LIBRARY BOARD MEETING

NOVEMBER 21, 2022

Frank Pisano
PRESIDENT

Jennifer Wheeler
VICE PRESIDENT

Karen Rock
SECRETARY

Melissa Mark
Danielle Rumple
James W. Suhay
Rebekah Craft
LIBRARY DIRECTOR
MISSION

The Baldwin Public Library in Birmingham, Michigan enriches lives by providing opportunities and resources for everyone to learn, connect, and discover.

VISION

The Baldwin Public Library will be an essential part of the community and the first choice for access to cultural, recreational, and learning opportunities.

CORE VALUES

WE ARE COMMITTED TO:

• Intellectual Freedom
• Equitable and Inclusive Access
• Education and Lifelong Learning
• Innovation

• Welcoming Environment
• Integrity
• Collaboration
• Commitment to Excellence

ADOPTED APRIL 2022
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<td>Wheeler, Jennifer</td>
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<td>Clark, Olivia</td>
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AGENDA
Agenda

The full Board packet is available online at www.baldwinlib.org on the Friday preceding the meeting. This is an open meeting. All members of the public are invited to attend.

Call to order, pledge of allegiance, reading of the Library’s mission statement, and establishment of a quorum.

I. General Public Comment Period
   The Library Board values public meetings and welcomes your comments on Library issues, but cannot debate items not on the agenda. The Board respectfully asks that comments be made as concisely as possible, when a motion has been made, or in the general public comment portion of the meeting. The maximum time for individual speakers should not exceed three minutes.

II. Consent Agenda
   All items on the consent agenda are considered routine and will be enacted by one motion and approved by a roll call vote. There will be no discussion of these items unless a Board member or a citizen so requests, in which case the item will be removed from the general order of business and considered as the last item under new business.

   A. Approval of October 17, 2022 Board Meeting Minutes p. 8
   B. Approval of November 14, 2022 Special Board Meeting Minutes p. 16
   C. Approval of October 2022 vendor payments in the amount of $118,935.26, including payments in excess of $6,000. p. 19
   D. Approval of total expenses in the amount of $334,492.18. p. 23

III. Election of Officers:
   A. Acceptance of nominations for President from Library Board of Directors
   B. Election of President
   C. Acceptance of nominations for Vice President from Library Board of Directors
   D. Election of Vice President
   E. Acceptance of nominations for Secretary from Library Board of Directors
   F. Election of Secretary

IV. Board Reports and Special Announcements
A. President’s report
B. Board comments
C. Staff anniversaries (Karen Rock)  
D. Upcoming events of interest (Jaclyn Miller)  

V. Board Committee Reports
A. Finance – Danielle Rumple  
B. Building – Jim Suhay  
C. Outreach – Melissa Mark  
D. Personnel – Karen Rock  

VI. Library Report – Rebekah Craft and Jaclyn Miller  

VII. Liaisons
A. Report from Friends of the Baldwin Public Library (Ryndee Carney)  
B. Beverly Hills (Tracy Kecskemeti, Beverly Hills Village Council)  
C. Bloomfield Hills (Susan McCarthy, Bloomfield Hills City Commission)  
D. Bingham Farms (Bingham Farms Village Council)  

VIII. New & Miscellaneous Business
A. Selection of a Construction Management firm for the Phase 3 expansion and renovation project.

Suggested motion: Motion to approve the hiring of ______________ for construction management services for the Front Entrance and Circulation Area of the Baldwin Public Library, to be paid out of account 977.0000 (Capital Outlays – Building Improvements). Payment will be based on the bid submittal from October 19, 2022, with a construction management fee of ___% of the Guaranteed Maximum Price, to be determined once all subcontract bids are received.

IX. Unfinished Business

X. Items removed from the Consent Agenda

XI. Information Only
A. Upcoming events of interest  
C. Next thank you letter re: “Birmingham’s Big Night Out”
D. *Downtown News Magazine*, “Used book and media sale at Baldwin October 29”  
F. *The Washington Post*, “Have we forgotten what a public library is for?”  
G. *Jackson Hole News & Guide*, “Library proposes new, more defined policies”  
H. *Bridge MI*, “Michigan town library defunded over LGBTQ books loses vote again, may close”  
J. Proposal from Global Community Associates for DEI consulting services  

XII. Adjournment  
The next regular meeting of the Library Board will be on Monday, December 19, 2022 at 7:30 p.m.  

**Motion:** To adjourn the November 21, 2022 Board Meeting.  

Persons with disabilities that may require assistance for effective participation in this public meeting should contact the Library at the number (248) 647-1700 or (248) 644-5115 (for the hearing impaired) at least one day before the meeting to request help in mobility, visual, hearing, or other assistance.  

Las personas con incapacidad que requieren algún tipo de ayuda para la participación en esta sesión pública deben ponerse en contacto con la oficina del escribano de la biblioteca en el número (248) 647-1700 o al (248) 644-5115 (para las personas con incapacidad auditiva) por lo menos un día antes de la reunión para solicitar ayuda a la movilidad, visual, auditiva, o de otras asistencias. (Title VI of the Civil Rights Act of 1964).
Call to Order and Roll Call:

The meeting was called to order by President Frank Pisano at 7:30 p.m.

Library Board present: Melissa Mark, Frank Pisano, Karen Rock, Danielle Rumple, Jim Suhay, Jennifer Wheeler, and Student Representative Olivia Clark.

Absent and excused: None.

Library Staff present: Rebekah Craft, Director, Jaclyn Miller, Associate Director, and Robert Stratton, Administrative Assistant.

Friends of the Library liaison present: Ryndee Carney.

Contract community representatives present: None.

Members of the public present: None.

Rumple read aloud the Library’s Mission Statement.

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

1. Consent Agenda:

   Motion to approve the consent agenda.

   1st Suhay
   2nd Mark

   A roll call vote was taken.
   Nays: None.
   Absent and excused: None.
   The motion was approved unanimously.

2. Board Reports and Special Announcements:

   President’s report: None.

   Board comments: None.

   Staff Anniversaries: Wheeler recognized the following staff anniversaries: Gary Eisele (13 year of service), Lawson Glenn III (1 year), Carolyn Wheeler (8 years), Phoenix Nash (2 years), Nolan Peterson (2 years), Cyndi Summers (2 years), Faith Whitted (2 years), Stephanie Klimmek (11 years), Jamie Richards (7 years), Wren Drisko (2 years), and Sara Jurek (2 years).

   Upcoming events of interest: Miller reported upcoming events at the Library, full details of which are on pages 62-63 of the October Board packet.

3. Board Committee Reports
Finance Committee:

Rumple reported that the Finance Committee met on October 10 in the Delos Board Room. Present were Pisano, Rumple, Craft, Miller, and BPL Bookkeeper Paul Gillin. Full minutes from this meeting are on page 16 of the October Board packet.

The next meeting of the Finance Committee will take place on Monday, November 14, 2022, at 4:00 p.m. in the Delos Board Room.

Outreach Committee:

Mark will host a Library tour on Friday, October 21 for All Seasons Birmingham. Outreach Committee members have delivered marketing materials to Lutheran Church of the Redeemer and First Presbyterian Church. Birmingham Bloomfield Chamber of Commerce staff were invited to tour BPL. Rumple reported BPL would host a collection drive in December in collaboration with Lighthouse for food, supplies, and personal hygiene items. Miller reported two staff members would represent BPL at Birmingham Family YMCA’s Halloween event on October 21.

Building Committee:

Suhay reported that the Building Committee met on September 22 in the Delos Board Room. Present were Mark, Suhay, Craft, Miller, Kristen Tait (virtually); Steve Schneemann, Diane Schurg from MCD; and two members of the public. Full minutes from this meeting are on page 19-20 of the October Board packet.

During this meeting, the Committee asked Craft to speak with City Manager Markus about the cost estimates for additional water retention for the new construction in Phase 3 renovation. Rewold Construction estimated the cost at $80,000. Nowak & Fraus Engineers estimated the cost at $10-20,000. Pisano asked Craft to inquire with the City to see who would be responsible for covering the cost of the water retention system.

After reviewing two options for the entrance staircase, Suhay and Mark recommended the Board choose Option 2: 5 steps, a landing, then 4 steps, with 11” treads and 7” rise. Their rationale is that a staircase with a landing is more inviting, especially for seniors and young children. The Board agreed with this decision.

Resident David Bloom provided public comment prior to the meeting via email. He stated that drawings of the two options are necessary to formulate an opinion, while agreeing that both meet construction standards.

Motion to create a front entry staircase that has five steps at the base, a landing, and then four steps at the top of the staircase.

1st Mark
2nd Rock

A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

Following input during the previous Board and Building Committee meetings, Merritt Cieslak Design (MCD) created new renderings and a floorplan for the proposed café space. Craft’s memorandum, floorplan, and renderings can be found on pages 21-24 of the October Board packet. The Board agreed that the floorplan provided all items requested during the previous Board and Building Committee meetings.

Pisano requested of Craft to have MCD provide an alternative design to curved, contemporary architecture of the overhang over the vending nook and bathroom area. He agreed with Bloom’s previous comment during the Building Committee meeting that the café design is being rushed, and more thought should be given to
aesthetic elements. Wheeler considered how the curved overhang would look if the ramp wall was also curved, instead of formed with a right angle. Wheeler also requested additional renderings with a view from Shain Park to see how the bathroom interacts with the view. Rumple expressed concern that items would be thrown onto the overhang from the ramp.

Resident David Bloom provided public comment via email, which Craft read. Bloom liked the updated rendering, but questions the single occupant bathroom, and thinks the ramp wall should be rounded off to compliment the curved overhang. Bloom suggested using the exterior-facing bathroom wall to showcase art through the fixed Nanawall glass pane.

Suhay suggested scheduling a special Board meeting prior to the regular meeting in November to review alternative renderings for the vending area and bathroom design. Craft will confirm a date with MCD for a special meeting to discuss this additional rendering, which must be arranged regardless to discuss Construction Manager bids received.

Craft recommended the Board approve the floorplan by a motion if only aesthetics are in dispute.

Motion to adopt the proposed floorplan, dated September 30, 2022, for the vending café in Phase 3 renovation, with alternative aesthetic design.

1st Rumple
2nd Suhay
A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

The next meeting of the Building Committee will be scheduled at a later date.

Personnel Committee:

Wheeler reported that the Personnel Committee met on September 28 in the Jeanne Lloyd Room. Present were Rock, Wheeler, Craft, and Miller. Full minutes from this meeting are on page 25 of the October Board packet.

The next meeting of the Personnel Committee will be scheduled at a later date.

Policy Committee:

Rock reported that the Policy Committee met on October 13 in the Delos Board Room. Present were Rock, Wheeler, Craft, and Miller. Full minutes from this meeting are on page 26 of the October Board packet.

The Policy Committee reviewed proposed edits and recommend the approval of the following policies: Naming Rights Policy, Code of Conduct, Privacy Policy, Library Displays Policy, Group Study Rooms Policy, and Unattended Children Policy.

Rock noted the Naming Rights Policy was revised to eliminate one use of the word “Library”.

Motion to adopt proposed changes to the Naming Rights Policy, as found on pages 27 to 30 of the October 2022 Board packet.

1st Wheeler
2nd Rock
A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

Rock explained that the Code of Conduct was revised considerably to make it a more community friendly
document, instead of comprising a list of specific rules. Suhay expressed his thoughts that the revised policy
does not explain to patrons what bad behavior is, and wants more detail about what patrons should not do in
the Library. The Policy Committee will review and revise this policy again with this feedback in mind and bring it
back to the November Board meeting.

The Privacy Policy was amended to change each instance of “Library” to “BPL”, and changed “BPS school ID#” to
“school ID number”, as students within Bloomfield Hills Schools may also obtain BPL cards.

Motion to adopt proposed changes to the Privacy Policy, as found on pages 37 to 38 of the
October 2022 Board packet.
1st Wheeler
2nd Rock
A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

The Library Displays Policy was amended to replace a negative clause with an inclusive one regarding the
posting of materials.

Motion to adopt proposed changes to the Library Displays Policy, as found on page 39 of the
October 2022 Board packet.
1st Wheeler
2nd Rock
A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

The Group Study Rooms Policy was amended to specify that the study room check out limit applies to a group as
a whole.

Motion to adopt proposed changes to the Group Study Rooms Policy, as found on page 40 of the
October 2022 Board packet.
1st Wheeler
2nd Rock
A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

The Unattended Children Policy was revised with minor changes for clarity.
Motion to adopt proposed changes to the Unattended Children Policy, as found on page 41 of the October 2022 Board packet.

1st Wheeler
2nd Rock

A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

The Policy Committee discussed the Public Comment Policy’s two-minute time limit and recommended the Board discuss revising the time allowed for public comment at Board meetings. The Committee determined Birmingham City Commission allows two to three minutes per public comment during well attended public hearings; several surrounding libraries have a three-minute limit. Mark suggested public comment should increase to three minutes per person, and should occur earlier in the meeting. Pisano said there should be a motion made to move public comment to the beginning of the meeting agenda. Suhay supported increasing public comment time to three minutes, with the option for the Board President to relax that rule if needed, and would like public comment moved to the beginning of the meeting. Rock and Pisano clarified that public comment would occur after the Consent Agenda if voted upon.

Resident David Bloom provided comment prior to the meeting via email. Bloom requests that public comment at Library meetings be made more inclusive than the OMA requirements for public meetings and that public comment be allowed for each agenda item discussed. He also stated that the Public Comment Policy was unclear if this policy applies to committee meetings as well as regular Board meetings, and suggests specifying in the policy how public comment differs in each, if different.

Craft reviewed Bloom’s comment with City Manager Tom Markus, and Markus clarified City policy, based on Robert’s Rules of Order for parliamentary procedure: the commission deliberates, a motion is made, public comment is requested, and the commission votes. As there are no motions made during Library Board committee meetings, only one public comment period is provided. Pisano suggested the public be allowed to make comment following agenda item discussion during committee meetings. Craft emphasized committee meeting discussions should be reserved to the elected trustees, paid contractors, and library staff who comprise those committees, and that any additional feedback from the public should be made during the general comment period. Rock commented that public comment should not dominate discussion between committee members. Suhay expressed that while committee meetings should be disciplined, structured, and efficient, he believes the public comment policy for committee meetings should mimic Board meeting policy and give the public opportunity to speak after agenda items discussed. Rock posited that a subsection titled “Role of Public Comment at Committee Meetings” may be added to the Public Comment Policy. Wheeler noted that Board members who are not members of the Committees are not allowed to attend Committee meetings, and expressed that it would be unfair for the general public to have more influence on Committee discussion before recommendations are brought to the Board as a whole. Mark and Suhay stated that they have attended Committee meetings in the past that they were not members of.

Pisano suggested motions be made to increase public comment to three minutes, to move public comment to follow the Consent Agenda, and allow public comment after agenda item discussion in Board and Committee Meetings. Craft said she will need to consult with City Attorney Mary Kucharak regarding allowing comment on each agenda item.

Motion to move public comment to the beginning of Board meetings, immediately following the Consent Agenda.

1st Rumple
2nd Wheeler

A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

**Motion to increase the public comment time limit to three minutes, instead of two.**

1st
Mark

2nd
Suhay

A roll call vote was taken.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

The next meeting of the Personnel Committee will take place in January 2023.

4. **Library Report:**

Craft and Miller presented highlights from the Library Report. Full details can be found on pages 43-57 of the October Board packet.

Craft reviewed key metrics from the first quarter of FY 2022-2023, found on page 45 of the October Board packet, and Strategic Plan Action Items updates, found on page 46.

Study rooms are now open, and a charging station and additional outlets have been added in the Birkerts wing. The Idea Lab’s 16mm film transfer system is now available for use, and is one of the only units of its type in Michigan.

Youth Services Librarians Stephanie Klimmek, Rosemary Isbell, and Syntha Green attended the annual ALSC conference in Kansas City, MO. BPL held a Staff Development Day on September 23, and reviewed ALICE Active Shooter Training with BPD officers and teen behavior management with Dr. Julie Braciszewski of Monarch Behavioral Health, alongside team building exercises.

Sarah Dalmer has been hired as Idea Lab Technology Assistant. Former BPL substitute Librarian Alyssa Gudenburr has been hired as a full-time Youth Services Librarian. Mick Howey, Ethan Cronkite, Elisabeth Phou, Syntha Green, and Rosemary Isbell have been promoted to Librarian II positions, which were established to create a management training pipeline. Longtime Technical Services Assistant Phebe Wong retired in September. Faith Whitted was promoted to Teen Services Library Assistant and will work alongside Phou. Morgan Kosciuk, Hailey May, and Patricia Hendricks have been given additional roles as Reference Assistants.

