



BALDWIN PUBLIC LIBRARY
MINUTES, SPECIAL MEETING
February 17, 2021

Call to Order and Roll Call

The meeting was called to order by Melissa Mark at 6:36 p.m.

Library Board present: Melissa Mark (Birmingham, MI), Frank Pisano (Birmingham, MI), Jennifer Wheeler (Birmingham, MI), Ashley Aidenbaum (Birmingham, MI), Jim Suhay (Birmingham, MI), Bob Tera (Birmingham, MI).

Absent and excused: None.

Library Staff present: Rebekah Craft, Director

Members of the public present: 5 candidates for the Library Board position were present, as well as one member of the public.

This meeting was held online, via Zoom.

Pisano read aloud the Library's Mission Statement.

All present recited the Pledge of Allegiance following establishment of quorum.

1. Review of process and procedures for filling the vacant position on the Baldwin Public Library Board of Directors

President Mark thanked applicants and the public for attending the publicly noticed meeting. The purpose of the meeting was to fill a vacancy on the Library Board of Directors. The applicant selected will be required to fill a partial term that runs from March to November 1, 2021. At the November 2 election, there will be a separate spot on the ballot to elect a Board member to fill the last two years of this position. This is a voluntary position with no financial remuneration. The position was listed on the Library's website and in a press release. A formal announcement of the opening was made at a regular meeting of the Library Board on January 20 after Trustee Bob Tera announced his resignation.

The Birmingham City Charter, Chapter 16, Section 3 gives the Library Board of Directors the authority to fill the term of office. The Charter states: "The Library Board is empowered to fill any vacancy occurring on said board by the appointment of a person to hold such office until the next regular city election."

Mark noted that tonight's special board meeting was publicly noticed. The position was posted on January 25 on the Library's website, at the Library, at City Hall and on the City of Birmingham's website. Interested candidates were required to submit a Birmingham City Board application and resume as well as answer the essay question, "How would my involvement on the Library Board of Directors benefit the Baldwin Public Library?" The application and answer to this essay question was due on February 10.

Eight questions were emailed to the candidates on February 12 in advance of the meeting.

Mark outlined the Board's equitable process for open interviews and thanked the candidates, Board Members, staff, and members of the public for attending the meeting. One week's notice was given on the interview date, and due to the rules of the Open Meeting Act, no phone interviews were permissible. According to Baldwin

Library Bylaws, 4 votes are required to approve a selection. Candidates at the meeting are being interviewed in the order their applications were received at the Library, with one exception. Mark thanked Karen Rock for adjusting her schedule to accommodate candidate Michael Kern's interview.

Mark noted that the first two interviews were held at a Special meeting on February 15 and that candidate Greg "Wood" Weddell withdrew his application on February 16. Mark announced that the Special Meeting for the Board election will be held on Tuesday, February 23 at 6:30 p.m.

1. Interviews for appointment to the Baldwin Public Library Board of Directors, to be conducted in the order in which applications were received. (Note: The answers below are loose transcriptions of what the candidates said.)

Candidate Michael Kern stated that he grew up in Birmingham and moved back four years ago. He lives here with his wife and two young children.

The Library Board meets once a month at 7:30pm, generally the third Monday of the month, except in January when the Board meets on the Wednesday after the Dr. Martin Luther King, Jr. Day holiday. Board members are expected to serve on 2 committees that meet monthly, generally late afternoon or early evening. Would you be able to make those commitments?

Yes. I am comfortable with the time commitment.

What role do you take on or skill sets do you typically use when working in a group? The board is fortunate to have a diverse mix of personalities, strengths, and interests. Which of the following roles on the Board would be a best fit for you: ambassador/advocate, steward to ensure adequate funding, reviewer of policies, evaluator of director, or another role?

