out of State and Federal instruction booklets and Federal 1040 forms. A small amount of schedules and instructions remained.

MONARCH LIBRARY SYSTEM
DIRECTORS' COUNCIL
Virtual and In Person Meeting
April 13, 2023 @ 9:30 AM

Germantown Community Library
N112 W16957 Mequon Road
Germantown, WI 53022

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

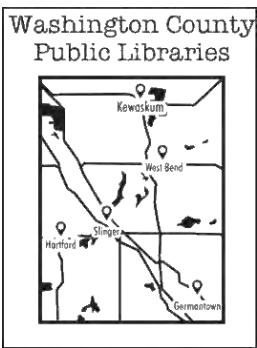
Or call in (audio only)

[+1 414-662-4786,,96341047#](#) United States, Milwaukee

Phone Conference ID: 963 410 47#

Agenda

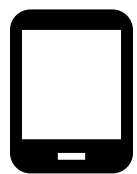
1. Call the meeting to Order
2. Roll call (via participant list or voice)
3. Public Comment and Correspondence
4. Approval of the agenda
5. Approval of the minutes: March 9, 2023
6. Monarch System Reports
 - a. Monarch Staff (Attachment)
 - b. Governance Committee Report – Camrin Sullivan
 - c. Circulation Committee Report– Rosalia Slawson (Attachment)
 - d. ILS Committee Report – Alex Harvancik
 - i. Approve Polaris upgrade for off-hours on Sunday, May 21, 2023.
(Action)
 - e. Resource Workgroup – Rachel Muchin Young (Attachment)
 - f. Technology Workgroup – Leslie Jochman
 - g. RFID Implementation Workgroup – Cheryl Nessman
7. New Business
 - a. Vote on creating Cooperative Cataloging Workgroup (Discussion and possible Action)
8. Announcements or Staff Shout Outs:
9. Next Directors Council Meeting: May 11, 2023, Juneau Public Library
10. Adjourn



WASHINGTON COUNTY LIBRARIES

2022 BY THE NUMBERS

BASED ON 2022 ANNUAL REPORT DATA



1,016,000
Print &
Audio/Visual

178,000
Digital

= 1,194,000
Items Checked out at
Washington County Libraries
in 2022 = increase of 3%!



66,000+
Registered
Library Cards



440,000+
Library Visits
in 2022!



107,000+
Service
Questions

62,000+
People Attended

1,900+
Programs

All libraries also had
successful Summer & Winter
Reading Programs!

& 55,000+
People engaged
in
drop-in
activities!

\$14,531,197

Saved by patrons in
2022 by checking
out items from
libraries in
Washington county!



LIBRARIES IN WASHINGTON COUNTY:

Germantown Community Library
Jack Russell Memorial Library (Hartford)
Kewaskum Public Library
Slinger Community Library
West Bend Community Library



DIGITAL & ONLINE RESOURCES

24,000+

Public Computer
Logins

79,000+

Wireless
Logins

56,000+

Databases Accessed

ALL WASHINGTON COUNTY LIBRARIES HAVE ACCESS TO:

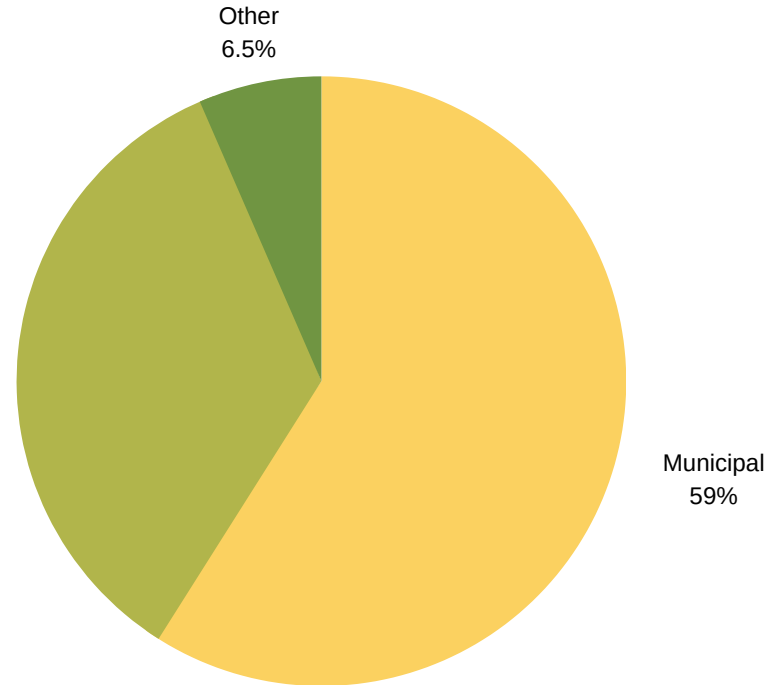
Ancestry
A to Z Databases
Hoopla
Overdrive/Libby
Transparent Languages

THE 5 LIBRARIES IN WASHINGTON COUNTY SERVE 136,000+ RESIDENTS!

Washington County Libraries 2022 Physical Circulation

Wash. Co. Municipal	599,566
Kewaskum (V)	19,470
Slinger (V)	44,446
Hartford (C)	118,929
Germantown (V)	185,640
West Bend (C)	231,081
Wash. Co. Non-Libraried	350,746
Other	66,401
Total	1,016,713

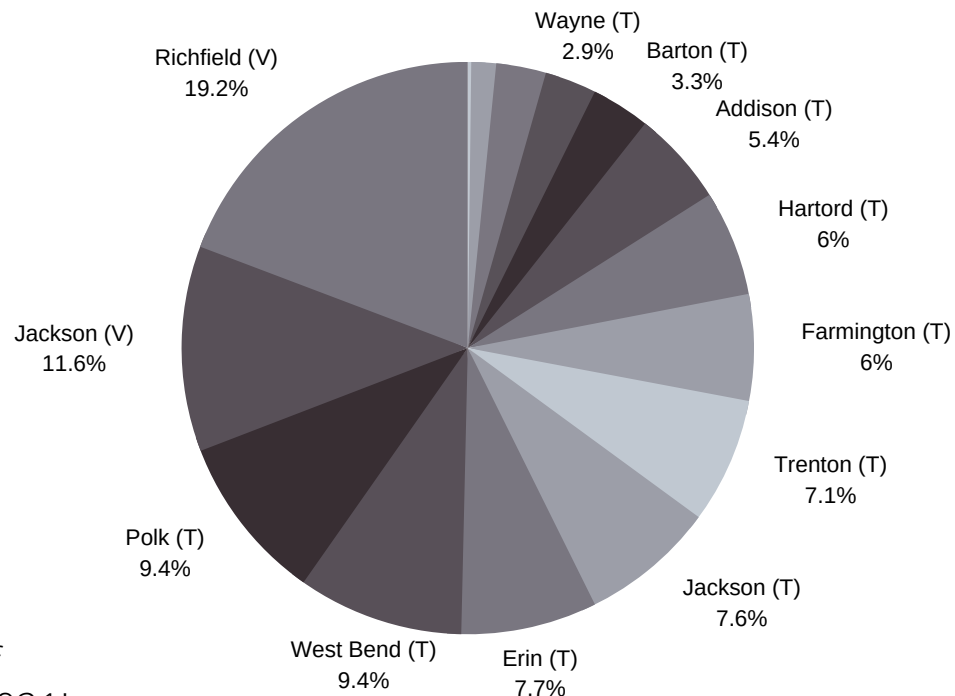
Non-Libraried
34.5%



2022 Physical Circulation Washington County Non-libraried

Germantown (T)	678
Newburg (V)	4,881
Kewaskum (T)	9,847
Wayne (T)	11,186
Barton (T)	11,586
Addison (T)	18,771
Hartford (T)	20,844
Farmington (T)	20,990
Trenton (T)	24,805
Jackson (T)	26,639
Erin (T)	26,904
West Bend (T)	32,766
Polk (T)	32,958
Jackson (V)	40,599
Richfield (V)	67,292
Total	350,746

= increase of
6.8% from 2021!



VILLAGE OF GERMANTOWN
N112 W17001 MEQUON ROAD
GERMANTOWN, WI 53022

MEETING: GENERAL GOVERNMENT & FINANCE COMMITTEE

DATE AND TIME: Monday, April 17, 2023 6:00 P.M.

**LOCATION: Germantown Village Hall Board Room
N112 W17001 Mequon Road**

NOTICE: Pursuant to the recommendations of the Centers for Disease Control and Prevention concerning the prevention of COVID-19 infections, any member of the body and/or citizen may also attend the meeting virtually through the WebEx platform, Meeting #: 2551 528 1989 Password: 6xNFAGPDm43 which can be accessed by phone at 408-418-9388 or by logging on at <https://villageofgermantown.my.webex.com/villageofgermantown.my/j.php?MTID=maaf2ba514fb53da951ec23b2d6232931> Citizens not wishing to attend the meeting personally or virtually may submit any public comments by sending an email to comments@germantownwi.gov by 4 p.m. on the day of the meeting so that it can be provided to the members of the body for their consideration. All written comments will be entered into the record as if given at the hearing / meeting and made available to the members of the Village Board for consideration but may not be read during the hearing / meeting. Previously recorded Village Board Meeting Videos can be viewed at https://www.youtube.com/channel/UCOYp0EgELzTCa9X_iCohyhQ.

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*
- II. **ROLL CALL:** Chairperson R. Miller, Trustees: Kaminski, Myers, and Neureuther.
- III. **APPROVAL OF MINUTES:** March 20, 2023, meeting.
- IV. **PUBLIC COMMENT:** 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 be a three-minute time period, per person, with time extensions 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.
- V. **NEW BUSINESS:**
 - A. Contract with Baker Tilly US, LLP for Water Impact Fee Study
 - B. Website Redesign Discussion
 - C. Interim Clerk, Interim Finance Director, and Accountant Positions. The Village Board may enter into closed session per Wis. Stats. §19.85(1)(c) for the purpose of considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and then re-enter open session to take such action as it deems necessary.
 - D. Organizational Structure of Clerk and Finance Department.

VI. **UNFINISHED BUSINESS:**

A. None.

VII. **REPORTS:**

A. Monthly Financial Summary.

1. Accounts Payable– March 17, March 18, March 24, March 31, April 7, April 14, and April 15.

2. Year to Date Budget Comparisons.

B. IT Quarterly Report

VIII. **SCHEDULE NEXT MEETING:** May 15, 2023

IX. **ADJOURNMENT:**

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For Additional information or to request this service please contact the Village Clerk at (262)250-4740 at least 2 days prior to the meeting.

Notice is given that a majority of the Village Board may attend this meeting to gather information about an agenda item over which they have decision making responsibility. This may constitute a meeting of the Village Board per State Ex. Rel. Badke v. Greendale Village Board, even though the Village Board will not take formal action at this meeting.

**VILLAGE OF GERMANTOWN
N112 W17001 MEQUON ROAD
GERMANTOWN, WI 53022**

MEETING: REGULAR MEETING OF THE VILLAGE BOARD

DATE AND TIME: MONDAY, April 17, 2023 7:00 p.m.

**LOCATION: Germantown Village Hall Board Room
N112 W17001 Mequon Road**

NOTICE: Pursuant to the recommendations of the Centers for Disease Control and Prevention concerning the prevention of COVID-19 infections, any member of the body and/or citizen may also attend the meeting virtually through the WebEx platform, Meeting #: 2551 746 8900 Password: RGfHMcPh684 which can be accessed by phone at 408-418-9388 or by logging on at <https://villageofgermantown.my.webex.com/villageofgermantown.my/j.php?MTID=mbac09c1bf900c82b3d4fd86d044402dc> Citizens not wishing to attend the meeting personally or virtually may submit any public comments by sending an email to comments@germantownwi.gov by 4 p.m. on the day of the meeting so that it can be provided to the members of the body for their consideration. All written comments will be entered into the record as if given at the hearing / meeting and made available to the members of the Village Board for consideration but may not be read during the hearing / meeting. Previously recorded Village Board Meeting Videos can be viewed at https://www.youtube.com/channel/UCOYp0EgELzTCa9X_iCohyQ.