Craft has applied for a grant from Women’s National Farm & Garden Association – Bloomfield Hills Chapter for flowers and bulbs, and a grant from Birmingham Area Cable Board for $10,000 in AV improvements to the Jeanne Lloyd Room.

Access Services Department Head Kristen Tait attended the Back in Circulation Conference in Madison, WI in October.

Miller reported that the IDEA Committee continues to meet and plan DEI themed programming and materials. BPL collaborated with Beverly Hills to host “Read in the Park” with authors Ed Sarkis Balian and Amy Young on
September 10. Craft and Miller attended the Birmingham Bloomfield Chamber of Commerce breakfast event on October 13 and presented Library services. Miller presented Library services to the Birmingham Rotary Club on September 19, and presented upcoming new books to the Birmingham chapter of PEO on September 28.

5. Liasons

Friends: Ryndee Carney announced a Halloween weekend book sale from October 29 through October 31. October 28 will be reserved for Friends members to shop. The FOL Board voted to continue partnership with an online bookseller to bring in additional revenue.

Beverly Hills: There was no report.

Bloomfield Hills: There was no report.

Bingham Farms: There was no report.


7. Unfinished Business:

Janitorial Services:

Miller reported the Library is currently operating month-to-month with DM BURR, and recommends offering the 5-year contract to DM BURR. DM BURR presented the lowest bid of the RFP process. The contract allows BPL to cancel the contract if staff is displeased with the service.

Pisano inquired if DM BURR’s service has become more reliable. Miller said service has become more consistent, flexible, and responsive in the last several months since the company has offered their employees a higher hourly rate.

Motion for Baldwin Public Library to offer the 5 year janitorial services contract to DM BURR.

1st Rock
2nd Rumple

A roll call vote was taken.


Nays: None.

Absent and excused: None.

The motion was approved unanimously.

8. Items Removed from Consent Agenda: None.


10. General Public Comment Period: None.

11. Adjournment:

Motion to adjourn the meeting.

1st Rummle
2nd Mark

Nays: None.
Absent and excused: None.
The motion was approved unanimously.

The motion was approved unanimously. The meeting was adjourned at 9:39 p.m. The next regular meeting is scheduled for Monday, November 21, 2022, at 7:30 p.m. in the Rotary Tribute and Donor Room.

Karen Rock, Secretary

Date
Call to Order and Roll Call:

The meeting was called to order by President Frank Pisano at 6:00 p.m.

Library Board present: Melissa Mark, Frank Pisano, Karen Rock, Danielle Rumple, Jim Suhay, and Jennifer Wheeler.

Absent and excused: None.

Library Staff present: Rebekah Craft, Director; Jaclyn Miller, Associate Director

City Staff present: Jeff Zielke, City of Birmingham Building Department (via Zoom)

Guests present: Steve Schneemann, Dianne Schurg from Merritt Cieslak Design; Aaron Phillips and Bill McCarthy from McCarthy and Smith; Kyle, Scott Wheeler, Steve Dailey and Paul Danko from PCI Dailey

Members of the public present: one in person, one via Zoom

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

General Public Comment Period: There was no public comment

1. Discussion of Proposed Library Café

   Renderings provided by Merrit Cieslak Design (pages 6-8) were reviewed and discussed by the Board, Architects, and staff present. The renderings showed redesigns of the proposed space with and without a toilet room, and with vending units varying in number and locations.

   Two members of the public provided comment on the following motion. Birmingham resident David Bloom noted he believed the space should not include a restroom and that the sink in the café should be enlarged. Birmingham resident Sheila Brice thanked everyone for their work on the designs, and asked if staff had been surveyed on the addition of a bathroom, and also noted there might be a lot of noise coming from a bathroom. She further questioned how many receptacles would be necessary, and indicated she would prefer no bathroom.

   Motion that the final plan for the collaboration space should not have a bathroom and should focus on the café.

   1st Rock
   2nd Suhay

   In favor: Mark, Pisano, Rock, Rumple, Suhay
   Nays: Wheeler
   Absent and excused: None.
   The motion was approved.

   One member of the public offered comment on the following motion. Birmingham resident David Bloom noted that he was fine with the direction the Board was taking with the space, asked that we consider making the vending machines be movable in order to push them out of the way if necessary, and also asked that the sink be made of easily cleaned material if we are considering use of it to clean up after painting projects.
Motion to accept option A as presented at this meeting, with the vending machines enclosed

1st
Rock

2nd
Suhay

In favor: Mark, Pisano, Rock, Rumple, Suhay, Wheeler.
Nays: None.
Absent and excused: None.
The motion was approved unanimously.

2. 7:00 - Interview of Construction Management Firm McCarthy & Smith – present were President Bill McCarthy and Project Manager Aaron Phillips – Board members and Schneemann asked the following questions of the representatives regarding their experiences managing project similar to Phase 3. Each firm was given sixty minutes to field questions from the Board.

PISANO: Does your firm have the appropriate staffing, resources, and financial stability to execute the project as proposed? How many projects are you currently managing?

WHEELER: How has your firm’s overall construction creativity in past projects helped the project budget goals, especially during a time of rising inflation?

ROCK: How do you plan to continue the operations of the library and maintain staging, safety and logistics during the project?

MARK: Please describe your experience working with the expectations of Birmingham and/or similar communities that place high value on aesthetics and public spaces, and your understanding of the importance of this project and the Library as part of Birmingham’s Civic center.

RUMPLE: Are the firm’s principals and staff compatible in working considerately and effectively with the Baldwin Public Library and MCD staff members?

SUHAY: Are you familiar with the City of Birmingham’s building codes and permitting process, and what is your experience in working successfully with municipalities when issues arise?

PISANO: How soon will the CM be prepared to bid and start the project?

WHEELER: Do you see any areas of complexity or concern in the design drawings as currently shown?

ROCK: Do your CM services include providing final “as-built” drawings?

MARK: How do you handle changes of scope/change order requests? What is your markup or set fee?

RUMPLE: How is the budget impacted if the project is completed in less time or more time than you anticipated?

SUHAY: Who will be the main point of contact?

PISANO: If/when there are delays in the availability of items, how do you plan to handle it?
3. 8:00 - Interview of Construction Management Firm PCI Dailey – present were Kyle Knoll, Scott Wheeler, Vice President Steve Dailey and Project Manager Paul Danko – Board members and Schneemann asked the above questions of the representatives regarding their experiences managing project similar to Phase 3. Each firm was given sixty minutes to field questions from the Board.

4. **Adjournment:**

   Motion to adjourn the meeting.

   1st Rumble
   2nd Suhay

   Nays: None.
   Absent and excused: None.
   The motion was approved unanimously.

The motion was approved unanimously. The meeting was adjourned at 8:59 p.m. The next special meeting is scheduled for Monday, November 21 at 6 p.m. for the purpose of interviewing construction management firm Frank Rewold and Sons. The next regular meeting is scheduled for Monday, November 21, 2022, at 7:30 p.m. in the Rotary Tribute and Donor Room.

Karen Rock, Secretary Date
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<td>288733</td>
<td>GARY EISELE</td>
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<td>288741</td>
<td>FINDAWAY WORLD, LLC</td>
<td>1,124.80</td>
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### Register of Claims

**Baldwin Public Library**

300 W. Merrill Street  
Birmingham, MI 48009

---

<table>
<thead>
<tr>
<th>Check Number</th>
<th>Vendor #</th>
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<td>HOME DEPOT CREDIT SERVICES</td>
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<td>288756</td>
<td>MISC</td>
<td>JACLYN MILLER</td>
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<td>288759</td>
<td>008945</td>
<td>H JENNINGS</td>
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<td>288771</td>
<td>MISC</td>
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<td>6397</td>
<td>005861</td>
<td>UNIQUE MGMT SERVICE, INC</td>
<td>20.60</td>
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**Total:** 118,935.26

---

I hereby certify that each of the above invoices are true and correct.

_________________________  20______  
Executive Library Director

---

**Allowance of Vouchers**

The Library Board of Directors of the Baldwin Public Library has examined the claims listed on the foregoing Register of claims and except for claims not allowed as shown on the Register such claims are hereby approved and dated in accordance with MCL 397.210a and the Birmingham City Charter.

_________________________  
Secretary of the Baldwin Public Library Board
BOARD COMMITTEE REPORTS

Finance Committee
Building Committee
Outreach Committee
Personnel Committee
November 2022 Finance Committee Report

The Baldwin Public Library Board’s Finance Committee met on Monday, November 14, 2022 at 4:00 p.m. in the Delos Board Room. Present were Frank Pisano, Danielle Rumple, Rebekah Craft, and Jaclyn Miller.

- Craft gave an update on the FY2022-23 budget. After three months, the budget is tracking well.
  - Large payments were issued to Midwest Tape, Overdrive and Ingram for library materials; and to MCD for Phase Three Design Services.
  - Utilities remain higher than last year.
  - Some cost savings will be coming with the cancellation of some underutilized electronic resources and the annual maintenance contract with Biblioteca ($~20,000).
  - Craft applied for a grant from the Cable Board and will attend their board meeting on 11/16.
- Miller discussed expenditures with funds from the Friends of the Baldwin Public Library. The Friends collected $1,000 in October at the in-lobby book sale, not counting the revenue from the weekend long sale at the end of the month. We anticipate a book sale report during the Library Board meeting on November 21.
- Pisano had no meeting reports
- Craft will invite Jim Cummins from Raymond James to attend the December Finance Committee meeting.
- Plante Moran will present the annual financial audit to the full library board at the December 19 board meeting.
- The next meeting of the Finance Committee will take place on Monday, December 12 2022, at 4:00 p.m. in the Delos Board Room.
FINANCIAL REPORT: October 2022

This report references the Revenue and Expense Report 2022-23, found on the following page. At 33.3% of the way through fiscal year 2022-2023, the Library has spent 30.9% of its budget and received 82.8% of its revenue. By this point of the year, the Library was budgeted to have spent 33.3% of its budget and to have received 84.8% of its revenue.

Two pay periods were recorded in October.

**Vendor payments in excess of $6,000:**

<table>
<thead>
<tr>
<th>Vendor Name</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Merritt Cieslak Design PLC (Design Services Phase Three)</td>
<td>$29,700.00</td>
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<tr>
<td>Ingram Library Services (Print Materials)</td>
<td>$19,416.60</td>
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<tr>
<td>Overdrive (Electronic Materials)</td>
<td>$16,253.75</td>
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<tr>
<td>Midwest Tape (Audio Visual Materials)</td>
<td>$10,094.65</td>
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Total vendor payments in excess of $6,000 $75,465.00

Balance of vendor payments less than $6,000 $43,470.26

**Total vendor payments** $118,935.26

**City of Birmingham allocations:**

<table>
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<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Payroll Period Ending 10/01/22</td>
<td>$105,946.09</td>
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<tr>
<td>Payroll Period Ending 10/15/22</td>
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<td>Employee Health Care Payroll Deduction 10/15/22</td>
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<td>Fixed Past Retirement Health Care Cost (acct 711.0004)</td>
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<td>Retirement Cost (acct 711.0010)</td>
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**Total Payroll** $205,791.24

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<tr>
<td>BS&amp;A Software Charge (acct 811.0000)</td>
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<td>Administrative Services (acct. 813.0000 estimate)</td>
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<td>MML Insurance Premium (acct. 960.0400)</td>
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**Total City of Birmingham allocations** $215,373.74

**Reconciling adjustments:**

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<td>Refund from OCLC</td>
<td>$(2,260.32)</td>
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<td>Plante Moran Audit Charges</td>
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<td>Book Fine Refunds</td>
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**Total Recon Adjustments** $183.18

**Total expenses for the month** $334,492.18
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<tr>
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<th>Approved 2022-2023 Budget</th>
<th>Current Month Budget October 2022</th>
<th>Current Month Actual October 2022</th>
<th>Variance For Month</th>
<th>Y-T-D Budget 2022-2023</th>
<th>Y-T-D Actual 2022-2023</th>
<th>Variance For Y-T-D</th>
<th>% Received/Spent Prior year Y-T-D 2021-2022</th>
<th>% Received/Spent Prior Y-T-D</th>
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<tr>
<td><strong>REVENUES</strong></td>
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<td>($957)</td>
<td>($5,000)</td>
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<td>$0</td>
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<td>$12,171</td>
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<td>$4,146,955</td>
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<td>$3,846,950</td>
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<td>PERSONNEL SERVICES</td>
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<td>$205,791</td>
<td>($31,394)</td>
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<td>$75,488</td>
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<td>$38,898</td>
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<td><strong>TOTAL EXPENSES</strong></td>
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<td>$334,492</td>
<td>($43,119)</td>
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<td>FUND BALANCE-BEGINNING OF YEAR</td>
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<td>$4,617,443.09</td>
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The fund balance should be not less than 25% of annual operating expenditures and not more than 35% of annual expenditures, except when the Library is building a fund balance in support of specific non-recurring projects. Note: Of the $3,869,880 in Birmingham tax revenue, $3,197,047 is for operating expenses, and $672,833 is for funding the Phase 3 expansion and renovation.
The Baldwin Public Library Board’s Building Committee met on Thursday, November 3, 2022 at 9:00 a.m. in the Delos Board Room. Present were Jim Suhay, Melissa Mark, Rebekah Craft, Jaclyn Miller, and two members of the public.

The Committee discussed the proposed café in the Phase 3 renovation. They reviewed the memo from Planning Board member Janelle Boyce, discussed how the space will be used and who it will benefit, and discussed the merits of previous designs.

- We believe the target population for this space is students and professionals that use the Grand Hall and would benefit from having easy access to refreshments
- Teens may prefer this new area as it is more set off from the present teen area
- Shain Park visitors could use the potential bathroom in this area HOWEVER we want to give primary support to BPL users and want to avoid the overuse of other users
- Do not believe a gate is needed at the top of the stairs to block the circulation desk entrance for potential early meeting users if no bathroom is installed as we believe adults will go to the meeting and bathroom only - if users stay in restricted areas, librarians can inform them of 9:30 opening for rest of library
- There are not many coffee shops on our side of Birmingham and instead of walking outside in inclement weather, it is an added benefit to have vending machines in this space
- We have advertised this space as a "cafe area" for at least 3 years so the cafe is the highlight in this new space. We have not advertised this space as "an added bathroom"
- Perhaps we can identify this space as "multi-use" rather than "cafe"
- We already spent major dollars in Phase 2 for the "Youth Services/Children" area including a children's separate room - Grams Room - for stories and crafts - with easy access to a bathroom on the same level steps away so we feel adults should get revamped space
- Since the bathroom might be loud and odor-causing, positioning the entrance east towards the outside is better and roomier than south and right next to vending
- Having a food counter with sink and under-sink refrigerator against the ramp without a curve-out area still provides "cafe" benefits if vending machine(s) are added next to the counter area - and repositioning the tables can still provide easy walk-through access

The Committee would like the architects to develop two different renderings that show alternative café options.
• **Option 1.** A cafe with no restroom. This would be in the corner where the restroom is currently situated. It would be larger than its present footprint and should include a sink, under counter fridge, built in trash can, counter, tabletop coffee machine, and two full size vending machines (one for snacks, one for drinks). If space does not permit two, then a half/half vending machine should be installed.

• **Option 2.** A café and restroom modification of the original cafe design. Keep the bathroom in its current location but move the restroom door facing east towards the Nanawall with the door opening inward and make the restroom larger if space permits. Remove the hook part of the existing cafe counter and then add a half/half vending machine next to the counter. The vending machine should not be higher than the wall of the ramp. If two machines can be added, then the committee would prefer two machines.

Resident David Bloom commented that the restroom in the cafe would be needed most for before hours and after hours use, and agreed that the restroom door should not face outwards. He suggested looking into gourmet vending options and adding a third stop to the lobby elevator so that it opens in the lower level, too.

Resident Janelle Boyce commented that she emailed Craft an example of an upscale vending machine and then Craft shared it with the group.

The next meeting of the Building Committee will take place on Thursday, November 10 at 3:00 p.m. The Committee will discuss interview questions for the Construction Manager RFP.
November 10, 2022 Building Committee Report

The Baldwin Public Library Board’s Building Committee met on Thursday, November 10, 2022 at 3:00 p.m. in the Delos Board Room. Present were Jim Suhay, Melissa Mark, Rebekah Craft, Jaclyn Miller, Jeff Zielke (City of Birmingham Asst. Building Inspector), Steve Schneeman (MCD), and one member of the public.

Further discussion of the Phase 3 café ensued. Suhay and Mark requested that MCD would create two designs – one with and one without a restroom – for the full board to discuss on November 14 at the Special Board meeting. Mark referred to her comments at the November 3 Building Committee meeting as rationale for exploring two café options with MCD. It was noted that the Board is split on the preferred design/restroom inclusion, and concerns were shared with Schneemann. MCD will rework most recent Option B to have one combination vending unit, change the orientation of the restroom and try to turn the vending unit away from the south wall of the expansion, so it is less visible.