I am a healthcare attorney working in both litigation and on the regulatory side. Because of that, the roles I am best suited are reviewer of policies and problem solver. My job requires me to diagnose legal cases quickly, suss out the factual and legal issues, and develop a strategic plan for coming up with a solution. My job as an attorney is to think of the problem before it comes up and to work toward a solution ahead of time. I see myself contributing that mindset and process to my role on the Board.

On the regulatory side, my job is more about reviewing laws and regulations and helping to ensure my clients follow the law and remain in compliance. Legal language can be dense and difficult to understand. I would see myself as being able to contribute to the Board by developing policies and making sure the law is followed.

Tell us about your relationship with the library over the last two years, including how often you have used library services, such as checking out materials, attending programs, or using the online catalog or website.

Our family primarily uses the services for children. Our three-year-old loves books, reading, and stories. This is the main way our family uses the Library since our family has been back here in Birmingham.

Do you have new ideas to improve Baldwin's programs and services to enrich our offerings and better connect to our service area?

Every time I talk to someone about the Library, I learn something new about the Library. I just learned from Frank that the Library was helping him digitize photos and video. Communication and outreach to the community is important.

I was impressed with how much the Library used Facebook, Twitter, and Instagram to get the message out.

It's hard to do a lot of community events during the pandemic.

We do have an older population in Birmingham and there may be a lot of seniors who do not use the Library in the same way. It may be good to find ways to engage with senior groups or senior living communities here in Birmingham so that older folks who may want to learn how to use the internet or digitize their photos may have those services available to them.

What is a public library's role in promoting racial equity and inclusion in the community?

I thought this was an interesting question and not one that I was necessarily expecting. I certainly think that the Library does have a role in doing this. The more I thought about this, the more I feel uncomfortable as a white male trying to dictate how this should be done. I don't think it is my job to tell people who have an actual lived experience when it comes to not being included or facing issues with racial equity how it is best to deal with those things. I think listening is the best thing that the Library can do. And I think that involves engaging with people and listening to their experience on what they think the Library should do.

How do you engage with social media and how would you use social media to communicate with the public on important library matters?

I have a private social media presence. I use Facebook, Instagram, and Twitter account for the purpose of reading on Twitter. I am not the kind of person who puts my life out there for everyone to see. I would need to expand my presence in terms of how much I post. I would probably create a separate Twitter account to post about the Library, if selected.

Would you be willing to collect the required signatures and campaign in 2021 to run for the remaining two years of a four-year term that would conclude in November 2023?

Yes, I would be willing to campaign for this term and I was already ready to give my full time commitment through November 2023.

Is there anything else you want us to know about you?

Thank you to the Library Board for considering me for this position and giving me an opportunity to talk with you today. I was really impressed with the resumes of the other candidates. No matter who the Board chooses, the Library Board will come away with a great candidate who is going to do a good job for the Library Board. I am a talker and a good communicator, and I feel like I am the kind of the person who likes to engage with other people. If the Library Board is looking for someone who likes to talk with community members, then I'm your man.

Suhay stated he was very impressed with Kern's answers. He noted that former Board member Andy Harris was a lawyer and was a great contributor to the Board during his term.

Aidenbaum appreciated the well-considered answers Kern provided, which shows his style and how he would contribute to the Board.

Wheeler stated that Kern seems easy to get along with, who would be good to collaborate with and bounce ideas off of.

Pisano thinks that Kern would do a great job and that having an attorney on the Board would be helpful. Appreciated that he attended the Birmingham Citizens Academy.

Mark was glad that Kern pointed out that he is a problem-solver and stated it would be a great addition to the Board. Mark appreciated that Kern mentioned strategic planning and that updating BPL's strategic plan redo is on the to do list this year. Mark appreciated Kern

mentioning senior groups and noted that primary visitors to the Library are older female patrons. The Library is working with local senior homes but there is room for growth in this area.

Kern stated that he spoke with David Underdown on Sunday and was able to learn more about the responsibilities of this position.