NOTICE: A Ceremonial Oath of Office will be administered prior to the meeting for Trustees Elected on April 4, 2023

AGENDA

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*
- II. **ROLL CALL:**
- III. **PLEDGE OF ALLEGIANCE:**
- IV. **PRESIDENT'S REPORT:**
- V. **APPOINTMENTS**
 - A. **Standing Committees of the Village Board**
 1. **General Government & Finance (1 year term)**

Chair Trustee Rick Miller
Trustee Terri Kaminski
Trustee Jan Miller
Trustee Dennis Myers
 2. **Public Safety (1 year term)**

Chair Trustee Phil Hudson
Trustee David Baum
Trustee Jolene Pieper

Trustee Bill Neureuther

3. **Public Works & Highways (1 year term)**

Chair Trustee Terri Kaminski

Trustee Phil Hudson

Trustee Rick Miller

Trustee Bill Neureuther

B. **Commissions/Boards/Committees**

1. **Administrative Appeals Review Board (1 year term)**

President Dean Wolter

Trustee Jolene Pieper

Trustee Terri Kaminski

2. **Board of Review**

Member Bill Shadid (5 year term)

Alt. Member Wyatt Weir (completing term ending 2022)

3. **Board of Zoning Appeals**

Chair Barry White (3 year term)

Member Kristen Huber (3 year term)

Member (3 year term)

Member Tim Edwards (3 year term)

4. **Building Construction Oversight Committee**

Chairperson / Trustee David Baum (1 year term)

Trustee Bill Neureuther (1 year term)

Member Peter Nilles (3 year term)

Architectural / Construction Management

Secretary

5. **Economic Development Committee**

Chairperson / Trustee Jolene Pieper (1 year term)

Trustee Phil Hudson (1 year term)

Member Jim Sedgwick (3 year term)

6. **Ethics Board**

Member Jennifer Adams (3 year term)

Alternate Member Vacant (3 year term)

Alternate Member Vacant (3 year term)

7. **Historic Preservation Commission**

Chair/ Trustee Rick Miller (1 year term)

8. **Library Board**

Trustee Jan Miller (1 year term)

9. **Park & Recreation Commission**

Trustee Phil Hudson (1 year term)

10. **Plan Commission**

Chair Village President Dean Wolter (1 year term)

Trustee David Baum (1 year term)

Member Peter Nilles (3 year term)

Member Anthony Laszewski (3 year term)

Member Bill Shadid (3 year term)

11. **Police & Fire Commission**

Member Chris Yatchek (completing term ending 2023)

12. **Senior Center Advisory Committee**

- | | | | |
|-----|---------------------------------------|---------------|---------------|
| | Chairperson / Trustee | Dennis Meyers | (1 year term) |
| | Trustee | Jan Miller | (1 year term) |
| | Member | Norine Janzen | (2 year term) |
| 13. | Utility Advisory Committee | | |
| | Chairperson / Trustee | Dennis Myers | (1 year term) |
| | | Robert Warren | (3 year term) |
| | | Dan Campbell | (3 year term) |
| 14. | Tourism Commission | | |
| | Chair Village President | Dean Wolter | (1 year term) |
| | Trustee | Rick Miller | (1 year term) |
| | Hotel Representative to be announced. | | |

VI. ANNOUNCEMENTS OF FORTHCOMING EVENTS OF PUBLIC INTEREST COMMITTEE AND DEPARTMENT REPORTS:

- A. The following individuals will be given the opportunity to make announcements of future municipal activities: Village President, Village Board Members, Village Administrator, Village Attorney, Village Clerk, And Department Heads, to include:

VII. CITIZEN INPUT/PUBLIC APPEARANCE on items not subject to a public hearing:

Please be advised per §19.84(2), information will be received from the public. It is the policy of this municipality that there be a three (3) 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. Written Public Comments should be directed to comments@germantownwi.gov by 4 p.m. on Monday, March 20.

VIII. CONSENT AGENDA:

- A. Approval of Minutes March 20, 2023, Meeting.
- B. Accounts payable/payroll:
- | | | | |
|----|----------------|------------------|-----------------|
| 1. | March 17, 2023 | Accounts Payable | \$ 1,473,162.65 |
| 2. | March 18, 2023 | Accounts Payable | \$ 29,346.49 |
| 3. | March 24, 2023 | Accounts Payable | \$ 120,269.03 |
| 4. | March 31, 2023 | Accounts Payable | \$ 220,442.43 |
| 5. | April 7, 2023 | Accounts Payable | \$ 116,282.53 |
| 6. | April 14, 2023 | Accounts Payable | \$ 270,654.57 |
| 7. | April 15, 2023 | Accounts Payable | \$ 3,384.72 |
| 8. | March 28, 2023 | Payroll | \$ 247,576.47 |
| 9. | April 11, 2023 | Payroll | \$ 240,885.21 |

The following items were forwarded from the **Public Safety Committee Meeting** with a unanimous recommendation:

- A. Blazer Dash 5K Run/2 Mile Walk, May 20, 2023, Bethlehem Lutheran, Kristin Miller, Race Director.

The following items were forwarded from the **Public Works Meeting** with a unanimous recommendation:

- A. Contract with Dan Larson Landscaping, Inc. for Spring Tree Planting
- B. Wisconsin DOT Salt Commitment
- C. Open Purchase Order for Commercial Meter Purchases & Testing
- D. Contract with Payne & Dolan, Inc. for the 2023 Road Improvement Program
- E. Ruekert-Mielke- Contract for Engineering Services related to the Sanitary Sewer Facilities Plan Update

- F. Contract with Mike Koenig Construction for Construction of Goldendale Road Water Booster Station
- G. Contract with MJ Construction, Inc. for the Glenwood Park Sanitary Sewer and Watermain Relay (includes PPII, Ph. 2)
- H. Contracts for New DPW Building — Bid Package # 3

IX. UNFINISHED BUSINESS

- A. None.

X. PUBLIC HEARINGS:

- A. None

XI. NEW BUSINESS:

- A. 2021 Audit Report Presentation
- B. Audio Visual System & Channel 25 Update
- C. Discussion Concerning Potential Changes to Summer Sewer Credit
- D. Policy Discussion Concerning Use of All Terrain Vehicles on Village Roads
- E. Colgate BP, N96W21962 County Line Rd, Class A Liquor and Class A Fermented Malt Beverage License, Sumit Chohan, Agent.
- F. Police Department Non-Represented Employee Salaries
- G. IT Position for Public Safety
- H. Fire Chief Compensation
- I. Policy Discussion Concerning use of Virtual Appearances for Meetings
- J. Resolution 06-2023 Disallowing Discount Ramps Claim. The Village Board May Enter into Closed Session per Wis. Stat. §19.85(1)(g) for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved and then may reconvene into open session to take such action as it deems appropriate.
- K. Resolution 05-2023, Disallowance of claim, Rachelle Malueg. The Village Board May Enter into Closed Session per Wis. Stat. §19.85(1)(g) for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved and then may reconvene into open session to take such action as it deems appropriate.
- L. Acquisition of Grosenik Property — N116W15843 Main Street and W157N11593 Fond du Lac Avenue. The Village Board may enter into closed session as per Wis. Stat. §19.85(1)(e) for the purpose of deliberating or negotiating, when competitive or bargaining reasons require a closed session and then re- enter open session to take such action as it deems appropriate.

XII. ADJOURNMENT:

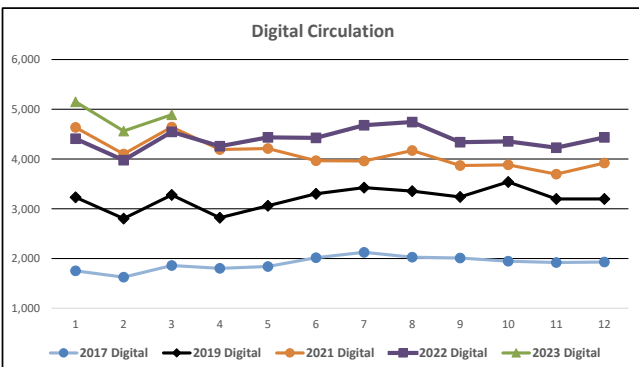
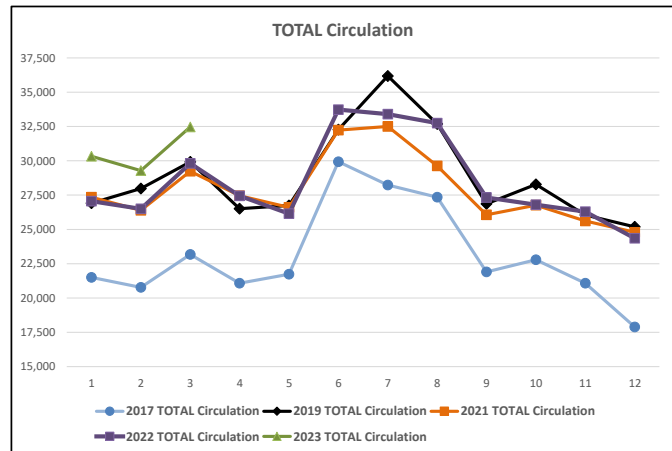
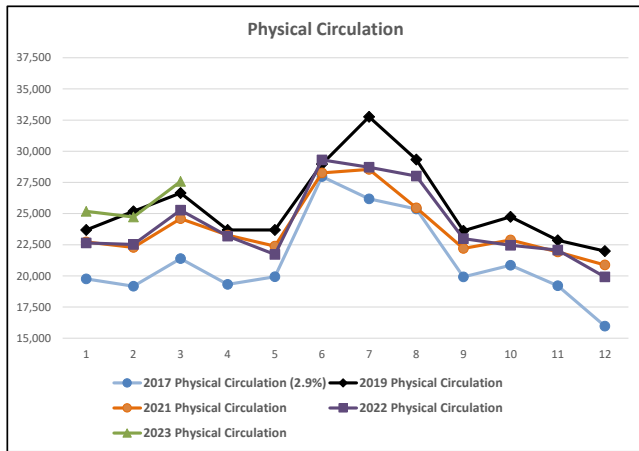
The next regular meeting of the Village Board will be on Monday, May 1, 2023, at 7:00 p.m.

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service please contact the Village Clerk at (262)250-4740 at least 2 days prior to the meeting.

GCL Statistical Trends 2016-2023

*COVID-19 Building closed 3/14/20 thru 5/20/20, and 11/2-14/20

Stats	YTD	Jan	Feb	Mar	Apr	May	June	July	August	Sept	Oct	Nov*	Dec
2023 TOTAL PHYSICAL	77,473	25,176	24,721	27,576									
2023 Outreach (included in total)	2,211	720	741	750	0	0	0	0	0	0	0	0	0
% over 2022	10.0%	11.2%	9.7%	9.1%									
% over 2019	2.6%	6.3%	-1.8%	3.5%									
2023 Overdrive - Audio	5,387	1,919	1,660	1,808	0	0	0	0	0	0	0	0	0
2023 Overdrive - eBook	6,668	2,311	2,063	2,294	0	0	0	0	0	0	0	0	0
2023 Overdrive - Magazine	981	363	276	342	0	0	0	0	0	0	0	0	0
2023 Overdrive Total	13,036	4,593	3,999	4,444	0	0	0	0	0	0	0	0	0
2023 Hoopla	1,567	558	564	445	0	0	0	0	0	0	0	0	0
2023 TOTAL DIGITAL	14,603	5,151	4,563	4,889									
% over 2022	12.9%	16.8%	14.7%	7.5%									
% over 2019	56.9%	59.5%	62.8%	49.2%									
2023 Universal Classes	0	0	0	0	0	0	0	0	0	0	0	0	0
2023 TOTAL CIRCULATION	92,076	30,327	29,284	32,465									
% over 2022	10.4%	12.1%	10.5%	8.8%									
% over 2019	8.6%	12.7%	4.7%	8.5%									
2022 TOTAL PHYSICAL	288,802	22,648	22,526	25,268	23,189	21,716	29,307	28,722	28,003	22,988	22,452	22,068	19,915
2022 Outreach	6,599	282	344	291	358	960	750	925	378	624	606	578	503
% over 2021	1.2%	-0.3%	1.1%	2.7%	-0.3%	-3.0%	3.7%	0.6%	10.0%	3.6%	-1.8%	0.7%	-4.6%
% over 2019	-6.0%	-4.4%	-10.5%	2.0%	-2.1%	-8.3%	1.2%	-12.3%	-4.5%	-2.7%	-9.2%	-5.7%	-9.4%
2022 Overdrive - Audio	19,273	1,682	1,482	1,625	1,488	1,556	1,672	1,709	1,657	1,657	1,592	1,593	1,560
2022 Overdrive - eBook	24,331	2,067	1,877	2,197	2,062	2,019	2,064	2,269	2,127	1,935	1,933	1,833	1,948
2022 Overdrive - Video	19	2	1	0	5	0	0	0	11	0	0	0	0
2022 Overdrive - Magazine	4,005	353	325	358	354	426	318	271	343	304	348	292	313
2022 Overdrive/RB Digital	47,628	4,104	3,685	4,180	3,909	4,001	4,054	4,249	4,138	3,896	3,873	3,718	3,821
2022 Hoopla	5,201	305	292	367	348	434	372	430	606	441	482	509	615
2022 TOTAL DIGITAL	52,829	4,409	3,977	4,547	4,257	4,435	4,426	4,679	4,744	4,337	4,355	4,227	4,436
2022 TOTAL CIRCULATION	341,631	27,057	26,503	29,815	27,446	26,151	33,733	33,401	32,747	27,325	26,807	26,295	24,351
2021 TOTAL PHYSICAL	285,400	22,716	22,287	24,597	23,265	22,394	28,266	28,545	25,461	22,196	22,881	21,918	20,874
2021 TOTAL DIGITAL	49,243	4,635	4,102	4,643	4,190	4,210	3,967	3,960	4,170	3,868	3,882	3,696	3,920
2021 TOTAL CIRCULATION	334,643	27,351	26,389	29,240	27,455	26,604	32,233	32,505	29,631	26,064	26,763	25,614	24,794
2020 Physical Circulation	238,494	25,676	25,668	15,340	2,018	9,076	24,899	25,167	24,225	23,561	23,920	18,088	20,856
Digital Circulation	49,169	3,381	3,446	3,808	4,591	4,600	4,273	4,369	4,383	4,114	3,980	4,193	4,031
2020 Total Circulation	287,663	29,057	29,114	19,148	6,609	13,676	29,172	29,547	29,547	27,676	27,911	22,287	24,892
2019 Physical Circulation	307,128	23,686	25,174	26,645	23,688	23,677	28,968	32,758	29,329	23,622	24,736	22,856	21,989
Digital Circulation	38,442	3,230	2,803	3,276	2,819	3,060	3,300	3,425	3,356	3,239	3,540	3,196	3,198
2019 Total Circulation	345,570	26,916	27,977	29,921	26,507	26,737	32,268	36,183	32,685	26,861	28,276	26,052	25,187
2018 Total Circulation	323,423	24,800	23,134	25,729	26,407	25,795	32,103	32,769	31,169	25,550	27,809	25,189	22,974
2017 Total Circulation	277,461	21,499	20,774	23,179	21,078	21,738	29,934	28,236	27,352	21,906	22,793	21,082	17,890
2016 Total Circulation	263,946	20,667	21,738	22,806	22,100	21,582	27,724	26,586	25,274	19,889	20,099	20,140	15,341



LEVEL UP YOUR READING

SUMMER READING
CHALLENGE FOR ALL AGES

READ OR LISTEN TO BOOKS
= WIN PRIZES!

