



2a.01.01

**INNISFIL PUBLIC LIBRARY BOARD
MEETING AGENDA
Monday, September 16, 2024 – 6:30 p.m.
Lakeshore Library – Board Room**

1. Call to Order, Welcome & Land Acknowledgement
2. Approval of Agenda (copy & motion)

[Motion #2024. – THAT the agenda of the September 16, 2024 meeting be approved as presented.]

3. Declaration of Pecuniary Interest
None at time of agenda creation
4. Delegations to the Board
 - a) 2024 Summer Usage – Mandy Pethick, Director Information & Public Service

Consent Agenda

5. Approval of Previous Minutes (copy)
6. Correspondence (copy)
7. Reports for Information
 - a) CEO Report (copy)
 - b) Municipal Council Report (copy & information sharing)
 - c) Library Board Report (information sharing)
 - d) Board Committee Reports
 - (i) Finance Committee
 - (ii) Truth & Reconciliation Committee
 - e) Health & Safety Update (copy)
 - f) Library Associations Report (information sharing)
 - [Advocacy Alert - September 2024 Update \(activehosted.com\)](https://activehosted.com)



Consent Recommendation

[Motion #2024. – THAT the consent agenda items 5a.01.01 to 7f.01.01, and the recommendations contained therein be approved as presented.]

Agenda

8. Staff Reports & Reports for Action
a) LIB-13-2024 Summer Usage (copy & motion)

[Motion #2024. – THAT the Staff Report LIB-13-2024 Summer Usage be received for information.]

- b) LIB-14-2024 Q2 Operating and Capital Update (copy & motion)

[Motion #2024. – THAT the Committee Report LIB-14-2024 Q2 Operating and Capital Update be received for information.]

9. Business Arising
a) Churchill Facility Update
10. Policies
a) **OPERATING & TECHNOLOGY** – Book Club Policy #2024-16
b) **EMPLOYMENT** – Inclement Weather Policy #E-2024-17
c) **OPERATING & TECHNOLOGY** – Safety, Security & Emergencies in the Library Policy #2024-18
(copy & motion)

Recommendation

[Motion #2024. – THAT the OPERATING & TECHNOLOGY – Book Club Policy #2024-16; the EMPLOYMENT – Inclement Weather Policy #E-2024-17; and the OPERATING & TECHNOLOGY – Safety, Security & Emergencies in the Library Policy #2024-18 be approved as presented.]

11. Strategic Issues
None at time of agenda creation



12. New Business
None at time of agenda creation
13. Comments and Announcements
 - a) Calendar of Events (link)
<https://innisfil.bibliocommons.com/events/search/index>
14. In Camera
 - a) Consideration of a resolution to hold an “In Camera” Committee of the Whole meeting as provided for under the Municipal Act, 2001, as amended, the Public Libraries Act, R.S.O. 1990, c. P.44, and the Library Board’s Procedural By-Law Policy# B-2023-03.

[Motion #2024. __ - THAT the Board holds a “Closed Session” Committee of the Whole meeting as provided for by the Municipal Act, 2001, as amended, the Public Libraries Act, R.S.O. c. P.44, and the Board’s Procedural By-Law Policy #B-2023-03 to deal with:

- a) ***Personal matters about an identifiable individual, including municipal employees.]***

[Motion #2024. __ – THAT the Board now rise and report on the In Camera session and resume the regular Board meeting]

15. Adjournment

[Motion #2024. – THAT the meeting be adjourned]



CORRESPONDENCE LIST for September 16, 2024

6a.01.01	<p><i>Niagara This Week</i>, July 24, 2024, article entitled <i>Niagara Falls Public Library Putting on the Miles with the Bookmobile</i>, written by Greg Janssen</p> <p>Library putting on the miles with the bookmobile (niagarathisweek.com)</p>	copy & link
6a.02.01	Thank you letter from Gateway Gives re: Fresh Air Flicks	copy
6a.03.01	<p><i>Toronto Star</i>, August 17, 2024, article entitled <i>Librarians and Teenage Community Centre Workers Shouldn't Have to Serve as Frontline Aid Workers. As the Mayor of a Big City, I'm Asking The Province To Step In</i>, written by Marianne Meed Ward</p> <p>https://www.thestar.com/opinion/contributors/librarians-and-teenage-community-centre-workers-shouldnt-have-to-serve-as-front-line-aid-workers/article_785b1f86-5a59-11ef-b4e9-bb1184e21208.html</p>	copy & link
6a.04.01	<p><i>TVO Today</i>, August 2, 2024, article entitled <i>We Can't Count on Private Businesses to be 'Third Places'</i>, written by Corey Mintz</p> <p>https://www.tvo.org/article/we-cant-count-on-private-businesses-to-be-third-places</p>	copy & link
6a.05.01	<p><i>Toronto Star</i>, August 1, 2024, article entitled <i>'Extremely Bad News': Canadians are Encountering Fewer Legitimate News Sources on Social Media, Study Finds</i>, written by Raisa Patel</p> <p>https://www.thestar.com/politics/federal/extremely-bad-news-canadians-are-encountering-fewer-legitimate-news-sources-on-social-media-study-finds/article_39f75df0-503a-11ef-9a75-ef31cbf701ed.html</p>	copy & link
6a.06.01	<p><i>CBC</i>, August 23, 2024, article entitled <i>Library Workers Punched, Spat on as Security Incidents Rise, Data Shows</i>, written by Anya Zoledziowski, Kimberly Ivany and Lori Ward</p> <p>Library workers punched, spat on as security incidents rise, data shows CBC News</p>	copy & link

**INNISFIL PUBLIC LIBRARY BOARD
MEETING MINUTES
Monday, June 24, 2024 – 6:00 p.m.
Lakeshore Branch - Boardroom**

In Attendance: Anne Smith, Councillor Jennifer Richardson, Councillor Robert Saunders, Barb Baguley, Sue Bennett, Rhonda Flanagan
Staff in Attendance: Erin Scuccimarri, Jennifer Miyasaki, Kathryn Schoutsen
Guests: Wendy Van Straten
Regrets: Rob Nicol, Cynthia Gordon, Raj Grover,

1. CALL TO ORDER, WELCOME AND LAND ACKNOWLEDGEMENT

- The meeting was called to order at 6:00 p.m.
- The Board Chair delivered the Land Acknowledgement Statement.

2. APPROVAL OF AGENDA

Motion #2024.42

Moved by: Jennifer Richardson
Seconded by: Barb Baguley

THAT the agenda of the June 24, 2024, meeting be approved as presented and amended.

CARRIED.

3. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

4. DELEGATIONS TO THE BOARD

- Updating the Land Acknowledgement Statement – Truth & Reconciliation Committee
- The Truth & Reconciliation Committee Chair, Wendy Van Straten was present to represent the Truth & Reconciliation Committee; she provided some background on the statement and the work the Committee continues to do; the Committee Chair delivered the updated statement to the Board.
- The Board Chair provided information regarding the process of updating the statement.
- Kathryn Schoutsen highlighted the changes to the statement.

CONSENT AGENDA

5. Approval of Previous Minutes

6. Correspondence

7. Reports for Information

- CEO Report
 - The CEO highlighted the Library App is now up and running; Smile Cookie campaign saw another successful year
 - Staff Development – trauma informed training and mental illness training

- Municipal Council Report
 - No additions
- Library Board Report
 - Roundtable discussion of events attended or good news stories:
 - Neighbourhood nights in Cookstown; very well attended
 - Legion D Day flag raising
 - Pride and UPlift Black flag raising
 - Onionfest
 - Free Self Defense for youth at Gilford Hall
 - Mayor's Golf Tournament
 - Neighbourhood nights at Leonard's Beach
 - McMichael Canadian Art Gallery
 - Making Change doing a black history tour
 - Presentation to Rotary on library services
 - Farmer's Market
 - Accessibility Board; 10 of 11 schools have been visited

Committee Updates:

- Finance Committee
 - Committee met on June 14 to receive overview of 2025 2026 operating and capital budgets

- Truth & Reconciliation Committee
 - Updates provided in delegation
 - Report provided in section 8 of agenda

- Health & Safety Update
 - JHSC Minutes included in package

- Library Associations Report
 - Funding has been cut for school libraries
 - Petition is available to print from OLA website
 - Letter provided in package

Motion #2024.43

Moved by: Sue Bennett
Seconded by: Rob Saunders

THAT the consent agenda items 5a.01.01 to 7f.01.01, and the recommendations contained therein be approved as presented.

CARRIED.

AGENDA

8. REPORTS FOR ACTION

- a) Committee Report LIB-12-2024 Updated Land Acknowledgement Statement

Motion #2024.44

Moved by: Barb Baguley
Seconded by: Rhonda Flanagan

THAT the Committee Report LIB-12-2024 Updated Land Acknowledgement Statement be received for information and the recommendations contained therein be approved.

CARRIED.

9. BUSINESS ARISING

- a) Safety plan for Library Events
- Kathryn Schoutsen provided an outline of our safety plan during events; manage disruptions (protests); plan provides course of action for various scenarios
- b) Churchill Facility Update
- The CEO provided an update on the leasing of the Churchill property

Motion #2024.45

Moved by: Jennifer Richardson
Seconded by: Rob Saunders

THAT the Library Board delegates authority to the Chief Executive Officer to enter into negotiations and to finalize a lease for the Churchill Library facility in conjunction with the Town's Manager of Legal & Clerk Services to an interested and appropriate third party, and that the Chief Executive Officer report back to the Library Board on the status of the lease via correspondence until the next regular Board meeting.

CARRIED.

10. POLICY

- a) **OPERATING & TECHNOLOGY** – Home Library Service Policy #2024-13
- b) **OPERATING & TECHNOLOGY** – Local History Policy #2024-14
- c) **OPERATING & TECHNOLOGY** – Resource Sharing (Interloan) Policy #2024-15

Motion #2024.46

Moved by: Sue Bennett
Seconded by: Rhonda Flanagan

THAT the **OPERATING & TECHNOLOGY** – Home Library Service Policy #2024-13; the **OPERATING & TECHNOLOGY** – Local History Policy #2024-14; and the **OPERATING & TECHNOLOGY** – Resource Sharing (Interloan) Policy #2024-15 be approved as presented.

CARRIED.

11. STRATEGIC ISSUES

There were no Strategic Issues to discuss this month.

12. NEW BUSINESS

No new business

13. COMMENTS AND ANNOUNCEMENTS

- a) Calendar of Events
 - o Link to Library offerings was provided in the agenda.

14. IN CAMERA

- a) Consideration of a resolution to hold an “In Camera” Committee of the Whole meeting as provided for under the Municipal Act, 2001, as amended, the Public Libraries Act, R.S.O. 1990, c. P.44, and the Library Board’s Procedural By-Law Policy# B-2023-03.

Motion #2024.47

Moved by: Barb Baguley
Seconded by: Jennifer Richardson

THAT the Board holds a “Closed Session” Committee of the Whole meeting as provided for by the Municipal Act, 2001, as amended, the Public Libraries Act, R.S.O. c. P.44, and the Board’s Procedural By-Law Policy #B-2023-03 to deal with:

- a) Personal matters about an identifiable individual, including municipal employees.

CARRIED.

Motion #2024.48

Moved by: Rhonda Flanagan
Seconded by: Rob Saunders

THAT the Board now rise and report on the In Camera session and resume the regular Board meeting.

CARRIED.

15. ADJOURNMENT

Motion #2024.49
Moved by: Barb Baguley

THAT the meeting be adjourned at 7:16 p.m.

CARRIED.

DATE OF THE NEXT MEETING

The next Library Board meeting will be held on
Monday, September 16, 2024 at 7:00 p.m.
Innisfil Public Library & ideaLAB – Lakeshore Branch – Boardroom

Anne Smith, Board Chair

Erin Scuccimarri, Secretary

https://www.niagarathisweek.com/life/niagara-falls-public-library-putting-on-the-miles-with-the-bookmobile/article_50b8a5b4-27de-5c44-ac8d-958d5c93739d.html

Home / Life

LIFE

OPINION

Niagara Falls Public Library putting on the miles with the bookmobile

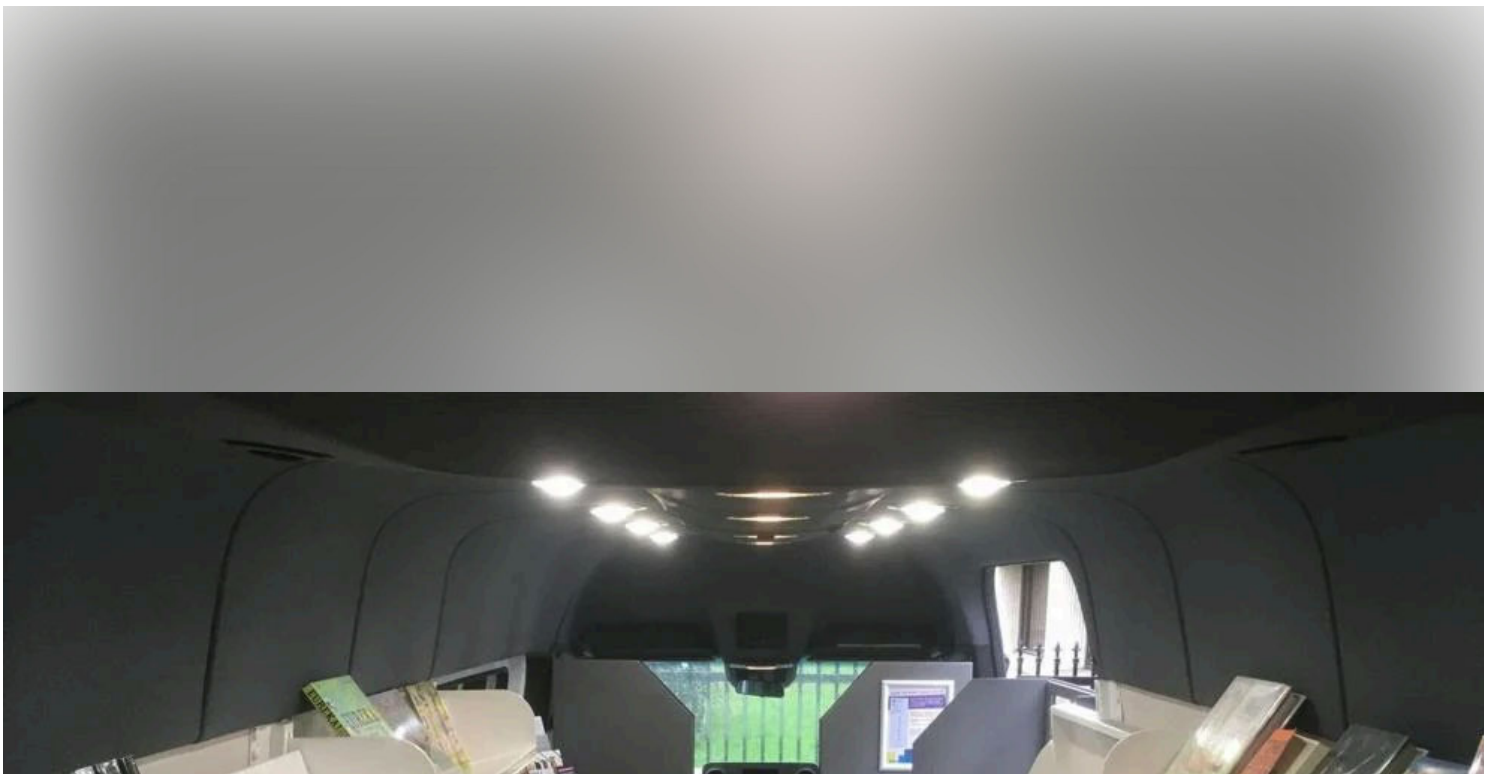
Branch on wheels allows library to extend community outreach, Greg Janssen writes.