Mark listed the Library Board's committees and asked Kern the committees he would best be suited to joining. Kern expressed interest in the Policy Committee.

Mark welcomed the next candidate, Karen Rock, stating that she knows Rock from their time volunteering on the Books & Bites committee. Karen Rock introduced herself, stating that she has lived in Birmingham since 1991 and received her first BPL card in 1964. She is a member of the Friends of the Library. She has a BA from the University of Michigan and an MBA from University of Detroit. Previously she has worked as both a District and Regional Finance Manager dealing with leases, loans, credit and collections, and office procedures for tractor trailers; as a cost analyst at Detroit Edison working on cost analysis work with electric rate cases where she worked with many engineers; and as a Community School Organizer at Quarton School where she was responsible for the preschool, kinder plus, latchkey, after school classes, and community school events. Upon retirement she has worked with the Library's Books & Bites committee for four events, the Birmingham Musicale where she is the assistant corresponding secretary and chair of the bylaws committee, the Oakland Literacy Council as a literacy tutor, and as an editor of the *Quarton Quacker*. She is also president of her Ann Arbor condo association where she deals with policy making.

The Library Board meets once a month at 7:30pm, generally the third Monday of the month, except in January when the Board meets on the Wednesday after the Dr. Martin Luther King, Jr. Day holiday. Board members are expected to serve on 2 committees that meet monthly, generally late afternoon or early evening. Would you be able to make those commitments?

Yes. I am very flexible and have no time commitments right now.

Mark listed the Library Board's committees and described their average time commitments.

What role do you take on or skill sets do you typically use when working in a group? The board is fortunate to have a diverse mix of personalities, strengths, and interests. Which of the following roles on the Board would be a best fit for you: ambassador/advocate, steward to ensure adequate funding, reviewer of policies, evaluator of director, or another role?

I have done at least four of these roles before, but I am flexible and could do any of these roles. In employment and volunteer activities, I am comfortable planning and talking to food vendors to request donations, and advertising and promoting Library programs through social media and other local newsletters.

I am comfortable updating bylaws with the Birmingham Musicale and would be able to work reviewing policies.

I have been in charge of 15 personnel as a CSO and I had to evaluate and hire staff each year. I have written handbooks for staff and parents and was regularly audited for Michigan daycare laws. I have also handled budgeting where I had to think about different ways to cover costs. My last role is as a researcher. If I don't know the answer, I look things up until I can find the answer.

Tell us about your relationship with the library over the last two years, including how often you have used library services, such as checking out materials, attending programs, or using the online catalog or website.

I am a member of the Friends and have volunteered with the Books & Bites committee. I like the email and paper newsletters the Library puts out. I follow Baldwin, the Friends, and a few other libraries on Facebook and Instagram. I have used the librarian suggested book form for recommendations. I also just signed up for Books Unshelved. I have attended the Shakespeare lecture by University of Michigan English Professor Ralph Williams. I have taken a couple computer classes. I have tried OverDrive/Libby but I prefer print books. When my daughters were young we attended story times, checked out puppets, and participated in the summer reading programs. The first thing that I do when I visit the Library is look at the DVDs and then check out the book club shelves. I use the book club copies for my personal book club and I like that many are large print. I also like checking out the book selections by librarians in the Library.

Do you have new ideas to improve Baldwin's programs and services to enrich our offerings and better connect to our service area?

I think it is great that Library staff are doing presentations for the PTA. I think it would be nice to do something outside to attract attention on summer nights for people attending concerts in Shain Park.

I think it would be nice to host coffee hours with speakers on health, finance, art, music, and exercise.

It would also be good to connect with the Community School Organizers at every school in Birmingham to help promote the Library in each school and spread the word about the Library. They used to have monthly meetings, so it might be nice to have staff attend the talk and do a brainstorming session.