JUNE 5 - AUGUST 5

STOP BY THE
INFORMATION DESK!

Digital Resources



Libby - a fresh and easy way to borrow and read ebooks and listen to audiobooks from **Overdrive** - Wisconsin's Digital Library. Choose from 1000s of digital books, audiobook, read-alongs & magazines! Limit: 10 items/10 holds per card.

- Available Now (no wait!) Titles: <https://wplc.overdrive.com/wplc-monarch/available>



Available Now

Universal Class - includes 600+ free online continuing education classes for professional & personal development.

Topics include: Business, Career Training, Crafts & Hobbies, Health, History, Office Skills, Self-Help, Teacher Resources, Test Prep, Web Development, Writing Skills & More! Available through the libby app under "Extras" or at www.libbyapp.com

Universal
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Get Started

Transparent
Language®

Transparent Languages - provides a engaging experience for learners of all levels looking to build their speaking, reading, and writing skills in 110+ languages. Get Started at <https://library.transparent.com/monarchwi/game/enroll?code=germantowncl>



Sherman's Birthday Party

Saturday, May 13

10:00am - 1:00pm

Calling all knights and princesses! You are cordially invited to join us for crafts, games and so much more as we celebrate our Enchanted Library Dragon!



*Sponsored by the Friends of the Germantown Community Library

Lego Fridays:

June 23: Germantown Chamber of Commerce (11:30)

June 30: Richfield Village Hall (11:30)

July 7: Jackson Hickory Park (9:30) and Jackson Park (11:30)

We are excited to kick off our season with everyone's favorite - LEGO! We will have activity sheets, a fun photo opportunity and lots of Legos to build.

Tailgate Fridays:

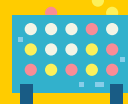
July 14: Kinderberg Park (11:30)

July 21: Richfield Village Hall (11:30)

July 28: Jackson Hickory Park (9:30) and Jackson Park (11:30)



What better way to get ready for game day than with a tailgate? Join us for snacks, classic tailgate activities and lots of outdoor toys to have a ball with.



Going Big Fridays:

August 4: Kinderberg Park (11:30)

August 11: Richfield Village Hall (11:30)

August 25: Jackson Hickory Park (9:30) and Jackson Park (11:30)

It's time for some extra large fun! You can expect life-sized games, a big scavenger hunt and an extra large sized art project.

COMMUNITY EVENTS:

Visit our Enchanted Library at these community events!

July 4 - Celebration & Parade



July 27- Taste of Germantown



August 1 - NAC Night



August 27 - Richfield Days Parade



Adult Programs May - August 2023

GERMANTOWN COMMUNITY LIBRARY



N112 W16957 Mequon Rd
Germantown, WI 53022
(262) 253-7760

www.germantownlibrarywi.org

Library Hours:

Monday - Thursday: 9am - 8pm

Friday: 9am - 5pm

Saturday: 9am - 4pm



Sign-Up for Our
Online Newsletter!

Join us for a Robert's Fundraiser to
Raise Money for our Patio Project
Tues, July 11 @ 4-8pm

PROGRAMS @ THE SENIOR CENTER

Join us for the following programs at the Germantown Senior Center for our "Germantown Community Library Presents" series. Registration is required through the Senior Center for those ages 55+.

4th Wednesdays @ 1pm

Wed, June 28: Mind Games & Puzzles

Wed, Aug 23: Too Hot to Cook Recipes

ADULT BOOK GROUPS

Learn more: <https://germantownlibrarywi.org/book-groups/>

Evening Book Group (fiction & nonfiction)

1st Wednesdays @ 6pm: May 3, June 7, July 5, Aug 2

NEW What Are You Reading Book Group

1st Thursdays @ 9:30am: May 4, June 1, July 6, Aug 3

History Book Group (history nonfiction)

1st Friday @ 1pm: May 5, June 2, July 7, Aug 4

Morning Book Group (fiction & nonfiction)

2nd Thursday @ 9:30am: May 11, June 8, July 13, Aug 10

Nonfiction Book Group (nonfiction)

3rd Friday @ 1pm: May 19, June 16, July 21, Aug 18

Mystery Book Group (mystery/thriller) (online through Zoom)

4th Thursday @ 9:30am: May 25, June 22, July 27, Aug 24

NEW! HOME DELIVERY SERVICE

Eligible home delivery participants are visited each month to drop off new library materials and pick up old ones. Interested in receiving delivery services? Please contact:

Cara Reimer

(262) 305-6996

creimer@germantownlibrarywi.org

Register for a Program!

Please visit the Library website event calendar to register and view upcoming events. If you need assistance, **please stop by the Information Desk** or call the library at (262) 253-7760.

Scan the QR code to
register and view all
upcoming library events!



Make It @ the Library

All supplies included to make a themed craft. Crafts vary in length, but you are welcome to drop in anytime during the time slot. Adults & ages 11+. *Registration required.*

Mondays @ 1-3pm, 3-5pm & 5-7pm.

Mon, May 15: Memorial Day Wreathes

Mon, June 26: Bee Flower Pots

Mon, July 24: Pressed Flower Lanterns

Mon, Aug 28: Diamond Dotz Cards

Mon, Sept 25: Braided Yarn Pumpkins

Puzzle Day

We'll have a variety of puzzles for you to work on ranging in number and size of pieces. Coffee, tea, cocoa & treats provided. *This event is for adults only.*

2nd Mondays @ 9am - 3pm

Mon, May 8, June 12, July 10 & Aug 14

Stitch With Me

Join us for an adventure in hand embroidery! Meet up with friends or make new friends while creating beautiful works of art. In this summer series, we will hand embroider a variety of different projects. Prior experience is helpful. Please bring an embroidery kit if you have one (scissors, needles & needle threader). *Sponsored by Dr. Jenny Chen's Acupuncture Clinic. Registration required for each event.*

Tuesdays @ 5:30-7pm

Tues, June 6: Pin Cushion

Tues, June 20: Tote Bag

Tues, July 18: Apron

Tues, Aug 1: Pencil Case

Board Game Cafe

Have fun playing a board game from the library's collection, or bring your own. This is your chance to explore a new game or relive the fun of playing an old one! *This event is for adults only.*

3rd Tuesdays @ 1-4pm

Tues, June 20, July 18 & Aug 15

Spice It Up!

Learn about growing and using herbs and spices. Try samples, and go home with something to use in your own creations! *Registration required for each event.*

Thursdays @ 1pm

Thurs, May 18: Grill It, Broil It, Season It, Enjoy It!

Thurs, July 27: Farmer's Market--So. Many. Veggies.

Thurs, Sept 21: Holiday Baking--It's Never too Soon to Plan.

Special Programs

**Programs Requiring Registration*

*Poetry Workshop (Tues, May 9 @ 6pm)

Join us for an interactive writing workshop with Milwaukee poet, Richard Hedderman. *Registration required.*

Habitat Helpers: Gardening for Hummingbirds & Butterflies (Thurs, May 11 @ 1pm)

Join the Wehr Nature Center to learn how to make your outdoor space come alive. *Sponsored by the Friends.*

Local Author: Marissa Dondlinger (Wed, May 17 @ 6pm)

Author Marisa Rae Dondlinger discusses her journey to becoming an author of three adult fiction novels.

*Sit N Craft (Sat, May 20 @ 9:30am-3:30pm)

This is a self-guided crafting day. Bring your own supplies and projects to work on. *Registration required.*

*Mind Games (Wed, May 24 @ 1pm)

Test your skills with puzzles. *Registration required.*

Chinese Characters (Tues, May 30 @ 1pm)

Have fun while learning about the fascinating characters used in Chinese writing with Dr. Jenny Chen.

*Craft: Magazine Bowls (Tues, June 13 @ 4-7pm)

Create a bowl with magazine pages. *Registration required.*

Local Author: Carla Luna (Wed, June 14 @ 6pm)

Author Carla Luna, creator of the romantic comedy series "Romancing the Ruins".

Board Game Bazaar (Sat, June 17 @ 10am-1pm)

Come to the library for a special session with the experts from Board Game Barrister! Over 25 games will be available for you to try and play. *Sponsored by the Friends.*

Skin Physiology (Tues, June 27 @ 6pm)

Join with Dr. Jenny Chen to learn about how to maintain your skin's health throughout your life.

Wash. Co. Genealogical Resources (Tues, July 11 @ 1pm)

Join Ruth Maschmeier to learn about various tools available to researchers. *Registration required.*

Craft: Flower Power Pillow (Tues, July 25 @ 1-4pm)

Create a hand-stitched small throw pillow using a variety of material. *Registration required.*

*Soapmaking (Tues, Aug 8 @ 1pm)

Learn how to make soap with Jennifer Widowski of Whatever Comes Naturally. All supplies will be provided. *Sponsored by the Friends. Registration required.*

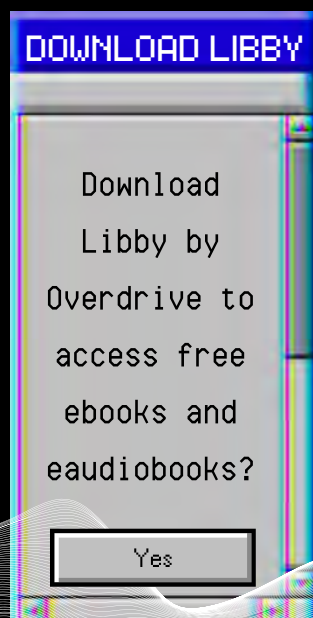
LEVEL UP YOUR READING

SUMMER READING CHALLENGE 2023
JUNE 6TH- AUGUST 5TH

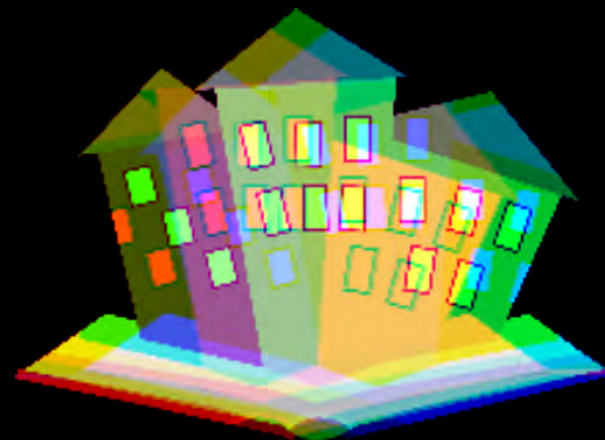
READ.
PLAY.
WIN.

Every day you read, you get one step closer to winning a spin on the Wheel of Fate.

Win prizes like coupons and gift cards to your favorite stores!



TEEN EVENTS JUNE - AUGUST 2023



N112W16957 Mequon Rd
Germantown, WI 53022

{262} 253-7760

www.germantownlibrarywi.org

Library Hours:

Monday - Thursday: 9am - 8pm

Friday: 9am - 5pm

Saturday: 9am - 4pm

TEEN EVENTS

BRING YOUR OWN TIE DYE 😊

Monday June 19th @ 3:00pm

Grab a plain white shirt, socks, hat or and tie dye to your heart's content!

🔥 LASER TAG & SWITCH GAMES 😊

Friday June 30th @ 6:00pm

The library is now a battlefield of your making. Come suit up and use the library to avoid getting hit! Play switch games while waiting for your slot!

🔥 CHILL OUT WITH YOGA 😊

Monday July 17th @ 5:30pm

Join the Teen Advisory Board for a chill evening of relaxing yoga!

COLLEGE Q&A 😊

Monday August 21st @ 5:30pm

What do you REALLY need in a college dorm room? How important is FAFSA? How do you make friends? How soon is too soon to start worrying about jobs? Get these questions and more answered by college students or recent graduates!



If you see me next to an event, registration is required!



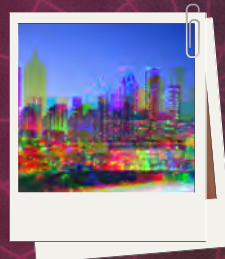
PHOTOPIA PHOTO CONTEST

During the month of July, submit your best photos taken during your summer break! We will display all photos, and a prize will be given to the winning shot!

Submit photos in one of the following categories: Hometown Pride, Abstract, Portraits, Literature, Nature

Submit and find more information on our website!

ENTER TO WIN!



ALL AGES

SUMMER KICK OFF PARTY

Saturday June 10th @ 11:00am

This summer is all about games, and **Leveling Up** your **Reading** skills. Get the summer started at the Summer Kick Off Party! Nintendo costumes are ENCOURAGED but not required.

🔥 DUNGEON MASTER TRAINING (3 PART SERIES)

Thursdays: June 8th, July 13th, August 17th @ 6:00pm

Want to play DnD but don't have a Dungeon Master? Worry not, traveler, for YOU can be the Master of Dungeons in your very own game! This three-part session will teach you the ins and outs of the rules of 5th edition, how to run a game, and resources that you may find helpful in your journey! The last session is a test run on your newfound DMing skills! RECOMMENDED FOR 11+ REGISTRATION REQUIRED.