By Greg Janssen

Jul 24, 2024

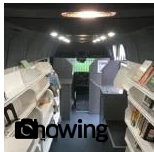
Article was updated Jul 24, 2024





Niagara Falls Public Library photo

Since its launch May 3, the Niagara Falls Public Library's bookmobile has been visited 2,000 times.



After three years of planning and preparation, the Niagara Falls Public Library Bookmobile hit the road May 3, and we've been rolling six days a week ever since.

In that time we've racked up more than 2,000 kilometres, covering Niagara Falls from Sodom Road to Kalar Road with 110 stops, 220 hours of service and 2,000 visitors in between.

Once people step on board the bookmobile, they get what it is: a fully functional library branch welded to the back of a Sprinter 3500 extended-length, extended-height van. After we've dispensed with "what's a bookmobile?" the next question is usually, "where does the bookmobile go?" If you visit nflibrary.ca/Bookmobile you'll see a map and a list of our regular weekly stops, including 9 a.m. to 11 a.m. every Saturday at Niagara Falls Farmers Market at The Exchange.

With the recent closure of Chippawa library we're also offering service three days a week at Chippawa Lions Park and Chippawa Willoughby Memorial Arena as the library board works with the City of Niagara Falls to identify future opportunities to provide permanent library service in Chippawa.

Every once in a while you'll see one-off special events listed on the bookmobile page below the map. Lately, these have included Mother Earth Day and Canada Day at Firemen's Park, Touch a Truck at Gale Centre, Rotary Ribfest at Rapidsview Park and Niagara Region's Community Wellness Day at Prince Charles Park.

ARTICLE CONTINUES BELOW



We're also keeping busy this summer with weekly visits to parks and pools across the city in support of the Summer Reading Club. Kids can sign up, report their reading, and collect special bookmobile beads for their summer reading necklace.

What you won't see listed on the bookmobile page are the many outreach visits we do. These have included weekly visits to Niagara Falls high schools, along with visits to elementary schools, adult education classes, and Niagara Region Housing sites, with more outreach in the works.

The library has a long history of being involved with and visiting several partner organizations and sites throughout Niagara Falls. The bookmobile allows us to do what we've always done – get out into the community with information about library service – only now we can bring library service along for the ride, with the goal of sowing library love all across the Falls.

So next time you're out and about around town, keep your eyes open for a big colourful Sprinter 3500 van. It's the Niagara Falls Public Library bookmobile and it's kind of hard to miss.

Greg Janssen is a community engagement librarian with Niagara Falls Public Library. Reach him at gjanssen@nflibrary.ca.

RELATED STORIES

CONTRIBUTORS

OPINION

Niagara Falls Public Library Bookmobile nearly ready to hit the road

Jul 22, 2024

NIAGARA FALLS: LOOKING BACK **OPINION**

Pyramid Place promised something for everyone

Jul 22, 2024

LIFE **OPINION**

Readers requested to complete Niagara Falls library survey

Jul 22, 2024

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[ABOUT US](#)



GATEWAY Gives

Hello Friends,

On behalf of Gateway Casinos Innisfil and our GatewayGIVES initiatives, I am writing to express our deepest gratitude for the opportunity to support your Fresh Air Flicks program in our community in these coming months.

The success of the Innisfil IdeaLAB and Library is not possible without the tireless efforts of you and your dedicated team.

THANK YOU!

David Primosig

Audit & Cage Manager, Gateway Gives Leader



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GATEWAY Gives

A little about us - Gateway Casinos is one of Canada's premier gaming and entertainment operators. Our casinos strive to bring together the best in gaming, entertainment and dining to ensure a memorable experience for all our guests. It is important to Gateway to be present in our communities not just a business but as an active corporate citizen. It is our responsibility to give back, pitch in and provide support to those causes that matter most to our neighbours. We support and encourage our team members to be actively involved in projects, causes and initiatives that aim to build stronger, healthier and more vibrant communities.

https://www.thestar.com/opinion/contributors/librarians-and-teenage-community-centre-workers-shouldnt-have-to-serve-as-front-line-aid-workers/article__785b1f86-5a59-11ef-b4e9-bb1184e21208.html

[Home](#) / [Opinion](#) / [Contributors](#)

CONTRIBUTORS

OPINION

Librarians and teenage community centre workers shouldn't have to serve as front-line aid workers. As the mayor of a big city, I'm asking the province to step in

Ontario's Big City Mayors are calling on the province to appoint a single ministry and minister to take charge of solving the homelessness crisis unfolding across our cities.

Updated Aug. 17, 2024 at 6:06 a.m. | Aug. 17, 2024  



Tents are multiplying in Dufferin Grove Park in Toronto as seen Aug. 1, 2024, as the homeless crisis continues in cities large and small across Ontario.

Steve Russell Toronto Star

By Marianne Meed Ward, Contributor

There's a humanitarian crisis unfolding across Ontario in cities both large and small, urban and rural. Further discussion of the issue is futile. What more is there to say? We need immediate action from all levels of government, starting with the province.

A toxic combination of dangerous drugs, inadequate mental-health supports, increased cost-of-living, and a lack of housing options for people in vulnerable situations has left Ontario's cities with crisis levels of homelessness, mental health and addiction issues.

The impact is concerning. Public spaces no longer feel safe for families. Emergency responders are spending more and more time on calls for citizens in mental-health crises or who have overdosed. Shelters and treatment facilities are overloaded, employees at libraries and community centres are having to serve as front-line aid workers.

Municipal budgets, primarily funded by the property tax base, were never designed to deal with the provincial responsibilities of housing, mental health and addictions. Our cities are suffering just trying to keep up.

I've seen firsthand in Burlington that our downtown businesses are also feeling it. At coffee shops and burger joints, places that welcome the public to come in and sit down, the mood has shifted. Regular customers are thinking twice about coming by.

It's a challenge for staff, too. A teenager working a summer job behind the counter is not trained or equipped to deal with the mental health and addiction issues spilling into these workplaces.

We need the public's help

Ontario's Big City Mayors (OBCM) — representing the province's largest 29 municipalities — have spearheaded the [Solve the Crisis Campaign](#) to spur the province to act immediately. We need the federal government at the table, too.

Now, we are asking everyone impacted by this crisis to speak out. Call your MPP and MP, the premier and key cabinet ministers and ask them to take action.

At [SolveTheCrisis.ca](#) you can write your elected officials and share details about how the crisis has affected you, your neighbourhoods and businesses.

This call to action is not about shaming or blaming Queen's Park; this government was the first to create a [mental health and addictions portfolio within its cabinet](#). The province has been a good partner in the past, and I'm confident it will be again if we demonstrate the urgent need.

Our campaign's requests are clear and pragmatic

Homelessness and its root causes fall into a complicated zone of provincial responsibility spread across 16 different ministries — such as municipal affairs, housing and health (including mental health and addictions). We are calling on the province to appoint a single ministry and minister to take charge of solving the crisis. This minister should immediately form a joint municipal-provincial task force with experts from the sector to develop and implement an Ontario action plan that delivers long-term funding commitments for supports and resources to cities on the front lines.

Why there is hope

In Kingston, Mayor Bryan Paterson is leading the way with the [Integrated Care Hub](#) (ICH). It has intervened in 550 potential overdoses and 32 overdoses so far this year — saving lives and taxpayer money by avoiding EMS calls and emergency services.

In Toronto, the [Homes First Society](#) reported helping 530 unhoused people transition to permanent housing in 2023 alone.

And in London, OBCM vice-chair Mayor Josh Morgan and city council approved [\\$2 million in funding](#) for new supportive housing units at House of Hope. This initiative has led to a 74 per cent reduction in ER visits during the same period, year-over-year.

London's investment was combined with about \$700,000 in provincial dollars — a perfect example of how these solutions can be successful when governments and community organizations work together.

Provincial funding to-date has been beneficial — but a funding announcement isn't an action plan that can solve the crisis for all communities.

We are grateful, but it's a drop in the bucket. We need to scale up and roll out these solutions across the province.

It's time to act quickly, because the numbers are growing

In 2023, the province had more than 1,400 encampments. Recent Ontario government documents [estimate 234,000 Ontarians](#) are living without permanent shelter. We know that staggering figure will continue to rise without urgent action.

Together, we can use our voices to tell our representatives to act now on the homelessness crisis so communities across Ontario can recover and thrive again.

Marianne Meed Ward is the Mayor of the City of Burlington and Chair of Ontario's Big City Mayors, a caucus that represents the province's 29 largest municipalities and 70 per cent of all Ontarians.

We can't count on private businesses to be 'third places'

OPINION: Their responsibility is to shareholders, not the public, and they're not obligated to provide a shared space. Thank goodness there's one place open to all



Written by [Corey Mintz](#)

Aug 2, 2024

Share



Tim Hortons has long been a de facto meeting place. That's beginning to change.(Caribb /Flickr)

...pened to our third places? Remember that term? It was
...about throughout the rapid rise of Starbucks. People

Recently, [Starbucks permanently closed a café](#) following a series of violent incidents in a Winnipeg neighbourhood. For most of the past year, the Tim Hortons in Toronto's Parkdale neighbourhood has [sealed its dining area off to customers](#), seemingly for similar reasons. What are these communities losing?

Article continues below

Ontario Summer Stories

Celebrate the memorable adventures that come from exploring the outdoors. Enjoy tales of summer fun, conservation, and local history – then enter our contest!



Explore now

When I spent a day with a farm-labour activist, connecting with agricultural workers in towns like Leamington, Tim Hortons was the de facto meeting spot. That's because there's an unwritten social contract that, if you buy a cup of coffee at Tim Hortons and don't cause trouble, you can spend as much time there as you want. Starbucks doesn't quite have the same reputation — in 2018, an employee called the police on two Black men who were waiting for a friend. [The chain closed down every location for an afternoon to conduct anti-bias training](#), but its image as a third place “for everyone” was tarnished, and its identity [remained a core part](#) of the company's marketing

I wanted to see the extent to which these businesses remain community hubs, so this morning I worked from a Starbucks.

Out of 32 seats, inside and out, only five are in use.

Four staff deal with the unrelenting coffee, breakfast-sandwich, and cake-pop orders from the river of Honda Civics and Nissan Rogues flowing through the drive-thru. Inside, a few people wait to order from the cashier at the back of the store. By the pick-up counter at the front, a crowd waits with DoorDash and SkipTheDishes bags.

Several more people sit down, but they're waiting for to-go orders. Others come in to collect app-ordered hauls already sitting on the counter. They pick up cups labelled with their names and leave without speaking to a human. In and out without removing their sunglasses.

“The Third Place has never been defined solely by a physical space, it’s also the feeling of warmth, connection, a sense of belonging,” states [a 2022 blog post on the Starbucks website](#). The post explains that the company’s mobile apps create a sense of community and that machines like the Clover Vertica will reduce the complexity of labour for their partners (employees), “enabling stronger engagement and connection between our partners and the customers they serve.”

I don’t see that in this coffee shop. This is not the once-promised third-place cultural nexus, nor is it some 3.0 utopia in which automation has freed [partners] from repetitive tasks, allowing them to devote their energy to service and community-building.

More design clarifies that the value of the space is as a depot

ent cafés usually have more community vibes. But private businesses are not public spaces. I don't like having to buy something to work out of a coffee shop. And I feel that if I'm there for longer than two hours and don't buy something else, I'm taking advantage of a small-business owner who needs to generate revenue from their seats.

That's why, on Saturdays, I work at the library. It's clean and quiet. You don't have to buy anything to be there — in fact, you couldn't if you tried.

While at the library last Saturday, I noticed a meeting room hosting a session on job-seeking and local navigation for Spanish-speaking immigrants. You can't get that out of a coffee shop. Yes, there are some small businesses (like [Dreams of Beans](#) in Peterborough, [Test Batches Brewery](#) in Midland, and [Immigrant Food](#) in Washington) that encourage engagement with non-profits and other community groups. But these are rare.

International coffee chains moving away from their role as third places highlights the enduring value of libraries and their essential function in healthy communities. That's what makes the library so special: they are there to serve the public. Whether you want to work on your laptop, use the computers to watch fight videos on TikTok, or conceivably even borrow a book, it is the one place that anyone can go for as long as they like, so long as they don't cause trouble.

Premier Doug Ford, when he was a Toronto city councillor, once notoriously said that he would close a library "[in a heartbeat](#)" within his Etobicoke North ward, which he inaccurately claimed had more libraries than Tim Hortons. The province of Ontario has [921 libraries](#) and [1,824 Tim Hortons](#). The threat to these libraries remains: In 2019, the [Southern Ontario Library Service](#) [cut by 50 per cent](#). Following budget shortfalls this year, [London](#) [losing two libraries](#); it has already [suspended Sunday service](#) [for the year](#). We are witnessing the erosion of an

That was the subtext of Ford's misrepresentation of the library-to-Tim Hortons ratio —we don't need so many public gathering spaces (libraries) because we have so many private ones (Tim Hortons).

As much as I appreciate the opportunities for public gathering created by Tim Hortons, Starbucks, mall benches, and food courts, these are businesses run by private companies. They may have an economic incentive to provide these social amenities, but they do not have a mandate to do so. The minute these spaces become unprofitable or a security liability, they will shutter operations, and the community will lose the resource.

This Saturday, I will be back at the library. I will bring my own coffee.



Corey Mintz

Corey Mintz is a Winnipeg-based food reporter and the author of the 2021 book "The Next Supper: The End of Restaurants as We Knew Them, and What Comes After."

@coreymintz

[i TVO Journalistic Standards](#)

GO DEEPER

Food

ION



https://www.thestar.com/politics/federal/extremely-bad-news-canadians-are-encountering-fewer-legitimate-news-sources-on-social-media-study-finds/article__39f75df0-503a-11ef-9a75-ef31cbf701ed.html

Home / Politics / Federal Politics

FEDERAL POLITICS

‘Extremely bad news’: Canadians are encountering fewer legitimate news sources on social media, study finds

Meta launched its Canadian news ban one year ago today — and a new report offers a bleak picture of its impact on the country’s journalism sector.

Updated Aug. 1, 2024 at 5:08 p.m. | Aug. 1, 2024  



Meta’s news ban has had an outsized impact on smaller, local news outlets, a new study finds.

By Raisa Patel Ottawa Bureau

OTTAWA—A grim report has found that news organizations in Canada have lost nearly half of their online engagement in the year since Meta launched its news ban for Canadian users of Facebook and Instagram.

A study, released Tuesday by McGill University and the University of Toronto's Media Ecosystem Observatory, found that Canadian news outlets lost 85 per cent of their engagement — which includes metrics like comments and post shares — on both social media platforms. (The remaining 15 per cent can be attributed to posts slipping through the ban and people using VPNs.)

But because news businesses have largely been unable to compensate for that loss on other platforms, news organizations have seen a 42.6 per cent drop overall in the public's engagement with their content on social media.