The Library is doing a good job with Next and their book clubs and reading shelf in the lobby. It might be good to work with realtors to promote the Library when people move to the area by offering a welcome brochure for new homeowners. The welcome wagon used to do this. I think the new glass entry in 2023 should attract attention and bring more people into the building.

What is a public library's role in promoting racial equity and inclusion in the community?

As I reread the question today, I realized this question was about racial equity and not diversity. I did my research and read a report on racial equity in libraries. The Seattle Public Library is mentioned in the report as being able to promote racial equity. I think for Baldwin, having a welcoming environment that's for everybody that has materials in the children's, teen, and adult section is important. The way you display books and art and type of presentations you have is important. Staff training is also important. I saw that the staff are doing a book club and I am glad to hear that there is a book reading to promote equity in the Library. I think it would be good to connect with other libraries that have a more racially mixed population.

How do you engage with social media and how would you use social media to communicate with the public on important library matters?

I use Facebook and Instagram. I do not have a Twitter account. With Facebook, I list programs in the Quarton Lake neighborhood association Facebook page. That is a way that I could promote events at the Library. I think the Library does a really good job on Facebook and Instagram. I appreciate the due date reminders from the Library. One thing to think about is that different people use different forms of social media and what's good right now may not be good next year. It's good to be aware that things change and that you have to move as what is popular changes.

Would you be willing to collect the required signatures and campaign in 2021 to run for the remaining two years of a four-year term that would conclude in November 2023?

Yes. I did go on the City website and saw that 25-50 signatures are required to be collected by the July 20 deadline.

Is there anything else you want us to know about you?

I was on the ad hoc Maple Road committee with the City when they decided to add the center lane for turns. I have been very involved in the community and schools and have seen a lot of changes from 1964 until now.

Mark thanked Rock for her efforts and enthusiasm and expressed her appreciation. Suhay respects Rock for her love of books and appreciates her involvement in the Library and community and Quarton Lake. He thanked her for her excellent presentation.

Aidenbaum appreciated Rock's depth of involvement in the community. She stated that it is rare to find someone with such a diverse set of experiences and depth of knowledge and she thinks it would be beneficial to the Board.

Wheeler appreciated her passion for libraries and thinks it would be a great way to find new ideas for the Library. Also appreciated her creativity with her CSO position and creativity in coming up with new program ideas.

Pisano said she is well suited and capable for this position

Tera was very impressed with Rock and has thought she would be a good candidate for a very long time now

Mark said Karen's answers were right on and that she appreciates her experience as a CSO at Quarton, which covers a lot of areas that are important at Baldwin. She expressed appreciation for the different program ideas she shared

Mark introduced candidate Elizabeth Brock. Brock stated that she is a local resident who grew up here and received her first Library card from BPL as a child. She stated that she loves the Library, loves Birmingham, and is excited for the opportunity to help.

The Library Board meets once a month at 7:30pm, generally the third Monday of the month, except in January when the Board meets on the Wednesday after the Dr. Martin Luther King, Jr. Day holiday. Board members are expected to serve on 2 committees that meet monthly, generally late afternoon or early evening. Would you be able to make those commitments?

Yes.

What role do you take on or skill sets do you typically use when working in a group? The board is fortunate to have a diverse mix of personalities, strengths, and interests. Which of the following roles on the Board would be a best fit for you: ambassador/advocate, steward to ensure adequate funding, reviewer of policies, evaluator of director, or another role?

In groups and in meetings, I tend to take on the role of coordinator or facilitator. I am trained to have soft skills as an attorney. I am good at seeing both the bigger picture then distilling a strategy down to the smaller steps and making sure the smaller steps are in service of the larger goal. I am a reviewer of policies as an attorney. I'm good at close reading. I would work well as an ambassador/advocate and possibly as a steward to ensure adequate funding. My training as an undergrad was in English but I started out in electrical engineering and can do the math as well. I would not be suited to evaluating the director because I am not familiar with how that would work at this point. I work well with others and on teams at my firm and with clients.