BOARD GAME BAZAAR

Saturday, June 17th @ 10:00am

Looking for a new game to play? Come to the library for a special session with the experts from Board Game Barrister! Over 25 games will be available for you to try out with guidance from the pros! Bring a friend, bring your family! Games will range in player ability from young to old, but most will be geared for adult gamers. Sponsored by the Friends of the Germantown Community Library.

🔥 FAIRYTALE WHO-DUNNIT August 10th-12th with Time Slots

It's a very Grimm time at the library. Someone has stolen a precious item from Rumpelstiltskin. Bring a phone to join in this unique experience and unravel the clues to find the culprit. REGISTRATION FOR TIME SLOT REQUIRED AND IS AVAILABLE ONLINE. (Groups of 4-6)

TEEN ADVISORY BOARD

Many of these events are planned and run by the GCL's Teen Advisory Board (TAB). Find the smiley face 😊 next to each TAB run event!

TAB accepts new high school members every September!

TEEN & ADULT CRAFTS

🔥 Register for 1pm, 3pm, or 5pm

May 15th : Memorial Day Wreaths

June 26th: Bee Flower Pot

July 24th: Pressed Flower Lanterns

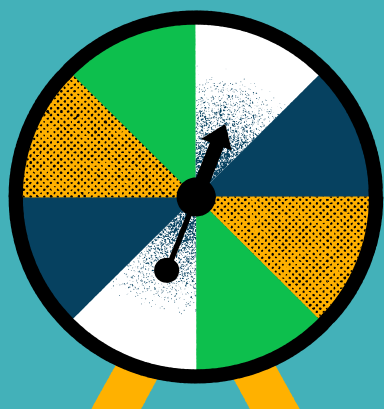
August 28th: Diamond Dotz Cards

LEVEL UP YOUR READING

SUMMER READING
CHALLENGE

JUNE 5 - AUGUST 5

SIGN-UP AT
YOUTH SERVICES
TO RECEIVE YOUR
PLAYBOOK



More to Explore!



Libby - a fresh and easy way to borrow and read ebooks and listen to audiobooks from Overdrive - Wisconsin's Digital Library.



Library of Things Jr. - check out a kit from the library! Kits include crafts, games, phonics kits and more.



Adventure Passes - check out free passes to the Milwaukee County Zoo, the Domes and the Betty Brinn Children's Museum.



Sherman's Birthday Party

Saturday, May 13

10:00am - 1:00pm

Calling all knights and princesses! You are cordially invited to join us for crafts, games and so much more as we celebrate our Enchanted Library Dragon!



*Sponsored by the Friends of the Germantown Community Library

Lego Fridays:

June 23: Germantown Chamber of Commerce (11:30)

June 30: Richfield Village Hall (11:30)

July 7: Jackson Hickory Park (9:30) and Jackson Park (11:30)

We are excited to kick off our season with everyone's favorite - LEGO! We will have activity sheets, a fun photo opportunity and lots of Legos to build.

Tailgate Fridays:

July 14: Kinderberg Park (11:30)

July 21: Richfield Village Hall (11:30)

July 28: Jackson Hickory Park (9:30) and Jackson Park (11:30)



What better way to get ready for game day than with a tailgate? Join us for snacks, classic tailgate activities and lots of outdoor toys to have a ball with.



Going Big Fridays:

August 4: Kinderberg Park (11:30)

August 11: Richfield Village Hall (11:30)

August 25: Jackson Hickory Park (9:30) and Jackson Park (11:30)

It's time for some extra large fun! You can expect life-sized games, a big scavenger hunt and an extra large sized art project.

COMMUNITY EVENTS:

Visit our Enchanted Library at these community events!



July 4th Celebration & Parade

July 27- Taste of Germantown



August 1 - NAC Night



August 27 - Richfield Days Parade



Youth Events May - August 2023

GERMANTOWN COMMUNITY LIBRARY



N112 W16957 Mequon Rd
Germantown, WI 53022
(262) 253-7760

www.germantownlibrarywi.org

Library Hours:
Monday - Thursday: 9am - 8pm
Friday: 9am - 5pm
Saturday: 9am - 4pm



PERFORMANCES

Thursdays at 10:30am or 1:30pm

Registration is required

June 29: Kidsplay: What's Cooking at the Cafe Goofe*
July 6: Dinosaur Dimensions*

Saturdays at 10:30am

Registration is required

May 6: Reptile Education Through Contact (RETC)*
June 24: Mainstreet Song & Dance Disney Show
July 22: Miss Julie Concert*

*Sponsored by the Friends of the Germantown Community Library

SWITCH SATURDAY: MARIO KART TOURNAMENT

Saturday, July 8 at 1:00pm

Join us for an awesome Mario Kart tournament!
Test your skills against other players and compete
for the ultimate prize. Don't miss out on the fun!
For ages 9 - 13. **Registration is required**



GAME ON, WEDNESDAYS!

Wednesdays at 1:00pm

June 14: Parachute Games
June 28: Sonic's Chaos Emerald Race!
July 12: Giant Twister
July 26: Life-Size Pac-man

Looking for some mid-week fun? This program is perfect for kids
who love games and want to make new friends. This program will
last about an hour and is for ages 7-12.

Registration is required



REGISTER FOR A PROGRAM!

Please visit the Library website event calendar to
register and view upcoming events. If you need
assistance, please stop by the Youth Services desk
or call the library at (262) 253-7760.
Registration opens 2 weeks prior to event date.

**Scan the QR code to
register and view all
upcoming library events!**



SUMMER KICK-OFF PARTY

Saturday, June 10 11:00am - 2:00pm

This summer is all about games, and leveling up your
reading skills. Celebrate everything Nintendo at our
summer kick-off party!
Nintendo costumes are ENCOURAGED but not required.
*Sponsored by NorthShore Bank, Germantown.



BOARD GAME BAZAAR

Saturday, June 17 at 10:00am - 1:00pm

Looking for a new game to play? Come to the library for a
special session with the experts from Board Game
Barrister! Over 25 games will be available for you to try
out with guidance from the pros.
**Recommended for families with kids in 4th grade and
older.**

*Sponsored by the Friends of the Germantown Community Library

DUNGEON MASTER (DM) TRAINING

Thursdays: June 8th, July 13, August 17 @ 6:00pm

Want to play DnD but don't have a Dungeon Master? Worry
not, traveler, for YOU can be the Master of Dungeons in your
very own game! This three-part session will teach you the ins
and outs of the rules of 5th edition, how to run a game, and
resources that you may find helpful in your journey! The last
session is a test run on your newfound DMing skills!

**RECOMMENDED FOR 11+
*REGISTRATION REQUIRED**



FAIRYTALE WHO DUNNIT!

August 10, 11 & 12 - sign up for a timeslot

It's a very Grimm time at the library. Someone has stolen a
precious item from Rumpelstiltskin. Bring a phone to join
in this unique experience and unravel the clues to find the
culprit.

***Register your team of 4-6 people
Ages 10 and up**



STORYTIME SESSIONS

Preschool Storytime:

Tuesdays at 10:00am

June 13 - July 25

Geared for ages 3-5

Join us for stories, movement and music geared
for 3-5 year olds. Storytime will last 25 minutes and
end with a craft or activity. Storytime is a great way
to introduce growing kids to books, social
interaction and lifelong learning.



Baby/Toddler Storytime:

Wednesdays at 10:00am

June 14 - July 26

Geared for ages 0 - 2

Join us for stories, movement and music geared for
babies to 2 year-olds. Storytime will last 15 minutes
and end with playtime or an activity. Storytime is a
great way to introduce little ones to books, social
interaction and lifelong learning.

Bluey Tea Party

Wednesday, August 9 at 10:30am or 1:00pm

***Registration is required**

Geared for ages 2-7

Come join us for a Bluey-themed tea party at the
library! Bring your little ones for a delightful
morning or afternoon of games, crafts, and treats
inspired by everyone's favorite blue heeler. Don't
forget to dress up as your favorite Bluey
character!



GCL Event Calendar

Status: Public

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

Time Zone: Central Time - US & Canada

May 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 2pm Sugar Skull Garland Craft	2 2pm Stitch With Me [Full] 6pm Evening Book Group	3 9:30am What are you Reading Book Club	4 1pm History Book Group	5 10:30am R.E.T.C (Reptile Education Through Contact)	6
7 9am Puzzle Day 6pm TAB Meeting	8 6pm Poetry Workshop	9 LIBRARY CLOSED (STAFF TRAINING)	10 9:30am Morning Book Group 1pm Habitat Helpers: Gardening for Hummingbirds and Butterflies	11 9:30am [DRAFT] Mom's Club	12 10am Sherman's 1st Birthday Celebration	13
14 1pm Make It Crafts: Memorial Day Wreath 3pm Make It Crafts: Memorial Day Wreath 5pm Make It Crafts: Memorial Day Wreath	15	16 2pm Stitch With Me [Full] 6pm Local Author : Marisa Rae Dondlinger	17 1pm Spice It Up!	18 1pm Nonfiction Book Group	19 9:30am Sit N Craft	20
21 10am Friends Meeting 5:30pm In Person Among Us	22	23 1pm Mind Games Program at the Library 6pm Library Board Meeting	24 9:30am Mystery Book Group	25	26	27
28 LIBRARY CLOSED	29 1pm The Fascinating Characteristics of the Chinese Characters	30	31 9:30am What are you Reading Book Club	1pm History Book Group		
Summer Reading Challenge Begins! 1pm Blood Drive 6pm TAB Meeting	5:30pm Stitch With Me - Pin Cushion	6pm Evening Book Group	9:30am Morning Book Group 6pm Dungeon Master Training (3 Part Session)	9:30am [DRAFT] Mom's Club	11am Summer Kick-Off Party!	

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Status: Public

URL: <https://germantownlibrarywi.libcal.com/calendar/outreach>

Time Zone: Central Time - US & Canada

May 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 9am Home Delivery 12pm Little Free Libraries	2 9am Office Hours	3 9:30am What are you Reading Book Club 11am Jackson Reading and Delivery 12pm David's Star	4 3pm MacArthur PTA Fun Run		
7 10am Neighborhood Enchanted Library Visits	8 1pm Supervisor Meeting	9 8am Staff Training Day 9am Office Hours 12pm Gables - Matterhaus 1pm Gables - Himmelhaus 2pm Gables- Engelhaus	10	11 9:30am Mom's Club	12 10am Sherman's 1st Birthday Celebration	13
14 9am Home Delivery 12pm Little Free Libraries	15	16 9am Office Hours 11:30am Prairie Meadows 1pm Fairway Knoll	17	18	19	20
21 11:15am Ellen's Home 1pm Gables What are you Reading Book Club 2pm Gables Poetry Club	22 1pm Supervisor Meeting	23 9am Office Hours 1pm Mind Games Program at the Library	24	25	26	27
28 9am Home Delivery 12pm Little Free Libraries	29 1pm Supervisor Meeting	30 9am Office Hours	31 9:30am What are you Reading Book Club			
					9:30am Mom's Club	

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Germantown library to host native plant gardening talk

GERMANTOWN — The Germantown Community Library is hosting a Badger Talk by Susan Carpenter, Native Plant Garden Curator at the University of Wisconsin- Madison, on April 18 at 6 p.m.

The free public event will take place at the Germantown library, N112-W16957 Mequon Road, Germantown.

Carpenter will present on gardening with native plants. Native plants are the basis of sustainable, diverse, and beautiful gardens supporting pollinators, beneficial insects, and wildlife, according to a Germantown Community Library news release. These gardens thrive without fertilizers, pesticides, mowing, or supplemental watering. Carpenter will share garden examples, plant sources and practical tips for garden care.

Carpenter is the Native Plant Garden curator and gardener at the University of Wisconsin-Madison Arboretum. Since 2003, she has worked with students and community volunteers to maintain and monitor a 4-acre garden representing the plant communities of southern Wisconsin. She also leads a conservation project that involves students and the public in documenting and studying native bumble bees, including the endangered rustypatched bumble bee, *Bombus affinis*. A graduate of Stanford University, Susan earned her MS in Botany and MS in Science Education at UW-Madison. Her professional interests include plant ecology, ecological restoration, pollinator conservation, and science education.

Badger Talks reflects the tradition of the Wisconsin Idea — to extend the resources of the university to state residents, according to the event's press release. Over 200 Badger Talks are hosted around the state each year.

For more information, please contact Lynn Ratzmann, Adult Services Librarian at [262-253-7760](tel:262-253-7760), ext. 2003 or lratz-mann@germantownlibrarywi.org.

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Tuesday, 04/04/2023 Page A05

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Washington County Daily News

Germantown Community Library presents Badger Talk on gardening with native plants

The Germantown Community Library is excited to host a Badger Talk by Susan Carpenter, Native Plant Garden Curator at the University of Wisconsin-Madison on April 18, 2023 at 6 p.m. Carpenter will present Gardening with Native Plants. Native plants are the basis of sustainable, diverse, and beautiful gardens supporting pollinators, beneficial insects, and wildlife. These gardens thrive without fertilizers, pesticides, mowing, or supplemental watering. Garden examples, plant sources, and practical tips for garden care will be shared.

Susan Carpenter is the Native Plant Garden curator and gardener at the University of Wisconsin-Madison Arboretum. Since 2003, she has worked with students and community volunteers to maintain and monitor a 4-acre garden representing the plant communities of southern Wisconsin. She also leads a conservation project that involves students and the public in documenting and studying native bumble bees, including the endangered rusty-patched bumble bee, *Bombus affinis*. A graduate of Stanford University, Susan earned her MS in Botany and MS in Science Education at UW-Madison. Her professional interests include plant ecology, ecological restoration, pollinator conservation, and science education.