During the invited public comment, resident David Bloom noted the following concerns and suggestions:

- If there is a bathroom, it will be next to a cafe or members of the public - it will be loud, can it be soundproof/reduced? - Schneemann says yes
- The orientation of the bathroom could still allow for people to see in; can that be addressed?
- Consider using transparent/opaque materials to allow light to come through
- Take inspiration from museum cafes and open kitchen restaurants
- Consider incorporating public art, including digital art components, and greenery or a water feature

CM Interviews were discussed, and questions were evaluated and written for inclusion in the planned Q & A with the Construction Management companies during the special library board meeting on November 14.
November 2022 Outreach Committee Minutes

The Outreach Committee met on Wednesday, November 9 at 9am in the Jeanne Lloyd Room. Present were Missy Mark, Danielle Rumple, Rebekah Craft and Jaclyn Miller.

- Update on latest visits with Community Partners:
  - Rebekah book discussion at First Presbyterian, 11/6/2022 - went well; one time. Missy took the outreach folder and we were directed to the reverend, Missy reached out, no action at this time.
  - Cedarbrook, - no response but they have the folder
  - Chamber of Commerce - met Kelly, said they were going to come visit.
  - BSD - Missy left a card and message for Christina Sheppard-Decius who is brand new and not working full time in Bham yet. We are helping at the Kinderzone at Winter Markt
  - Great Start - waiting on our marketing piece for their directors meeting, and then Jaclyn will reach out to Carol to get on their schedule.
  - St James Preschool - Danielle met with Melissa, artwork, storytime, Jaclyn will check with Susan in YS to see if they have been in touch.
  - Oakland Community College - Johnna, interested in study spaces, Danielle sent her the Idea Lab poster, BPL brochure, not interested in the electronic resources, because they have them.
  - Celebrate Birmingham event- Rebekah is working on a new committee in Bham, interested in setting up an event tying together cultural orgs and businesses. Taking inspiration from Arts Beats and Eats, Art Walks, Sips and Strolls, Nights Out, etc.

- Review updated agreement sheet with offerings available - share the google document with Danielle and Missy

- Updates to Student Outreach Insert - we are not renewing some databases, so they are being removed from the insert page and it will be reprinted

- New shelving to start collecting bookshelf items for future deliveries - Haven, Lighthouse, Sheridan, YMCA all expressed interest in possibly receiving deselected books for their facilities.

- New Business –
  - Rebekah will call the school board members to see if they want a tour of the library.
  - We will talk about a non-profit organization day at the Library; check Spring events calendar. AS Librarian Megan Novak is working with NP orgs who are looking for volunteers.

- Jaclyn will start cleaning up the library contacts on the spreadsheet and we will assign some more visits in January.

- Next meeting date - January
LIBRARY REPORT

Statistical Dashboard
Programs & Services
Facility
Diversity & Equity
Community Outreach & Partnerships
Personnel & Organization
Financial
Expenditures from FOBPL Donations
<table>
<thead>
<tr>
<th></th>
<th>Current Month</th>
<th>This month last year</th>
<th>Current FYTD</th>
<th>Previous FYTD</th>
<th>FY 22-23 Q1 Target</th>
<th>Better/ (Worse) Target</th>
<th>Off Target Cautionary On Target</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Financials</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Revenues</td>
<td>$19,359</td>
<td>$220,968</td>
<td>$4,146,955</td>
<td>$4,069,323</td>
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<td>Expenses</td>
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<td>$300,933</td>
<td>$1,398,045</td>
<td>$1,119,302</td>
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<tr>
<td><strong>Circulation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Circ (Charges &amp; Renewals)</td>
<td>43,560</td>
<td>46,183</td>
<td>179,427</td>
<td>197,310</td>
<td>270,000</td>
<td>(90,573)</td>
<td>On Target</td>
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<tr>
<td>Self-Check Usage</td>
<td>50.0%</td>
<td>49.0%</td>
<td>47.1%</td>
<td>42.2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of Circ by Residents*</td>
<td>92.3%</td>
<td>93.8%</td>
<td>92.3%</td>
<td>92.8%</td>
<td>92.0%</td>
<td>0%</td>
<td>On Target</td>
</tr>
<tr>
<td>% of Circ by Non-Residents</td>
<td>6.7%</td>
<td>6.2%</td>
<td>7.5%</td>
<td>7.3%</td>
<td>8.0%</td>
<td>-1%</td>
<td>On Target</td>
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<tr>
<td><strong>Interlibrary Loans</strong></td>
<td></td>
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<td></td>
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<tr>
<td>Items borrowed</td>
<td>618</td>
<td>823</td>
<td>3,113</td>
<td>3,407</td>
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<tr>
<td>Items loaned</td>
<td>816</td>
<td>843</td>
<td>3,344</td>
<td>3,116</td>
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<tr>
<td><strong>Technology Usage</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Database Sessions</td>
<td>4,413</td>
<td>2,913</td>
<td>16,604</td>
<td>10,120</td>
<td>17,000</td>
<td>(396)</td>
<td>On Target</td>
</tr>
<tr>
<td>Downloadable Content</td>
<td>11,938</td>
<td>11,051</td>
<td>50,292</td>
<td>45,465</td>
<td>64,000</td>
<td>(13,708)</td>
<td>On Target</td>
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<tr>
<td>Public Computer Usage</td>
<td>531</td>
<td>352</td>
<td>1,779</td>
<td>1,213</td>
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<td></td>
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<tr>
<td>Wireless Sessions</td>
<td>5,126</td>
<td>4,382</td>
<td>18,665</td>
<td>18,033</td>
<td>32,500</td>
<td>(13,835)</td>
<td>Off Target</td>
</tr>
<tr>
<td><strong>Program Attendance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Attendance for Adults</td>
<td>222</td>
<td>311</td>
<td>671</td>
<td>1,229</td>
<td></td>
<td></td>
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<tr>
<td># of Programs for Adults</td>
<td>16</td>
<td>20</td>
<td>50</td>
<td>68</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Program Attendance for Teens</td>
<td>109</td>
<td>135</td>
<td>311</td>
<td>657</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td># of Programs for Teens</td>
<td>8</td>
<td>5</td>
<td>22</td>
<td>18</td>
<td></td>
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<tr>
<td>Program Attendance for Youth</td>
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<td>799</td>
<td>6,270</td>
<td>3,411</td>
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<tr>
<td># of Programs for Youth</td>
<td>35</td>
<td>32</td>
<td>114</td>
<td>119</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Computer Classes</td>
<td>38</td>
<td>26</td>
<td>148</td>
<td>95</td>
<td></td>
<td></td>
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<tr>
<td># of Computer Programs</td>
<td>6</td>
<td>5</td>
<td>23</td>
<td>19</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Online Video Views</td>
<td>68</td>
<td>85</td>
<td>222</td>
<td>342</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Idea Lab Visits</td>
<td>121</td>
<td></td>
<td>732</td>
<td></td>
<td></td>
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<tr>
<td>Total Program Attendance</td>
<td>3,372</td>
<td>1,356</td>
<td>8,354</td>
<td>5,734</td>
<td>14,000</td>
<td>(5,646)</td>
<td>Off Target</td>
</tr>
<tr>
<td>Total # of Programs</td>
<td>65</td>
<td>62</td>
<td>209</td>
<td>224</td>
<td>175</td>
<td>34</td>
<td>On Target</td>
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<tr>
<td>Outreach Attendance</td>
<td>6</td>
<td>926</td>
<td>338</td>
<td>987</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td># of Outreach Programs</td>
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<td>4</td>
<td>2,170</td>
<td>5</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Gate Count</strong></td>
<td>16,746</td>
<td>13,721</td>
<td>60,906</td>
<td>52,975</td>
<td>90,000</td>
<td>(29,094)</td>
<td>Cautionary</td>
</tr>
<tr>
<td><strong>Volunteer Hours</strong></td>
<td>201</td>
<td>14</td>
<td>503</td>
<td>74</td>
<td>600</td>
<td>(98)</td>
<td>On Target</td>
</tr>
<tr>
<td><strong>Social Media</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Website Hits/Pageviews</td>
<td>21,746</td>
<td>21,417</td>
<td>92,265</td>
<td>83,393</td>
<td>130,000</td>
<td>(37,735)</td>
<td>On Target</td>
</tr>
<tr>
<td>e-Newsletter Subscribers**</td>
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<td>3</td>
<td>11,180</td>
<td>12,804</td>
<td>11000</td>
<td></td>
<td>On Target</td>
</tr>
<tr>
<td>Facebook Page Likes</td>
<td>24</td>
<td>-2</td>
<td>2,872</td>
<td>2,658</td>
<td>2800</td>
<td>72</td>
<td>On Target</td>
</tr>
<tr>
<td>Twitter Followers</td>
<td>-8</td>
<td>3</td>
<td>1,342</td>
<td>1,324</td>
<td>1475</td>
<td>(133)</td>
<td>Off Target</td>
</tr>
<tr>
<td>Instagram Followers</td>
<td>22</td>
<td>7</td>
<td>2,077</td>
<td>1,911</td>
<td>2000</td>
<td>77</td>
<td>On Target</td>
</tr>
</tbody>
</table>

*Residents include people who live, work, or own property in our service area of Birmingham, Beverly Hills, Bingham Farms, and the City of Bloomfield Hills

**Newsletter provider changed in Nov 2021; duplicate email addresses were eliminated
Strategic Plan Status Report

The next report update for the second quarter of FY2022-23 will be included in the January 2023 board packet.

Programs & Services

Strategic goal: Adapt programs and services to meet the needs of the changing population

COVID-19 Response

Library Staff members continue to follow city protocols, quarantining as breakthrough cases continue and testing as exposures require. Staff clean workspaces between shifts, and maintain physical distances of 6 feet while in the Library. Masks are no longer required unless:

- You have returned to work following a case of COVID and must wear a mask for 10 days following your illness
- You are experiencing lingering symptoms of a respiratory infection after staying home sick to recover

If the City sees a rising trend in infections a strict mask policy will be put back into place.

Idea Lab

The Idea Lab hosted a group from Northville District Library, who are investigating the addition of a makerspace. Assistant Director Maria Williams brought three Library Board members for a tour and Q&A with Jeff, to find out what we offered, what we started with, what gets used often, and how resources are allocated.

Teen Programming

Teen Librarian Elisabeth Phou presented a Haunted Diorama program for Teens on October 27. We provided the spooky supplies, and teens created their own displays to take home.
Travel the World series
Youth Services Librarian Melissa Behrens kicked off her new travel series for students in grades 4 to 6, with a session on India. Fifteen “world travelers” joined Melissa for the inaugural “trip.” Among other fascinating topics, the students learned to dance a dandiya garba from instructor Nandita Bajaj from the Center for Performance Arts and Learning in Wixom. Each program participant received a special BPL passport, which they can get stamped every time they come back for a new session.

Behind the Scenes Tours
Craft continues to offer a monthly behind the scenes tour of the library. This has been a great way for community members to learn more about the library, meet staff working in the building, and ask questions about our services and programs. The next tour will be held on Tuesday, December 13 at 4:00 p.m.

Blind Date with a Book
Head of Adult Services H Jennings was a presenter in the Blind Date with a Book program held at the Village Club. This program, organized by the West Bloomfield Township Public Library Director Cathy Russ, was a fast-paced hour of book recommendations presented by six different librarians from Troy Public Library, BTPL, Baldwin, and WBTPL. Each librarian shared five books they recommend in six minutes and rotated through seven tables of attendees.

Facility
Strategic goal: Create a welcoming, safe, and accessible building that meets the needs of our staff and users.

Backup Server
The hardware has been installed on our new backup server and All Covered, our vendor, is now working with Jamie Richards to get the remote setup complete. This will allow us to avoid any downtime in the event of another primary server failure.

New Books
Several of the New Book collections have been relocated to the Grand Hall, in order to provide enough space to allow new and popular titles to remain on display for longer periods of time and in closer proximity to their long-term shelving.
locations. The New Non-Fiction titles will remain on the wall near the Teen Scene in the Birkerts Wing, also with room for expansion.

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**Diversity and Equity**

*Strategic goal: Provide and promote equitable and inclusive resources and opportunities for all populations*

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**IDEA (Inclusion, Diversity, Equity, Access) Task Force**

The group will continue to meet monthly to accomplish the goals set forth by the Library Board.

**Project READY**

In addition, the Youth Department will continue their work with Project READY as their staffing and scheduling will allow.

**DEI Consulting Services**

Craft has been in communication with Steven and Celeste Jackson, who are Chicago-based consultants with Global Community Associates (GCA), to create a bid for consulting services to assist with Baldwin’s plan goal of providing and promoting equitable and inclusive resources and opportunities for all populations.

GCA is a consulting agency committed to creating spaces where people, agencies and institutions throughout the Global Community can engage in organizational and system level change by utilizing transformative and evidence-based Restorative Practices. GCA specializes in working with libraries, schools and other organizations where people are a focal point of engagement.

GCA’s principal consultants have over 30 years of combined specialized work experience in the field of restorative justice and practices, diversity, equity and inclusion, community engagement, social and human services and mental health. This unique intersection of experiences positions us to provide insightful, thorough and useful data as we look at presenting issues and concerns through varying lenses.

Their bid is included in the Information Only section of this packet and would cover 18 months of consulting services with the community, staff, and board to improve diversity, equity, and inclusion of Baldwin’s services and resources.

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**Community Outreach and Partnerships**

*Strategic goal: Develop and strengthen BPL connections within the community.*

**City of Birmingham**

Craft has attended weekly City of Birmingham staff meetings. The meetings are being held via Zoom. Miller submits content for the monthly and quarterly newsletter and Craft submits an update to the City Manager to be discussed as part of his report during the last Commission meeting of each month.
Beverly Hills
Miller submitted information to the Village of Beverly Hills for inclusion in its weekly email and monthly newsletter.

On October 22, staff members Cameron Crawford, Mary Macmillan, Joan Tyrell, Lawson Glenn, Jaclyn Miller, and Rebekah Craft, along with unofficial mascots Koko and Koji, and friends Mae and Jacob, handed out candy to about 2,000 people at the Halloween Hoot at Beverly Park!

Beverly Hills Lions Club
The BHLC provided Project Kidsight Vision Screening on November 19 in the Youth Department. This free vision screening for ages 6 months and up is fast, non-invasive, and has an accuracy rating of 98%.

Bingham Farms
Miller submits monthly Board Meeting updates to the Library Liaison. Bingham Farms will be appointing a new liaison to the Library Board at their November 21 Village Council meeting.

City of Bloomfield Hills
Miller submits monthly Board Meeting updates to the Library Liaison.

Birmingham Next
Rebekah Craft continues to host the Popular Reads book club virtually on the first Monday of each month at 1:00 p.m. The group will begin meeting in a hybrid format at Next and on Zoom on December 5. Mick Howey is leading the Library’s non-fiction book club, which meets virtually on the second Tuesday of every month at 10:00 a.m. Contact Rebekah.craft@baldwinlib.org to request the book and join the meeting.

Birmingham Schools
Susan Dion met with five classes at West Maple this month to conduct a First Grade, First Card visit where she talked about library resources and services with roughly 120 students. The Youth Staff will meet with first graders across the district as the year progresses.

Susan Dion also visited the fifth graders at Quarton Elementary to share new book titles. We will continue offering these virtual visits to interested fifth grade teachers.
**Birmingham YMCA**
On October 21, Susan Dion and Terry Meyer participated in Halloween at the Y, telling fun and not-so-scary stories around the bonfire.

**Diaper Drive**
BPL is serving as one of the drop-off locations for a local diaper drive benefitting “Diapers to Mamas” and “A Girl Like Me.” Donations will be accepted at the front entrance until November 20.

**First Presbyterian Church of Birmingham**
Rebekah Craft led a book discussion on “How to Be an Antiracist” by Ibram X. Kendi, with congregation members on Sunday, November 6.

**Friends of the Baldwin Public Library**
The Friends of the Library continue to sell deselected and donated materials from tables and carts in the lobby, and collect material donations on Tuesdays and Thursdays. In October, the Friends collected $1,000 in donations, at the lobby tables. Additionally, they sold approximately $3,400 worth of used books and media during their weekend long sale over Halloween weekend, and generated about $300 in memberships. Jaclyn Miller attended the regular meeting of the FOTBPL board on November 15. The Board will meet next on January 24, 2023.