Tell us about your relationship with the library over the last two years, including how often you have used library services, such as checking out materials, attending programs, or using the online catalog or website.

Pre-Covid, most of my interactions were checking things out online and picking them up in person. It was great to be able to place books for my book club on hold. I appreciate the Library's evening hours as a working person. In the last year I have been using the Library's electronic services and I use Libby to read books on the phone. I would say my interactions are daily. I just watched Bridgerton, listened to a podcast about it. The host recommended an author and I have been plowing through her books.

Do you have new ideas to improve Baldwin's programs and services to enrich our offerings and better connect to our service area?

I would suspect that the people who don't appreciate libraries are the people who don't use them and probably don't understand that libraries bring intangible and tangible value to a community in terms of attracting families and businesses, attracting foot traffic to downtown, increasing revenues to businesses, and increasing property values. Even if you have someone who isn't going to use the library directly, they are certainly going to benefit from having a library. Sometimes people need to see the numbers to show tangibly the value that a library like Baldwin brings to the community and probably the surrounding communities. I do not have any ideas to expand the reach to people but I would appreciate learning more about the Library and I am hoping to help identify areas to do more to reach those people.

What is a public library's role in promoting racial equity and inclusion in the community?

The Library's role in promoting equity is the same as everyone else's in the community. There is a role to be played. People who benefit the most from certain systems that are in place should be doing the work to deconstruct those systems to make things more equitable for others. As a first step, it is hard to address those problems if you don't know that they are there. A first step would be implicit bias training like WSUs Med School just offered to show participants where knowledge is missing and where you need to go to find additional information. You can't address a problem unless you know it is there in the first place.

How do you engage with social media and how would you use social media to communicate with the public on important library matters?

I use social media in my private life and also as part of work for investigations. I use LinkedIn, Facebook, NextDoor, Instagram, and TikTok (for work). If I was using a program to reach the local community, I would probably use NextDoor because it is open to a larger group. I have a personal Instagram account but I mainly use it to follow and take in information but I would not use it to send out information about the Library. Personally I would be able to disseminate information through NextDoor.

Would you be willing to collect the required signatures and campaign in 2021 to run for the remaining two years of a four-year term that would conclude in November 2023?

Yes. I have knocked on doors for candidates before. It's really hard and I appreciate the people who do it. I would be willing to do it again. There is not a better way to meet people and let them get to know you.

Is there anything else you want us to know about you?

I think groups work best when there is a rapport between the members and people respect each other and get along with each other. Thank you for the opportunity to interview.

Aidenbaum remarked that the thing that stands out in her interview is that Brock appears to be a careful and methodical thinker. The way that she answered the social media platform

question demonstrates clear, disciplined thinking.

Suhay commended her wonderful presentation. He noted that having a team player that works well in groups is important for Library Board members. Suhay remarked that the statement that impressed him most is that you can't address a problem if you don't know it's there. He also complimented Brock for highlighting that libraries are all about providing value to the community both tangible and intangible.

Wheeler said that Brock did a great job and is a great candidate. She appreciated that Brock is able to see the big picture but also follow through to make sure that the smaller steps are taken care of and noted that legal experience would be a great asset.

Tera stated he was taken by the comment of the monetary value of a library to its community and that he liked the comment about the programs that she enjoys.

Pisano stated that he was impressed with Brock's passion for reading and finding new authors and remarked that she would be a great asset to the Board.

Mark appreciated Brock's comments about Next Door and using it to promote Library programs. She noted Brock's comments about not knowing how to address a problem if you don't know the problem exists. While she thinks the board and staff are level-headed and unbiased, after taking a bias test recently she was surprised by the underlying biases that can steer you in your life.

Craft thanked Brock for changing her interview time twice and being flexible to allow other applicants to attend to family schedules.

Craft shared that the Library previously had a NextDoor account and used it to mention events under the name Martha Baldwin until the account was flagged for advertising and removed from the platform. Craft noted that NextDoor is good for targeted community information.