Badger Talks reflects our tradition of the Wisconsin Idea — to extend the resources of the university to citizens of

the state. Over 200 Badger Talks are hosted around the state each year, featuring faculty and staff with expertise in a variety of disciplines. Talk topics range from cutting edge discoveries to happiness in the workplace and everything in between. Professional, community, and civic organizations, as well as schools, are invited to request a UW-Madison speaker. For more information about Badger Talks or to find a speaker for your next event, contact 608-262-3880 or badgertalks@uwmad.wisc.edu.

The Germantown Community Library is a cornerstone of our community that provides services, ideas, and resources that enrich lives, build connections, and grow the community.

The event will take place at N112W16957 Mequon Road, Germantown WI, and is free and open to the public.



Carol Ann's PIZZA

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Benefits to attract

Not unlike the sellers' and buyers' markets that set the tone in real estate, industry has its periods when the advantage shifts from employer to job seeker and vice versa. From quiet quitting to the great resignation, a number of phenomena permeated various industries in recent years.

The U.S. Bureau of Labor Statistics notes that the job market grew by 107,756 jobs in recent years. That was a positive sign after years of uncertainty stemming from the COVID-19 pandemic. There are plenty of optimists who believe this level of job growth can sustain throughout 2023. That's good news as long as there are workers to fill the positions.

Employers might discover that applicants are not so easy to find, as more openings means job seekers can be more selective about which jobs they apply to and ultimately accept. That means recruiters may need to focus directly on those things job seekers want most.

Remote work

The global pandemic helped seal the deal on how companies could pivot to full-time or hybrid remote work with nary a blip on the operational radar. Advancements in technology have made it possible for workers from all over the globe to seamlessly function with one another without having to share the same

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Germantown Community Library announces new continuing education courses, language database

The Germantown Community Library in partnership with the Monarch Library System (Sheboygan, WI), is pleased to announce the availability of online continuing education courses through Universal Class and a new language resource called Transparent Languages. Both resources are available free of charge for all Germantown Community Library and Monarch Library System card holders. The Monarch Library System includes all libraries in Washington, Dodge, Ozaukee and Sheboygan counties.

Please contact the Germantown Community Library at (262) 253-7730 or visit the Information Desk for more information on how to access these services. Print brochures are available at the library as well as through the website at: <https://germantownlibrarywi.org/databases/>

UNIVERSAL CLASS

Through the library's website and the Libby App through Overdrive, patrons with a library card have access to lifelong learning courses the Universal Class in over 30 subject areas, many of which offer continuing

education units (CEUs). More than 600 courses are available, and all are designed and led by professional instructors to build deeper understanding and mastery of subject matter. Universal Class includes videos, assignments, quizzes, discussions, activities, and options for social media interaction with other learners. Patrons may take multiple classes, start a course at any time and learn at their own pace.

From technical courses on computer software to learning how to decorate cakes, a huge range of topics is available. Universal Class offers courses in Exercise and Fitness, Entrepreneurship, Arts and Music, Home and Garden Care, Cooking, Computers and Technology, Health and Medicine, Homeschooling, Job Assistance, Law and Legal, Parenting and Family, Pet and Animal Care, plus hundreds more.

Find Universal Class through the "Extras" section of the Libby App or www.libbyapp.com or visit the Universal Class website directly at <https://www.universalclass.com/monarchlibrarysystem> to get started learning today.

TRANSPARENT LANGUAGE

Transparent Language Online provides a fun, effective, and engaging experience for learners of all levels looking to build their listening, speaking, reading, and writing skills in a foreign language. Combining robust courses, supplemental vocabulary, extensive grammar resources, and mobile apps, Transparent Language Online is the most complete language-learning system. With over 110 languages to choose from, including English for speakers of over 26 languages and sign language, there is something for every learner. Best of all, with enhanced support for Android™ tablets and iPads, learners can enjoy the freedom to learn at home, in the library, or on the go!

KidSpeak is also available for kids ages 6+ to learn a language through fun and engaging activities on a computer, laptop or tablet. Languages for KidSpeak include Chinese, English, French, German, Italian and Spanish.

Transparent Language can be accessed through a desktop computer at <https://library.transparent.com/monarchwi/game/ng/#/login> or by downloading the free app.

Chevelle to headline the 165th Washington County Fair Friday July 28

Kellie Boone, Executive Director of Washington County Fair Park & Conference Center, announced the Friday headliner for the Washington County Fair will be Chevelle on Friday July 28, 2023. An opening act will be announced at a later date.

"We are excited to have Chevelle performing at the Silver Lining Amphitheater during the 165th annual Washington County Fair," commented Boone.

After more than two decades together, numerous top-charting releases, and countless worldwide tours, Chevelle-the outfit consisting of brothers Pete Dinklage [guitars, vocals], and Sam Dinklage [drums]-have confidently sailed through decades of uncharted waters and have emerged with a sound that is equally intricate as it is intimate.

To-date, Chevelle has achieved Multi-Platinum, Platinum and Gold certifications across eight studio albums and

seven number one hits, with 17 songs reaching the Top 10 on the Rock charts. The band has sold over five million albums in the US, and more world-wide. Their extensive body of acclaimed work includes the 2002 Multi-Platinum selling genre staple "Wonder What's Next" and the 2004 Platinum selling follow-up "This Type of Thinking Could Do Us In," which debuted #8 on the Billboard Top 200. The releases that followed held their own against the ever changing faces of popular music: 2007's Gold record selling Vena Sera reached #2 on the Billboard Rock Albums Chart while 2009's Sci-Fi Crimes debuted #6 on the Billboard Top 200 and #1 on the Alternative Chart. 2011's Hats Off to the Bull (#5 on Billboard Top 200), 2014's La Gargola (#3), and 2016's The North Corridor (#8, #1 Rock) built upon the success. In 2018, Chevelle released a B-sides and rarities collection entitled 12 Bloody Spies while they wrote and recorded the new album, Niratias.

The 165th annual Washington County Fair kicks off on Tuesday, July 25 and runs through Sunday, July 30. Reserved Seating tickets will go on sale for AIS Members on Friday April 14th at 9am and to the public on Friday April 21st at 9am. General Admission to the Fair includes Lawn Seating at no additional cost. Reserved Seating includes a separate bar, bathrooms and General Admission to the Fair. Ticket prices range from \$50-\$55.

Want to Have Access to Pre-Sale Tickets?

Join AIS! The Washington County Agricultural & Industrial Society (AIS) is a non-profit member organization that oversees the daily operations of Fair Park. Included in all memberships is first-hand knowledge and pre-sale opportunities to events at Fair Park and the Washington County Fair. More information at: <http://www.wcfairpark.com/about/joinais/>



CHEVELLE

WASHINGTON COUNTY FAIR (WI)

FRIDAY JULY 28

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WCFAIRPARK.COM/FAIR

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Germantown library announces new continuing education courses**New online language resource also available to cardholders**

GERMANTOWN – The Germantown Community Library announced online continuing education courses through Universal Class and a new language resource called Transparent Languages are now available to all cardholders.

Both resources are available free of charge for all Germantown Community Library and Monarch Library System card holders through their partnership. The Monarch Library System includes all libraries in Washington, Dodge, Ozaukee and Sheboygan counties.

Universal Class

Through the library's website and the Libby App through Overdrive, patrons with a library card have access to lifelong learning courses from the Universal Class in over 30 subject areas, many of which offer continuing education units (CEUs), according to a Germantown Community Library press release. More than 600 courses are available, and all are designed and led by professional instructors to build deeper understanding and mastery of subject matter. Universal Class includes videos, assignments, quizzes, discussions, activities and options for social media interaction with other learners. Patrons may take multiple classes, start a course at any time and learn at their own pace.

From technical courses on computer software to learning how to decorate cakes, a huge range of topics is available, according to the Germantown library. Universal Class offers courses in Exercise and Fitness, Entrepreneurship, Arts and Music, Home and Garden Care, Cooking, Computers and Technology, Health and Medicine, Homeschooling, Job Assistance, Law and Legal, Parenting and Family, Pet and Animal Care, and hundreds more.

The Germantown library instructs patrons to find Universal Class through the "Extras" section of the Libby App or www.libbyapp.com or visit the Universal Class website directly at <https://www.universalclass.com/monarchlibrarysystem> to get started learning today.

Transparent Language

Transparent Language Online provides a tool for learners of all levels looking to build their listening, speaking, reading and writing skills in a foreign language, according to Germantown library. With over 110 languages to choose from, including English for speakers of over 26 languages and sign language, there is something for every learner. With support for Android tablets and iPads, learners can use the service from home, the library or on the go, according to the Germantown library.

KidSpeak is also available for kids ages 6 and up to learn a language through fun and engaging activities on a computer, laptop or tablet. Languages for KidSpeak include Chinese, English, French, German, Italian and Spanish.

Transparent Language can be accessed through a desktop computer at <https://library.transparent.com/monarchwi/game/ng/#/login> or by downloading the free app.

Please contact the Germantown Community Library at [262-253-7730](tel:262-253-7730) or visit the Information Desk for more information on how to access these services. Print brochures are available at the library as well as through the website at: <https://germantownlibrarywi.org/databases/>

Washington County Daily News



NEW ITEMS AT THE GERMANTOWN COMMUNITY LIBRARY

Submitted by Trisha Smith

If you're looking for new items, the Germantown Community Library has you covered! From the new novel on the New York Times Bestseller list to digital audiobook for kids to the latest movie release to everything in between, the library has 1000s of physical and digital items available to check out. Don't see what you need at the library? No problem - go to monarchcatalog.org or access our free app to access collections of 30+ libraries and place the item on hold.

The library also have tons of unique collections - with more items added every year:

PLAYAWAYS

Don't have access to a CD player? Try Playaways! These all-in-one devices are available for kids, teens and adults. Just add a battery, plug in your headphones and you're good to go!

VIDEO GAMES

The library has dozens of video games for a variety of different systems, including Nintendo Switch, Xbox One, Play Station 4 and Wii.

LIBRARY OF THINGS, JR.

Check out our growing collections of things for kids! These including board games, phonics kits, puzzles and more.

LIBRARY OF THINGS

Our Library of Things includes board games, craft kits and more! Learn to crochet, knit, scrapbook, and make pom-poms with our crafting kits.

ADVENTURE PASSES

The library has passes to local attractions, such as the Milwaukee County Zoo, Betty Brinn Children's Museum and Mitchell Park Domes. Passes are available for 3-day checkout.

MAKE IT 2 GO CRAFT KITS

Check out our newest addition to the library - craft kits that you can check out and complete at home!! These kits are released for kids and teens/adults on the first of every month. Limit 5 per card per month.



Germantown Dance Students with the Germantown Recreation Department perform at a Beach Dance Party Recital for friends and family.

Photos by Brenten Schimpf



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- Virtual sessions can be watched live or via recording to align with busy schedules.
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PROGRAM SCHEDULE

March 6: Applications due

March 17: Cohort announced

April 26 : In -Person Kickoff (Oshkosh)

May - September: Two virtual sessions per month

October 24: In-person conclusion (Middleton)

TUITION

WLA Members: \$475

Non-WLA Members: \$550

MORE INFORMATION:

<https://tinyurl.com/2mhcuvm>

608-245-3640

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A curriculum that offers a wide range of leadership topics important to your library, your community, and your professional development! Leadership topics include:

- Strategies for Effective Leadership
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- Planning, Goals, and Strategy Development
- Project Management
- Advocating for Library Needs
- Public Speaking
- Building a Culture of Diversity, Equity & Inclusion
- Change Management



Developed in partnership with the University of Wisconsin-Madison Division of Extension.



Extension
UNIVERSITY OF WISCONSIN-MADISON

This project was made possible in part by the Institute of Museum and Library Services. Special thanks to the Wisconsin Department of Public Instruction.



Germantown Library-

Thank you for hosting the
Leadership Germantown group for
a tour and for the nice goodie-bags!

We enjoyed learning about all the
services you provide for our community
and appreciate all that you do.

Thank you again, Leadership Germantown
Class 2022-2023





Amy Belle

ELEMENTARY

3/10/2023

Tricia Smith

% Germantown Community Library

N112W16957 Mequon Rd

Germantown, WI 53022

Dear Tricia,

On behalf of the Amy Belle Elementary PTA, we would like to thank you for your donation of the student librarian experience and wonderful crafts to our Dinner with the Arts event. The Amy Belle Elementary PTA relies on the generosity of donors, such as yourself, and is grateful for your support. With donations from organizations such as yours, we are able to purchase new Smartboards for the classrooms .

Appreciatively,

Denise Glodoski &

Tracy Leffler- Event Chairmen

Dear Diane & library staff,

Thank you so much for welcoming
us in your space & your continued
support of the district art program.

It is a beautiful celebration of
all the hard work K-12.

Looking forward to another
great year 23-24.

Sincerely,

Ann & all
GSD art teachers

Germantown Community Library Board

MEETING DATE: April 26, 2023

PLACEMENT: Unfinished Business

AGENDA ITEM(S): VIII. A. Children's Patio Project

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

Our main goals for improvements for the Children's Patio area include:

1. Safety – fence in the area from the parking lot
2. Accessibility – create an accessible path
3. Underutilized Space – add items such as small-scale playground equipment, early literacy activities and solar charging benches



**Germantown Community Library
2023 - 2024 Patio Project**

Help us fundraise to create a fun, welcoming and functional outdoor space for all ages:

- ADA pathways
- Partial fence to separate parking lot
- Youth playspace
- Updated landscaping

Questions? Contact Trisha Smith, Library Director / (262) 253-7760, ext. 2005 / smithp@germantownlibrarywi.org

The graphic features a 'Before' photo of the current patio area and three 'After' photos showing proposed improvements: an accessible path, a partial fence, and a youth playspace. A small icon of a library building is also present.