Researchers say that decline amounts to approximately 11 million fewer views per day on Facebook and Instagram combined, meaning Canadians are also encountering far fewer sources of legitimate news.

“This report paints a pretty bleak picture, I would say,” said Aengus Bridgman, the director of the Media Ecosystem Observatory and an assistant professor at the Max Bell School of Public Policy at McGill University.

“As a society that cares about the truth and cares about having a population that's informed to ensure better democratic outcomes and to hold politicians to account, this is extremely bad news.”

Meta launched its ban last summer in response to the Liberal government's Online News Act: a law that was opposed by the federal Conservatives, web giants, and some smaller news outlets, but backed by a bevy of other media companies (including Nordstar, the company that owns the Toronto Star). The legislation, versions of which are being considered or adopted elsewhere in the world, was aimed at forcing tech giants like Meta and Google into entering payment deals with news organizations for sharing and repurposing news content as Canada's news industry shrank.

To comply with the law, Meta banned the posting of Canadian news content on Facebook and Instagram. Users in Canada were also barred from viewing news content from international sources.

The report, which bills itself as the first comprehensive study of what happened to news in Canada in the wake of the ban, looked at how Meta's decision affected both media organizations and Canadians' relationship to news and social media.

Researchers analyzed social media usage and engagement from media outlets between May 26, 2023 and June 19, 2024. They also surveyed 1,463 Canadian adults over the last week of July to probe the public's behaviours related to news consumption online and their knowledge of the news ban. Because the survey was conducted online and is not considered truly random, the margin of error for a comparable probability-based random sample of the same size would be plus or minus 2.6 per cent, 19 times out of 20.

The report notes that while some people in Canada still access news through subscriptions, websites, television and radio, "active news seekers are the minority."

It also found that the ban has had an outsized impact on smaller, local news outlets. Around 30 per cent, or 212 local news businesses that were previously active on social media — primarily on Facebook — are now largely inactive on social media.

What's more, researchers concluded that Canadians are now encountering political and current affairs content "through a more biased and less factual lens than before," and that only 22 per cent of Canadians are even aware that a ban exists in the first place.

The report also put concrete numbers on what appears to be a growing trend: individual users or entertainment social media accounts posting screenshots of news content to dodge the ban.

"The volume of screenshots of Canadian news articles tripled in the four months immediately following the ban," the report notes, adding that 36 per cent of Meta users in Canada have reported encountering news content in alternative forms in the past six months.

The study puts a renewed focus on whether Meta is truly complying with the Online News Act due to the existence of the workarounds.

The company did not respond to the Star's requests for comment on the report, but has previously said it's playing by the rules by banning content from accounts belonging to news businesses that meet the criteria set out in the law. The social media giant has long believed the legislation unfairly forces them into making deals because they do news businesses a favour by driving traffic to their outlets.

It's currently up to the Canada Radio-television and Telecommunications Commission (CRTC) to determine whether Meta's move actually exempted it from the regime.

The CRTC is currently in the process of seeking feedback on Google's plan to exempt itself from the law; the company has agreed to distribute \$100 million to eligible news organizations, with a single collective responsible for administering the funds.

"If we draw a direct causal line from the legislation, to Meta's decision, to (the findings), I don't think there's anyone who would say this has been a net positive for Canadian journalism or the Canadian population to this point today," Bridgman said.

He added that while a financial lifeline is still expected from Google, it will be some time before that money starts to flow and that those funds don't solve all of the problems posed by Meta's ban.

Even so, Bridgman agrees with the federal government's view that both tech giants have created a "monopoly" over the distribution of news content, something the Liberals — and the media groups who pushed for the law — believe has led to the shrinking of Canada's news ecosystem as Google and Meta rake in digital advertising revenue.

"This trillion-dollar tech giant has chosen to hurt trusted news sources both in Canada and globally," a spokesperson for Heritage Minister Pascale St-Onge wrote in a statement.

"Ultimately, Canadians expect the governments and parties they elect to do things in the public interest and in their community's interests, not the interest of more profits for tech billionaires."



Raisa Patel is an Ottawa-based reporter covering federal politics for the Star. Follow her on Twitter: [@R_SPatel](https://twitter.com/R_SPatel).

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Canada · CBC Investigates

Library workers punched, spat on as security incidents rise, data shows

Suspected overdoses in Toronto's public libraries up 529% between 2022 and 2023

[Anya Zoledziowski](#), [Kimberly Ivany](#), [Lori Ward](#) · CBC News ·

Posted: Aug 23, 2024 4:00 AM EDT | Last Updated: August 23



Violence on the rise in Canada's libraries

▶ 5 days ago 2:38

Data obtained by CBC News reveals a rise in violent incidents and overdoses inside Canada's libraries, with some blaming cuts to social services funding.

Once seen as oases of calm and quiet, libraries across Canada are becoming increasingly chaotic – even dangerous – with staff often ending up on the front lines of crisis.

Data obtained by CBC News shows there's been a dramatic rise in recent years in the number of security incidents — things like physical assaults, suspected overdoses, and thefts — at public libraries in Canada's major cities.

CBC News obtained data from 11 public library systems across Canada, spanning several years.

Toronto Public Library (TPL) experienced the largest spike between 2022 and 2023: in 2023, the library had 2,334 incidents, up from 1,362 the year before — a 71 per cent jump, the data shows. TPL also reported a 529 per cent increase in the number of suspected overdoses between 2022 and 2023.

"These increases are most significant at branches located in the downtown core of Toronto, and reflect broader societal issues that are playing out across our communities, including in our public spaces," a TPL spokesperson said in a statement.

While Toronto's data is staggering, the same trend is playing out elsewhere.

The Winnipeg Public Library experienced a 21 per cent increase in the number of incidents between 2022 and 2023. Meanwhile, Vancouver Public Library saw a 14 per cent increase, according to its tracking. Only Calgary's incident count remained the same per patron visits from 2022 to 2023. Mississauga's rates declined notably from previous years, in part because the system's main branch was closed for renovations between March 2021 and February of this year. (Note, each system keeps its own data, and the definition of a security incident can vary; most include suspected overdoses or intoxication, harassment or threatening behaviour, violence, theft and/or trespassing.)

Drug and alcohol use, including overdoses, seem to be a leading incident reported in most cities.

"There is a crisis on the streets of Toronto and the streets in all the communities across Canada," said Siobhan Stevenson, a University of Toronto professor in library and information sciences.

"Libraries, because they're open and free, they're like canaries in the mine."

'On high alert all the time,' says Toronto librarian

CBC spoke to several librarians across the country to better understand how these statistics play out in real life. One librarian working at a branch in the Toronto Public Library system, who CBC News is not identifying because of the risk of repercussions on the job, said that there's a sense that staff in the most affected branches have to be "on high alert all the time."

"Sometimes you're like, 'Oh my gosh, I didn't expect to be calling 911 every week,'" she said.

WATCH | Librarian talks about why she thinks security incidents are happening:



Why is violence happening in Canadian libraries?

▶ 4 days ago 0:48

A Toronto librarian speaks to a CBC reporter via Zoom, saying sky-high costs of living are partially to blame for the spike in library security incidents. CBC News isn't naming her because she worries about reprisal at work for speaking out.

The librarian said people have thrown books and spat at staff, there have been verbal assaults as well as attempts by some patrons to follow staff home. "Just profound anger, and we're there and it's directed at us," she said, adding that colleagues have been punched.

"I feel it in my body, like my joints, my muscles," she said. "It really takes a toll on you."

These incidents mirror what's happening in many places across the country.

Earlier this year, three security guards at a downtown library in Edmonton received minor cuts while removing someone with a knife from a library bathroom. Following a fatal stabbing in Winnipeg in 2022, the Millennium library introduced metal detectors and additional security guards to cope with rising security incidents. Ottawa Public Library recently asked for \$3-million to pay for more security guards.

- [**Books, internet and naloxone: In-house nurse supports people in crisis at Edmonton library**](#)
- [**Winnipeg librarians were worried about growing violence before fatal stabbing, union says**](#)
- [**Some Saskatoon public libraries change hours in response to assault on workers**](#)

"People are like, 'What? At a library?' Yes, at a library. And if it's happening at a library, it's everywhere," said Stevenson.

In her own research, Stevenson has spoken to hundreds of librarians and library staff about their experiences. In one survey, 527 library workers from four large library systems participated and a whopping 97 per cent said they had experienced some form of violence or incivility on the job.

Smaller communities affected, too

While large urban centres are particularly affected, smaller communities are also feeling the brewing crisis.

"We've probably called the police more in the last two years than we have in the previous five," said Chantelle Taylor, deputy director of Cumberland Public Libraries in Amherst, Nova Scotia.

"It's a handful of times in comparison to a bigger region, but we are seeing more people with mental health crises coming in," Taylor said. "We have a food pantry out in the foyer, we're filling that up. So things are changing and I don't see it getting better anytime soon."



Chantelle Taylor, deputy director of Cumberland Public Libraries in Nova Scotia, says even the county's small locations are seeing an uptick in security incidents, including vandalism and theft. (Daniel Jardine/CBC)

She said vandalism is happening more frequently, and a donation box was stolen last year.

Experts and library staff point to the widespread lack of funding for social programs as part of the problem; libraries are often the only free places where everyone, including a city's more vulnerable population, are welcome to escape hot or freezing weather, access the internet and use public washrooms.

In fact, social media platforms like TikTok are teeming with comments about how public libraries act as a "lifeline" for many.

"Thank you for treating humans with decent respect. I have once experienced homelessness and libraries were a safe place for me as well, it means a lot," TikTok user Marty wrote of libraries.

But library staff can only be expected to do so much, Stevenson said.

"This is not a library problem. This is a political problem. This is a social problem. And to get past it, we need the political will to change our thinking around how we fund or how we want to fund social services," Stevenson said.

"The problem is that there's just a lot of these vulnerable people, and the library really probably isn't the best solution."

- [City report on Millennium Library safety calls for more security measures, staff](#)
- [Why putting social workers in public libraries could help Montrealers in crisis](#)

Already, some libraries in Ontario have brought in social workers to support library staff, and universities in the United States have started offering a combined degree in library studies and social work. But the way to meaningfully fix the situation, Stevenson said, is for cities and provinces to reinvest in social programs that keep Canada's most vulnerable people housed and cared for.

"Resources are needed for organizations outside of the library to pick up some of that slack," Stevenson said.

In a statement to CBC News, the City of Toronto said it's committed to addressing the challenges libraries are facing, and shared a list of measures already in place, including a partnership between the library and Toronto Community Crisis Service.

The city did not say whether there are plans to increase funding for social services.

Management reluctant to make changes, some say

Last year, the Canadian Urban Libraries Council formed a working group in response to the rise in security incidents, ultimately releasing a "toolkit" that consolidates existing policies, procedures and templates across libraries. CUPE [released a statement](#) saying it was disappointed that the group "didn't look for new actions libraries could undertake."

In Saskatoon, a local union leader said management hasn't done enough to respond to the growing threat of security incidents — a concern echoed by many other library employees across Canada that CBC spoke with.



Jeff Bergen, past president of CUPE 2669, says Saskatoon Public Library management seems to be reluctant to implement more safety measures requested by library employees, like personal whistles or walkie-talkies. (Chanss Lagaden/CBC)

"We've been trying to get safety improvements made for at least the last two or three years and management has been very resistant to that," said Jeff Bergen, past president of CUPE 2669 which represents library workers at Saskatoon Public Library.

Bergen said library staff have had to deal with racial slurs, profanity, threats, physical assaults and even an attempted sexual assault, and so far, management hasn't provided them with whistles or walkie-talkies despite repeated demands. Bergen added that because of funding cuts, staff often work alone, too.

"They never used to have to work alone, and now almost everybody has to work alone, which is a big safety risk," he said.

Between 2022 and 2023, security incidents went up 28 per cent across Saskatoon Public Library branches, according to data provided by the library.

WATCH | Why management may not respond to library workers' concerns:



Managers versus employees at the library

▶ 4 days ago 0:59

Siobhan Stevenson, an expert in library science, explains why library management, in some cases, fails to

respond to library workers' concerns about safety.

A Saskatoon Public Library spokesperson said in a statement that the library is currently in negotiations with the union and that its offering to codify several safety-related measures, including emergency alarms and an agreement that will ensure no employees work alone in areas open to the public.

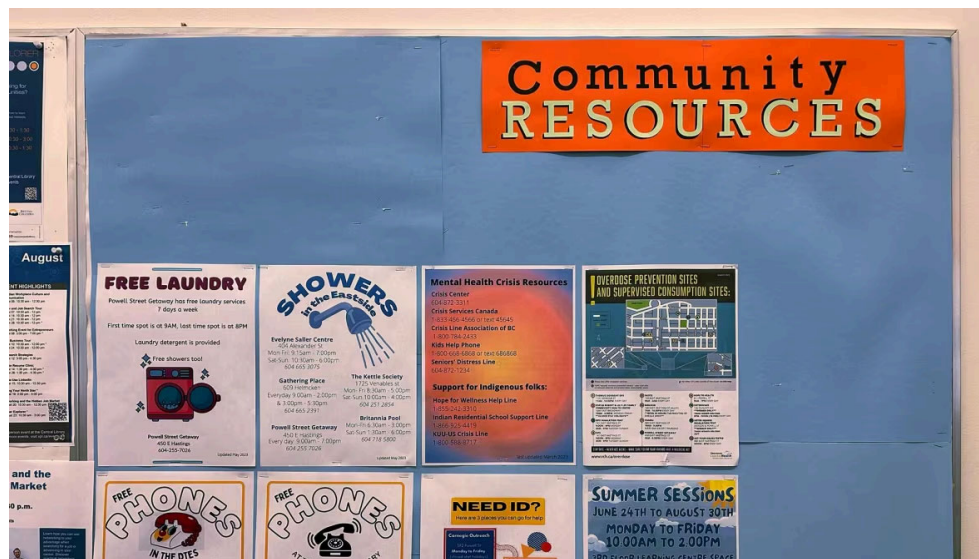
In April, several Saskatoon Public Library branches temporarily changed their hours of operation, so that they close at 6 p.m. instead of 9 p.m. in response to assaults. Staff also got phones. These measures fall short, according to Bergen, who said he believes management wants "to protect the public image of the library."

Libraries are still safe to visit

Stevenson said the rise of security incidents at public libraries needs to be addressed but it shouldn't create fear among visitors.

"That is a really unfortunate message to pick up from all of this because it's not exactly that," she said.

Several libraries have pointed out that incidents are rare compared to how many people use their facilities.



Posters inside a Vancouver Public Library branch advertise services for patrons like free laundry and locations to shower. (Kimberly Ivany/CBC)

In Vancouver in 2023, there were fewer than six security incidents for every 10,000 visits and Edmonton, which logged 3,452 incidents in 2023, noted that there were only about eight incidents per 10,000 visits.

"While these incidents comprise a small fraction of visits to EPL, public libraries are not equipped to address issues of social disorder, mental health, and addictions," an Edmonton Public Library spokesperson said in a statement to CBC News.

That's why Stevenson said the issue needs our attention.

The Toronto librarian who spoke to CBC said that public library staff often get into the job so that they can help people, but a lot of the crises they're currently managing fall outside the scope of their training — and it's setting up library workers to fail.

"We're not social workers," the librarian said. "The fact that we just can't be everything to everybody is probably the most frustrating thing."