**Marketing**
Michelle Hollo continues to work with Jaclyn Miller designing projects and marketing materials for the Library, including:
- Learn.Connect.Discover winter newsletter
- Display and directional signage
• Youth Program posters and fliers
• Adult Services program fliers
• Teen bulletin board poster
• Winter Reading Challenge promotional pieces
• Signage to help patrons find new collection locations
• Puppet Theater Banners

Logo Redesign
Craft and Miller attended the City of Birmingham’s wayfinding and signage committee meeting on November 14. The committee members were happy with Baldwin’s proposed logo but asked that an alternate option that features the exact layout of the City logo’s fonts be presented to the committee at their next meeting on December 12. The logo options are shown below.
Due to accessibility concerns, Baldwin staff continues to recommend the use of the logo shown above right because serif fonts are easier to read when displayed in a smaller size.

**eNewsletters**
Robert Stratton has compiled and distributed the Library’s four monthly eNewsletters (Adult Events, Teen Events, Youth Events).

**Personnel and Organization**

*Strategic goal: Train, empower, and equip members of the organization to best support users and each other.*

**Circulation Conference**
Kristen Tait, Head of Access Services, recently attended the conference “Back in Circulation Again”, sponsored by the University of Wisconsin Information Science school and held in Madison, Wisconsin. This conference’s audience is staff who work in Circulation and Access Services departments of both public and collegiate libraries. The specific sessions Kristen attended were:

- Library Security: Improving Service and Safety
- Customer Service in Underserved Populations [this ended up as a discussion session, not a presentation]
- Cultivating a Successful Team using Lean Principles
- Librarians and Pages Unite! The power of partnerships in collection management
- Using Microsoft Teams to Improve Communication
- Making Informed Stacks Decisions: Interdepartmental Project Management with Google Sheets
- Physical Inventory: Using Excel to Produce Shelf Reports

Of particular interest and use were the third and fourth sessions, although elements of the other sessions have led to good discussions with other staff at Baldwin. In the Librarians and Pages Unite! session, the Mead Public Library (Sheboygan, WI) shared their experiences establishing and utilizing a page-librarian partnership. Pages are paired with librarians based on areas of interest as well as personalities and communication styles. The librarians then collaborate with the pages on collection development and programs; pages spend roughly one-two hours each week on this and then continue with their regular page duties for the remainder of their time.

Although not directly applicable (due to the software used by the libraries involved), the Making Informed Stacks Decisions and Physical Inventory sessions have been useful as Kristen and Cameron prepare to inventory all of Baldwin’s physical collections. Learning how other libraries manage and track such a project has helped determine what type of equipment we will use and how we will structure our own process.

In addition to the information gained in sessions, this conference aided in establishing and strengthening relationships with staff at other libraries, including the Head of Circulation at the Ferndale Public Library and the Support Services manager at the Saline District Library. Informal
discussions were held about as teen behavior, circulating LPs and other specialized collections, and scheduling staff. As always, learning about how local libraries handle these issues helps inform the approaches taken at Baldwin.

As previously noted, Kristen received a Library of Michigan Continuing Education Stipend in the amount of $1,600 to attend this conference.

**Cybersecurity Webinar**

Jamie Richards, IT Coordinator, and Brandon Bolek-Toubeaux, Assistant Head of Access Services, attended an online webinar through SEMCOG focusing on cybersecurity for local government agencies. The webinar focused on preparing for the threat landscape of cyberattacks, social engineering attempts, and phishing scams.

**Staff Communications**

The most recent all staff meeting was held on Wednesday, October 19. The next all staff meeting will be held on Wednesday, November 30.

**Staff Anniversaries**

- **Lauren Clifford**, Technical Services Assistant, reached 3 years of service on November 3.
- **Susan Dion**, Youth Services Specialist, will reach 17 years of service on November 30.
- **Bart Gioia**, Technology Trainer, will reach 15 years of service on November 26.
- **Courtney Holland**, Idea Lab Assistant, reached 1 year of service on November 8.
- **Cheyenne Kennard**, Page, reached 3 years of service on November 3.
- **Morgan Kosciuk**, Reference Assistant, will reach 3 years of service on November 25.

**Staffing Updates:**

Briana Ratchford, Circulation Assistant I, accepted a new job in Birmingham, AL. Briana joined Baldwin in May of 2019 and has been a steadfast employee ever since. Kristen notes that “I have always appreciated her insights and suggestions, and will most definitely miss working with her.” Briana’s last day was November 3.

We are currently in the process of hiring several new pages. Because we tend to promote from within, we anticipate that some of these pages will be promoted to Circulation Assistants and a few months to fill staffing holes in our Access Services Department.

We have posted an opening for an additional IT Assistant, for which we are accepting applications until November 27. Interviews will immediately follow.

A call for substitute librarians was also posted, and interviews are under way.

**Volunteer Hours**

201 volunteer hours were utilized in the month of October.
Financial Stability

Strategic goal: Maintain and improve financial health.

Craft continues to monitor the both the Library’s budget and the performance of its Trust funds in order to ensure fiscal responsibility as we work to fully resume pre-COVID operations.

FY2023-24 Budget
City of Birmingham budget planning has begun and Craft is working with the Finance Department and the management team to gather materials to create BPL’s FY2023-24 budget. Millage forecasts for FY2023-24 are not yet available but Finance Director Mark Gerber expects to collect the maximum property tax increase of 5% from residents in the next fiscal year.

Cable Board Grant Request
Craft applied for a Birmingham Area Cable Board grant in the amount of $10,000 to pay for upgrades to the Jeanne Lloyd Room AV system and projector. Craft attended the Cable Board’s November 16 meeting to answer questions, and the Board voted unanimously to approve the request.

Library of Michigan Continuing Education Stipends
Four Baldwin staff members received $1,600 stipends from the Library of Michigan conference to attend out of state conferences. Baldwin will receive a total of $5,400 from the Library of Michigan in grant money. We are very grateful for the opportunities that these funds provided to Syntha Green, Rosemary Isbell, Stephanie Klimmek, and Kristen Tait.
<table>
<thead>
<tr>
<th>Adult Services</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Books Unshelved</td>
<td>$ 24.38</td>
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<tr>
<td>Presenter Fees</td>
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<td>Seed Library</td>
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<tr>
<td>Total</td>
<td>$ 1,358.28</td>
</tr>
<tr>
<td>Teen Services</td>
<td></td>
</tr>
<tr>
<td>Terrarium Program</td>
<td>$ 132.73</td>
</tr>
<tr>
<td>Halloween Lock-In</td>
<td>$ 167.40</td>
</tr>
<tr>
<td>Books Unboxed</td>
<td>$ 169.60</td>
</tr>
<tr>
<td>Anime Club</td>
<td>$ 54.31</td>
</tr>
<tr>
<td>Pizza and Pages - refreshments, books</td>
<td>$ 288.47</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 812.51</strong></td>
</tr>
<tr>
<td>Youth Services</td>
<td></td>
</tr>
<tr>
<td>Books Unboxed</td>
<td>$ 87.19</td>
</tr>
<tr>
<td>Halloween Lock-In/Ghost Walk</td>
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<tr>
<td>Program Supplies</td>
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<tr>
<td>Book Clubs</td>
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<td><strong>Total</strong></td>
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</tr>
<tr>
<td>Outreach &amp; Equipment</td>
<td></td>
</tr>
<tr>
<td>Candy for the Halloween Hoot</td>
<td>$ 271.84</td>
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<tr>
<td><strong>Total</strong></td>
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<tr>
<td><strong>Total Expenditures</strong></td>
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<th>October 2022 Balances</th>
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<td>Adult Services</td>
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<td>Teen Services</td>
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<td>Youth Services</td>
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<td>Outreach &amp; Equipment</td>
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<th>October In-Library Book Sale Donations*</th>
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<td>Submitted by Jaclyn Miller for October 10, 2022</td>
<td>$1,000.00</td>
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*through Oct 28; does not include Halloween weekend book sale
INFORMATION ONLY
Upcoming Events of Interest

Weekly Story Times
Visit our story time page at www.baldwinlib.org/storytime for dates, locations, and more information. Registration required. Story times are being offered indoors at the Library.

Family Game Night
Tuesday, November 22 — 7:00 p.m. to 8:00 p.m.
Are you looking for a night of fun for your whole family? Join us for technology-free, stress-free games and activities. Registration required.

Michigan Holiday Season Memories
Monday, November 28 — 7:00 p.m. to 8:00 p.m.
The Holiday Season in Michigan holds special memories for everyone – who can forget the leaping reindeer emerging from the entranceway high above Hudson’s, at the corner at Woodward and Grand River? Co-authors Jon Milan and Gail Offen invite you to join them on a colorful tour of seasonal highlights throughout the state – past and present!

In one of their latest programs, Jon and Gail ask everyone to tag along as they whisk us off to a festive reconjuring of Holiday memories – from Hudson’s Thanksgiving Day Parade and the arrival of Santa – to breakfast at Crowley’s with old Saint Nick – From the animated windows along Woodward to the Automotive-themed, tree-lined corridors of the Ford Rotunda! From Candlelight Walks in old Frankenmuth to America’s tallest singing Christmas tree in Muskegon. Join the authors for an hour of festive fun as they take a peek through the frosty windows of family memories that have marked the holiday seasons throughout the years, complete with archival photos and film footage, featuring nearly 100 years of Thanksgiving, Hanukkah, Christmas, Kwanzaa, and New Year’s Cheer.

Note: This program will be both in person at the Library and virtually via Zoom. Please indicate your preference by selecting the ticket type you wish to attend. Registration is required to receive the Zoom link.

Idea Lab Class: Finding 3D Models Online
Wednesday, November 30 — 7:00 p.m. to 8:00 p.m.
By popular request, this helpful class returns! Join Jeff on Zoom where he will teach you how to navigate the complex world of online 3D model databases. Where to search, what to search for, and what to do with it once you’ve found it. Complete instructions provided upon registration.

Pizza and Pages: Monday’s Not Coming by Tiffany D. Jackson
Thursday, December 1 — 7:00 p.m. to 8:00 p.m.
Grades 7-12. The first 10 to register will receive a free book, thanks to the Friends of Baldwin Public Library. Pizza and drinks will be provided. Registration required. Email teen@baldwinlib.org with any questions.
Our Natural World Art Show
*Saturday, December 3 at 10:30 a.m. through Memorial Day*
The library will be unveiling a new collaborative art project featuring paintings by K-12 students in Bloomfield Hills and Birmingham Public Schools. The theme of the exhibit is "Our Natural World." The paintings will be hung lining the exterior facing windows of the Youth Room and will be visible from Shain Park, Merrill Street, and Martin Street. This project has been planned and coordinated by residents David Bloom, Barbara Heller, and Laura Host. A reception will be held on Saturday, December 3 at 10:30 a.m. on the Wintermarkt main stage. Refreshments will be available inside the Youth Room following the unveiling.

Duo Concert with Andrew Wu
*Saturday, December 3 — 11:00 a.m. to 12:00 p.m.*
Join us for this fourth in the series of live Saturday afternoon musical events at BPL. Come listen to a magical duo concert showcasing the development of the viola as a solo instrument and featuring music by composers Haydn, Mozart, Fuchs, and Glière.

Ruff Readers
*Tuesday, December 6 — 6:30 p.m. to 7:30 p.m.*
Sign up for a ten minute time slot to read to a registered therapy dog from the Alliance of Therapy Dogs. Therapy dogs enjoy being read to and offer a non-judgmental, creative, and fun opportunity for children while encouraging reading confidence. Registration required.

Birmingham Museum Series - Carlos Lopez and the Controversial Birmingham Mural of 1942
*Thursday, December 8 — 7:00 p.m. to 8:00 p.m.*
In 1942 when well-known American Latino muralist Lopez was chosen by a juried panel to paint a mural in Birmingham’s new Post Office in 1942, he didn’t expect that the project would ignite a small but fierce protest. His depiction of Birmingham area pioneers was seen by some as objectionable, and by others as totally appropriate. Donna Casaceli will discuss Lopez and his controversial mural that still exists in downtown Birmingham.

This is a hybrid event. You may attend in person or virtually. Registration is required.

Behind the Scenes Library Tour
*Tuesday, December 13— 4:00 p.m. to 5:00 p.m.*
Join Director Rebekah Craft for a behind the scenes tour of the library. You’ll visit staff areas, learn how items are added to the collection, and hear about new programs and services. The tour will meet in the vestibule.
Baldwin HIGHLIGHTS

December
MENTAL HEALTH AWARENESS

January
WORLD PEACE DAY

February
BLACK HISTORY MONTH

WINTER READING CHALLENGE
DECEMBER 1 TO JANUARY 31
SIGN UP AT BALDWINLIB.BEANSTACK.ORG TO START THE WINTER READING CHALLENGE FOR ALL AGES. COMPLETE THE WINTER READING CHALLENGE FOR YOUR CHANCE TO WIN ONE OF THREE GRAND PRIZES.
PAW PATROL PARTY
FRIDAY, DECEMBER 23 AT 11:00 A.M.
Join us as we celebrate our favorite rescue dogs with stories, games, and crafts. Registration required.

PAINT BY NUMBER
GRADES 1 TO 5
THURSDAY, DECEMBER 29 AT 3:00 P.M.
Paint by the numbers to create two masterpieces. Please come dressed to paint. Registration required.

TRAVEL THE WORLD: CHINA
GRADES 4 TO 6
WEDNESDAY, FEBRUARY 8 AT 4:30 P.M.
Join us as we “travel” outside the United States and experience different countries through taste, smell, sound, touch, and sight. Registration required.

MARIO KART PARTY
GRADES 4 TO 6
THURSDAY, FEBRUARY 23 FROM 7:00 TO 8:30 P.M.
On your mark, get set, go! Join us at the Library for Mario Kart racing. Everyone will get a chance to race with activities to do while you wait. Registration required.

COLORING CLUB
TUESDAY, DECEMBER 13
Receive a fun poster to color at home. There are two choices per month. Advance registration required.

WINTER BREAK SURPRISE CRAFT KIT
WEDNESDAY, DECEMBER 21
Pick up a surprise craft kit to enjoy at home during Winter Break. First come, first served.

APPRECIATE A DRAGON
FRIDAY, JANUARY 13
Celebrate Appreciate a Dragon Day with take and make crafts and activities. First come, first served.

KUMIHIMO BRACELETS
FRIDAY, FEBRUARY 17
Make friendship bracelets using Kumihimo, a braiding technique using long decorative string. First come, first served.

KICKOFF AND TITLE RELEASE IS
MONDAY, DECEMBER 12
BATTLE DAY IS SATURDAY, MARCH 18
For more information and Battle Book Talk dates, please visit www.baldwinlib.org/battle-of-the-books/

KIDS LIBRARY SOCIETY
GRADES 3 TO 6
THURSDAYS AT 7:00 P.M.
DECEMBER 15 - JANUARY 19 - FEBRUARY 16
Do you want to be more involved with the Library? Would you like to hang out with friends and play some games? Join us for monthly meetings where we talk about Library programs. Registration required.


Adventures IN BOOKS
GRADES 1 TO 3 - GROWN UPS WELCOME
WEDNESDAYS AT 4:30 P.M.
DECEMBER 28: AVEN GREEN, SLEUTHING MACHINE BY DUSTI BOWLING
JANUARY 25: THE INFAMOUS RATSOS BY KARA LAREAU
FEBRUARY 22: MAKE WAY FOR DYAMONDE DANIEL BY NIKKI GRIMES
Email Melissa at melissa.behrens@baldwinlib.org to register.

BEYOND the book
GRADES 1 TO 3
THURSDAYS AT 7:00 P.M.
DECEMBER 8: WHO WOULD WIN? ULTIMATE DINOSAUR RUMBLE BY JERRY PALLOTTA
JANUARY 12: ALEXANDER VON HUMBOLDT: EXPLORER, NATURALIST, & ENVIRONMENTAL PIONEER BY DANICA NOVGORODOFF
FEBRUARY 9: WE ARE THE SUPREMES BY ZOE TUCKER
Email Rosemary at rosemary.isbell@baldwinlib.org to register.

Kids COOKBOOK club
GRADES 3 TO 6
MONDAYS AT 7:00 P.M.
JANUARY 30: KID CHEF: THE FOODIE KIDS COOKBOOK BY MELINA HAMMER
Email Syntha at syntha.green@baldwinlib.org to register for this special book club. Choose a recipe from the cookbook to make and bring to share with everyone.

PANELS & FRAMES
GRADES 3 TO 6
TUESDAYS AT 7:00 P.M.
FEBRUARY 21: MARSHMALLOW & JORDAN BY ALINA CHAU
Email Susan at susan.dion@baldwinlib.org to register.
BOOK CLUBS
FOR CHILDREN


GRADIES 4 TO 6 AND MOMS
TUESDAYS AT 7:00 P.M.
DECEMBER 13: COO BY KAELA NOEL
JANUARY 10: CHARLIE THORNE AND THE LAST EQUATION
BY STUART GIBBS
FEBRUARY 7: THE YEAR I FLEW AWAY BY MARIE ARNOLD
Email Susan at susan.dion@baldwinlib.org to register.