So far the library has raised about \$7,000 for the project.

- \$5,000: Friends of the Germantown Community Library
- \$1,000: Germantown Kiwanis
- \$500+ Blazer Dash
- \$500+ Leadership Germantown

The library will begin a community-wide campaign in Summer of 2023.

Current Fundraising Opportunities Include:

- Chick-fil-A Fundraiser: Held on Tuesday, April 18
- Leadership Germantown Spring Tree:
The Leadership Germantown Class of 2022-2023 is raising funding for our play space equipment that will be part of the Patio Project. Purchase an ornament in the library until Monday, May 1 to support the project!



- Bethlehem Lutheran Blazer Dash
Bethlehem Lutheran in Germantown is donating half of all proceeds from the Blazer Dash in May to the library's Patio Project! This event will serve as a dual-fundraiser supporting the development of children's outdoor play space for both Bethlehem Lutheran's Childcare and the Germantown Public Library.
Register here: <https://runsignup.com/Race/WI/Germantown/BlazerDash>



RECOMMENDATION:

None.

Germantown Community Library Board

MEETING DATE: April 26, 2023

PLACEMENT: Unfinished Business

AGENDA ITEM(S): VIII. B. Director 2023 Performance Goals

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

Comparisons with the Germantown Community Library 2023-2027 Strategic Plan have been added to the Library Director 2023 Performance Goals. A list of the Goals & Objectives is also attached.

RECOMMENDATION:

None.

Germantown Community Library

2023-2027 Strategic Plan

Goal 1: Growing Services

Collection care and customer service are fundamental to the library's success. Cultivating the collection and providing excellent service will increase accessibility to and use of the Germantown Community Library.

Objectives

- A. Develop and maintain collection management policies and procedures for materials and resources, both physical and digital, which reflect the needs and interests of the community.
- B. Strengthen and maintain a positive patron experience through programming and services that are responsive and appealing to the community we serve.

Goal 2: Growing Spaces

Flexible, multi-purpose spaces and a presence in and around the community means Germantown Community Library meets people where they are, and appeals to a wide variety of audiences and their needs.

Objectives

- A. Develop pathways for expansion of the library's footprint
- B. Improve visitor and staff satisfaction within the physical library space

Goal #3: Growing Collaborations & Community

Through careful practices and meaningful community relationships and partnerships, the Germantown Community Library will bring people and groups together to learn, accomplish goals, and build connections.

Objectives

- A. Improve, document, and share internal processes and practices to identify, define, and evaluate relationships and partnerships.
- B. Expand and strengthen connections and partnerships among existing and new community networks, especially those that help members of the Germantown area and surrounding communities to learn, build relationships, and connect with each other.
- C. Expand outreach services of material and programming outside of the library building to residents in Germantown, Richfield and Jackson.

Goal #4: Growing Community Awareness

The library, the Germantown community, and the surrounding area have an abundance of events, opportunities, and resources to offer and the Germantown Community Library can improve awareness of these through thoughtful partnerships and impactful communications.

Objectives

- A. Increase patron and community awareness of the resources and services offered by the library and Monarch Library System.
- B. Develop and implement communication tools to connect with different government boards and officials throughout the Germantown area, non-librarians communities and Washington County.
- C. Create a marketing plan that incorporates local communication channels.

Goal #5: Growing Organizational Wellbeing

The state of the Germantown Community Library depends on the financial and wellbeing of the library and of the library's staff. Both will be prioritized through careful practices and meaningful action.

Objectives

- A. Create and cultivate new philanthropic partnerships, sponsorships, and pathways to ensure the financial health of the library.
- B. Expand organizational capacity to maintain and grow service areas.
- C. Develop internal infrastructure to document and train on library activities, processes, and practices.
- D. Continuously promote an internal culture that focuses on staff wellbeing.

2023 Employee Performance Evaluation					
Employee Name: Patricia A. Smith			Date:		
		2023-2027 Strategic Plan	Current Rating	Employee Comments	Library Board Comments
Competency 1: Organization Understanding	* Understands the organizational implications of programs, services, and procedures. * Demonstrates awareness of goals of other units including Monarch Library System, Washington County Library Services Board, Germantown Community Library Board, Village of Germantown Board and surrounding non-served communities, Village departments, school systems, and community groups and makes requests or decisions in support of this awareness. * Keeps objectives that are related to organizational priorities in mind when determining tasks for oneself and team members.	Goal 1.A&B Goal 2.A.&B. Goal 3.A.,B.&C. Goal 4.A.,B.&C. Goal 5.A,B.,C.&D.			
Competency 2: Planning & Organizing	* Effectively prioritizes own work such that she/he is prepared and able to meet work objectives. * Manages own time and others efficiently to meet goals and achieve maximum productivity. * Delegates specific tasks to team members. * Evaluates the team members ability to set-up, organize and keep track of responsibilities accurately and on a timely basis. * Provides high level value in helping groups plan and organize.	Goal 5.C.&D.			
Competency 3: Team Development	* Actively grows a group of people who have common/complimentary skills. * Regularly meets with staff individually and as a team to ensure commitment to fulfilling their common purpose.	Goal 5.C.&D.			
Competency 4: Customer Focus	* Discovers, understands and meets the needs of customers, both internal and external. * Builds positive customer relationships by giving patron needs priority. * Constructively deals with challenging customers by listening and moving toward a satisfactory resolution.	Goal 1.A.&B Goal 2.A.&B. Goal 3.A.,B.&C. Goal 4.A.,B.&C.			
Competency 5: Communication	* Clearly, accurately and effectively conveys information and ideas to library users. * Provides timely and accurate information to team members as appropriate. * Demonstrates effective written, oral and listening skills. * Maintains a positive attitude consistently despite difficult or challenging circumstances.	Goal 3.A.,B.&C. Goal 4.A.,B.&C.			

2023 Employee Performance Evaluation					
Employee Name: Patricia A. Smith			Date:		
		2023-2027 Strategic Plan	Current Rating	Employee Comments	Library Board Comments
Customer Objective	1. Facilitate implemntation of new system services through Vega including library catalog, event system and electornic newsletter. 2. Provide new services to increase library usage and keep up with public demand and current library trends including: A. Checkout Craft Kits B. Expanded Library of Things C. Graphic Novels D.Additional Youth Book + Audio Option E. Online Courses F. Language Database 3. Implement additional Reader's Advisory options in all collection areas including books lists and genre brochures. 4. Improve communication between library and residents in areas including branding, marketing and outreach with an emphasis on patrons in non-served areas of Washington County and patrons with limited access to the building. 5. Continue to investigate and evaluate options in facility usage in order to provide additional space services to patrons, staff work areas and staff storage space.	1. Goal 1.B. 2. Goal 1.A. 3. Goal 1. B. 4. Goal 4.A. 5. Goal 2.A.&B.			
Process Objective	1. Provide patrons with opportunities for literacy, growth, and life-long learning with an emphasis returning to a normal offering of in-person programs. 2. Facilitate additional outreach options. 3. Implement review of library polices & procedures. 4. Develope systems to manage time and balance daily tasks with long-term projects and emergency situations.	1. Goal 1.B. 2. Goal 3.C. 3. Goal 5.C. 4. Individual Goal			
Growth Objective	1. Attend Wisconsin Public Library Conference in May. 2. Attend Wisconsin Library Conference in October. 3. Participate in additional professional development opportunities through library-related organizations and the Village of Germantown.	1. Invidual Goal 2. Individual Goal 3. Goal 4.B. & Individual Goal			
Financial Objective	1. Increase opportunities for community involvement and sponsorship of programs. 2. Recieve grants and doantions for programming, special collections, and the Children's Patio Project. 3. Oversee implementation of new Village financial system. 4. Increase trends of overall circulation of print and digital material especially in relation to libraries in Washington County to meet County revenue requirements.	1. Goal 5.A. 2. Goal 5.A. 3. Goal 5.C. 4. Goal 5.A.			
			Average:		

Germantown Community Library Board

MEETING DATE: April 26, 2023

PLACEMENT: New Business

AGENDA ITEM(S): IX. A. Computer Internet Use Policy

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

Library staff have conducted a review of the 'Computer Internet Use Policy' and suggest the changes highlighted in the attached draft.

RECOMMENDATION:

It is recommended the Library Board approve the changes as printed in the attached draft policy.

GERMANTOWN COMMUNITY LIBRARY COMPUTER/INTERNET USE POLICY

Internet access is available at the Germantown Community Library on public workstations. It is also available on library laptops and patron's personal devices using the library's WiFi service. Internet access via desktop or WiFi is unsecured and unfiltered.

Information accessible on the internet may be current and reputable; some may be obsolete, illegal, and even offensive. It is the patron's responsibility to determine the validity and appropriateness of the information. By accessing the Internet through the library, patrons agree that the library will not be responsible for any direct, indirect, consequential, special, or punitive damages or losses which may arise in connection with such use.

Use of the Internet at Germantown Community Library is a privilege, not a right. Inappropriate use or failure to follow this policy may result in revocation of this privilege and/or legal prosecution. Violators of this agreement will have their Internet privileges revoked for six (6) months on the first offense and for 12 months on subsequent offenses. Illegal acts involving library computing resources may also be subject to prosecution by local, state, or federal authorities.

To use the public Internet at the Germantown Community Library you must agree to the following guidelines:

1. Internet service is available during library open hours. However, the library cannot guarantee the service will be operational at any specific time.
2. Limited WiFi service is available from the outside patio next to the building between 6 am – 9 pm.
3. Use of Internet services are for educational, informational, and recreational purposes only. The Internet is not to be used for illegal, unauthorized, or unethical purposes. All rules and regulations set forth by the library are to be followed.
4. Patrons may not misrepresent themselves as another user by seeking unauthorized access to any computer system, files, passwords, data belonging to others, damaging, or altering software components or any network or database.
5. Patrons may not send, receive, or display graphic materials depicting full nudity and/or sexual acts which are portrayed obviously and exclusively for sensational or pornographic purposes.
6. Patrons may not display threatening, harassing, or abusive language and images.
7. Game playing may be prohibited if it severely diminishes the speed of the library consortium's network.
8. Virus, security, and privacy protection are the responsibility of the patron.

To use the Germantown Community Library public computers you must agree to the following guidelines:

1. Youth under 18 **must** have parental permission to use the internet. The Internet Use Permission Form must be signed by the parent or legal guardian. This form must be signed in front of a staff member. The signature on this form is legally binding and indicates the party has read and understands its significance. The Germantown Community Library assumes no responsibility for the use of the internet by children.
2. Patron's under 18 may sign out a laptop with a parent/guardian present and using the parent/guardian library card.
3. Patrons can only use library computers using their own library card. For guest use, see requirements below.
4. Patrons must respect the privacy of others using public workstations at the library by not interfering with their use. This includes distracting behavior as determined by library staff.
5. Patrons must adhere to the established time limits.
6. Patrons must provide their own storage device for documents created or downloaded. The computer storage is erased when a patron logs off the computer.
7. Per the Copyright Law of the United States (Title 17, United States Code) patrons can only make authorized copies of copyrighted or licensed materials.
8. Patrons must provide their own headsets to listen to audio content.
9. Patrons may not install/download software or applications on the library's desktop or laptop computers.
10. Patrons may not change the setup or configuration of the library's software or hardware.
11. Software, documents and email may contain a virus. The library is not responsible for damage to a patron's equipment, for any loss of data, damage or liability that may occur from the individual's use of the internet or library computer equipment.
12. Users are liable for costs arising from malicious damage to library equipment and/or software.

Time Limits for Library Computers:

1. **Public Workstations** – Patrons can automatically log themselves into the public workstations using their library barcode and pin. Patrons are initially allocated 2 hours. A patron may auto extend their time by 30-minute increments if at least three computers are available. Additional time may be granted at the Information Desk staff's discretion. Computers are automatically shutdown 10 minutes prior to closing.
2. **Public Laptops/Tablets** – Patrons may check out a public laptop/tablet with their library card for use inside the library for up to two hours. Additional time may be granted at the Circulation Desk staff's discretion. Equipment must be returned 10 minutes before closing.

Guest Use of Library Computers:

Guest use is available on a single use basis. Guests must abide by the same policy as library card holders. To use the resources on a regular daily or weekly basis, the patron must register for a library card. Exceptions are available per the Library Director or designee.

Other Computer Services:

Black and white printing is available and charged \$.10 per side printed.

Color printing is available and charged \$.50 per side printed.

Library staff will assist patrons as time permits and to the extent of their knowledge. However, staff will not configure or download applications to patron's equipment. Staff are not trained on all hardware and software that are available to patrons.

Adopted: 10/21/98

Reviewed and Revised: 2/27/02; 3/28/12; 6/23/21; 9/22/21; 1/26/22

Germantown Community Library Board

MEETING DATE: April 26, 2023

PLACEMENT: New Business

AGENDA ITEM(S): IX. B. Collection Management Policy

SUBMITTED BY: Trisha Smith, Library Director

SUMMARY EXPLANATION:

Library staff (primarily the Adult Services Manager & Youth Services Manager) have conducted a review of the current 'Collection Management Policy.' It has been renamed the 'Collection, Program, and Exhibit Policy' to include challenges for library programs and exhibits as well as library material. Due to the numerous changes that needed to be made, both the current policy and a separate draft policy are included.

Attached documents also include:

- Reconsideration Form
- ALA Bill of Rights
- ALA Freedom to Read Statement

RECOMMENDATION:

Due to the numerous changes needed, it is recommended the Library Board review the policy and documents and suggest changes at the April Library Board meeting. A final review and approval will then be scheduled for the May Library Board meeting.