Corrections

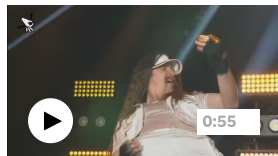
- A previous version of this story misstated injuries to Edmonton library security guards. In fact, they were not stabbed but received minor cuts while removing someone wielding a knife. Also, the previous story gave the incorrect title for Jeff Bergen. In fact, he is the past president of CUPE 2669.
Aug 23, 2024 5:25 PM ET

With files from Julia Fowlie

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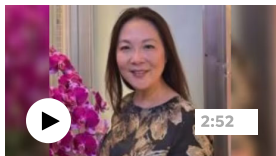
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This Canadian won the air guitar world championship — and it was epic

CBC News

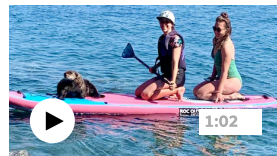


VIDEO
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Like it or not — more of us are bagging our own groceries



Toronto EV driver can't use closest overnight charging station because of permit restrictions



NEW Man for n resct

JUN 2024 CEO REPORT



Speak UP for diversity & inclusion

AMPLIFYING INDIGENOUS YOUTH VOICES

2024 imagineNATIVE Short Film Presentation

The imagineNATIVE Film Festival is an organization founded to support the diverse contemporary work of Indigenous directors, producers, and screenwriters working in film, video, audio, and digital media. imagineNATIVE's yearly festival showcases a range of Indigenous-made films, and for many years they have provided a touring program. This year, streaming options were made available for the touring program, and the Library worked with imagineNATIVE to bring their "*For the Youths*" short film program to Lakeshore.



On June 20th, five captivating Indigenous-made films were shown back to back, making it a night full of meaningful and powerful stories. Each film had its own voice, ranging from subject driven documentary shorts, dramatic shorts using legend and myth to embody contemporary issues, and a particularly poetic documentary short evoking the beauty of the land, and what is at stake if we continue to ignore its stewardship. This emotional and impactful night was made possible through the Building Safer Communities project.

A NATIONAL CRIME

The Residential School Experience in Canada

In recognition of Indigenous History Month and as part of the Library's commitment to Reconciliation and the 94 Calls to Action, the Lakeshore Branch will be hosting an important and informative exhibit entitled ***A National Crime: The Residential School Experience in Canada***. This exhibit has come to us from the [Legacy of Hope Foundation](#) and will provide Library patrons with some critical insight into this national issue, including the creation of the Residential School system, student experiences, the impact and traumas caused by the system, as well as Indigenous-led political action towards healing and Reconciliation.

The exhibit will remain on display until August 25 and is accessible to all visitors during regular hours of operation.



SUPPORTING EDI THROUGH POLICY AND PROGRAMS

Broadening Library Access and Creating Safe Spaces

The Library actively supports equity, diversity, and inclusion (EDI) through meaningful policy changes and inclusive programming. For instance, recent changes to the membership policy allows for free library memberships to all Indigenous, Métis, and Inuit people living in Ontario. This initiative facilitates access to physical materials, safe spaces, and digital collections, underscoring the Library's commitment to Truth and Reconciliation. The Library strives to create a wide range of programs and events with diversity and inclusion in mind. Notable examples this month include the Pride Editions of *Tween Takeover* and *After the Bell*, where teens collaborated on creating a Pride flag art piece. These programs highlight the library's dedication to fostering an inclusive and welcoming environment for all, and both celebrate and support Innisfil's 2SLGBTQ+ community.



Open UP opportunities to strengthen connection & engagement with our community

A TEA-RIFFIC PARTNERSHIP

Garden Tea Party With the Innisfil Seed Library

In partnership with the Innisfil Seed Library, the Library hosted a *Garden Tea Party* on the patio at the Lakeshore branch for a second year. Designed to be a small group experience, the *Garden Tea Party* was attended by 18 community members. During the event, the group of volunteers planted herbs together in the three troughs located on the Lakeshore patio. With guidance from the Seed Library's founder, Bridget Indelicato, and Seed Library Volunteer, Laurie Valentini, participants learned expert gardening tips on growing herbs from planting, to care and harvesting.

There was a wide range of gardening knowledge shared amongst the participants. After the planting was complete, there was a round of gardening trivia. Participants were really enthusiastic and had fun shouting out the answers to the trivia questions. The trivia aimed to help participants learn more about planting, with questions about companion plants, the names of plant and herb families, what seeds benefit from fermentation, and what plants are perennials versus annuals. The Innisfil Seed Library provided prizes for participants, such as potted herbs, gardening twine, and mini gardening kits, which included a sun hat, garden scissors, and a box to keep seeds in.

After planting, participants enjoyed a variety of refreshments and social time. Participants spent a great deal of time socializing together, speaking about their gardens and plans for the summer. This event supported community building, allowing gardening enthusiasts to come together, learn from one another, and make connections. With a very large waitlist for this program, staff are exploring options to expand the program next year or offer multiple, similar experiences to ensure all community members interested have the opportunity to participate in the future.



SCHOOL YEAR ENDS WITH CLASS VISITS

Class Visits to the Library

In June, the Lakeshore branch hosted six class visits from Holy Cross Catholic Elementary School, engaging Grade 1-3 students in activities like exploring the Library's robotics fleet and creating in the HackLAB using the Sublimation Printer. These visits connect students to the Library's programs and services and strengthen the Library-School relationship by fostering connections with teachers. Students were excited about the endless possibilities in the HackLAB and the ability to borrow robots. Highlighting the novelty of the Library of Things, students were delighted to learn that they could borrow robots just like books. One student approached Staff to express his gratitude, recalling his participation in the "*Paint With Me*" program during March Break. He proudly shared that he had continued to practice his painting skills, noting significant improvement. This anecdote underscores the lasting impact and value of the Library's programs in fostering individual growth and skill development.

"This is sick,
I love the
library!"

"Wow, the kids love
this! How do I sign my
kids up for the stuff in
here?"

"This is
AWESOME"

"Mistakes
are an
opportunity
to learn"

A teacher from Sunnybrae Public School also arranged a visit for Grade 4 students to ensure they had access to summer reading materials. This visit included an introduction to the Library's collection, a hands-on navigation session of the Library website, and promotion of the *TD Summer Reading Club*, *Short Story Contest*, and other programs. Many students were also keen to search the catalogue themselves and took advantage of the opportunity to navigate the Library website themselves and half of the class received a new Library card. Looking ahead, the Library aims to expand school visits and outreach to inspire students and staff to discover the Library's potential, making outreach a vital part of service delivery.

School-Wide Events

Many local schools host end-of-year community events to celebrate another successful school year, bring their school community together, and do some fundraising for the upcoming year. The Library connected with nearly 1000 community members at these events:

- Killarney Beach Public School STEAM Night
- Killarney Beach Public School Beach Party
- Saint Gabriel the Archangel Catholic Elementary School Fun Fair
- Innisfil Central Public School End of Year Event
- Alcona Glen Elementary School Cultural Fun Fair
- Sunnybrae Public School Fun Fair

At all of these events, Staff promoted the *Summer Reading Club* and summer programming and events, generating buzz for *Fresh Air Flicks* and teen volunteer opportunities.

IN THE COMMUNITY

EarlyON Community Picnic

On June 25th, Staff attended the *Empower Simcoe EarlyON Child and Family Centre Picnic*. Empower Simcoe and EarlyON serve a geographically broad area of Simcoe County and have been important partners in supporting literacy as a key component in early childhood development. Families were invited to Sunnidale Park in Barrie to meet service providers, learn about programs and services available to them and their children, and enjoy live entertainment. Staff had the opportunity to chat with approximately 75 people throughout the event, showcasing a variety of engaging activities for the participants. Many families who already attend Library programs came to say hello and have a visit, and Staff also answered numerous questions about the HackLAB. The Library maintains such a positive reputation in the community for unique programs and innovative spaces, that many non-Library users were eager to check us out. A number of families from outside of Innisfil were interested in learning more about purchasing a Library membership in order to access the programs and services we offer.




Simcoe County Inclusive Information Fair

On June 8th, the Library took part in the *Children's Treatment Network Simcoe County Inclusive Information Fair*, run out of the Peggy Hill Team Community Centre in Barrie. This event invited families, educators, resource workers, and therapists from across Simcoe County to discover resources and services designed to support healthy childhood development. This was the first time the Library participated in the event and it was a great opportunity to talk about the Library's various services with a different audience. The fair had an attendance of 115 guests. Staff showcased the Library of Things, shared the Social Services brochure, talked about the HackLAB, and discussed the various formats and different types of materials available at the



Library, including Daisy players, VOX books, and Yoto players. The event allowed the Library to connect with a different audience, and to learn more about what other services were available across the County for supporting children and families.

 *Volunteers at a Children's Treatment Network information table. (Source: Instagram)*

Build UP our reputation as a trusted community asset

NEW COLLECTIONS

Yoto Cards

A new collection of children’s audiobooks was added to all locations in the form of Yoto cards. Yoto cards are credit card sized cards that allow you to play an audio recording of a book, either on a specially designed player (Yoto Players) or your phone (via the Yoto app). These cards provide another opportunity for families and young listeners to engage and interact with stories, encouraging a love for reading. They improve accessibility and inclusion by catering to different learning styles and needs, making content available to auditory learners and children with visual impairments. Additionally, Yoto cards foster digital literacy skills, helping children navigate and responsibly use digital media.



Left: Yoto shelving at Lakeshore, and example cards. Above: Yoto player.



Raise UP the Library's identity as an innovative hub

HACKLAB HIGHLIGHTS

Support for Entrepreneurs

Customers continue to leverage the resources in the Library's HackLAB space to bolster their small businesses in innovative ways. From designing prototypes and creating custom merchandise to honing design skills, entrepreneurs find crucial support here to help foster their small business. This access to advanced technology and guidance from Library Staff is essential, enabling them to reduce costs, experiment with new ideas, and refine their products. Such initiatives not only foster local economic growth but also encourage community engagement and creativity, making the library a vital hub for entrepreneurial success and small business development. This month, a participant in the HackLAB Tinkershop, *Laser Engraved Wooden Book Boxes*, used his skills to build his own 3D wooden book box, and then applied his custom logo on the front and inside of the box. His goal is to continue to build and develop his design skills in the space to help create custom projects to help promote his small business.



HackLAB Kits for Seniors

Since 2020, Library Staff have created and handed out over 9500 Seniors HackLAB Kits to support the well-being and mental health of seniors in the local community. As part of our ongoing commitment to serving the community and responding to community needs, the decision has been made to pause the Seniors HackLAB Kit program for July and August. This pause will allow us to carefully assess and enhance our services to seniors, ensuring we continue to meet their evolving needs effectively. We remain committed to providing accessible technology resources and fostering digital literacy among seniors and look forward to reintroducing an even more impactful program in the near future.



Light UP pathways to personal & professional growth

COMMUNITY-LED PROGRAM HIGHLIGHTS

Poetry for Healing: A Workshop on Mental Wellness

On Saturday, June 8, the Library hosted an insightful and introspective poetry event, led by Ty the Poetess, Barrie’s current Poet Laureate. Ty blended creative writing instruction with moments of introspection, which allowed the participants to put into writing some things that might have been hard to express otherwise.

Each participant read their writing, and there were some heartfelt moments. In particular, one participant shared a touching story about the life and recent loss of her family’s horse. It was lovely to make space for these participants to share meaningful stories, and that the Library was a part of helping them reflect on these moments.



Ty the Poetess, delivering the workshop.

Art on the Patio with the Sandycove Acres Art Club

Also on June 8th, the Sandycove Acres Art Club hosted *Art on the Patio*. This was a fun event where the Sandycove Acres Art Club could show off their paintings and drawings. The club is composed of artists who live in Sandycove, and meet regularly to paint and learn from each other.



The club hosts an annual art show in their community, but this Patio exhibit is their only exhibition outside of Sandycove. For some of the participants this was their very first time showing their work publicly. It was great to provide a venue for these later career artists.

Visitors enjoying the unique works for view and sale.



Lace Up & Recharge: A Self-Care Workshop for Sneakerheads



The Library hosted Natasha Shakespeare from *Parents Against Racism Simcoe County*, and Sharon Obiye from *Yilea Therapy* for an engaging workshop, supported by the Building Safer Communities Fund. The workshop was designed to help participants center themselves, and use sneaker-care as a window into self-reflection. Throughout the insightful and impactful program, Natasha guided participants through a series of care of the sneaker-care tips, and Sharon walked the participants through the importance of self-care, and the impacts of social media.

Estate Planning Seminar with Deepika Choudhary

An *Estate Planning Seminar* was held in partnership with a local lawyer, Deepika Choudhary. Deepika is an associate lawyer at Ferguson Deacon Taws LLP, where she manages their Innisfil office. She specializes in real estate, wills and estates, general corporate, and immigration law. The seminar was well attended and Deepika gave an excellent presentation about wills, power of attorneys, what happens if you die without a will, how probate operates, and common myths about estate planning. Many participants asked if this session would be offered again, noting that many of their loved ones and friends could be interested in this presentation. Staff are exploring the opportunity to repeat this presentation again in the near future as well as offer further seminars on related topics.

COMMUNITY EVENTS

Wing Ding

Organized by the Cookstown and District Chamber of Commerce, Wing Ding was a full-day event highlighting community yard sales and local businesses in Cookstown. The Cookstown Branch hosted a large used book sale, with a fantastic sales team taking in over \$700 in materials sold, including both books and items from the ideaSHOP. Although fewer people visited the Library due to the absence of vendors or activities in the back field, dedicated attendees came for the sale.



Neighbourhood Nights

Neighbourhood Nights returned with two events in June. Staff connected with people of all ages, and continued to share exciting information about our summer programs, TD Summer Reading Club, HackLAB opportunities, and various other programs. A highlight of one of the events was meeting a family who had just moved to the area and received their Library cards the previous day. They expressed how welcomed they felt by the friendly staff at the Branch. Staff provided them with our brochure and informed them about programs such as the Summer Reading Club, KackLAB programs and Fresh Air Flicks. Along with learning about the opportunities available in Branch, residents were invited to participate in colouring paper feathers as part of the Seven Feathers Community Art Project.



Once coloured, these feathers, designed by local Indigenous artist, April Paul, will be assembled into large rainbow wings, symbolizing unity and community spirit. Honouring Indigenous values, the feathers represent the seven guiding principles in Indigenous culture: Love, Respect, Courage, Honesty, Humility, Truth, and Wisdom. The wings will be showcased at the 10th annual *MakerFEST* event on Sept. 14.

CHILDREN & YOUTH PROGRAM HIGHLIGHTS

Teen Programming

Teen programming at the Library has expanded considerably this year: there have been 60 submissions to the *Teen Book and Movie* review program, 57 participants at *Tween Takeover*, 69 participants at *After The Bell*, and 422 participants at *Teen Nights* at the Library, as well as 168 high school volunteer opportunities in programs.



Updated in January to encourage readers to share more of their personal opinions and fewer plot summaries, the *Teen Book and Movie Reviews* have been a helpful way for students to earn volunteer hours quickly. In the spring, many students rushed to earn their necessary volunteer hours for graduation and staff were able to direct them to the program as an effective way to earn some additional hours. This program continues to be an effective way to engage students who are not comfortable volunteering in-person.