BOOKS & BAGELS
GRADIES 4 TO 6
TUESDAYS AT 7:00 P.M.
DECEMBER 27: HERE IN THE REAL WORLD
BY SARA PENNYPACKER
JANUARY 24: THE HOUSE THAT WASN'T THERE
BY ELANA K. ARNOLD
FEBRUARY 28: TAKE BACK THE BLOCK
BY CRISTAL D. GILES
Email Susan at susan.dion@baldwinlib.org to register.

WHO? WHAT? WHERE?
GRADIES 4 TO 6
THURSDAY, JANUARY 5 AT 7:00 P.M.
WHO IS STEVIE WONDER? BY JIM GIGLIOTTI
Email Rosemary at rosemary.isbell@baldwinlib.org to register.

MOMS BOOK CLUB
WEDNESDAYS AT 7:00 P.M.
DECEMBER 7: THE DICTIONARY OF LOST WORDS
BY PIP WILLIAMS
FEBRUARY 1: THE ROSE CODE BY KATE QUINN
Email Susan at susan.dion@baldwinlib.org to register.

WINTER PROGRAMS
FOR CHILDREN
BABIES TO GRADE 6

WEEKLY STORY TIMES

NEW STORY TIME COMING THIS WINTER!
Check baldwinlib.org/storytime for details and the schedule.

WIGGLE & RHYME
BIRTH TO 1.5 YEARS
WITH MS. STEPHANIE ON TUESDAYS
Join Ms. Stephanie for a lap sit story time with singing, clapping, tapping, and more.

TODDLER TALES
1.5 YEARS TO 2.5 YEARS
WITH MS. ROSEMARY ON WEDNESDAYS
Join Ms. Rosemary for stories, songs, and rhymes.

BOOKS UNBOXED

VISUAL SCREENING FOR KIDS
• FRIDAY, DECEMBER 23
  10:00 A.M. TO NOON
• SATURDAY, JANUARY 14
  10:00 A.M. TO NOON
• SATURDAY, FEBRUARY 18
  10:00 A.M. TO NOON
This free vision screening for ages 6 months and older is fast, non-invasive, and has an accuracy rating of 98%.

RUFF READERS
AGES 6 & UP
TUESDAYS AT 6:30 P.M.
DECEMBER 6 - JANUARY 17 - FEBRUARY 14
Sign up for a ten minute time slot to read to a registered therapy dog from the Alliance of Therapy Dogs. Therapy dogs enjoy being read to and offer a non-judgmental, creative and fun opportunity for children while encouraging reading confidence.

BOOK SCAVENGERS

We’ve hidden pictures in the Youth Room! How many can you find?
A new scavenger hunt will be put up at the beginning of each month.

SING & TELL
2.5 YEARS TO 3.5 YEARS
WITH MS. SUSAN ON FRIDAYS
Join Ms. Susan as she reads stories and rhymes, sings songs, and more.

BEDTIME TALES
ALL AGES
WEDNESDAYS AT 6:15 P.M.
Join Ms. Syntha for end-of-day stories, rhymes, and songs.

WHO? WHAT? WHERE?
GRADIES 4 TO 6
THURSDAY, JANUARY 5 AT 7:00 P.M.
WHO IS STEVIE WONDER? BY JIM GIGLIOTTI
Email Rosemary at rosemary.isbell@baldwinlib.org to register.

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BOOK SCAVENGERS

We’ve hidden pictures in the Youth Room! How many can you find?
A new scavenger hunt will be put up at the beginning of each month.
WINTER PROGRAMS FOR TEENS
GRADES 7 TO 12

PLEASE NOTE THAT PARENTS AND YOUNGER SIBLINGS WILL NOT BE ABLE TO ATTEND TEEN PROGRAMS.

PIZZA AND PAGES
1ST THURSDAY OF THE MONTH AT 7:00 P.M.
DECEMBER 1: MONDAY’S NOT COMING
BY TIFFANY D. JACKSON
JANUARY 5: THE CRUEL PRINCE BY HOLLY BLACK
FEBRUARY 2: THE HATE U GIVE BY ANGIE THOMAS
The first 10 teens to register will receive a free book, thanks to the Friends of the Baldwin Public Library. Pizza will be provided. Registration required.

ANIME CLUB
2ND THURSDAY OF THE MONTH
FROM 7:00 TO 8:30 P.M.
DECEMBER 8
JANUARY 12
FEBRUARY 9
Watch a different anime every month, talk about the manga you’re reading, and enjoy ramen, Pocky, and other Japanese snacks. Registration required.

WINTER READING CHALLENGE
DECEMBER 1 TO JANUARY 31
Sign up at baldwinlib.beanstack.org to start the Winter Reading Challenge for all ages. Complete the Winter Reading Challenge for your chance to win one of three grand prizes.

CUPCAKE WARS
THURSDAY, JANUARY 26
FROM 7:00 TO 8:30 P.M.
Put your creativity, imagination, and sweet tooth to the test! You’ll be given a pantry of ingredients and a limited amount of time to turn cupcakes into themed designs to impress our panel of judges! This program may not be suitable for those with food allergies. No registration required.

BAKING UP A STORM
MONDAY, DECEMBER 5
FROM 7:00 TO 8:00 P.M.
BY TIFFANY D. JACKSON
Join the Baldwin Public Library Teen Advisory Board at their Winter Baking Challenge at the Idea Lab! Registration required.

TEEN ADVISORY BOARD MEETINGS
3RD THURSDAY OF THE MONTH AT 7:00 P.M.
DECEMBER 15
JANUARY 19
FEBRUARY 16
Have some ideas for the Library? Share your opinions on teen programs, prizes, displays, and other Library matters at these fun-filled meetings; all while eating pizza and making friends. Attendance at meetings can be used for volunteer hours! Registration required.

BOOKS UNBOXED
GRDES 4 TO 12
3RD THURSDAY OF THE MONTH AT 7:00 P.M.
DECEMBER 8
JANUARY 19
FEBRUARY 8
Join our subscription box service and receive a surprise library book along with snacks and other goodies. Visit www.baldwinlib.org/teen to subscribe now. First come, first served. Limit one per household.

IDEA LAB LIVE: PHOTOGRAPHY THINGS
WEDNESDAY, FEBRUARY 2 AT 7:00 P.M.
Jeff teaches you how to produce beautiful, 3D-printable or Laser-cuttable models that will appeal to shutterbugs everywhere! No registration required.

PIZZA AND PAGES
1ST THURSDAY OF THE MONTH AT 7:00 P.M.
DECEMBER 1: MONDAY’S NOT COMING
BY TIFFANY D. JACKSON
JANUARY 5: THE CRUEL PRINCE BY HOLLY BLACK
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THURSDAY, JANUARY 26
FROM 7:00 TO 8:30 P.M.
Put your creativity, imagination, and sweet tooth to the test! You’ll be given a pantry of ingredients and a limited amount of time to turn cupcakes into themed designs to impress our panel of judges! This program may not be suitable for those with food allergies. No registration required.

BAKING UP A STORM
MONDAY, DECEMBER 5
FROM 7:00 TO 8:00 P.M.
BY TIFFANY D. JACKSON
Join the Baldwin Public Library Teen Advisory Board at their Winter Baking Challenge at the Idea Lab! Registration required.

TEEN ADVISORY BOARD MEETINGS
3RD THURSDAY OF THE MONTH AT 7:00 P.M.
DECEMBER 15
JANUARY 19
FEBRUARY 16
Have some ideas for the Library? Share your opinions on teen programs, prizes, displays, and other Library matters at these fun-filled meetings; all while eating pizza and making friends. Attendance at meetings can be used for volunteer hours! Registration required.

BOOKS UNBOXED
GRDES 4 TO 12
3RD THURSDAY OF THE MONTH AT 7:00 P.M.
DECEMBER 8
JANUARY 19
FEBRUARY 8
Join our subscription box service and receive a surprise library book along with snacks and other goodies. Visit www.baldwinlib.org/teen to subscribe now. First come, first served. Limit one per household.

IDEA LAB LIVE: PHOTOGRAPHY THINGS
WEDNESDAY, FEBRUARY 2 AT 7:00 P.M.
Jeff teaches you how to produce beautiful, 3D-printable or Laser-cuttable models that will appeal to shutterbugs everywhere! No registration required.

3D PRINTED LED STRING LIGHTS KIT
FRIDAY, DECEMBER 2
Transform a string of plain LEDs into colorful crystalline gems with attachments made right here in the Idea Lab! Registration required.

CUSTOM 3D PRINTED COOKIE CUTTERS
WEDNESDAY, DECEMBER 7 AT 7:00 P.M.
This class will teach you the entire process of making custom 3D Printed cookie cutters from scratch! Use ingenious online tools and the 3D Printing services at The Idea Lab to take your seasonal baking to the next level! Complete instructions provided upon registration.

TAKE AND MAKE: JENGA SHOOTER
MONDAY, DECEMBER 12
Spending time with family and friends this season? Invite them all for a rousing game of Jenga… with a twist! Build our laser-cut Jenga Shooter kit, and you’ll be a Jenga champion! These kits also make excellent gifts! First come, first served. Limit one per household.

RETRO COMPUTER EXPO!
THURSDAY, JANUARY 19 FROM 5:00 P.M. TO 9:00 P.M.
The first event of this kind ever hosted by The Idea Lab! Join us for this exciting expo of vintage computers and games! Play classic games on authentic hardware, experience tech from the peak of the digital revolution! IBM, Apple, Toshiba, Nintendo, Sega, PlayStation, and more! Do you have some tech you’re proud of? Register to reserve a table, and bring your own gear to the show! Registration required to exhibit gear. No registration needed to attend.

IDEA LAB LIVE: PHOTOGRAPHY THINGS
WEDNESDAY, FEBRUARY 2 AT 7:00 P.M.
Jeff teaches you how to produce beautiful, custom, laser-cut terrain maps using two great pieces of free online software, and the tools in The Idea Lab. Complete instructions provided upon registration.

TAKE AND MAKE: LASER-CUT CHESS SET
MONDAY, FEBRUARY 20
It’s been a while since The Queen’s Gambit came out, but chess is still cool right? This Laser-cut chess board doubles as a cool box to keep your pieces in! And did I mention the pieces are 3D Printed? First come, first served. Limit one per household.
REGISTRATION IS REQUIRED FOR ALL COMPUTER CLASSES. ONCE REGISTERED, YOU WILL RECEIVE A ZOOM LINK A HALF HOUR BEFORE CLASS.

**DECEMBER**

**MICROSOFT WORD**
THURSDAY, DECEMBER 1 AT 3:00 P.M.
Learn document creation and word processing with Word.

**GOOGLE DOCS**
THURSDAY, DECEMBER 8 AT 3:00 P.M.
Create, edit and collaborate on documents with Google Docs, a free, web-based alternative to Word.

**CHECK OUT EBOOKS FROM THE LIBRARY**
THURSDAY, DECEMBER 15 AT 3:00 P.M.
Learn how to check out eBooks and eAudiobooks from the Library with your BPL card.

**JANUARY**

**GOOGLE SHEETS**
THURSDAY, JANUARY 5 AT 3:00 P.M.
Create, edit and collaborate on spreadsheets with Google Sheets, a free, web-based alternative to Excel.

**SELLING ONLINE**
WEDNESDAY, JANUARY 11 AT 7:00 P.M.
Declutter and make some money by selling your unwanted items online.

**TRACKING STOCKS IN GOOGLE SHEETS**
THURSDAY, JANUARY 12 AT 3:00 P.M.
Track and manage your stock portfolio within Google Sheets.

**CHECK OUT EBOOKS FROM THE LIBRARY**
THURSDAY, JANUARY 19 AT 3:00 P.M.
Learn how to check out eBooks and eAudiobooks from the Library with your BPL card.

**MICROSOFT EXCEL: CREATING SPREADSHEETS**
SATURDAY, JANUARY 21 AT 3:00 P.M.
Learn the fundamentals of spreadsheet creation with Microsoft Excel.

**NYT & WSJ FROM HOME**
THURSDAY, JANUARY 26 AT 3:00 P.M.
Learn how to access popular newspapers, including The New York Times and The Wall Street Journal with your BPL card.

**FEBRUARY**

**POWERPOINT: CREATE A PRESENTATION**
WEDNESDAYS AT 7:00 P.M.
FEbruary 1 and February 8
Learn the fundamentals of slideshow creation with PowerPoint.

**CHECK OUT EBOOKS FROM THE LIBRARY**
THURSDAY, FEBRUARY 2 AT 3:00 P.M.
Learn how to check out eBooks and eAudiobooks from the Library with your BPL card.

**NYT & WSJ FROM HOME**
THURSDAY, FEBRUARY 16 AT 3:00 P.M.
Learn how to access popular newspapers, including The New York Times and The Wall Street Journal with your BPL card.

**TWITTER**
SATURDAY, FEBRUARY 18 AT 3:00 P.M.
Become a Twitter pro as you learn to create an account, compose tweets, connect with friends, and more.

**GOOGLE SLIDES**
THURSDAY, FEBRUARY 23 AT 3:00 P.M.
Create, edit and collaborate on presentations with Google Slides, a free, web-based alternative to PowerPoint.

**BOOK CLUB SELECTIONS**

3 T
THIRD TUESDAY AT 7:00 P.M.
DECEMBER 20: OUTLAWS BY ANNA NORTH
JANUARY 17: RED AT THE BONE BY JACQUELINE WOODSON
FEBRUARY 21: WHEN BOOKS WENT TO WAR BY MOLLY GUPTILL MANNING

GRAPHIC NOVELS 4 GROWN UPS
FIRST TUESDAY EVERY OTHER MONTH AT 7:00 P.M.
DECEMBER 6: NIMONA BY NOELLE STEVENSON
FEBRUARY 7: MARCH BY JOHN LEWIS

WWW.BALDWINLIB.ORG
248-647-1700
WINTER PROGRAMS FOR ADULTS

DECEMBER

HISTORICAL LECTURE SERIES
SECOND THURSDAY AT 7:00 P.M.
DECEMBER 8: CARLOS LOPEZ AND THE CONTROVERSIAL BIRMINGHAM POST OFFICE MURAL OF 1942
JANUARY 12: MINORU YAMASAKI AND ASIAN AMERICANS IN BIRMINGHAM
FEBRUARY 9: EARLY ABOLITIONISTS AND THE LOCAL UNDERGROUND RAILROAD NETWORK

Join the staff of the Birmingham Museum as they share stories from the past in fun and entertaining ways that connect with our present. Hybrid event. Registration required.

DUO CONCERT WITH ANDREW WU
SATURDAY, DECEMBER 3 AT 11:00 A.M.
Come listen to a magical duo concert showcasing the development of the viola as a solo instrument and featuring music by composers Hadyn, Mozart, Fuchs, and Glière. Hybrid event, registration required.

JANUARY

ARRGHH!: A HISTORY OF PIRACY ON THE GREAT LAKES
MONDAY, JANUARY 23 AT 7:00 P.M.
Join Ellen Kennedy of the National Museum of the Great Lakes for a historical and cultural re-examination of piracy and its implications for understanding Great Lakes history. No parrots or peg legs included, but a healthy dose of thievery, mutiny, and other unsavory tales. Registration required.

DISCUSSION GROUPS

SOCRATES CAFE
THIRD SUNDAY OF THE MONTH
Socrates Cafe continues to meet on the third Sunday of the month for conversation via Zoom. To join, please email avpratt@aol.com.

RESOURCES

ONLINE NEWSPAPERS
ALL YEAR
Our online newspapers include a well-rounded offering of trusted publications, from the local dailies to financial journals, student papers and more. You can also access the NYT suite of games with your BPL card.

BRAINFUSE TUTORING
ALL YEAR
Brainfuse Tutoring is available every day 2:00 PM to 11:00 PM EDT. Live tutors can help with math, science, reading/writing, social studies, PSAT/SAT, ACT, AP and state standardized tests.

WINTER READING CHALLENGE

DECEMBER 1 TO JANUARY 31
Sign up at baldwinlib.beanstack.org to start the Winter Reading Challenge for all ages. Complete the Winter Reading Challenge for your chance to win one of three grand prizes.

MANGO LANGUAGES:

Heading out of town this winter? Prepare with Mango Languages before you go, and learn some basic conversational skills in over 70 world languages.