GERMANTOWN COMMUNITY LIBRARY MATERIALS SELECTION POLICY

The Germantown Community Library, in an attempt to present the residents of the Village of Germantown and Washington County with a varied and quality-conscious collection of materials, presents this statement of its selection and buying policies to the community.

GOALS AND OBJECTIVES

1. To assemble, preserve and administer, in organized collections, books and related educational and recreational materials in order to promote, through guidance and stimulation, the communication of ideas, an enlightened citizenship and enriched personal lives.
2. To serve the community as a reliable center of information.
3. To provide a place where inquiring minds may encounter the original, and sometimes unorthodox and critical ideas so necessary as correctives and stimulants in a society that depends for its survival on free competition in ideas.
4. To support educational, civic, and cultural activities for groups and organizations.
5. To provide opportunity and encouragement for children, young people, men and women to educate themselves continually.
6. To seek continually to identify community needs, to provide programs of service to meet such needs, and to cooperate with other organizations, agencies and institutions which can provide programs and services to meet community needs.
7. To provide opportunity for recreation through the use of literature, music, film and other art forms.
8. The Library Board of Trustees of the Germantown Community Library formally endorses the American Association's Library Bill of Rights and the American Library Association's Freedom to Read statement. (See appendices A & B).

RESPONSIBILITY

The primary responsibility for the selection of all library material rests with the Library Director, who operates within the framework of policies and budget determined by the Library Board of Trustees. Because it is desirable to have maximum library staff participation in the selection of library materials, the Library Director may delegate responsibility for selection to any subordinate. However, such delegation does not relieve the Library Director of the final responsibility for the materials selected. All staff members are encouraged to recommend materials to be considered for purchase as well as taking note of the general public's suggestions. All recommendations are to be considered by the Library Director within both the framework of the selection policy and existing fiscal constraints.

CIRTERIA FOR MATERIALS SELECTION

The Library Board of Trustees delegates responsibility for establishment of selection criteria to the professionally trained personnel with the understanding that reputable and unbiased professional selection tools be used in the selection of materials. Whenever possible, personal evaluation and examination of the materials will be made. No materials shall be included or excluded solely because of race, gender, nationality, political or religious views of the author. The library's policy is to purchase, or accept as gifts, the best possible materials to meet the needs of the community.

GIFTS

Gifts of materials will be accepted by the Germantown Community Library only after the donor has signed a form relinquishing all title to the gift. In cases where the donor is not available to sign a release, the library assumes the administrators and the Library Board of Trustees have the authority to deal with the gift as they see fit. Gifts may be added to the permanent collection if they meet the selection criteria defined above. At no time will gifts be accepted with conditions contrary to regular library policy.

LOCAL HISTORY

The Germantown Community Library will endeavor to preserve for future generations any information concerning local history and personalities, as well as any works by local authors.

ADULT BOOK SELECTION

Points to be considered for adult book selection include but are not limited to, literary, educational, informational and recreational value; effectiveness of presentation; qualities conducive to critical thought and understanding; and authenticity. Contemporary and popular authors, artists, and subjects are included as well as those that have demonstrated enduring worth.

YOUNG ADULT BOOK SELECTION

Titles written specifically for the young adult are to be included. Since this age group has a variety of reading interests, ability and personal backgrounds, the books selected for them will provide a variety of content and reading ability. Specific subjects appealing to teenagers, such as social problems and contemporary trends, are to be included with the hope that they will lead to continued reading in later years.

JUVENILE BOOK SELECTION

The basic policy for the selection of juvenile books is to purchase the best current books, and to replace and/or duplicate older titles that have proven their value. Books are to be provided for the slow, average and gifted reader in all stages of development, from the beginning reader to the young adult. Selection should cover all fields: recreational, inspirational, and informational, covering a wide range of knowledge that will satisfy the child's natural curiosity and widen his/her interests. Selection of juvenile books shall take into consideration the local schools' curricula. While it is acknowledged that the school library is the primary source for assignment-related research material, both juvenile and adult collections shall contain support material for K-12 schoolwork needs.

PERIODICAL SELECTION

The library shall make available newspapers of local interest, the West Bend News, other local papers and the official papers of the Village, school district and county. Major Wisconsin newspapers shall be provided as necessary. Specialty newspapers should also be offered, but they will be reviewed annually to examine usage and to justify needs.

A variety of magazines shall be provided to cover a wide range of subject interests and age levels. The titles offered by the library shall be reviewed annually to examine usage and to justify need. An attempt will be made to provide magazines indexed in periodical index databases for easier access to information. Specialty magazines may be offered based upon patron demand and available funding.

PAMPHLET SECECTION

Subjects of current or specific informational value are often found in relatively inexpensive pamphlets. The library will offer pamphlets that cover a variety of specialty areas in order to help supplement the book collection. Pamphlets will be obtained from reliable sources, i.e. government offices, to ensure authenticity of the subject matter presented.

AUDIO SELECTION

It is the goal of the library to offer a wide variety of recordings to serve the educational and recreational desires of our patrons; both music and spoken word shall be included. Classic artists and selections will be provided as well as specialty albums to aid educational and specific needs. Recordings of current interest shall be offered. Favorite stories, legends and songs shall also be considered when selecting recordings for juvenile users.

VIDEO SELECTION

The video collection should consist of educational and informational video titles as well as entertainment titles (feature films). The collection should also include videos of acclaimed public television series as funds allow.

ELECTRONIC MEDIA

Electronic media includes databases, electronic books, downloadable audiobooks, videos and music. Selection criteria is defined above for other library materials.

CITY DIRECTORY USAGE

In keeping with the policy of free and open access, the Germantown Community Library shall not restrict usage of the city (criss-cross) directory. It will be treated in the same manner as any other reference tool, both with regard to in-house use as well as inquiries over the telephone.

WEEDING THE COLLECTION

In an attempt to keep the Germantown Community Library collection current and containing reliable information, it is necessary to weed the collections on a regular basis. Maintaining a balanced collection should be viewed with as much importance in the weeding process as in the acquisitions process. Criteria for weeding include but are not limited to judging materials on their authoritativeness, timeliness, accuracy, copyright date, condition, format, usage, balance to the collection and uniqueness to contents and subject.

CONTROVERSIAL ISSUES

A public library has the responsibility to offer a representative selection of materials on all subjects of interest to its users, including materials covering all sides of controversial issues. A public library has not right to emphasize one subject or opinion at the expense of others. Variety and a balance of opinion are sought whenever possible.

The Germantown Community Library will **NOT** become involved in a campaign, or with campaign material, of any candidate for any elective office. However, the library's Board of Trustees and the library staff may recommend potential library board appointments to the governing municipal authority.

The library shall not apply any label or mark to indicate particular philosophies outlined in a work. To do so would be to establish a judgment in the reader's mind before he/she has the opportunity to examine the work personally.

While every attempt shall be made to organize library materials according to appropriate age, interest and reading level, and while professional guidance in locating and selecting appropriate titles will be given when requested, the library will not be held responsible for materials checked out of the library by minors, nor may it be asked to monitor the titles selected by any minor in the absence of his/her parent or legal guardian. To do so would be to violate both the concept of free access as espoused in the ALA "Freedom to Read" statement and the concept of privacy as espoused in WI State Statute 43.60. Final responsibility for any materials checked out of the public library by a minor rests with that individual's parents or legal guardians.

All points of view concerning problems and issues of our times, international, national and local, shall be presented to their fullest extent. Any reading materials of sound factual authority shall not be removed from the library's shelves because of partisan or doctrinal disapproval. Titles shall be selected on the basis of the content of the material without regard to the personal history of the author.

The censorship of works urged or practiced by volunteer arbitrators of morals and public opinion, or by organizations establishing a coercive concept of Americanism, must be challenged by our library to help maintain its responsibility to provide the public with information enlightenment through the printed word. The Germantown Community Library will enlist the cooperation of allied groups in the fields of science, journalism, education and bookselling to resist all infringements of free access to ideas and freedom of expression that are the basis for intellectual freedom in the United States.

When a citizen objects to a particular work, the following procedure shall be adhered to in processing the complaint:

1. **ORAL DISCUSSION:** The complainant shall have a private discussion with the Library Director concerning the objectionable material. Both sides may air their feelings about the value of the work in question.
2. **WRITTEN COMPLAINT:** If after oral discussion, the complainant is still not satisfied with the Library Director's reply, he/she may complete a copy of the library's Re-Evaluation Form (see appendix) to have the material in question evaluated in depth by the Library Director. The Library Director shall then prepare a written statement for the complainant explaining why the work was purchased for the library's collection and the sources from which the selection was made.
3. **APPEAL TO THE LIBRARY BOARD:** If the complainant is still not satisfied with the Library Director's written reply and re-evaluation of the objectionable work, the person may appeal their complaint to the Library Board of Trustees. The complainant and the Library Director shall submit their completed written statements to the Library Board for review. The Board will review the questioned work at its next regularly scheduled public meeting. Trustees will weigh the values and faults of the work against each other and from an opinion based upon the material taken as a whole and not on passages taken out of context.

Following their review of the material, the Board members shall meet to discuss and prepare a final report on the complaint. One copy of the final report shall be given to the complainant, one copy to the Library Director, and one copy shall remain in the Library Board's official records.

THE DECISION OF THE LIBRARY BOARD OF TRUSTEES ON CHALLENGED MATERIALS IN FINAL

The library shall keep a file relating the history of any formal decisions made on a particular title or item. This file shall contain copies of the complainant's Re-Evaluation Request form, the Library Director's written statement on the work's re-evaluation, reviews of the challenged item, and the Library Board's official decision of the matter. Specific titles or items shall only have to go through the formal review process ONCE. Any future complaints will be referred to this file on the previous decision. Specialty groups and dissatisfied individuals shall not make a particular title or item the center of constant attention by the Library Board after a formal review has been conducted.

POLICY REVISION

In an attempt to maintain current standards for the selection of library materials, it is recommended that this policy be reviewed and revised according to need, at least every three years, by the Library Board of Trustees.

APPROVED BY THE DUERRWAECHTER MEMORIAL BOARD OF TRUSTEES

MARCH 3, 1982

AUGUST 1987 – REVISED

MARCH 1989 – REVISED

APRIL 1992 – REVISED

JANUARY 1993 – REVISED

JANUARY 1994 – REVISED

FEBRUARY 1998 – REVISED

MAY 2002 – REVISED – GERMANTOWN COMMUNITY LIBRARY BOARD

MAY 2006 – GERMANTOWN COMMUNITY LIBRARY BOARD

MAY 2009 – GERMANTOWN COMMUNITY LIBRARY BOARD

GERMANTOWN COMMUNITY LIBRARY COLLECTION, PROGRAM, AND EXHIBIT POLICY

PURPOSE

The Germantown Community Library (GCL) is a cornerstone of our community that provides services and resources that enrich lives, build connections, and grow the community. The GCL lives this mission by providing a welcoming environment, connecting people with information and resources they need to thrive, and offering opportunities for entertainment and leisure.

The Germantown Community Library selects materials and develops collections in a variety of formats to provide our patrons with a range of informational, recreational, and educational resources. The library will acquire materials reflecting the full diversity of points of view on topics of interest to the public. The collection is developed to meet the needs and interests of residents in the Germantown Community Library service area (Germantown, Richfield & Jackson) and as a resource for the Monarch Library System.

OBJECTIVE

The policy objective is to select, organize, preserve, and make freely available materials that help individuals and groups in the community to:

- Obtain needed information
- Pursue continuing education
- Develop and enhance occupational skills
- Develop creative capacities
- Become more engaged members of the community
- Learn about the cultural heritage of themselves and others
- Use leisure time creatively and enjoyably

MATERIAL SELECTION

To achieve these ends, the library provides materials and services to residents of all ages. It seeks to direct and stimulate life-long learning by offering a carefully selected collection of materials and professional guidance in their use.

Responsibility for the initial selection of library resources rests with the library's professional staff, based on the criteria cited in this policy. Designated staff are responsible for specific areas of the collection. The overall responsibility for selection rests with the Library Director operating within the framework of policies determined by the Germantown Community Library Board.

General Criteria

General criteria for selecting library materials are listed below. An item need not meet all the criteria in order to be acceptable.

- Public demand, interest or need
- Contemporary significance, popular interest or permanent value
- Attention of critics and reviewers
- Prominence, authority and/or competence of author, creator or publisher
- Timeliness of material
- Relation to existing collections
- Statement of challenging, original, or alternative point of view

- Authenticity of historical, regional or social setting

American Library Association (ALA) Criteria

In its selection of materials, the Germantown Community Library endorses the **'Library Bill of Rights'** and the **'Freedom to Read Statement'**, as adopted by the American Library Association.

Commented [JM1]: Add links to ALA on website version of policy.

Operational Criteria

Selection of materials may be influenced by many factors, including but not limited to the following:

- Budgetary considerations
- Physical limitations of the library building
- Suitability of the format and construction
- Availability of specialized materials in other local libraries
- Availability of material through interlibrary loan
- Need for added materials in particular subject areas
- Accessibility for multiple users of electronic formats
- Special needs of library patrons for materials in accessible formats

Gifts of Materials

The library welcomes gifts of materials, with the understanding that they will be evaluated using the same criteria as those applied to purchased materials. The library reserves the right to dispose of any gifts as it sees fit.

Addition of New Collections

Plans and procedures for the development of specific collections may be written by library staff as needed. These plans may outline selection and acquisition procedures, reviewing tools, and maintenance of the specific collection. All such plans shall be in compliance with and responsive to the philosophy of this policy. Some materials may be placed in collections according to age appropriateness.