Tween Takeover began to build momentum into May and June, as staff started to see regular participants who looked forward to returning each week to play games, do crafts, and socialize with each other and staff. During the program, Staff shared many of the things that tweens can do in the Library, and the tweens were surprised to learn that many of these opportunities were free. This safe, comfortable environment allows participants to ask questions, learn about the space, and learn about the expectations for their behaviour while in Library spaces. While the program is a drop-in-and-out format, many participants opt to remain for the duration of the program, often shooing away their caregivers. By re-engaging with this age group, the Library is better positioned to offer targeted programming that meets the needs and interests of the tweens and the Library will continue to build capacity to program for this age group.

After The Bell had two special program focuses for teens, including National Indigenous People's History Month through the *imagineNATIVE Film Festival*, work with community partners at the *Lace Up & Recharge: A Self-Care Workshop for Sneakerheads* presented by Parents Against Racism Simcoe County, and a Pride-focused collective art project that saw teens both at *After The Bell* and *Teen Nights* prepare a beautiful collage version of the Intersex Inclusive Pride Progress Flag. Through *After The Bell*, staff have been able to recruit volunteers for programs, connect youth with *Teen Nights*, and build rapport with some of the teens who use the Library.

PA Days

Both the Public and Catholic elementary school boards had PA Days on June 7th, and the Library hosted an afternoon of all ages, drop-in activities. During the afternoon, children explored bugs, flowers, gardens, and pollinators through stories, robots, crafts, and engineering activities. These activities provided opportunities for staff to talk about the *Monarch Butterfly Rearing* project as well as the Library's pollinator gardens and Seed Library. Children were so excited to explore with the Library's smallest robots, the Hex Bugs, building all kinds of enclosures for the robots to explore. PA Day activities are an opportunity for a different audience to experience a taste of Library programs. Often, Staff see families who are not able to attend after-school programs, but during a PA Day, they can experience more activities happening around the Library.

Managing BIG Feelings

Sheera Perry returned for one more presentation of her *Managing Big Feelings* workshop on Saturday June 1st. The nine participants in this workshop were engaged in all of the activities, asked many insightful questions, and connected well with Sheera. In conversations with Sheera, children were comfortable to offer all kinds of responses to questions about when they felt big feelings and how they would respond in those situations. The goal of the presentation is for families to walk away with a plan that children can execute when they start to feel big feelings that they cannot control, and as families worked on their plans, there were many conversations happening between caregivers and children about what strategies would actually work in their homes. However, the most impactful part of the workshop occurred at the end when Sheera took the time to engage in some one-on-one conversations with



various families. Several families acknowledged that they have been searching for any kind of support and Sheera was able to use her experience from working with the Toronto District School Board to provide some suggestions for parents on how to navigate the school system and find more help for their children in school. In the future, Sheera expressed an interest in working with the Library again on some more mindfulness-related workshops or some teen-focused workshops.

PROFESSIONAL DEVELOPMENT

Annual Institute on the Library as Place

The Director of Public and Information Service and the Communications and Event Specialist attended the *Annual Institute on the Library as Place*. Organized by the Ontario Library Association, this two-day conference was held at the Mississauga Public Library' Hazel McCallion Library. The theme was "Tools of Engagement", focusing on how to engage with Indigenous communities to inform library building projects and space changes. The first day consisted of a number of informational sessions, while the second day was three tours: Sheridan College, Mississauga Living Arts Centre, Hazel McCallion library.

The keynote speaker, Dawn Maracle, is a Mohawk woman from Kenhté:ke a.k.a. Tyendinaga Mohawk Territory in Southern Ontario, who sits with the Bear Clan, and is a community organizer, activist, and consultant. She spoke about the importance of engaging with the current indigenous residents of a community alongside understanding the indigenous history of the place. She noted that people belonging to different indigenous clans with varied backgrounds can reside in a community and thus inform planning, even though some may not have been the historical or original residents of the land. Understanding both the historical context and the contemporary needs will inform planning.

The tours were each impressive in their own right. The Living Arts Centre houses three performance theatres, and several purpose-built dedicated arts/crafts workshops available for public use. This City-run facility includes the following workshops: woodworking, glass blowing, ceramics, and textiles. Artists in residence are employed to both create new work and facilitate public engagement through workshops and master classes. Camps are run during the summer, and classes are offered year-round.



The Hazel McCallion Library is Mississauga's largest branch and is centrally located downtown. The building consists of five floors, which recently underwent a three-year renovation at a cost of \$29 million. The renovation not only updated the spaces but added functionality to better meet the needs of the community through the creation of a gaming room, maker spaces, and recording studios. A large amount of quiet study space and bookable meeting rooms were created, and space for the [Open Window Hub](#) was designed to provide access to a variety of social services on a full-time basis.



Library Management Training

The Manager, Creative Making and Discovery, Manager, Communications and Events, and Manager of Library Services attended a two-week Library management accelerated virtual course. This program focused on essential management skills key to effective leadership. Staff engaged in sessions led by industry experts covering the following topics: building team culture, equity-centered leadership, managing difficult conversations, providing feedback, conflict resolution, crisis management, supporting staff through burnout, and data-informed decision making. The guest speakers followed their presentations with facilitated discussions coaching library managers to handle specific challenges, equipping them with tools to respond effectively while preparing them for specific challenges.



APPENDIX A:

Level UP! Communications Insights

Media Outreach & Social Media Response

DATE PUBLISHED	NEWS OUTLET	TITLE
June 4, 2024	Toronto.com	What is yarn bombing and why are Ontario communities decorating lamp posts, trees and fences in colourfully knitted yarn?
June 6, 2024	Innisfil Today	'Eager to learn': Why is an Innisfil library branch wrapped in yarn?
June 7, 2024	Innisfil Today	Four events you have to check out in South Simcoe this weekend
June 10, 2024	Innisfil Today	Innisfil library celebrating National Indigenous Peoples Month, Pride
June 11, 2024	FM101Milton	Read Your Way Through the Summer
June 13, 2024	Innisfil Today	Innisfil Lions Club gets roar of approval after giving to 8 local groups
June 13, 2024	Simcoe.com	Things to do in Simcoe County this weekend
June 13, 2024	Innisfil Today	'Equality, dignity and freedom': Pride Month marked at Innisfil town hall
June 18, 2024	Innisfil Today	Here's where you can find Innisfil's cooling stations
June 21, 2024	Innisfil Today Bradford Today	Five events you have to check out in South Simcoe this weekend

June 26, 2024	Innisfil Today	Unsheltered in Innisfil: Where can the town's homeless go for help?
June 30, 2024	Barrie Today	Unsheltered in Innisfil: Where can the town's homeless go for help?

Facebook Insights (June 1 to 30, 2024)

FOLLOWERS	# OF POSTS	TOTAL ENGAGEMENT	TOTAL IMPRESSIONS
3,864 (Followers) 3,251 Page Likes	48 during this period	3,078 engagements (792 reactions)	Posts earned 28.3K impressions over this period (number of times our posts have entered a person's screen)

Top Paid Post (based on reach):

Join us for 5 short, Indigenous-made films, which were presented as part of the 2024 imagineNATIVE Tour.

The imagineNATIVE Film Festival was founded to support the diverse contemporary work of Indigenous directors, producers, and screenwriters working in film, video, audio, and digital media.

Join us at the Lakeshore Branch on Thursday, June 20 from 6pm-7pm for this special film screening.

Register today: bit.ly/3VBQlul

Free for all ages!
innisfilidealab.ca/events

2024 imagineNATIVE Short Film Presentation

This film series includes five Indigenous-made short films, which were presented...

Sign up

Date, June 9, 2024 6.6K Reach

Top Organic Post (based on reach):
Date, June 18, 2024 4.4K Reach

As part of the TD Summer Reading Club, the next story in our #Storywalk® is ready to read!
Families are invited to take part in an outdoor reading adventure along the #Innisfil Rotary Trail (located near Town Hall, behind the Volleyball courts).

Thanks to @townofinnisfil and @tdsrc_cletd, kids and their families have the opportunity to enjoy reading, "The Darkest Dark," by Chris Hadfield in English or French.

The Darkest Dark is inspired by the childhood of real-life astronaut Chris Hadfield.




X (Twitter) Insights (June 1 to 30, 2024)

FOLLOWERS	# OF TWEETS	TOTAL ENGAGEMENT	TWEET IMPRESSIONS
1,553	41 during this period	49 engagements (41 likes, 5 retweets, 3 quote tweets, 0 reply)	2.7K impressions over this period (number of times users saw our tweets)

Top Organic Post (based on reach):

Top Tweet earned 520 impressions


 **Innisfil ideaLAB & Library** @InnisfilideaLAB · Jun 2

DeafBlind Ontario Services has Yarnbombed our Lakeshore Branch to raise awareness about deafblindness this month!

Each square symbolizes the coming together of people in the field of deafblindness.

Check out their yarned art inside too!

[#YarnBombing](#) [#DeafblindAwareness](#)



The photos show the 'yarn bombing' project at the Lakeshore Branch. One image shows a tree trunk wrapped in colorful yarn with a sign that reads: 'This yarn bombing project was created by people with deafblindness, intervenors, families, and supporters as part of Deafblind International's (Db) worldwide yarn bombing awareness movement. Deafblindness is a combination of hearing and vision loss that is unique to each person. Over 1% of Canada's population are deafblind. In June, we celebrate National Deafblind Awareness Month in Canada.' Another image shows two women standing next to a large quilt made of colorful squares, each representing a person in the field of deafblindness.

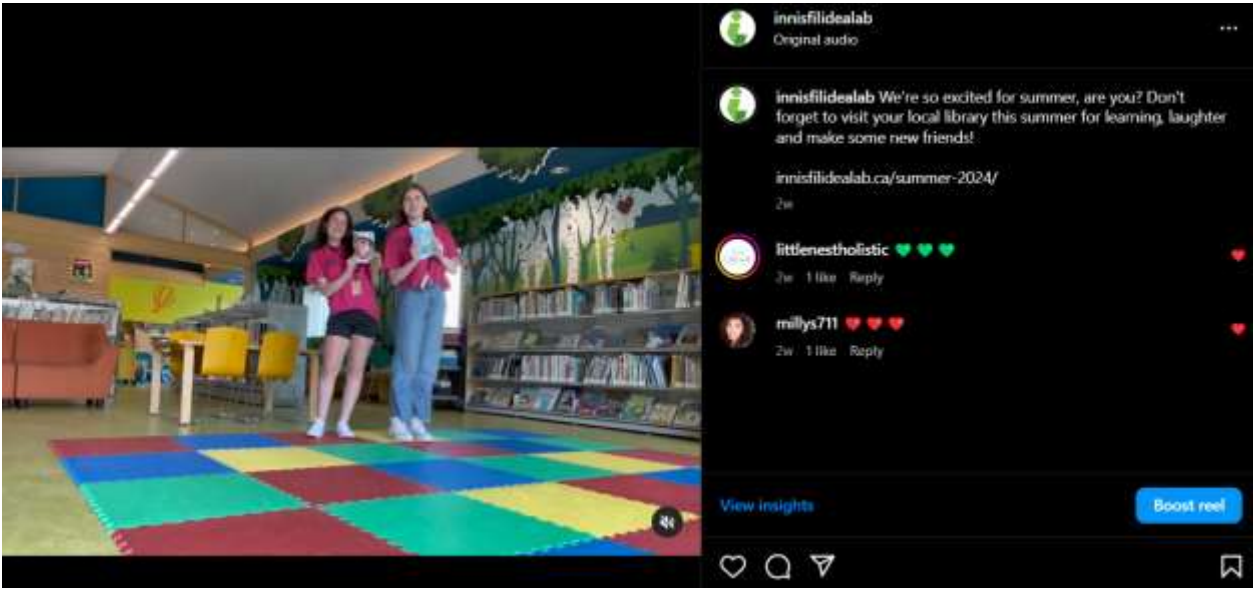
Instagram Insights (June 1 to 30, 2024)

FOLLOWERS	# OF POSTS	TOTAL LIKES & REACH	TOTAL COMMENTS
2,538	48 during this period	31,075 accounts reached. 6,066 likes.	13 comments in total on content posted during this period

Top Post (based on engagement): June 11, 2024 - 767 Reach



Top Reel (based on engagement): June 16, 2024 - 422 Reach



JUL 2024 CEO REPORT




CREATING SAFE & WELCOMING SPACES

Drag Queen Storytime and Pride Celebration

On Saturday July 6th, the Library welcomed Drag Queen's Justine D'as and Queenie ZaDhal from the Haus of Devereaux for *Drag Queen Storytime and Pride Celebration*. The afternoon's activities included a variety of crafts, stories read by the Queens, a dance-a-long parade, Greenscreen photos, and a Question and Answer period with Justine and Queenie. PFLAG Barrie joined the event to provide information about their services and talk with parents and caregivers who might be interested in getting involved with the organization's volunteer work. Daniela, who runs PFLAG Barrie, wants to see an expansion of PFLAG into Innisfil, and she spoke with families who are part of the queer community or are looking to be active allies to the community. During storytime, the Queens talked about the 2SLGBTQIA+ community and some of the issues facing them, in a family-friendly way. There were 45 people in the audience, with a wide age range including a baby who was pushing nap time, school age kids eager to craft, and adults who proudly showed their support. The focus of the event was on love, acceptance, tolerance, and standing up for one another. During their Q&A, Justine and Queenie addressed questions that ranged from how long it takes to do their makeup, to how they dealt with bullying, to their favourite animals. It is critical for all children, and grownups, to see themselves represented in books, and while Drag Queens are just one part of the 2SLGBTQIA+ community, their performance skills and openness about their personal journeys help to create safe spaces for our entire community to learn and grow. The Library looks forward to future Drag Queen Storytimes to continue to create these spaces for growth and representation.



 *Drag Queens Justine D'as and Queenie ZaDhal at Drag Queen Storytime.*

LEGACY OF HOPE FOUNDATION PRESENTS:

A NATIONAL CRIME: THE RESIDENTIAL SCHOOL EXPERIENCE IN CANADA

A National Crime: Opening Reception

On the evening July 23 the Library hosted an opening reception for the traveling exhibit currently on display at the Lakeshore Branch entitled **A National Crime: The Residential School System in Canada**, borrowed courtesy of the [Legacy of Hope Foundation](#). The reception featured an introduction from Board Chair Anne Smith outlining the purpose of the exhibit and the responsibilities of attendees to educate themselves on Indigenous issues and taking tangible steps towards Reconciliation. These opening remarks were followed by an emotional video produced by the Legacy of Hope featuring two Residential School survivors reflecting on the lasting impact that their experiences have had on their own lives as well as their families and communities. Attendees were then invited to participate in the Seven Feathers art project, enjoy some light refreshments, and view the exhibit panels to gain a better insight into this ongoing issue. Board members and Town Councillors, including the Mayor and Deputy Mayor, attended to demonstrate their support, and the Library will continue to strive towards Reconciliation and amplifying Indigenous voices with more events and programming.

Visitors review the panels and reflect on their stories.





Open UP opportunities to strengthen connection & engagement with our community

CAMP VISITS

Town Of Innisfil Day Camp Visit: Cookstown Camp

Once again, we partnered with the Town of Innisfil summer camps to bring Library visits to their day camp programs. In July, the Library spent an afternoon visiting Cookstown Camp, sharing a story, playing games, and crafting together. These outreach visits support the collaborative relationship the Library has with the Town and allow the Library to connect with children who may not regularly attend programming. After this visit, many of the kids told staff how much fun they had and the camp counselors were inspired by the button making activity, realizing that they had a button maker that had yet to be used this summer! In August, the Library will make two additional visits to the Town of Innisfil's camps in Stroud.