FEBRUARY

MIDNIGHT: DETROIT AND THE UNDERGROUND RAILROAD
MONDAY, FEBRUARY 27 AT 7:00 P.M.
Codenamed “Midnight,” Detroit was a vital station on the Underground Railroad. Thousands crossed the Detroit River to freedom in Canada. Bill Winkel, Assistant Curator of the Detroit Historical Society, joins us to share stories about the freedom seekers and Detroit’s abolitionist community. Registration required.

FREDERICK DOUGLASS
TUESDAY, FEBRUARY 28 AT 7:00 P.M.
Dr. Richard Bell, Professor of History at the University of Maryland, returns to examine the visionary contributions of Frederick Douglass. An enslaved man who dreamed of being a senator, a great literary figure without formal schooling, a courageous freedom fighter, as well as an outspoken feminist, Douglass was a prophet who saw a better future. Registration required.

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BEHIND THE SCENES LIBRARY TOURS

TUESDAY, DECEMBER 13 AT 4:00 P.M.
THURSDAY, JANUARY 12 AT 10:00 A.M.
WEDNESDAY, FEBRUARY 15 AT 10:00 A.M.
Learn more about the library with Library Director Rebekah Craft. You will visit staff areas, learn how items are added to the collection, and hear about new programs and services. The tour will meet in the vestibule. Registration required.

LIBRARY BOARD

Board Members:
Melissa Mark, Danielle Rumple, Jim Suhay, Karen Rock, Jennifer Wheeler, and Frank Pisano

THE LIBRARY BOARD WILL MEET ON: DECEMBER 19, JANUARY 18, AND FEBRUARY 20 AT 7:30 P.M. IN THE ROTARY ROOM.
BPL MAKES IMPROVEMENTS, PLANS FOR THE UPCOMING SEASON

Baldwin’s summer reading program theme this year was “An Ocean of Possibilities.” That theme seemed like a cruel joke after we experienced water damage to 3,500 square feet of the building the day before the summer reading finale. Our staff mobilized to reimagine temporary services, relocate offices, and work with a very limited collection of youth items during the demolition and reconstruction process. While it was a frustrating experience for library users, we were able to use the disruption to update our play area, rearrange furniture, and make improvements to the Youth Room.

If you have stopped by the library recently, you have probably noticed that we have updated other areas, too. We made room to expand our new book selection in the Grand Hall and increased our display shelving to highlight more book suggestions, including staff picks and thematic displays. Staff members here at Baldwin love chatting about what we’re reading, watching, and listening to, so don’t hesitate to ask for a recommendation!

Our staff members Lisa, Jen, and Megan worked together over the past year to preserve and rehome the items in our local history collection. We now have a small but mighty collection of items related to Baldwin history that can be found at the Adult Services reference desk. Historic organizations in the state, including the Birmingham Museum, the Library of Michigan, and the Burton Historical Collection at the Detroit Public Library are now the keepers of the valuable and few-of-a-kind items that we removed from the collection in our Legacy Room. Many of the items that were deaccessioned from our collection are now available online. The Legacy Room in the Grand Hall is now the home of our Large Print collection. New overhead shelf lighting has been added to better illuminate the space, thanks to a generous donation from the Jane M. Van Dragt Trust.

As snow arrives and the temperatures reach single digits, it’s important to remember that many of our neighbors may be living with financial insecurity, possibly without stable housing or basic necessities. This winter, we are partnering with Lighthouse of Oakland County to collect non-perishable food and personal care items for people who use their shelters and services. Please drop off items in the donation bin located in Baldwin’s front vestibule between December 15 and January 15. Lighthouse of Oakland County, which merged with the South Oakland Shelter in 2019, has a mission to build equitable communities that alleviate poverty in partnership with and in service to individuals, families, and organizations.

Wishing you a peaceful holiday season and a happy and healthy new year!

Rebekah Craft, Library Director  rebekah.craft@baldwinlib.org  248-554-4681
MANY THANKS TO THE FRIENDS OF THE BALDWIN PUBLIC LIBRARY FOR FUNDING THE WINTER 2022-2023 ISSUE OF LEARN. CONNECT. DISCOVER!

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November 1, 2022

Baldwin Public Library
c/o Rebekah Craft
300 W. Merrill
Birmingham, MI 48009

Dear Rebekah,

Thank you so much for your generous contribution to the inaugural “Birmingham’s Big Night Out”. Your kindness is greatly appreciated and the donation that you made will provide Next additional support, for Next to continue providing ongoing programs and activities. With your assistance, Next provides many of our member’s reliable transportation, additional support through our Support Service Department, Meals on Wheels along with many other activities.

We recognize that Next supporters are special people who carry with them a sincere desire to assist their friends and neighbors and with your help, Next can continue to provide a necessary resource for community members to age comfortably in their own home.

Thank you again, for your significant gift.

Sincerely,

Christine Braun
Executive Director

cb/bs
Used book and media sale at Baldwin
October 29

Published on October 21, 2022

It’s a return to pre-pandemic days as the Friends of the Baldwin Public Library hold a sale of used books and media on Saturday, October 29, from 10 a.m.- 4 p.m., Sunday, October 30, from 12-4 p.m. and Monday, October 31, from 10 a.m. to noon.

The sale is located on the lower level of the Baldwin Public Library.

On Friday night, October 28, Friends members will have the opportunity to shop a special pre-sale from 6-8 p.m. Memberships will be available for purchase at the door. All proceeds benefit the library’s programs and services.

“We’re excited to get closer to our pre-COVID sale format, with our Friday night for Friends, and utilizing much of the lower level”, said Friends of the BPL President Ryndee Carney. “People have been so generous with their donations, and we just know shoppers are going to find some great books and media to carry them through the fall.”

Have loads of books and DVDs from those stay-at-home days? Donations continue to be dropped off at the library on a regular basis, and the selection of materials for sale include a large selection of lightly-used hardcover and paperback books for children and adults, along with DVDs and music CDs. The Friends have also been using books that are in less-than pristine condition to create wearable buttons, so be sure to check out the display board with new designs for sale.

Established in 1950, Friends of the Baldwin Public Library is a non-profit association that supports and enhances the library’s goals. The group of volunteers raises thousands of dollars each year to supplement tax-payer funding of the library receives.
MLA IFC Statement on Proposed Rule 15 CSR 30 – 200.015

October 21, 2022 by wpadmin

MLA Intellectual Freedom Committee Statement on Proposed Rule 15 CSR 30 – 200.015

The latest proposed rule is a solution in search of a problem. A few of the requirements in the proposed rule are already best practices in libraries. The ALA and MLA already recommend that libraries have written collection development policies (A) and challenge processes and procedures (F). Indeed, many of our latest qualms about school board and library board meetings would be assuaged if people actually followed the procedures in place for challenges rather than circumventing them and going straight to the board to complain.

That said, this set of new rules for the most part represents an obtuse political effort to catch librarians in the act of being librarians, and to recast that spotlight in a malicious and libelous hue. This is nothing new. Librarians, educators, and public servants of various types, many who have devoted decades of their lives to serving their communities, are under attack from the politicians elected to support their institutions. During the social upheaval of the sixties and seventies, a children’s consultant for the Missouri State Library named Joan Bodger suffered a similar series of indignities for the “crime” of writing a letter of support for a censored student newspaper. She was called a “communist pornographer” for supporting the intellectual freedom of students, and was fired from her job at the state library. In fact, the first major action by the Freedom to Read Foundation was to launch a fact finding mission to clear Bodger’s name and to condemn the actions of the state library.

What’s old is new again. Once again, the state library of Missouri is being leveraged to control and punish Missouri librarians. This time, funding overseen by the State Library and Secretary of State is being used to extract elaborate concessions from librarians that are against both the interests of their libraries and their communities. Chiefly this nebulous concept of “prurient interests” is noteworthy for the lack of creativity with which it is deployed. Though we hate to make prognostications as careful and pragmatic professionals, this time we will venture two:

First, ‘prurient interests’ as it pertains to the proposed rule change will be used almost exclusively to remove, label, and restrict access to materials and events that feature the life experiences and stories of LGBTQ+, BIPOC, women and other historically marginalized communities – as has been a hallmark of anti-reader campaigns across the state and nation over the past year;

Second, given the present political climate of Missouri, we anticipate librarians fleeing in droves. We anticipate rural libraries closing, or remaining open with diminished collections, event offerings, and floundering under oppressive labeling systems devised by hamfisted
partisans who know nothing about libraries, and care nothing for their own communities beyond their ability to yield votes.

While we’re at it, here’s a third idea, not a prediction but a question for voters to ponder. Why make this an issue? Why cast librarians and libraries in this negative light when, as institutions, libraries have been and continue to be cultural, social, and economic hubs for all communities in Missouri? Why do politicians pick scapegoats from among loyal public servants when elections roll around? What do lawmakers and political officials in Jefferson City have against libraries? Why are libraries being targeted? The “problem” being addressed by the proposed rule change is no moral problem, in fact, it is part of a moral panic.

Libraries have operated on their current set of access values for decades, and only in times of political turmoil and upheaval do we typically see libraries being subject to moral inquisitions of this type, just as the fabric of our social and cultural world seems to be particularly threadbare. In our present state of political unrest, we need access not restriction, we need community not conflict. Libraries represent a place for us to come together, which begs the question, who benefits from the conflict and ignorance engendered by this proposed rule? Who benefits from pulling us apart?

Signed,

Joe Kohlburn
MLA-Intellectual Freedom Chair 2022

Casey Phillips
MLA-Intellectual Freedom, Social Media and Communications

Colleen Norman
MLA-Intellectual Freedom Chair 2023

Tiffany Mautino
MLA-Intellectual Freedom Past Chair

We support MASL’s statement from October 19, 2022 on this subject

https://maslonline.org/2022/10/19/masl-statement-on-missouri-secretary-of-states-proposed-rule-change/
Opinion | Have we forgotten what a public library is for?
Published on September 30, 2022 | By Deborah E. Mikula and Loren Khogali

Imagine a town without a library.

In August, people in Jamestown, Mich., just outside Grand Rapids, signaled with their votes that they would rather defund — and possibly shutter — their only public library than keep books with LGBTQ themes on the shelves.

The impact of such a vote is deeply concerning. And the place from which it stems — a small but vocal minority trying to dictate what others can and cannot read — is even more troubling.

Deborah E. Mikula is executive director of the Michigan Library Association. Loren Khogali is executive director of the ACLU of Michigan.
Libraries fill a role central to any functioning democracy: upholding the rights of citizens to read, to seek information, to speak freely. As champions of access, librarians are committed to curating collections that allow everyone who enters the library to see themselves in the books and resources the library provides. It is especially crucial to serve people who belong to traditionally marginalized groups — such as the LGBTQ community — which have historically been underrepresented in the publishing industry.

Distressingly, the episode in Jamestown is not an isolated incident.

Across the United States, there has been a rising tide of efforts to undermine fundamental tenets of the First Amendment by suppressing intellectual inquiry and the right to read. As of August, the American Library Association (ALA) had documented 681 challenges to books this year, involving 1,651 different titles; in all of 2021, the ALA listed 729 challenges, directed at 1,597 books. Most of those challenges targeted non-White or LGBTQ authors or subjects. And because the ALA relies on media accounts and reports from libraries, the actual number of challenges is probably far higher, the library association believes.

A chilling indicator of just how extreme these would-be censors can be is found in their willingness to go far beyond accepted norms — political or social — to get what they want. In Jamestown, the library director resigned earlier this year because of online harassment she had been subjected to by a small, well-coordinated group. The interim director who replaced her also resigned, citing harassment.

Describing an “alarming increase in acts of aggression toward library workers and patrons,” the ALA in June issued a statement condemning “violence, threats of violence and other acts of intimidation increasingly taking place in America’s libraries.”

This is what the censors refuse to grasp: Librarians are not trying to force your children to read material you don’t want them to read. They are fulfilling their role as information professionals tasked with upholding the constitutional promise of access to information for all.

Fortunately, the vast majority of Americans understand this. A March survey by Hart Research Associates and North Star Opinion Research on behalf of the ALA found that 71 percent of voters “oppose efforts to have books removed from their local public libraries,” adding: “Most voters and parents hold librarians in high regard, have confidence in their libraries to make good decisions about what books to include in their collections, and agree that libraries in their communities do a good job offering books that represent a variety of viewpoints.”

Also encouraging is the nationwide support library board members in Jamestown received for refusing to compromise their ethical principles and, frankly, their humanity.

A GoFundMe campaign, started soon after the aforementioned vote, has already exceeded its goal of raising $245,000, an amount equal to the library’s annual budget. This outpouring of donations is a heartening indicator of the value Americans place in protecting First Amendment rights. But funding a local library through crowdsourcing is not sustainable in the long term.

It is important to note the precedent set by the U.S. Supreme Court on this topic. In 1982, the court determined that removing books from a school library because certain people simply disliked the ideas contained in those books violated the First Amendment rights of students. Simply put, if a
board decides to remove materials from a library’s collection based on subject matter, they are putting the library at risk of lawsuits alleging unconstitutionality.

Thankfully, library board members in Jamestown have refused to succumb to the intimidation. Rather than remove the roughly 90 books with LGBTQ themes from a collection that numbers some 67,000 items, they have decided to provide their community with a second chance to do the right thing, by putting the funding question in front of voters again this November.

It is up to all of us who support free speech to resist book banning. Attend meetings and voice support for intellectual freedom and inclusion. Write letters to your local news organization supporting officials who refuse to concede to censors. Run for local office. Join and become active in groups supporting the First Amendment.

The way to combat vocal attacks on free speech is with even more free speech. Otherwise, the censors win. And we all lose.
Library proposes new, more defined policies

Public can comment on new rules in December.

By Jeannette Boner

Teton County Library is putting their foot down and asking you to do the same. No, really, please keep your feet off the furniture.

Library leadership has proposed a new policy for the public library that lines out a litany of discouraged behaviors. Making out, washing dishes, sleeping and other such activities are listed on the new Library Behavior Policy.

“The Library’s current behavior policy consists of two guidelines: to respect others, and to respect library property,” Library Director Kip Roberson said in a news release. “This policy is essentially unenforceable as it doesn’t outline any concrete behaviors that are or aren’t acceptable in and around the Library. There are many ways of interpreting what is or isn’t respectful.”

The current Library Behavior Policy has been in place since 2012.

Working with Deputy County Attorney Abigail Moore to draft the new policy, library staff asked for comprehensive guidelines to manage the library environment, and keep it safe and pleasant for all patrons.

To name a handful of guidelines, the new draft policy asks that animals not be left unattended outside library facilities on library property in a way that impedes others’ access to or use of the library; children under age 8 and vulnerable adults must be accompanied and supervised; and wheeled devices such as roller skates, inline skates and bicycles may not be used within library facilities. People must wear clothing on the upper and lower parts of their bodies and footwear at all times (with the exception of breastfeeding infants). And strong smells and scents, such as a person’s body odor or perfume, are prohibited.

At October’s regular Teton County Library Board meeting, Roberson presented the board with the new policy. The proposed policy is open for public comment now through Saturday, Dec. 10. The board will take public comment into consideration before voting on whether to adopt the policy at its regular board meeting on Thursday, Dec. 15.

While crafting the guidelines, staff realized that if adopted, it would supersede other policies. Staff also found that some policies are no longer relevant, so in addition to recommending the new Library Use Policy and Rules, Roberson recommended repealing seven others. Those include: Suspension of Library Privileges Policy, Solicitation Policy, Service Animal Behavior Policy, Drug Free Library Policy, Records Retention Policy and the Investment Policy.

Proposed policy changes can be found online at TCLib.org/proposedpolicy, and a paper version is posted at the Jackson Main Library and Alta Branch Library.

Any changes or additions to library policy require a public comment period ahead of approval by the Library Board and implementation by staff. Feedback, comments, ideas and concerns can be submitted via email to board@tclib.org or mailed to Teton County Library Board of Directors at P.O. Box 1629, Jackson, WY, 83001.

Community members are offered a final opportunity to share comments during a public hearing via Zoom or in person at the Library Board meeting at 9 a.m. on Thursday, Dec. 15.

You can find Teton County Library at TCLib.org, call them at 307-733-2164 or visit them at 125 Virginian Lane in Jackson and 50 Alta School Road in Alta.

Contact Jeannette at schools@jhnewsandguide.com.
Michigan town library defunded over LGBTQ books loses vote again, may close

Published on November 9, 2022 | by Ron French

- Residents angry at LGBTQ-themed books voted to defund a west Michigan library on Tuesday
- Private donations helped keep the library doors open when it was defunded for the first time last summer
- Public and school libraries around Michigan are receiving criticism for including books that conservatives charge ‘groom’ children

A small-town library in west Michigan that drew national attention when it was defunded in a fight over LGBTQ-themed books has lost a second attempt at public funding Tuesday.