COLLECTION MAINTENANCE

Professional library staff regularly review items in the collection to ensure that they continue to meet patrons' needs. Materials that are worn, obsolete, unused, old editions or unnecessarily duplicated are removed. It is the responsibility of professional staff to assess the need for replacing materials that are damaged, destroyed or lost. Items are not automatically replaced. Decisions are based on need, demand and budget.

MATERIAL, PROGRAM, AND EXHIBIT CHALLENGES

The library will not promote specific beliefs or views, but will provide suitable material to enable the public to make informed decisions. The Library allows patrons to make their own choice as to what they will use based on individual interests or concerns. The Germantown Community Library supports the right of each family to decide which items are appropriate for use by their members. Responsibility for children's use of library materials lies with their parent or guardian.

In its selection of materials, the Germantown Community Library endorses the Library Bill of Rights, the Freedom to Read Statement and the Equity, Diversity Inclusion Interpretation of the Library Bill of Rights

adopted by the American Library Association. The United States Constitution requires a procedure designed to focus searchingly on challenged expression before it can be suppressed. Therefore, any request, be it legal or extralegal, to regulate or suppress materials in libraries must be closely scrutinized to the end that protected expression is not diminished.

Content under reconsideration will remain accessible in the Library until a decision has been made.

To request that material, programs or exhibits be considered for exclusion or removed from the library, a patron must do the following:

1. Be a resident of the Village of Germantown OR a non-librared area of Washington County. Residents' taxes from these areas pay for the materials held by the library; therefore, only residents of these areas may request that material, programs or exhibits be reconsidered.
2. Hold a current Germantown Community Library card or library card from another library in the Monarch Library System.
3. Have either read the material, or seen/heard the program or art exhibit, in its entirety.
4. Have reviewed the Germantown Community Library Collection Policy and the Library Bill of Rights.
5. Complete the Germantown Community Library 'Request for Reconsideration of Library Materials, Programs or Exhibits' form. Only completed forms will be reviewed by the library. The library does not respond to anonymous phone calls, rumors, or voiced concerns.
6. Individual titles will only be reviewed once every five years, unless substantial content changes have been made.

Commented [JM2]: Other policies requested that the patron be a library card holder as well as a resident. Thoughts?

PROCESS FOR MATERIAL, PROGRAM, AND EXHIBIT CHALLENGES

1. Completed 'Request for Reconsideration of Library Materials, Program or Exhibits' form will be considered by the collection managers. Their recommendation will be sent to the Library Director or designee. The Library Director or designee will notify the patron of the decision.
2. If requested by the patron, the Library Director or designee will forward the challenge to a Review Committee consisting of two members of the Library Board, two community experts, and one staff person as appointed by the Library Director or designee. At the completion of the review, the Library Director, or designee will notify the patron of the committee's decision.
3. If the patron is not satisfied with the response, the patron may submit an appeal to the full Library Board for review. The Library Board will make the final decision regarding the request based on this committee's recommendation. The Library Director or designee will inform the patron of the decision.

No duly selected materials, programs, or exhibits whose appropriateness is challenged shall be removed from the library except upon the recommendation of the review committee, with the concurrence of the Library Director or designee, or upon formal action of the Board when a recommendation of the review committee is appealed to it.

Commented [JM3]: Trisha, please review and edit to what you would like the policy to be for review committees.

ADOPTED: 3/3/82

REVISED AND ADOPTED: 8/87; 3/89; 4/92; 1/93; 1/94; 2/98; 5/02; 5/06; 5/09; 5/24/23

**REQUEST FOR RECONSIDERATION OF
LIBRARY MATERIALS, PROGRAMS OR EXHIBITS FORM**

Germantown Community Library
(One item per request form)

Date: _____

PATRON INFORMATION (required for consideration)

Please Note: You must be a resident of the Village of Germantown OR a non-librariated area of Washington County and have a current library card at the Germantown Community Library or a library in the Monarch Library System.

Name: _____
(Please print)

Address: _____

City: _____ Zip: _____

Phone: _____ Email: _____

Library Barcode: _____

Do you represent: Self: ____ or Name of Organization: _____

Have you read the Germantown Community Library Collection, Program, and Exhibit Policy? __Yes __No

Have you read the ALA Library Bill of Rights & Freedom to Read Statement? __Yes __No

Which area are you requesting reconsideration of? __ Library Material __ Program __ Exhibit

MATERIAL INFORMATION (only fill out if requesting reconsideration of library material) (use additional pages if needed)

(Digital/eMaterials are handled at WPLC <https://wplc.info/reconsideration>)

Type of material: _____ (e.g. book, movie, audiobook, music, magazine)

Title: _____

Author: _____

Publisher/Year of publication: _____

What portion of the material have you reviewed? _____

What portion of the material are you concerned with? (Please be specific, cite pages, selections etc.)

GENERAL INFORMATION (fill out for all types of reconsideration requests) (use additional pages if needed)

What concerns you?

Continued on next page

4.What action are you requesting?

Patron Signature: _____

REVIEW INFORMATION

Collection Manager Decision: _____

Date: _____ Signature: _____

Library Director Decision: _____

Date: _____ Signature: _____

Review Committee Decision: _____

Date: _____ Signature: _____

Library Board Decision: _____

Date: _____ Signature: _____

Response Sent to Patron: Date: _____ Name: _____

American Library Association

Library Bill of Rights

<https://www.ala.org/advocacy/intfreedom/librarybill>

The American Library Association affirms that all libraries are forums for information and ideas, and that the following basic policies should guide their services.

I. Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.

II. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.

III. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.

IV. Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.

V. A person's right to use a library should not be denied or abridged because of origin, age, background, or views.

VI. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

VII. All people, regardless of origin, age, background, or views, possess a right to privacy and confidentiality in their library use. Libraries should advocate for, educate about, and protect people's privacy, safeguarding all library use data, including personally identifiable information.

Adopted June 19, 1939, by the ALA Council; amended October 14, 1944; June 18, 1948; February 2, 1961; June 27, 1967; January 23, 1980; January 29, 2019.

Inclusion of "age" reaffirmed January 23, 1996.

Although the Articles of the *Library Bill of Rights* are unambiguous statements of basic principles that should govern the service of all libraries, questions do arise concerning application of these principles to specific library practices. See the documents designated by the Intellectual Freedom Committee as [Interpretations of the Library Bill of Rights](#).

American Library Association Freedom to Read Statement

<https://www.ala.org/advocacy/intfreedom/freedomreadstatement>

The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label "controversial" views, to distribute lists of "objectionable" books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read.

Most attempts at suppression rest on a denial of the fundamental premise of democracy: that the ordinary individual, by exercising critical judgment, will select the good and reject the bad. We trust Americans to recognize propaganda and misinformation, and to make their own decisions about what they read and believe. We do not believe they are prepared to sacrifice their heritage of a free press in order to be "protected" against what others think may be bad for them. We believe they still favor free enterprise in ideas and expression.

These efforts at suppression are related to a larger pattern of pressures being brought against education, the press, art and images, films, broadcast media, and the Internet. The problem is not only one of actual censorship. The shadow of fear cast by these pressures leads, we suspect, to an even larger voluntary curtailment of expression by those who seek to avoid controversy or unwelcome scrutiny by government officials.

Such pressure toward conformity is perhaps natural to a time of accelerated change. And yet suppression is never more dangerous than in such a time of social tension. Freedom has given the United States the elasticity to endure strain. Freedom keeps open the path of novel and creative solutions, and enables change to come by choice. Every silencing of a heresy, every enforcement of an orthodoxy, diminishes the toughness and resilience of our society and leaves it the less able to deal with controversy and difference.

Now as always in our history, reading is among our greatest freedoms. The freedom to read and write is almost the only means for making generally available ideas or manners of expression that can initially command only a small audience. The written word is the natural medium for the new idea and the untried voice from which come the original contributions to social growth. It is essential to the extended discussion that serious thought requires, and to the accumulation of knowledge and ideas into organized collections.

We believe that free communication is essential to the preservation of a free society and a creative culture. We believe that these pressures toward conformity present the danger of limiting the range and variety of inquiry and expression on which our democracy and our culture depend. We believe that every American community must jealously guard the freedom to publish and to circulate, in order to preserve its own freedom to read. We believe that publishers and librarians have a profound responsibility to give validity to that freedom to read by making it possible for the readers to choose freely from a variety of offerings.

The freedom to read is guaranteed by the Constitution. Those with faith in free people will stand firm on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

We therefore affirm these propositions:

1. *It is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous by the majority.*

Creative thought is by definition new, and what is new is different. The bearer of every new thought is a rebel until that idea is refined and tested. Totalitarian systems attempt to maintain themselves in power by the ruthless suppression of any concept that challenges the established orthodoxy. The power of a democratic system to adapt to change is vastly strengthened by the freedom of its citizens to choose widely from among conflicting opinions offered freely to them. To stifle every nonconformist idea at birth would mark the end of the democratic process. Furthermore, only through the constant activity of weighing and selecting can the democratic mind attain the strength demanded by times like these. We need to know not only what we believe but why we believe it.

2. *Publishers, librarians, and booksellers do not need to endorse every idea or presentation they make available. It would conflict with the public interest for them to establish their own political, moral, or aesthetic views as a standard for determining what should be published or circulated.*

Publishers and librarians serve the educational process by helping to make available knowledge and ideas required for the growth of the mind and the increase of learning. They do not foster education by imposing as mentors the patterns of their own thought. The people should have the freedom to read and consider a broader range of ideas than those that may be held by any single librarian or publisher or government or church. It is wrong that what one can read should be confined to what another thinks proper.

3. *It is contrary to the public interest for publishers or librarians to bar access to writings on the basis of the personal history or political affiliations of the author.*

No art or literature can flourish if it is to be measured by the political views or private lives of its creators. No society of free people can flourish that draws up lists of writers to whom it will not listen, whatever they may have to say.

4. *There is no place in our society for efforts to coerce the taste of others, to confine adults to the reading matter deemed suitable for adolescents, or to inhibit the efforts of writers to achieve artistic expression.*

To some, much of modern expression is shocking. But is not much of life itself shocking? We cut off literature at the source if we prevent writers from dealing with the stuff of life. Parents and teachers have a responsibility to prepare the young to meet the diversity of experiences in life to which they will be exposed, as they have a responsibility to help them learn to think critically for themselves. These are affirmative responsibilities, not to be discharged simply by preventing them from reading works for which they are not yet prepared. In these matters values differ, and values cannot be legislated; nor can machinery be devised that will suit the demands of one group without limiting the freedom of others.

5. *It is not in the public interest to force a reader to accept the prejudgment of a label characterizing any expression or its author as subversive or dangerous.*

The ideal of labeling presupposes the existence of individuals or groups with wisdom to determine by authority what is good or bad for others. It presupposes that individuals must be directed in making up their minds about the ideas they examine. But Americans do not need others to do their thinking for them.

6. *It is the responsibility of publishers and librarians, as guardians of the people's freedom to read, to contest encroachments upon that freedom by individuals or groups seeking to impose their own standards or tastes upon the community at large; and by the government whenever it seeks to reduce or deny public access to public information.*

It is inevitable in the give and take of the democratic process that the political, the moral, or the aesthetic concepts of an individual or group will occasionally collide with those of another individual or group. In a free society individuals are free to determine for themselves what they wish to read, and each group is free to determine what it will recommend to its freely associated members. But no group has the right to take the law into its own hands, and to impose its own concept of politics or morality upon other members of a democratic society. Freedom is no freedom if it is accorded only to the accepted and the inoffensive. Further, democratic societies are more safe, free, and creative when the free flow of public information is not restricted by governmental prerogative or self-censorship.

7. *It is the responsibility of publishers and librarians to give full meaning to the freedom to read by providing books that enrich the quality and diversity of thought and expression. By the exercise of this affirmative responsibility, they can demonstrate that the answer to a "bad" book is a good one, the answer to a "bad" idea is a good one.*

The freedom to read is of little consequence when the reader cannot obtain matter fit for that reader's purpose. What is needed is not only the absence of restraint, but the positive provision of opportunity for the people to read the best that has been thought and said. Books are the major channel by which the intellectual inheritance is handed down, and the principal means of its testing and growth. The defense of the freedom to read requires of all publishers and librarians the utmost of their faculties, and deserves of all Americans the fullest of their support.

We state these propositions neither lightly nor as easy generalizations. We here stake out a lofty claim for the value of the written word. We do so because we believe that it is possessed of enormous variety and usefulness, worthy of cherishing and keeping free. We realize that the application of these propositions may mean the dissemination of ideas and manners of expression that are repugnant to many persons. We do not state these propositions in the comfortable belief that what people read is unimportant. We believe rather that what people read is deeply important; that ideas can be dangerous; but that the suppression of ideas is fatal to a democratic society. Freedom itself is a dangerous way of life, but it is ours.

This statement was originally issued in May of 1953 by the Westchester Conference of the American Library Association and the American Book Publishers Council, which in 1970 consolidated with the American Educational Publishers Institute to become the Association of American Publishers.

Adopted June 25, 1953, by the ALA Council and the AAP Freedom to Read Committee; amended January 28, 1972; January 16, 1991; July 12, 2000; June 30, 2004.

A Joint Statement by:

[American Library Association](#)
[Association of American Publishers](#)

Subsequently endorsed by:

[American Booksellers for Free Expression](#)
[The Association of American University Presses](#)
[The Children's Book Council](#)
[Freedom to Read Foundation](#)
[National Association of College Stores](#)
[National Coalition Against Censorship](#)
[National Council of Teachers of English](#)
The Thomas Jefferson Center for the Protection of Free Expression