COMMUNITY EVENTS

Fresh Air Flicks

Fresh Air Flicks returned in July, with heavy rain threatening to cancel the first screening. The Operations staff at Innisfil Beach Park provided essential support and we successfully implemented our rain date plan due to field conditions. The team's adaptability allowed us to relocate, set up new tie-downs for the screen, and secure power access, ensuring the event went off without a hitch.

Town staff and the Youth Connex Committee sponsored our first screening, labelling the event *Fresh Air Flicks Teen Takeover*. Local teens selected the movie, which contributed significantly to the success of the movie night. Our second screening in Cookstown was made possible by Tim Horton's Smile Cookie Funds, a gesture that took on added significance following the unfortunate fire at Cookstown Foodland. Both events featured popcorn, Kool FM on-site, and Library staff leading games and crafts, creating a fun and engaging experience for all who attended.



*Participants enjoying movies under the stars (left).
Teens colouring (right).*

➤ Build UP our reputation as a trusted community asset

SUPPORTING THE DEMOCRATIC PROCESS

Citizen Journalism Workshop: Uncover and Share Your Stories

Deepak Bidwai, a reporter at Simcoe Community Media, gave an interactive presentation all about how to capture engaging stories, conduct interviews, and use media tools effectively. Deepak began with a slide presentation, helping to set a frame of reference for what makes a good story: a human connection to real world challenges and issues. From there, Deepak led the participants through a mock interview between two participants. Taking turns being an interviewer and interviewee, the mock interviews helped the participants find out how to develop a good rapport with their subject, and how to find avenues of deeper discussion. The participants were delighted to have a chance to show off their interviewing skills, and came away feeling empowered to be a voice in their community.



➤ *Participants practiced in the MediaLAB.*

COLLECTIONS HIGHLIGHTS

Accessibility Support Display

In recognition of Disability Pride Month, the Accessibility display at our branches featured resources, books, and tools that promote inclusion and accessibility. Also highlighted was the Library of Things, Home Library Service, and digital collections.



New Collection: Decodable Books

A new type of book was added to the collection at all branches, called “decodables”. These books are designed to help beginner readers practice and learn the sounds that letters and different combinations of letters make (phonics). Decodables are used in classes at local elementary schools, and are considered a dyslexia-friendly format. In recent months, Library Staff have received a number of requests from parents to add them to the Library’s collection.

Staff have prepared content to share with all Library staff and public that will assist them in using these literacy support materials. Additional titles will be added to the collection soon, thanks to a \$500 grant from the International Dyslexia Association, Ontario Branch.



Local Self-Published Author Collection



We are supporting local, self-published authors by purchasing and displaying their materials in branch to showcase the community’s literary endeavours. Local Authors live in Innisfil, or their works pertain to Innisfil, and have printed their work at their own expense. All potential authors are welcome to submit their request for the library to purchase their books through the [Local Author Submission Form](#). All works are then sourced through the Library’s vendors and added to the Local Self-Published Author Collection located at the Stroud Branch.



Raise UP the Library's identity as an innovative hub

HACKLAB HIGHLIGHTS

Empowering Young Creators with Mini MakeIT

July was an exciting month in the HackLAB as we welcomed our first group of *Mini MakeIT Makers*. This program, designed for 4-6 year olds, brought young participants together with their caregivers to explore the creative possibilities within the HackLAB. The program was an instant hit, with one little girl exclaiming, "this is my favourite space in the Library!"

Throughout the four-week program, the children developed new skills and grew in confidence, particularly in using the software to design their own projects. From creating custom colouring sheets to crafting painted macramé rainbows and laser-cut felt banners, participants demonstrated impressive creativity and dedication. One mother shared her amazement, stating, "I can't believe the skills my 4-year-old has picked up from being here every week. She'd never used a mouse before this program and is now able to independently move objects from one place to another and type her name. I really hope you'll continue to offer this program in the Fall."

This program has not only sparked a love of learning and creativity in our youngest library users but has also fostered meaningful connections between children and their caregivers. The success and positive feedback from *Mini MakeIT* demonstrates the impactful role the HackLAB plays in nurturing the next generation of makers.



Building skills and connections in the HackLAB.



Light UP pathways to personal & professional growth

STORYTIME FOR EVERYONE

Outdoor Storytimes

July brought the start of *Splash Pad Storytimes* in Cookstown as well as the first *Outdoor Storytime* in Town Square. Exceptionally warm weather and sunny days lent themselves to higher attendance at both of these storytimes. The first *Town Square Storytime* had an audience of almost 100 participants thanks to the involvement of Simcoe Childcare Services, who walked over with six of their classes. The large group participated in lots of singing and dancing, and interactive felt stories. Afterwards, many families walked over to the splash pad and playground to continue their morning, and staff talked with families about the other *Outdoor Storytimes* happening around Innisfil

Meanwhile, at *Splash Pad Storytime* in Cookstown, attendance increased in July, with upwards of 50 to 60 people attending. Initially in July, most participants were families who came to *Drop-In Storytime*, but later in the month, staff met new families at the Splash Pad. A couple of grandmothers brought their grandchildren after attending storytime at other Library locations, and other grownups asked if all storytimes would be outdoors in the summer. As the summer continued, staff noticed that even on *Drop-In Storytime* days, families would often head to the splash pad after storytime. This storytime continues to be a great fit for the community and next summer staff will explore the possibility of *Splash Pad Storytimes* in Town Square as well.

Evening Storytime

In addition to *Outdoor Storytime*, this summer the Library has also piloted an *Evening Storytime*, which allowed families who have working caregivers to participate in some Library programming later in the day. These storytimes shake up the usual routine by beginning with crafts and playtime, followed by high-energy stories and songs that gradually wind down to a calmer atmosphere, helping families transition to bedtime.

While the summer started off slow, with just a couple of families attending, by the end of July, twenty people were attending these storytimes. Some adults asked where to find the schedule so they wouldn't miss a week. One week, a family was prepared to leave, but ended up staying because their youngest child became so engaged in storytime. At one of the first Storytimes, staff also reconnected with a family who had attended numerous storytimes previously, but once both caregivers returned to work and the children started kindergarten, they were no longer able to attend storytime as often. They talked with another family about attending and used storytime as a way to meet up, but also to re-engage with the Library. This pilot program will continue into the fall, to gauge interest in the community.

SUMMER SPECIAL GUESTS

Love, Light and Learn

On Friday July 12th, a group of 13 children were delighted by advocate, educator, energetic entertainer, and founder of The Love and Light Collective, Trician-Renée Edwards. Trician-



Renée was recommended to the Library by Making Change, who aptly compared her YouTube channel to “The Big Comfy Couch.” The interactive workshop talked about kindness and positivity, while encouraging kids to move their bodies and get creative with their crafts.

BenTastic, Magically Fantastic

Local magician BenTastic returned to the Library for two shows at the Cookstown and Lakeshore branches. Together, the shows attracted just over 100 participants and Ben had the crowd in awe of his tricks and laughing along at his jokes. At Lakeshore, there were even some seniors watching the performance from afar, watching intently as the children in the audience interacted with the magician. At one point, an audience member remarked that it was like Ben had “plants” in the audience because of how positively the crowd responded to him and how much fun the kids had on stage. Ben also took the time to connect his show to the power of the Library, requesting a cart of books on magic so that he could encourage audience members to learn more magic tricks themselves. These types of performances appeal both to the “regular” Library users, but also attract families who may not come to other Library programs, which in turn allows these families to see the potential of the Library’s spaces.



Participants of all ages were awed by BenTastic’s performance.

Code Ninjas Barrie

Code Ninjas Barrie created a super STEM focused workshop for the Library. They brought LEGO Spike Prime Kits and laptops for coding these robots, and introduced kids between the ages of 8 and 14 to these LEGO robotics kits. The workshop facilitators encouraged the children to work together and reiterated the importance of teamwork and problem solving. The hour-long workshop went really quickly and at the end, some of the parents inquired with Code Ninjas about their work. There continues to be strong interest in coding and robotics, and working with special guests like Code Ninjas not only allows Library staff to see new technology in action, but also provides inspiration for new programs for the future.



In addition to these special events, there were multiple weekly programs where children explored with robots, made messy masterpieces, played new games, made new friends, tested their engineering skills, and much more.



NEW & RETURNING PROGRAMS FOR TEENS & SENIORS

Teen Art Night

Building off the demonstrated interest in arts and crafts programming for teens, this summer the Library began offering *Teen Art Night* on Wednesday evenings. The first week, the group was fairly quiet, but one girl told her mom at the end of the program how excited she was to use the resources from the program when she got home. During the second week, when asked what other summer plans the Teens had, they replied that they were going to, “Hang around Innisfil and come to Library programs.” Some participants also participate in *Teen Nights*. By the third week, there was more community building and conversation, as one of the Teens, who’s been involved in the *Discover DnD* program this summer, talked about her experience with Dungeons and Dragons and encouraged the others to join the program. In the final week of July, there was another new participant who was disappointed it was only once a week, but was delighted to confirm that she could participate again the following week. The group has appreciated the quiet, judgment-free, creative space, where they can take the lead on their creativity and be inspired by each other’s ideas. *Teen Art Night* will join the growing complement of activities for teens at the Library this fall.

Drop-in Cards & Games for Seniors

A new program for the summer, seniors were invited to enjoy some social time and exercise their brain with a variety of board and card games. This drop-in program has been gaining momentum, with more participants joining in each week. Participants have been engaged in games that encourage them to use creative thinking skills, strategize, recall past events by memory, and learn about various subjects, such as art and literature, sports and leisure, and the sciences. Besides the opportunity to gain skills through game play, the senior participants have had the opportunity to make connections and break isolation, often sharing stories with one another and speaking about other seniors’ programs and events in the community they would recommend.

Sociable Seniors

Sociable Seniors programs are now offered at all three Library branches and have had continued success in engaging the senior community. This month, participants utilized their creativity in activities such as tote bag art, bracelet making, summer watercolour painting, birdhouse building, and personalizing garden stones. The programs offer the chance for seniors to unwind, expand their creative abilities, socialize, and create friendships. The summer time has also been an opportunity for senior summer residents to meet and form connections with year-round residents.



CREATIVITY GROWS AT THE LIBRARY

Poetry & Creative Writing Guest Workshops

In July the Library hosted two unique workshops focused on self-expression through the written word. First, poet and artist Lewis the Artist presented a workshop dedicated to merging poetic and artistic modes of expression. The project was an exercise in taking a perceived weakness and converting it to a strength by starting with something you are already comfortable with (either visual arts, or writing), and apply that skill in the pursuit of a unique creative endeavour.



Later in the month, Tru “The eccentric 1” gave a presentation exploring storytelling through creative writing and spoken-word performance. The basis of this workshop was an emphasis on “free writing” as a method of exploring your own writing in a non-judgemental way.

The participants in these workshops came away with a greater appreciation of their own talents and were inspired to continue their work with the written word.

Staff Development

Setting Professional and Personal Boundaries

The Community Services Navigator delivered an engaging and thoughtful workshop for all Library Staff on the importance of setting boundaries in both personal and professional settings. The workshop included excellent tips and opportunities for discussion.



APPENDIX A:

Level UP! Communications Insights

Media Outreach & Social Media Response

DATE PUBLISHED	NEWS OUTLET	TITLE
July 5, 2024	Bradford Today	Four events you have to check out in South Simcoe this weekend
July 5, 2024	Innisfil Today	Innisfil library opens Sensory Room at Lakeshore branch
July 5, 2024	CTV Barrie	Innisfil library unveils new sensory room
July 8, 2024	Innisfil Today	Drag queen storytime, games 'highlight' Innisfil library Pride celebration
July 10, 2024	F101 Milton	Sensory Room Open at Innisfil Library
July 11, 2024	Innisfil Today	Fresh Air Flicks returning to outdoor big screen in Innisfil
July 11, 2024	Simcoe.com	Movie buffs rejoice; Innisfil ideaLAB bringing back Fresh Air Flicks
July 11, 2024	F101 Milton	Go Outside and Take in a Movie
July 18, 2024	Innisfil Today Barrie Today	'Inspires curiosity': Innisfil storywalk fosters love for space
July 19, 2024	Innisfil Today	Four events you have to check out in South Simcoe this weekend

	Bradford Today	
July 19, 2024	Innisfil Today	Innisfil library hosting exhibit focusing on residential schools
July 19, 2024	Nation Talk	Innisfil library hosting exhibit focusing on residential schools - Innisfil News
July 22, 2024	F101 Milton	New Exhibition Open at Innisfil ideaLab and Library
July 23, 2024	CBC Listen	Ontario Morning with Ramraajh Sharvendiran: Innisfil Library Lakeshore Branch offers a window into the creation of the Residential Schools through new exhibit
July 26, 2024	Innisfil Today	Three events you have to check out in South Simcoe this weekend
July 30, 2024	Barrie Today	Three new parks coming to Innisfil — one with pirate-themed playground

Facebook Insights (April 1 to 30, 2024)

FOLLOWERS	# OF POSTS	TOTAL ENGAGEMENT	TOTAL IMPRESSIONS
3,913 (Followers) 3,280 Page Likes	53 during this period	544 engagements (118 reactions) Reach: 55K	Posts earned 89.5K impressions over this period (number of times our posts have entered a person's screen)

Top Organic Post (based on reach):

Date: July 9, 2024 8.7K Reach



Innisfil Idealab & Library

Published by Later

· July 9 ·

Join us for our first Fresh Air Flicks of the summer with the classic movie, "10 Things I Hate About You!" Grab your blankets, bring your friends and family, and enjoy a fun-filled evening under the stars.