Library officials said they are now left to contemplate when they would have to close its doors.

An operating millage for the Patmos Library, in Ottawa County’s Jamestown Township, failed Tuesday by a vote of 56 percent to 44 percent. The loss guts the finances of the library, which relies on taxpayer funds for 85 percent of its budget.

Library Board President Larry Walton told Bridge Michigan last week that if the millage vote failed, the library would likely have to immediately shrink its hours of operation. Even with cost-saving measures, the library will run out of money and will close by the fall of 2024.

Walton could not be immediately reached for comment Wednesday.

The fight in Jamestown Township is similar to protests this fall at some other Michigan public and school libraries. High-profile battles have been fought in Iron Mountain and Hillsdale, and recently in Dearborn Public Schools, with conservative parent and political groups expressing disgust that books with LGBTQ themes are allowed to remain on library shelves.

Patmos is believed to be the first Michigan public library to lose taxpayer support because of a controversy about LGBTQ books.

Jamestown Township drew national attention in August when voters essentially defunded their own library. The focus centered on a handful of graphic novels on the young adult shelves that had LGBTQ themes, including some with descriptions of sexual acts. In that election, voters defeated the library operating millage request, 62 percent to 37 percent.

One of the books, “Gender Queer: A Memoir,” is the story of the author’s coming of age as nonbinary, and includes illustrations of sex acts. Several other books targeted by residents, including “Kiss Number 8” and “Spinning,” are stories of teens in same-sex relationships, but do not include illustrations of sex acts.
The library refused to remove the books, but did move “Gender Queer” behind the counter, so patrons would have to request it.

After Bridge Michigan first wrote about the millage rejection, a GoFundMe campaign raised more than $270,000 from donors from as far away as Australia to keep the library open, capped off by romance novelist Nora Roberts donating $50,000. Those one-time donations extended the time the library can stay operating without tax support for about a year, but can’t sustain the library indefinitely, Walton said last week.

A vote yes committee spent more than $12,000 to drum up support for the library, with slick flyers and a Grand Rapids public relations firm coordinating a text message campaign.

Still, the millage vote lost handily on Tuesday, and three library board candidates endorsed by a vote no campaign were elected.

Dean Smith, the chair of the township planning commission and treasurer of the vote no campaign, told Bridge last week he wanted library board members with “a more Judeo-Christian mindset,” and he’d prefer there be no LGBTQ-themed books accessible to children or young adults.

The composition of the library board, which had recently voted to keep the controversial books in its collection, will now be split 3-3 between members who want the books to be available, and members who would like to see them removed or have access restricted.

Debbie Mikula, executive director of the Michigan Library Association, said Wednesday she was “disheartened” by the vote. “They’re going to have to weigh a lot of options about what is next for them, and that’s up to them locally.”

Walton said the current plan is for the library to try again to win an operating millage in August 2024, just months before Walton said the library is expected to run out of money.

The community of 10,000 is conservative, even for a county that is considered one of the most conservative in Michigan, favoring former President Donald Trump by a margin of 76-21 percent in 2020.

Some residents express concern that exposure to LGBTQ-themed books, particularly those that are detailed in their descriptions or illustrations of sex acts, could “groom” children to be gay.

Jamestown resident Amanda Ensing, an organizer of a Facebook group fighting against the books, told Bridge in August that library staff “are trying to groom our children to believe that it’s OK to have these sinful desires … It’s not a political issue, it’s a Biblical issue.”

But Salem Sousley, who identified as nonbinary and lives near the library, said it’s important for young people trying to understand their sexuality to see characters in books going through the same struggles.
“So many kids are struggling in silence, especially in areas like this,” Sousley told Bridge in August. “Having access to resources and materials of people who are sharing your experiences is literally life-saving.”

Patmos Library Director Amber McLain resigned this spring over the demand from some residents to remove books, telling Bridge she had been harassed online and accused of indoctrinating children. Interim director Matthew Lawrence resigned later for similar reasons.

The library is searching for a new director — a search complicated by the library’s uncertain future.
WASHINGTON, Nov 1 (Reuters) - A planned $2.2 billion merger of Penguin Random House, the world's largest book publisher, and rival Simon & Schuster cannot go forward, a U.S. judge has ruled.

Judge Florence Pan of the U.S. District Court for the District of Columbia, said in a brief order on Monday that she found the Justice Department had shown the deal may substantially lessen competition "in the market for the U.S. publishing rights to anticipated top-selling books."

Unlike most merger fights, which are focused on what consumers pay, this one focused on authors' earnings. The government argued the deal should be stopped because it would lead to less competition for blockbuster books and lower advances for authors who earn $250,000 or more.

Penguin Random House said the decision was "unfortunate," and said it would "immediately request an expedited appeal."

"A merger would be good for competition," said Thomas Rabe, chief executive of Penguin owner Bertelsmann (BTGGg.F), who said the court's decision was based on incorrect basic assumptions. Penguin writers include cookbook author Ina Garten and novelists Zadie Smith and Danielle Steele, while Simon & Schuster publishes Stephen King, Jennifer Weiner and Hillary Rodham Clinton, among others.

Penguin is owned by Bertelsmann, a German media group, while Paramount Global (PARA.O) owns Simon & Schuster.

"The proposed merger would have reduced competition, decreased author compensation, diminished the breadth, depth, and diversity of our stories and ideas, and ultimately impoverished our democracy," U.S. Assistant Attorney General Jonathan Kanter said in a statement.

The U.S. Justice Department had filed a lawsuit aimed at stopping the deal in November 2021.

In hearings held in August, the government argued that the largest five publishers control 90% of the market, and a combined Penguin and Simon & Schuster would control nearly half of the market for publishing rights to blockbuster books while its nearest competitors would be less than half its size.
Penguin Random House lawyer Daniel Petrocelli, who defeated the government in a previous merger challenge, argued during the trial that the deal would have "enormous benefits" for readers and authors alike because the imprints, or brands, owned by the two giants would continue to compete against each other.

Best-selling author Stephen King, who testified during the three-week trial, took issue with this pledge. "You might as well say you're going to have a husband and wife bidding against each other for the same house. It's kind of ridiculous," King told the court.

The top five publishers are Penguin Random House, HarperCollins, Macmillan, Simon & Schuster and Hachette, with Walt Disney Co (DIS.N) and Amazon.com Inc (AMZN.O) also in the market. HarperCollins is owned by News Corp (NWSA.O).

Pan was nominated to the U.S. District Court for the District of Columbia by President Joe Biden, who then nominated her to the appeals court in Washington. She was confirmed in September.

*Reporting by Diane Bartz; editing by Leslie Adler and Jason Neely*
Baldwin Public Library Preliminary Consultation Proposal

Overview

Thank you for the opportunity to work with Baldwin Public Library (BPL). This document outlines the preliminary proposed services, fees, and description of activities for a contract agreement in which Global Community Associates (GCA) will provide to Baldwin Public Library.

Disclaimer: This preliminary proposal is an outline for the potential work that could be implemented and is not all encompassing nor comprehensive. A thorough data collection and analysis is necessary to fully determine the scope of work GCA would recommend. This preliminary proposal serves as a recommendation based on information provided thus far through conversations with BPL’s Director, Rebekah Craft.

Statement of Concern: Executive leadership has identified a history of harm within the organization among staff that has interfered with organizational climate, productivity and the overall well-being of the institution. BPL is seeking to evaluate currently implemented interventions and explore new strategies and approaches to best address issues known and unknown to; resolve harm, restore relationships and improve the overall functioning of the institution moving forward. Leadership has expressed the importance of creating and sustaining a trusting environment among staff to address both internal and external challenges of the organization.

Background

The Organization: Baldwin Public Library has a commitment to innovation, creating a welcoming environment, integrity, and collaboration and has prioritized the need for diversity and equity by including them in the strategic goals of the organization.

The Consultant: GCA is a consulting agency committed to creating spaces where people, agencies and institutions throughout the Global CommUnity can engage in organizational and system level change by utilizing transformative and evidence-based Restorative Practices. We specialize in working with libraries, schools and other organizations where people are a focal point of engagement.
GCA’s principal consultants have over 30 years of combined specialized work experience in the field of restorative justice and practices, diversity, equity and inclusion, community engagement, social and human services and mental health. This unique intersection of experiences positions us to provide insightful, thorough and useful data as we look at presenting issues and concerns through varying lenses.

Stephen Jackson, Founder and principal consultant has a history of extensive work experience in public library spaces in a variety of roles, including Social Services Specialist, Teen Services Manager and Director of Equity and Anti Racism. During his tenure he has firsthand experienced and participated in the inaugural work of both Restorative Practices and Anti-Racist Practices at Oak Park Public Library (IL). Belonging to one of the first institutions in the country to integrate Social Services in Public Libraries, Mr. Jackson has had the opportunity to develop relationships with dozens of libraries across the nation who face similar challenges in wanting to dismantle systemic racism and oppressive systems that hinder relationships, disrupt productivity and the overall well-being of organizations and the individuals affiliated with them. He has worked on the development of frameworks to successfully engage with some of libraries' historically most vulnerable and marginalized populations. This work has been referenced, adapted and modeled in multiple organizations and institutions.

Dr. Celeste Jackson, principal consultant is a full-time mental health and restorative justice practitioner with a background in Community Psychology. Her specialized training in program evaluation and as an auditor with the Illinois Department of Human Services has afforded her the opportunity to survey hundreds of organizations providing both indirect and direct service in a way that data collection and analysis is always crafted to provide helpful insights to make thoughtful recommendations to the organizations we partner with. Some of her data analysis and program evaluation has included work in public libraries, higher educational learning systems, substance use facilities, correctional facilities, private and public educational school systems and others.

**Approaches to Work:** GCA is committed to promoting Restorative Practices as we believe in the fundamental power and impact of being proactive as a means to mitigating harm. Our intention towards serving communities that prioritize the importance of relationships is at the core of GCA’s values. Mission alignment and congruence in core values is a key component in any partnership for GCA. Therefore, we welcome and eagerly approach the opportunity to work with Baldwin Public Library.

**Purpose:** The purpose of this consultation is to gather relevant information to fully identify the scope of the presenting concern, address harm using evidence-based practices, identify ways to create a positive organizational climate and culture, identify BPL’s internal capacity to deal with
instances of harm, and effectively address future instances of harm. GCA also will assist in developing and implementation of internal practices and procedures to promote sustainability.

This consultation is recommended to be implemented in 2 Phases over an 18-month period, FY 23 and FY 24. Phase 1 description is provided below and Phase 2 will be contingent on the data collected during Phase 1 and collaborative conversations with BPL going forward.

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<th>Item</th>
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<tbody>
<tr>
<td>Data Collection and Analysis</td>
<td><strong>Develop and implement</strong> several organizational specific data measuring instruments for BPL to assess the climate of the organization.</td>
<td>45</td>
<td>Comprehensive informational report on survey findings, highlights, insights, recommendations and action steps for BPL.</td>
<td>$6,750</td>
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<td>Introductory Leadership Sessions</td>
<td><strong>Facilitate</strong> organizational support circles to introduce and integrate restorative practices among leadership staff for long term capacity building within the organization.</td>
<td>24</td>
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<td>$3,600</td>
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<td>Comprehensive Evaluation of Policies, Procedures and Protocols.</td>
<td><strong>Perform</strong> a 360 evaluation of BPL’s standing policies, procedures and protocols to understand the degree of which the organization is currently implementing and/or hindering</td>
<td>60</td>
<td>Comprehensive informational report that captures key insights, findings, strengths and recommendations and action steps for BPL.</td>
<td>$9,000</td>
</tr>
</tbody>
</table>
effective restorative practices that are anti-racist, equitable, inclusive and reflective of the organizations mission/vision.

<table>
<thead>
<tr>
<th>Travel Expenses for 6 visits. *Travel cost cover 2 senior consultants airfare, lodging &amp; grounds transportation)</th>
<th>6 visits:</th>
<th>68</th>
<th>$5,520</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Airfare: $250 per person</td>
<td>Lodging: $135 per night (2 nights)</td>
<td>Grounds Transportation: $150</td>
</tr>
</tbody>
</table>

Data Collection and Analysis:

- **Objective**: Identify history and instances of harm based on staff perception and experiences to understand the severity, history and depth of the organization's challenges and strengths to make recommendations. This initial survey of the organization will be the catalyst and foundation for which future work is developed and recommended.

- **Method**: Both qualitative and quantitative methods of data collection may be utilized. This includes surveys, interviews, observations, collection and analysis of institutional documents and records. Peace Circles (a key component of restorative practices) will be used to create safe spaces where staff can engage in guided dialogue and share individual perceptions and experiences related to BPL.

- **Proposed Timeline**: 8-12 weeks

Once data has been collected and analyzed we will have a clearer picture of the challenges present and potential solutions moving forward. We will present all findings to BPL along with suggestions and recommendations for Phase 2.
Introductory Leadership Sessions

❖ Objective: To introduce leaders of the BPL to restorative principles and practices including Peace Circles. These introductory leadership sessions will allow GCA to help position and empower BPL leadership to undertake the task of organizational implementation of restorative practices. Additionally, this space allows for staff to present potential solutions, suggestions and recommendations on ways to move forward given identified themes, challenges and concerns.

❖ Method: BPL Leadership Staff will engage in a series of Peace Circles to facilitate discussions around key themes, issues and concerns expressed by BPL staff through data collected. This Circle is extremely useful in exploring multiple perspectives and feelings related to issues of conflict, communication and mistrust and other primary concerns expressed by staff. BIPOC Affinity Circles will also be developed as a large portion of harm related to racism directly impacts BIPOC individuals belonging to historically marginalized groups. Following the analysis of data, GCA will create such a space until capacity is built for the organization to manage this tool internally moving forward.

❖ Proposed Timeline: 10-12 weeks


❖ Objectives: Assess BPL’s internal policies, procedures and protocols for racist and non-restorative practices that threaten the organizations in order to make recommendations that support equitable, inclusive and restorative practices.

❖ Method: GCA will gather, collect and utilize several methods of qualitative data analysis of all BPL’s formal and informal policies, procedures and protocols throughout each department within the organization. Document Analysis is one highly effective tool that will be used to identify themes within the language and understand underlying tones, messages and influential factors present throughout the content evaluated.

❖ Proposed Timeline: 12 weeks

Phase 1: Projected Plan Elements
(Includes both in-person and virtual engagement from GCA & BPL.)

● System wide evaluation and audit of policies, procedures and protocols that reveal structures that perpetuate systems of structural racism or exclusion.
● Data collection and evaluation of staff perceptions and experiences that may provide insight to; the history of harm within the organization, levels of trust and openness’s among varying degrees of staff and insights to strengths and threats to improving and addressing challenges identified.
● Evaluation of BPL’s Diversity Committee initiatives, engagement, goals and progress since implementation.
● Semi-Monthly meetings with Leadership staff to introduce, guide and engage leaders on evidence-based restorative practices to be integrated within the institution.
● Guided facilitation of various organizational support circles among leadership staff and Black Indigenous People of Color (BIPOC) staff.
● Work Collaboratively with library administration and board of directors regarding the evaluation and implementation of all activities related to this project.
● Ongoing observation, analysis and evaluation at various checkpoints throughout this project.
● Regular emails, phone calls and web-based conference consulting with Library Director and other appointed library staff.

Additional Considerations:

We recognize that each organization, institution and agency have a different level of capacity when it comes to implementing the strategies and interventions we propose. Our goal is to develop and curate an experience that is suitable and sustainable for your organization's needs. Also, restorative practices and the work we do are not meant to be quick-fix solution strategies and this type of work requires consistent commitment, dedication and input from those most immediately impacted by it. Therefore, it is imperative that we develop strategies that address the immediate concerns, and we work collaboratively to make infrastructure changes that support positive changes and continued growth long after the initial phases of implementation.

Should BPL be interested in additional training, professional development, or comprehensive work at any phase, here are other options for consideration we suggest.

Restorative Practices in Libraries Presentation* Staff will be introduced to the foundational components of restorative practices, its history, purpose and impact in public institutions. We will explore the various examples of successful implementation of restorative practices in public libraries for the organizations to consider and imagine adaptation of such practices.

❖ Proposed Timeline: at any point during consultation.

❖ Hours: 1.5 -2 hours
❖ Estimated Cost: $1,250

*This is virtual and does not include travel cost.

Restorative Practices in Libraries Introductory Workshop* (3 3-hour sessions) Staff will be introduced to the foundational components of Restorative practices through community building, evaluation of restorative justice/practices in other libraries and actualizing what restorative justice/practices could look like implemented in BPL. This 3-day sequential workshop accommodates 30 participants for either in person or virtual engagement.

❖ Proposed Timeline: at any point during consultation.