Mark accepted a public comment from Sheila Brice. Brice stated that she has been impressed with every candidate and that the questions and responses have been very informative. She thanked the Board for giving the public the opportunity to provide feedback on the process.

Aidenbaum thanked Brice for inviting her to apply for the Board in 2015 and for being a steadfast and supportive contributor.

Brice thanked the Library for continuing to evolve

Andrew Landau introduced himself saying that he lives in Birmingham and recently moved from the rail district to Poppleton Park. He was born and raised in the West Bloomfield area, attended the University of Michigan, worked for Google, started a few startups, lived in Chicago, Detroit, New York, and now Birmingham. He loves books and is excited to talk about the Library.

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Yes.

Mark shared the Library Board committees and asked Landau to think about the committees he would be best suited to join.

What role do you take on or skill sets do you typically use when working in a group? The board is fortunate to have a diverse mix of personalities, strengths, and interests. Which of the following roles on the Board would be a best fit for you: ambassador/advocate, steward to ensure adequate funding, reviewer of policies, evaluator of director, or another role?

In general, I would be able to leverage data to make thoughtful and strategic decisions. The heart and soul of the Library is physical books. When you look at the data, it would probably show that there is a huge increase in digital circulation that may not be as pretty to put on shelves but would be more impactful and have a broader reach to the community. As an ambassador or advocate, I'm involved in the startup space and the young generation of parents in Birmingham and would have connections there. I always try to be thoughtful, positive and forward thinking. Baldwin's history is a huge opportunity to reach a broader demographic outside the walls of Baldwin in the next 5-10 years. I am really always thinking about assets, who is involved, where we want to go, and how can we build a broader and stronger organization for years to come.

Tell us about your relationship with the library over the last two years, including how often you have used library services, such as checking out materials, attending programs, or using the online catalog or website.

I visited the Library with my 16-month old daughter for the first time last week and she loved the aquarium. I like going to the library as a participant and enjoy going to bookstores frequently. I use physical books, kindle books, and audiobook. When I think about the library, we want to make sure it's like Netflix and not like Blockbuster. I like spending time in libraries everywhere I go and Baldwin is a real gem in the community. The community which we live in is really exciting and libraries have the opportunity to be impactful to the larger community. Getting involved with reading and literature seems like a special opportunity. As I think about how to optimize my time and give back, this is something that I want to be a part of.

Do you have new ideas to improve Baldwin's programs and services to enrich our offerings and better connect to our service area?

I know that it's always easier to share ideas than to implement them. Recently I was reading about a *New York Times* PSA in the subway where celebrities were reading out loud why people should take Covid precautions. One thing Baldwin could try would be a Heroes of Birmingham PSA. We would have to think about how to get local heroes involved and see how we can use their voice to get others to be involved with what is happening at the Library. This would help turn them into advocates to help promote the Library.

I used to watch the movie *Sister Act*. She brought the church outside and things outside the church inside. I go back to the four walls construct. The Library is so much more than books and reading; it's a community gem. First, I really need to learn about what those things are and then we need to branch out and look at micro communities. I liked the Baldwin Facebook page today. I think there should be a starter kit for people new to Birmingham and have an orientation for new parents and other demographics.

What is a public library's role in promoting racial equity and inclusion in the community?

It is essential. On a personal level, equitable access to literature, resources, and literacy is personally important. Being an open space is important. We need to take an active approach on how we bring others into the Library, especially with people who are not power users. Whether we are looking at race, gender, or sexuality, we need to look at data to see who is using it and who is not using it. As a leadership team, we should understand what constituents are looking for and why people are using the Library. If there are groups that do not feel that the Library is for them, it should be an expectation and focus of the Library Board.

How do you engage with social media and how would you use social media to communicate with the public on important library matters?