📅 Friday, July 12

🕒 Starting at 7:00pm

📍 Innisfil Beach Park... [See more](#)



X (Twitter) Insights (April 1 to 30, 2024)

FOLLOWERS	# OF TWEETS	TOTAL ENGAGEMENT	TWEET IMPRESSIONS
1,549	44 during this period	28 engagements (23 likes)	3.4K impressions over this period (number of times users saw our tweets)

Top Organic Post (based on reach):
Top Tweet earned 1,048 impressions

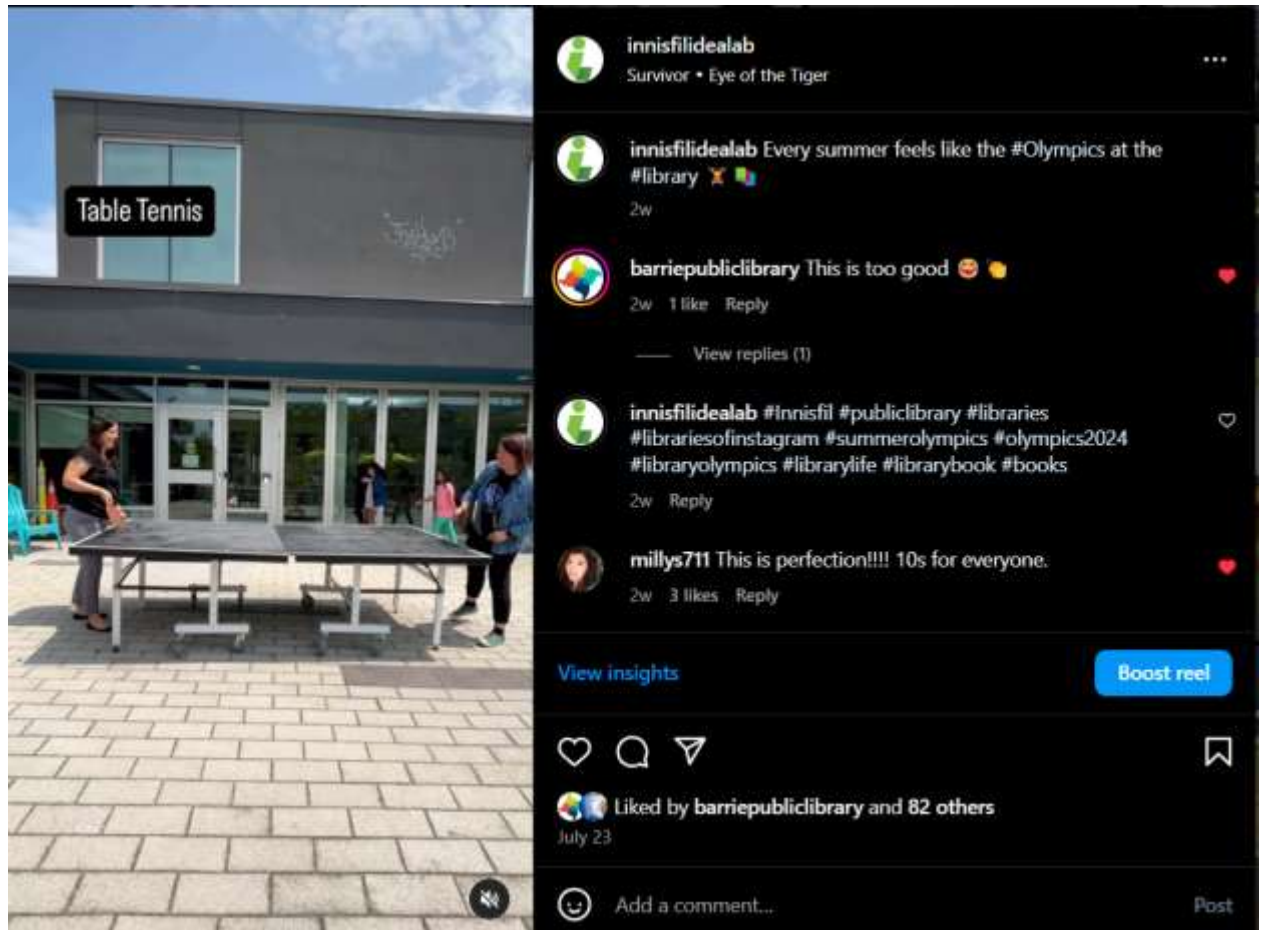


Instagram Insights (April 1 to 30, 2024)

FOLLOWERS	# OF POSTS	TOTAL LIKES & REACH	TOTAL COMMENTS
2,594	53 during this period	22.2K accounts reached. 1901 likes.	27 comments in total on content posted during this period

Top Post (based on engagement): July 29, 2024 979 Reach





Top Reel (based on engagement): July 23, 2024 15.3K Reach

AUG 2024 CEO REPORT



Speak UP for diversity & inclusion

INDIGENOUS BEADING

Bella Lovelee Beads Partnership

The Library hosted Jennifer Bahinski of *Bella Lovelee Beads* for two exciting back-to-back workshops – one for children and one for adults. Jennifer is an Indigenous beadwork creator based in Bradford who shares her skills and knowledge of beading as a way of connecting with her Indigenous ancestry, and providing these workshops to Library patrons presented a unique opportunity to gain a new skill while also learning about Indigenous cultural traditions.

Jennifer started the first workshop by sharing the story of the dreamcatcher in the Ojibwe culture, its significance, and the story of her first dreamcatcher, which had been made for her by her grandmother. Because there are so many people who are unaware of the significance of the dreamcatcher and the way this tradition is shared in different First Nations communities, it was important to have Jennifer there to share her knowledge in an age-appropriate way. Jennifer provided step-by-step instructions, and the meditative nature of the craft helped to ease the worries of a few of the more anxious individuals. By the end, each participant had created a beautiful ribbon dreamcatcher while also learning more about Indigenous culture.



Jennifer then began her beaded pendant workshop with a very moving introduction in which she discussed her adoption and reconnection with her Indigenous birth family, and how she has used beading to strengthen her connection to her Indigenous family and ancestry. The participants all had questions for Jennifer, but unfortunately, there was so much to cover in the workshop that there was not enough time to discuss more about traditions and Jennifer's personal experiences. Nevertheless, this was a great indicator of interest in the community for more hands-on learning opportunities for Indigenous cultural traditions. Jennifer was able to offer one-on-one assistance to individuals as needed and everyone had created a beautiful pendant piece by the end. As participants finished their projects, virtually every one of them approached Jennifer to offer their heartfelt thanks for sharing her knowledge and skills. The vast majority also made sure to express their sincere excitement and interest in any future Library workshops like this, with many specifically requesting a version of the dreamcatcher workshop for adults.

Open UP opportunities to strengthen connection & engagement with our community

AROUND THE COMMUNITY

August was a bustling month of outreach for the library, with staff actively engaging in a variety of community events across Innisfil. From family fairs and senior gatherings to youth outreach and collaborative initiatives, we made significant strides in connecting with residents of all ages and backgrounds. These efforts not only raised awareness about the library's offerings but also strengthened our relationships within the community.

Lefroy Family Fun Day:

At the Lefroy Family Fair, staff engaged with local families, distributing frisbees and promoting our Short Story Contest and MakerFEST. Children participated in a community art project, and we were thrilled to hear from many attendees, including a family who called the library "their favourite place." Collaborating with local partners like Lefroy Pharmacy, Dentistry at Lefroy, and the Rotary Club of Innisfil reinforced our role as a central community hub.

Barrie Fair:

Partnering with Barrie and Essa Public Libraries, we offered interactive activities like button-making, storytimes, and crafts at the Barrie Fair. The collaborative storytimes with Barrie and Essa libraries showcase the potential for regional partnerships while demonstrating the value of library programs to the wider community. These interactions not only enhanced our visibility but also built stronger connections between our neighboring libraries, broadening our outreach.

Lakeside Retirement and Silver Club Outreach:

Our ongoing monthly outreach to Lakeside Retirement and the Silver Club continues to provide creative activities and crafts for seniors, fostering social interaction and boosting their confidence and creativity. In August, we featured a special session on the Monarch butterfly rearing program, where residents participated in a butterfly release. This unique experience inspired curiosity and discussion about nature conservation and pollinator support. These outreach efforts ensure that senior residents remain connected with library services, whether through in-person visits or accessing digital resources from home, enriching their quality of life.



Sandycove Acres BBQ:

The Sandycove Acres Annual BBQ drew hundreds of senior residents, where library staff had the opportunity to share information on programs and services. We engaged both new and long-

time library users, distributing brochures and encouraging participation in our Seven Feathers Collaborative Art Project. The event helped us reach new audiences while strengthening bonds with longtime library supporters.



YouthCALL Outreach:

In partnership with CFS Counselling and Wellbeing's YouthCALL, staff participated in mobile outreach, meeting teens and families in local parks and community spaces. During the summer, many teens shifted from visiting the library after school to spending time at the beach or biking around Innisfil. To stay connected with this audience, we implemented a weekly outreach program, which proved effective in engaging both familiar and new community members. Over seven weeks, staff interacted with 139 teens and families, bringing snacks, information about YouthCALL services, and library programming to popular locations such as parks, skate parks, Innisfil Beach Park, and basketball courts. By August, participants were more comfortable approaching staff, and many were already familiar with our teen programs. By bringing library services directly to where teens gather, we maintained visibility and strengthened ties with Innisfil's youth, while supporting access to mental health services.

This month's outreach activities demonstrate the vital role the library plays in the heart of the community. By stepping outside of our physical spaces, library staff can meet residents where they are, fostering connections that translate into greater awareness, support, and usage of our programs and services. These engagements not only build lasting relationships but also reinforce the library's position as a community hub, where people of all ages can access resources, connect with others, and continue learning.

ART AROUND TOWN

Supporting Local Artists

Library Staff curate art displays in civic spaces across Innisfil including all three Library Branches, Town Hall and the Rizzardo Health & Wellness Centre. Displaying artwork in places like Library Branches and Town Hall brings life to public spaces, fostering creativity and cultural appreciation among residents and visitors. It also provides local artists with a platform to share their work, helping to build a thriving arts community in Innisfil. By supporting the arts, we encourage conversations, inspire imagination, and strengthen our community connections. Recently two artists shared that they have made sales and additional commissions as a result of the exposure received from these displays. Recent artists to display their works include:

Christine Miller

Christine Miller is an Innisfil based painter who specializes in abstract, nature-inspired art. She graduated from University of Guelph where she majored in Studio Arts and studied Environmental Science, which informs her work to this day. Christine’s work has been published in multiple magazines and has been used as fixed scenic décor in the Netflix series ‘Workin’ Moms’ and ‘Pretty Hard Cases’. Christine’s pieces were first showcased at Town Hall and will remain on display at the Lakeshore Branch until October.



Stuart Slessor

Stuart Slessor is a self-taught artist that resides in Alcona. His inspiration comes from his love of the Canadian landscape and his love of nature. He admires the Group of Seven, especially Lawren Harris and Tommy Thompson. His acrylic creations are meant to be dramatic statements of the beauty that he sees. Stuart’s work was first displayed in the Stroud Branch and will remain on display at the Cookstown Branch until December.



Maria Kelebeev

Maria Kelebeev is a local contemporary artist who creates meaningful and personal custom artwork from her Innisfil Studio. Maria created a special piece to display at Town Hall until November. She describes it as capturing “a scenic view of Innisfil Beach Park. It is crafted on a board created and donated by a local artist and painted with colours from various community projects, making all the supplies and talent local. I really aimed at making this artwork embody the spirit of our town, representing a true local collaboration and a cherished addition to our Town’s history.”



WELCOMING SPACES

Lakeshore Patio Shade Sail Installation

A new shade sail was installed over the patio at the Lakeshore Branch. The sail replaced patio umbrellas, which required customers to put them up when needed, and for staff to monitor them and ensure they were down in high winds and at closing time each day. They frequently failed, and some or all needed to be replaced every year. The new sail eliminates these issues and will only need to be put up each spring and taken down in the fall. It provides a large, shaded area and adds a splash of colour to the space, making it more inviting.



Build UP our reputation as a trusted community asset

SUPPORTING THE COMPLEX NEEDS OF THE COMMUNITY

Community Services Navigator Impact

The Community Services Navigator joined the Library in June of this year, funded by the Human Services Navigation Pilot project of the County of Simcoe. The pilot project delivered funding to public libraries to hire a registered social worker to help community members navigate the complexities of accessing social services. Innisfil, Collingwood, Barrie, and Orillia Public Libraries are participating in the project. Over the summer the part-time Navigator has provided direct support to over 50 vulnerable individuals who visit the Library, helping them navigate and access essential services. This personalized assistance has resulted in more efficient and effective connections to community resources. The Navigator has been instrumental in providing critical support to community members and brings a level of experience and expertise in de-escalation, reducing the potential severity of incidents in the Library.

LIBRARY RECEIVES INNOVATION GRANT

New Resources for Accessibility

The Library was awarded a grant from the Innisfil Community Foundation – Jason Reynar Community Innovation Fund for a new collection to serve those living with a print disability. The \$5000 will go towards the purchase of 40 Envoy Connect Players, a device that plays audiobooks. The Players have a built-in speaker and can be used with headphones. Staff will load the Players with audiobooks from the online collection made available for free by the Centre for Equitable Library Access (CELA). Each player will have three titles on it at a time and will be organized by genres. The titles will be changed three times a year, ensuring fresh content for customers. By expanding our collection to include more accessible options, we are breaking down barriers to literacy and learning for those living with print disabilities. As technology evolves and the availability of traditional formats like books on CD declines, it's crucial that we continue to innovate and provide diverse formats that meet the needs of our community and ensure that those who use audiobooks have access to a fresh selection of titles.





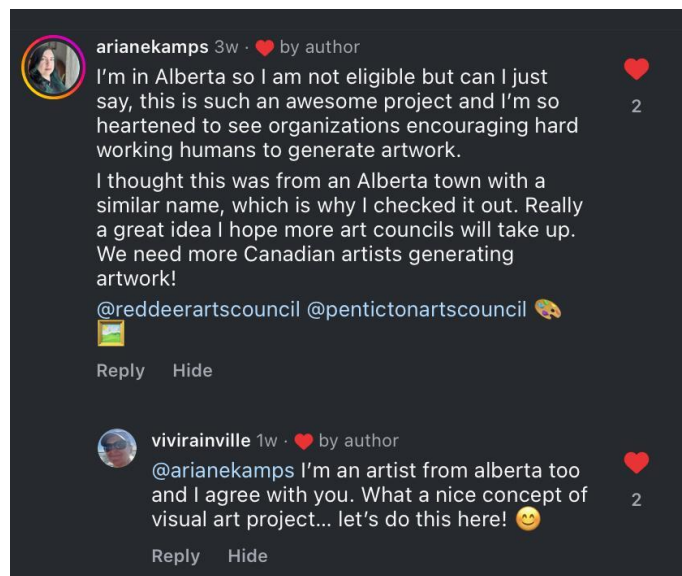
Raise UP the Library's identity as an innovative hub

ART, TECHNOLOGY, AND COMMUNITY COLLIDE

Innisfil AI Launches

We launched our new creative community project, opening a call to artists – *Innisfil AI*. *Innisfil AI* (*artistic intelligence*) is a public art project that bridges creativity, technology, and local culture. The Call for Artists opened from August 5th to 30th. *Innisfil AI* plays off the popularity and controversy of generative AI, replacing computers with real artists. Ten artists, chosen by a panel of jurors, will receive a list of prompts submitted by community members. Each artist will select their favourite prompt to bring to life. The completed works will be digitized and displayed in businesses along Innisfil Beach Road in December.

The project has generated significant interest, with a total of 36 artist applications received. Running Facebook and Instagram ads, our Call for Artists post reached 4,616 accounts on Instagram, with 143 post interactions (likes, shares, saves and comments) and reached over 6,900 users on Facebook, with 737 people clicking the link for more information. The *Innisfil AI* webpage on our website was one of the top performing pages for the month of August. This community art project continues through the fall, and is set to engage artists, community members, and businesses in a unique and explorative way. We are excited that *Innisfil AI* was selected for the My Main Street Community Activator stream, supported by FedDev Ontario and the Canadian Urban Institute. My Main Street is funded by a Government of Canada investment through the [Federal Economic Development Agency for Southern Ontario](#) (FedDev Ontario) to foster the stabilization and revitalization of main streets across southern Ontario.



NEW SPONSORS BUILDING COMMUNITY CONNECTIONS

Fresh Air Flicks Continues

With the support of two new sponsors, RVH Foundation and Gateway Casinos Innisfil, the August *Fresh Air Flicks* events successfully brought families together wrapping up another season of movie nights under the stars. At Innisfil Beach Park, RVH Foundation shared a promotional video with the audience, highlighting the exciting development of the new hospital coming to Innisfil. Al Gilchrist, Chair of the Innisfil Campaign Cabinet for the Keep Life Wild campaign, addressed the crowd with enthusiasm about the team’s efforts to expand RVH and bring essential healthcare services to Innisfil. The community responded with cheers, reflecting their excitement for the future healthcare facility.