❖ Hours: 9 hours

❖ Estimated Cost: $4,800

*This is virtual and does not include travel cost.

This report was prepared and developed by GCA Senior Principal Consultants: Stephen A Jackson, M.S., LPC and Celeste A Jackson, PhD, LPC.

We welcome the opportunity to engage in further dialogue with you regarding any element of this proposal and to discuss next steps. Thank you for your consideration and we look forward to the opportunity to work alongside you in this journey!
Baldwin Public Library Trust Meeting
Rotary Tribute & Donor Rooms
Immediately following regular Board meeting

Agenda

Call to order and establishment of a quorum

I. Consent Agenda
   All items on the consent agenda are considered routine and will be enacted by
   one motion and approved by a roll call vote. There will be no discussion of
   these items unless a board member or a citizen so requests, in which case the
   item will be removed from the general order of business and considered as the
   last item under new business.
   A. Approval of the October 17, 2022 minutes p. 75
   B. Acceptance of the October 2022 receipts of $10,255.32 p. 82
   C. Approval of the October 2022 disbursements of $12,956.65 p. 83

II. New and Miscellaneous Business

III. General Public Comment Period
    The Library Board values public meetings and welcomes your comments on
    Library issues. The Board respectfully asks that comments be made as concisely
    as possible. We welcome your comments but cannot debate items not on the
    agenda. The maximum time for individual speakers should not exceed three
    minutes.

IV. Adjournment
    The next Trust meeting will be held immediately following the next regular
    meeting of the Baldwin Public Library Board of Directors on Monday, December 19,
    2022

    Motion: To adjourn the November 21, 2022 Trust Meeting.

Persons with disabilities that may require assistance for effective participation in this public meeting should contact the
Library at the number (248) 647-1700 or (248) 644-5115 (for the hearing impaired) at least one day before the meeting to
request help in mobility, visual, hearing, or other assistance.

Las personas con incapacidad que requieren algún tipo de ayuda para la participación en esta session pública deben
ponerse en contacto con la oficina del escribano de la biblioteca en el número (248) 647-1700 o al (248) 644-5115 (para las
personas con incapacidad auditiva) por lo menos un día antes de la reunión para solicitar ayuda a la movilidad, visual,
auditiva, o de otras asistencias. (Title VI of the Civil Rights Act of 1964).
1. **Call to Order**

The meeting was called to order by President Frank Pisano at 9:39 p.m.

Library Board present: Melissa Mark, Frank Pisano, Karen Rock, Danielle Rumple, Jim Suhay, Jennifer Wheeler, and Student Representative Olivia Clark.

Absent and excused: None.

Library Staff present: Rebekah Craft, Director, Jaclyn Miller, Associate Director, and Robert Stratton, Administrative Assistant.

Friends of the Library Liaison present: None.

Contract community representatives present: None.

Members of the public present: None.

2. **Consent Agenda**

*Motion to approve the consent agenda, which included the Trust minutes, as well as receipts and disbursements.*

1st Rumple
2nd Suhay

A roll call vote was taken.

Nays: None.
Absent and excused: None.

The motion was approved unanimously.

3. **New and Miscellaneous Business:** Pisano reported that, following a previous discussion of Trust returns, the Finance Committee is no longer utilizing a calendar year “Rolling 12” index model to track Trust returns. Suhay notes that the Trust is still underperforming (-3.5%) with the use of this metric. The Finance Committee will discuss this subpar performance in November with the financial manager.

4. **General Public Comment Period:** None.

5. **Adjournment:**

*Motion: To adjourn the meeting.*

1st Suhay
2nd Mark

Nays: None.
Absent and excused: Mark.
The motion was approved unanimously. The meeting was adjourned at 9:42 p.m. The next Trust Meeting will be on Monday, November 21, 2022, following the regular meeting in the Rotary Tribute and Donor Room.

Karen Rock, Secretary

Date
Baldwin Public Library Trust: October 2022

October receipts totaled $10,255.32. October disbursements totaled $12,956.65.

The current value of the Trust is $2,014,845.80, divided up in the following way:

<table>
<thead>
<tr>
<th></th>
<th>June 2022 - EOY</th>
<th>October 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total endowment investments*</td>
<td>$1,027,375.78</td>
<td>$1,044,120.67</td>
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<tr>
<td>Endowment funds distributed for use</td>
<td>$175,567.25</td>
<td>$160,608.18</td>
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<tr>
<td>Total endowment funds</td>
<td>$1,202,943.03</td>
<td>$1,204,728.85</td>
</tr>
<tr>
<td>General spendable funds</td>
<td>$343,568.43</td>
<td>$345,101.00</td>
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<tr>
<td>Van Dragt fund</td>
<td>$117,388.20</td>
<td>$106,680.06</td>
</tr>
<tr>
<td>Building fund</td>
<td>$309,523.78</td>
<td>$310,162.71</td>
</tr>
<tr>
<td>Restricted funds**</td>
<td>$32,226.33</td>
<td>$23,449.64</td>
</tr>
<tr>
<td>Naming rights for Rotary Tribute Room</td>
<td>$9,337.89</td>
<td>$9,337.89</td>
</tr>
<tr>
<td>Naming rights for Burnett Reference Desk</td>
<td>$9,385.65</td>
<td>$9,385.65</td>
</tr>
<tr>
<td>Naming rights for Thal Reference Desk</td>
<td>$6,000.00</td>
<td>$6,000.00</td>
</tr>
<tr>
<td>Total non-endowment funds</td>
<td>$827,430.28</td>
<td>$810,116.95</td>
</tr>
<tr>
<td>Total endowment funds</td>
<td>$1,202,943.03</td>
<td>$1,204,728.85</td>
</tr>
<tr>
<td>Total non-endowment funds</td>
<td>$827,430.28</td>
<td>$810,116.95</td>
</tr>
<tr>
<td>Total of all Trust funds</td>
<td>$2,030,373.31</td>
<td>$2,014,845.80</td>
</tr>
</tbody>
</table>

* The principal of the endowment funds is $877,297.04
** Includes memorials and donations from the Friends of the Baldwin Public Library

As of October 2022, the amount of money in the Trust that is undesignated stands at $430,052.97

David Underdown has helped to establish a new endowment fund in memory of Jerry Dreer, a former board member of the Friends of the Baldwin Public Library. The fund was started with donations from David Underdown, Alan Must, the Friends of the Baldwin Public Library, Sheila & John Brice, and Kristin and Matt Church.
Baldwin Public Library Trust
Endowment Funds Portfolio Performance Benchmarks
As of October 31, 2022

<table>
<thead>
<tr>
<th>Index</th>
<th>2022: YTD</th>
<th>2021: Entire Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>S&amp;P 500-Equity Benchmark</td>
<td>-18.76%</td>
<td>26.89%</td>
</tr>
<tr>
<td>U.S. Aggregate-Bond Benchmark</td>
<td>-15.36%</td>
<td>-1.54%</td>
</tr>
<tr>
<td>Blended Return of Both Benchmarks*</td>
<td>-17.91%</td>
<td>19.78%</td>
</tr>
<tr>
<td><em>(S&amp;P 500: 75% and U.S. Aggregate: 25%)</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baldwin Endowment Funds’ Portfolio</td>
<td>-21.58%</td>
<td>9.73%</td>
</tr>
</tbody>
</table>

Endowment Funds’ Performance Compared to Blended Return of Benchmarks -3.67% -10.05%

*Since November 2017, the blended return has been calculated according to the Baldwin Endowment Funds’ allocation of 75% equities and 25% fixed income, cash, and cash alternatives.

As of April 2020, this report was renamed “Endowment Funds Portfolio Performance Benchmarks,” instead of “Portfolio Performance Benchmarks.” The new title is more accurate, for it states clearly that the comparison between benchmarks and the Baldwin Trust’s performance pertains only to the BPL Trust Endowment Funds Account at Raymond James. It does not take into account the BPL Trust General Funds Account at Raymond James or the Trust’s Huntington Bank checking and money market accounts. The breakdown of the Trust’s various accounts is shown on the “Balances by Financial Institutions Report,” which follows this report in the Board packet. As of October 31, 2022, the breakdown was as follows:

- Raymond James Endowment Funds Account $1,057,952.67
- Raymond James General Funds Account $606,319.72
- Huntington Bank Checking Account $3721.48
- Huntington Bank Money Market Account $346,851.93

Total $2,014,845.80

Our Huntington Bank checking account and money market account have no stock or bond investments at all, and are non-volatile. All of the funds donated for the Library’s Youth Room expansion and renovation are in our Huntington Bank money market account and are therefore safe from market fluctuation.
## Investment and Cash Report

<table>
<thead>
<tr>
<th></th>
<th>Prior Month</th>
<th>Current Year to Date</th>
<th>Current Month</th>
<th>Year to Date</th>
<th>Transfer</th>
<th>Transfer</th>
<th>Investment</th>
<th>Ending Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Huntington Bank Checking:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Endowment Money</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$6,360.90</td>
<td>$14,999.07</td>
<td>$6,360.90</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Van Dragt Fund</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$3,443.14</td>
<td>$10,708.14</td>
<td>$3,443.14</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Restricted Funds</td>
<td>$3,721.32</td>
<td>$0.16</td>
<td>$0.54</td>
<td>$2,773.06</td>
<td>$8,777.23</td>
<td>$2,773.06</td>
<td>$0.00</td>
<td>$3,721.48</td>
</tr>
<tr>
<td>Restricted Funds - Covid</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$3,721.48</td>
<td></td>
</tr>
<tr>
<td>Subtotal - Restricted Funds</td>
<td>$3,721.32</td>
<td>$0.16</td>
<td>$0.54</td>
<td>$2,773.06</td>
<td>$8,777.23</td>
<td>$2,773.06</td>
<td>$0.00</td>
<td>$3,721.48</td>
</tr>
<tr>
<td>General Spendable Funds</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$369.55</td>
<td>$1,403.53</td>
<td>$369.55</td>
<td>$0.00</td>
<td>$0.00</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td>$3,721.32</td>
<td>$0.16</td>
<td>$0.54</td>
<td>$12,946.65</td>
<td>$35,887.97</td>
<td>$12,946.65</td>
<td>$0.00</td>
<td>$3,721.48</td>
</tr>
</tbody>
</table>

| Huntington Bank Money Market: |             |                      |              |              |          |          |             |                |
| Endowment Budgeted Funds | $168,434.97 | $40.00               | $40.00       | $0.00        | $0.00    | ($6,360.90) | $162,114.07 |
| Endowment Investment Funds | $0.00       | $0.00                | $0.00        | $0.00        | $0.00    | $0.00     | $0.00       | $0.00          |
| Building Fund        | $0.00       | $0.00                | $0.00        | $0.00        | $0.00    | $0.00     | $0.00       | $0.00          |
| Van Dragt Fund       | $110,123.20 | $0.00                | $0.00        | $0.00        | $0.00    | ($3,443.14) | $106,680.06 |
| Restricted Funds      | $31,370.44  | $0.00                | $0.00        | $0.00        | $0.00    | ($2,773.06) | $28,597.38 |
| Restricted Fund - Covid | $516.43    | $0.00                | $0.00        | $0.00        | $0.00    | $0.00     | $516.43     |
| General Spendable Funds | $49,208.38 | $115.16              | $2,402.22    | $10.00       | $40.00   | ($369.55) | $48,943.99  |
| **TOTAL**            | $359,653.42 | $155.16              | $2,402.22    | $10.00       | $40.00   | ($12,946.65) | $346,851.93 |

| Raymond James & Associates: |             |                      |              |              |          |          |             |                |
| Endowment Fund Investments | $983,152.86 | $0.00                | $0.00        | $0.00        | $0.00    | $0.00    | $57,447.43  | $1,040,600.29  |
| Endowment Cash       | $8,500.32   | $10,100.00           | $10,183.06   | $0.00        | $0.00    | ($1,247.94) | $17,352.38  |
| Sub-total Endowment Funds | $991,653.18 | $10,100.00           | $10,183.06   | $0.00        | $0.00    | $56,199.49 | $1,057,952.67 |
| General Spendable Funds Cash | $376.08    | $0.00                | $0.00        | $0.00        | $0.00    | $0.06    | $376.14     |
| General Spendable Mutual Funds | $282,892.69 | $0.00                | $0.00        | $0.00        | $0.00    | $13,246.62 | $296,139.31 |
| General Spendable Building Mutual Funds | $296,016.98 | $0.00                | $0.00        | $0.00        | $0.00    | $13,787.29 | $309,804.27 |
| Sub-total General Spendable Funds | $579,285.75 | $0.00                | $0.00        | $0.00        | $0.00    | $27,033.97 | $606,319.72 |
| **TOTAL**            | $1,570,938.93 | $10,100.00           | $10,183.06   | $0.00        | $0.00    | $83,233.46 | $1,664,272.39 |

| Total All Funds      | $1,934,313.67 | $10,255.32           | $12,585.82   | $35,927.97   | $12,946.65 | $83,233.46 | $2,014,845.80 |
# BALDWIN PUBLIC LIBRARY TRUST
## ENDOWMENT BY INDIVIDUAL FUND
### OCTOBER 31, 2022

<table>
<thead>
<tr>
<th>FUND</th>
<th>NAME OF FUND</th>
<th>PURPOSE</th>
<th>AMOUNT</th>
<th>PRINCIPAL</th>
<th>VALUE AS OF JULY 1, 2022</th>
<th>EARNINGS JULY 1, 2022 to JUNE 30, 2023</th>
<th>PRINCIPAL VALUE OF ENDOWMENT JUNE 30, 2023</th>
<th>CHANGE IN VALUE OF ENDOWMENT 2022/23</th>
<th>INVESTMENTS</th>
</tr>
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<tbody>
<tr>
<td>401</td>
<td>Frances Balfour</td>
<td>Adult Reading</td>
<td>$10,000.00</td>
<td>$12,201.50</td>
<td>$74.80</td>
<td>$12,276.29</td>
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<tr>
<td>402</td>
<td>Gladys E. Brooks</td>
<td>Large Print Books/Senior Citizens</td>
<td>$41,437.86</td>
<td>$50,559.66</td>
<td>$309.94</td>
<td>$50,869.60</td>
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<tr>
<td>403</td>
<td>Jane Cameron</td>
<td>Programs</td>
<td>$68,770.00</td>
<td>$79,753.30</td>
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<td>$80,267.67</td>
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<td>404</td>
<td>Jane Martin Clark</td>
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<td>$6,138.14</td>
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<td>405</td>
<td>Jan Coil</td>
<td>Baldwin Public Library</td>
<td>$10,500.00</td>
<td>$12,688.62</td>
<td>$78.54</td>
<td>$12,767.15</td>
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<td>406</td>
<td>Aubrey &amp; Grace Flood</td>
<td>Youth Services</td>
<td>$5,000.00</td>
<td>$6,100.74</td>
<td>$37.40</td>
<td>$6,138.14</td>
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<tr>
<td>407</td>
<td>Paul R. Francis</td>
<td>Staff Appreciation</td>
<td>$10,000.00</td>
<td>$11,400.02</td>
<td>$74.80</td>
<td>$11,474.81</td>
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<tr>
<td>408</td>
<td>Friends of the Library</td>
<td>Library Collections</td>
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<tr>
<td>409</td>
<td>Priscilla Goodell</td>
<td>Baldwin Public Library</td>
<td>$113,718.00</td>
<td>$138,753.50</td>
<td>$850.57</td>
<td>$139,604.09</td>
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<tr>
<td>410</td>
<td>Emmeline Hornac</td>
<td>Youth Services &amp; Adult Reading</td>
<td>$50,000.00</td>
<td>$61,007.52</td>
<td>$373.98</td>
<td>$61,381.50</td>
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<tr>
<td>411</td>
<td>H. G. Johnston</td>
<td>Reference Collection</td>
<td>$6,350.00</td>
<td>$7,696.74</td>
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<td>$7,744.23</td>
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<tr>
<td>412</td>
<td>Bob &amp; Jean Kelly</td>
<td>Youth Services Programs</td>
<td>$10,508.00</td>
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<td>$12,297.35</td>
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<tr>
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<td>William Kerman, Jr.</td>
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<td>$30,690.77</td>
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<tr>
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<td>Merle L. Roninger</td>
<td>Reference Collection</td>
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$0.00

$6,561.83

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I hereby certify that each of the above invoices are true and correct.

_____________________, 20______
Executive Library Director

Allowance of Vouchers

The Library Board of Directors of the Baldwin Public Library has examined the claims listed on the foregoing Register of claims and except for claims not allowed as shown on the Register such claims are hereby approved and dated in accordance with MCL 397.210a and the Birmingham City Charter.

_____________________
Secretary of the Baldwin Public Library Board