I love social media and there is a plethora of ways to use social media to reach new users. We should use social media as a two-way communication tool to constantly be engaging with constituents. I noticed a lot of opportunities for improvement while perusing BPLs social media pages. You need to focus on what is going to get the highest ROI. We should be identifying a few key constituents – new parents, new people to the community, business owners, young families—and look at targeted ways to get people involved from a social media perspective. At my past company, all of our business and customers came through leveraging social media and other marketing tools. I would like to leverage that experience for Baldwin. Suhay thanked Landau for his presentation and stated that he appreciated his essay question that stated, “The Baldwin Library has an incredible opportunity to expand its reach, impact, and presence in the broader community,” and knows that we can do more to reach our community and expand our impact.

Would you be willing to collect the required signatures and campaign in 2021 to run for the remaining two years of a four-year term that would conclude in November 2023?

Yes. I want to make sure that I can contribute and that I do a good job and that there is a mutually beneficial relationship. I feel comfortable getting those votes. For me, it’s not just about what I can give to the Library. Hopefully the Library will also give something to me as well. The way that I see this is sort of like a foothold in the community as a relatively young person, which may open up other doors and a feeling of commitment in the next 20, 30, 40 years. I recognize that as relatively young person, there is probably some experiences that I don’t have and I’m hoping to contribute to the Library and I hope that there’s a lot that the Library can contribute to me. This specific time period in this role is really interesting to me and I hope that I can have the opportunity to participate.

Is there anything else you want us to know about you?

I worked at Google in sales and operations. I started an ecommerce startup, sold it, moved to New York to start jet.com that was sold to Walmart. I started another startup that was sold to Capital One two years ago and now I lead the sales division for Capital One shopping. Because I work for someone else right now, I have more flexibility now than I probably will have in a few years. This is an opportunistic time because I am employed by someone else.

Craft asked Landau about a potential conflict of interest. Craft stated that the Library has a Capital One credit card that does not carry a balance or pay any interest and that the Library receives minimal reward points. Craft asked Landau if he has any involvement with credit card accounts through his work at Capital One. Landau stated that there is zero conflict of interest and that he would share this opportunity with his senior leader to be fully transparent. Mark asked for Landau to share this potential relationship with his employer before the Board’s vote on Tuesday. Landau stated he believed he should have a tentative answer by Tuesday.

Aidenbaum stated that the things that stand out as different from other applicants are Landau’s data driven analysis. She believes having a Board member who is forward thinking with an entrepreneurial nature would be helpful as we embark on strategic planning.

Wheeler stated the items about Landau that stand out to her are his excitement about marketing and social media, and his passion for figuring out how to target user and ways to make groups more comfortable in the Library

Pisano stated that Landau’s excitement is electrifying and he believes that his technology

knowledge would be a great asset to the Board. He appreciated his comments about reaching outside the Library's four walls and noted that Landau is energized, smart, and data-driven

Tera stated that he is great advocate of forward planning and having a vision for the library of the future. He stated that he appreciates Landau's ability to reach into the community and get buy in with forward thinking and implementation. He believes that Landau would be a great asset to the Board.

Mark stated that she appreciates his different viewpoint on the position, which is always helpful. She stated that Landau's essay about expanding the reach of the Library and going outside the four walls of the Library is very important to her. Mark hopes that if Landau was selected for the position that he would have the time to commit to helping the Library expand its outreach.

Mark noted that a Special Board meeting will be held on Tuesday, February 23 at 6:30 p.m., where the Board will formally vote on the candidates. She remarked upon the high quality of the candidates and thanked them all for interviewing.

2. Adjournment

Motion to adjourn the meeting.

1st Aidenbaum

2nd Wheeler

Yeas: Aidenbaum, Mark, Pisano, Suhay, Tera, Wheeler

Nays: None.

Absent and excused: None.

The motion was approved unanimously. The meeting was adjourned at 8:45 p.m.

Jennifer Wheeler

Date