The final screening of the season in Stroud was supported by Gateway Casinos Innisfil, as part of their *GatewayGIVES* initiative, which champions local causes. Although David Primosig, Audit & Cage Manager at Gateway, was unable to attend the event, he toured the Library beforehand and was impressed by the vast services offered. At the event the Town of Innisfil Economic Development team debuted a new *Shop Innisfil* commercial and brought along a photobooth, encouraging families to capture fun memories. Local realtor *Sold by Shaun* also contributed to the night’s success, providing popcorn and fidget spinners to attendees.

With the support of these partners, along with engaging crafts and games provided by the Library, these events continue to demonstrate the Library’s role as a trusted community hub. Through creative outreach, we are reaching users and non-users alike, strengthening connections and enhancing community engagement.



Photo booth and popcorn provided thanks to our sponsors.

MORE MAKING

MakeIT Programming Expands

Due to the overwhelming success of the *MakeIT Family* and *MakeIT Kids* programs, the library has expanded its offerings for July and August with the addition of *Tween MakeIT* and *Mini MakeIT*. These new programs cater to different age groups, providing tailored experiences that allow participants to further develop their digital literacy skills and knowledge in the HackLAB. The *Tween MakeIT* program, focusing on children ages ten to thirteen, explores more advanced projects using Inkscape and HackLAB equipment while *Mini MakeIT*, designed for ages four to six, introduces the youngest HackLAB participants to foundational concepts and skills. Both programs emphasize the importance of digital literacy, ensuring that participants are equipped with essential skills for the future.

In the *Mini MakeIT* program, a four-year-old who had never used a computer before quickly developed key digital literacy skills. Initially unfamiliar with using a computer, this participant soon learned to navigate a computer mouse with ease, learning the difference between a double click, single click, left click and right click. By the end of the session, she could independently resize images, copy and paste content, and even create a simple digital design project. This transformation highlights the program's effectiveness in empowering young learners to confidently explore technology.

"I am so impressed with the skills my daughter has learned in this program. When she started the first week, I wasn't sure she was going to be successful as she's only ever used a phone or a tablet. I love how you teach the basic skills of using a computer! We will be back for more classes in the future!"

The *Tween MakeIT* program offered an in-depth exploration of digital literacy and design skills, with a particular focus on mastering the basics of Inkscape, Cricut Design Space and TinkerCAD. The eight participants in this program thrived, quickly surpassing the initial learning goals and delving into more advanced topics, thanks to their enthusiasm and rapid skill development. Beyond the technical skills learned, this program also fostered strong friendships among the group, with participants eagerly sharing their completed designs and planning meetups outside of the program. Due to the success of both the *Mini MakeIT* and *Tween MakeIT* programs, they will be offered again in the Fall, in addition to the already popular *MakeIT Kids* program.





Light UP opportunities to strengthen connection & engagement with our community

SUMMER HIGHLIGHTS

TD Summer Reading Club

Once again the Library participated in the *TD Summer Reading Club*, Canada's largest bilingual summer reading program. This year a total of 352 participants signed up: 236 at the Lakeshore branch, 69 at the Cookstown branch, and 47 at the Stroud branch. Together, these readers devoured 5279 books, with the most books reported during the fourth week of the summer (over 1000 books reported within that week). Each week of the summer featured a prize draw, to help motivate children to continue to read throughout the summer and prevent summer learning loss. Weekly prizes included passes to Treetop Trekking, a Simcoe County Museum family membership, tickets to Pirate Life Barrie, Barrie Colts Tickets, and gift certificates for Johnny Buder, Dream Parties, and Backyard Bounce. Mid-summer, Domino's Pizza also generously donated gift certificates for a free, small pizza to any reader who managed to read 75 books or more that summer. These motivators significantly increased the number of books being read throughout the summer and are an essential part of the success of the Library's Summer Reading program.

Summer: Full STEAM Ahead

This summer, the Library offered 134 STEAM-focused programs for children (62 at Lakeshore, 48 in Cookstown, and 24 in Stroud) with 747 kids in attendance (470 at Lakeshore, 176 in Cookstown, and 101 in Stroud). *Crafters Crew* in Stroud was the most popular and gained momentum throughout the summer. During the final week of the program, multiple parents asked if the program would also be offered the following week as well, right up until school started again. In Cookstown, *Marvel-us Messes* and *Engineering Explorers* were the two most popular programs. Both programs offered hands-on, often messy, crafts and activities, and featured different challenges each week. During *Engineering Explorers*, staff were consistently surprised by the engagement and enthusiasm of the participants through every experiment. Even when activities did not go according to plan, participants were eager to try something different or look for alternative successes.

Space-Tacular, which was for 4–12-year-olds, was the most well attended program. After the first three weeks, there was an established group who attended, and they became comfortable engaging with each other and sharing their crafts and activities with each other. Building new friendships in these programs is one of the highlights for everyone. Two participants who were more reserved and reluctant to participate were encouraged to engage by two of the High School volunteers at the program, and this resulted in a fantastic conversation: the participants

opened up, chatting about Minecraft and video games, and were happier to participate in other aspects of the program.



Building Readers

In addition to these STEAM focused programs, staff also ran two literacy-focused programs: *Wild Readers*, a summer book club for kids, and *Reading Buddies*.

Wild Readers had a wide age range of readers who enjoyed sharing book recommendations with each other, learned more about how to use the Library's catalog to find new materials, encouraged each other's participation in the *TD Summer Reading Club* and *Short Story Contest*, and delighted in playing games and engaging in book talk with each other. While the book club was untraditional in that the group did not all read the same book each week and discuss, the flexibility of the program meant that participants discovered new materials over the summer.

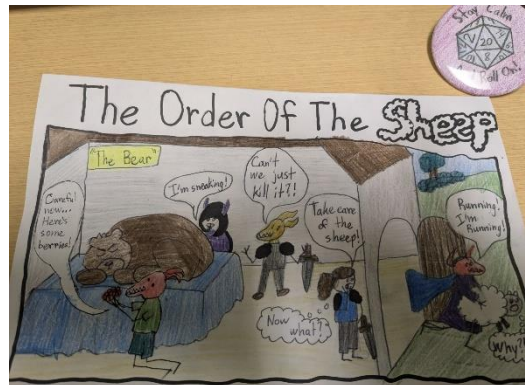
At *Reading Buddies*, children signed up each week they were available and multiple High School volunteers were recruited to support the program. Over the seven weeks there were 65 participants and 12 volunteers. During the first week, staff talked with the group about how the Juvenile collections were organized, which helped teens navigate the Library spaces with their Reading Buddy. Each week presented new opportunities for staff to support the participants:

- A reluctant reader going into Grade 3 was hesitant to start reading at all and just needed an easygoing place and time to practice, building her reading confidence;
- An unmotivated reader discovered a new series of chapter books that were age appropriate (not simple board books) and engaging, and they were eager to take them home;
- A young reader's caregivers learned about the Decodables collection and some of the specific skills staff recognized the reader could be working on using the collection

Teen Champions

Reading Buddies provided leadership and community building opportunities for the teen volunteers, who helped their Buddies find books, but also connected with each other. In one instance, some of the senior teens shared advice and experiences with the younger teens about course selection for their upcoming year of high school.

A teen who had previously participated in *Discover D&D* reached out to staff this summer to ask about co-facilitating another *Dungeons and Dragons* program at the Library. Staff excitedly added this offer to the lineup and worked with this volunteer to run two 3-week *D&D* campaigns. After the first session, several participants continued to hang out in the Library to discuss the game and where they thought their adventure would go next, and they also talked about planning their own campaign in future. By the end of the second session, the volunteer Dungeon Master had promoted the program at *Teen Art Night* and successfully recruited a new participant who had never played *D&D* before, and all of the participants exchanged phone numbers so that they could continue to play together. *Dungeons and Dragons* creates new opportunity for community building and individual creativity.



With so many programs running throughout the summer, staff were grateful for the support of 24 High School student volunteers. Together, these teens earned over 300 hours of community service. From program setup, to working with individual children to achieve success, to cleaning slime off table cloths, and everything in between, the volunteers were critical to the success of the Library's summer programming.

BUILDING DIGITAL LITERACY SKILLS IN ADULTS

Confidently Computing

The summer months provided a great opportunity to encourage both year-round and summer residents to build upon their digital literacy skills through *Confidently Computing* classes. These classes are designed to introduce participants to new computer or device topics, stimulate conversation about technology, and encourage participants to both develop and practice their technology skills. Whether participants are new to computers and technology, or simply want to bolster their knowledge and learn about new technological advancements, Library staff offer a wide range of classes to suit community members' learning endeavors. Throughout this summer, classes were offered on the topics of online digital resources, introduction to the internet, video calling, artificial intelligence and ChatGPT, resources for job seekers, managing photo storage, and more.

"I was so happy to see this class being offered at the library. This was exactly what I was hoping to get out of this class. This has been extremely enlightening, and I really enjoyed the conversation."

APPENDIX A:

Level UP! Communications Insights

Media Outreach & Social Media Response

DATE PUBLISHED	NEWS OUTLET	TITLE
Aug 1, 2024	Innisfil Today	Eight affordable ideas for your South Simcoe summertime bucket list
Aug 2, 2024	Bradford Today	Four events you have to check out in South Simcoe this long weekend
Aug 5, 2024	Barrie Today	Innisfil library bringing A.I. to life, but not how you might think
Aug 5, 2024	Innisfil Today	Innisfil's library is bringing AI to life — but not in the way you'd think
Aug 6, 2024	FM101 Milton	Check Out the Latest Artistic Competition
Aug 7, 2024	CBC Listen	Innisfil ideaLAB & Library has a new initiative called "Innisfil AI"
Aug 16, 2024	Innisfil Today	Four events you have to check out in South Simcoe this weekend
August 23, 2024	Innisfil Today	Four events you have to check out in South Simcoe this weekend
August 27, 2024	Innisfil Today	Innisfil Rotary's new president is a 'known leader' in the community
August 29, 2024	Innisfil Today	Public Meeting: Ward Boundary and Council Composition Review

August 29, 2024	Innisfil Today	How you can land tickets to Innisfil Rotary's next Harvest Dinner
August 30, 2024	Innisfil Today	Five events you have to check out in South Simcoe this long weekend
August 31, 2024	Innisfil Today	That's a wrap on Innisfil's popular Teen Nights program

Facebook Insights (Aug 1 to 31, 2024)

FOLLOWERS	# OF POSTS	TOTAL ENGAGEMENT	TOTAL IMPRESSIONS
3,936 Followers 3,295 Page Likes	57 during this period	1,557 Engagements 288 Reactions 26.6K Reach	Posts earned 85.4K impressions over this period (number of times our posts have entered a person's screen)

Top Organic Post (based on reach):
Date, August 29, 2024 9.8K Reach

Have you heard about this amazing local keychain library located at 2184 Wards lane in [#Alcona](#)? Take or swap a keychain, or leave behind a trinket to be turned into one!

This is a brilliant [#communityinitiative](#) that the [#library](#) had fun making keychains for in our HackLAB!

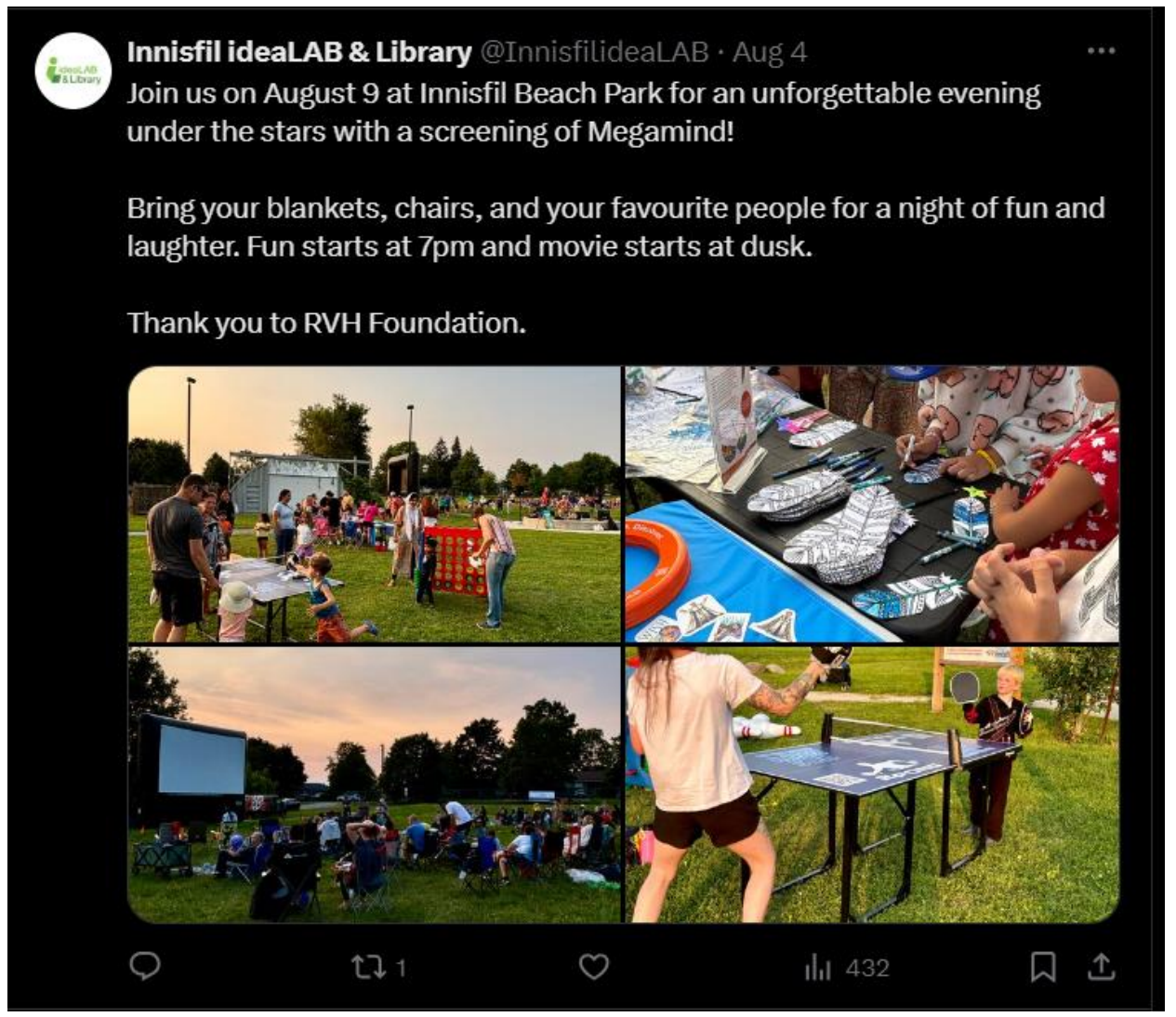
[#Innisfil](#) [#community](#)



X (Twitter) Insights (Aug 1 to 31, 2024)

FOLLOWERS	# OF TWEETS	TOTAL ENGAGEMENT	TWEET IMPRESSIONS
1,553	41 during this period	25 engagements (22 likes, 3 retweets)	2.6K impressions over this period (number of times users saw our tweets)

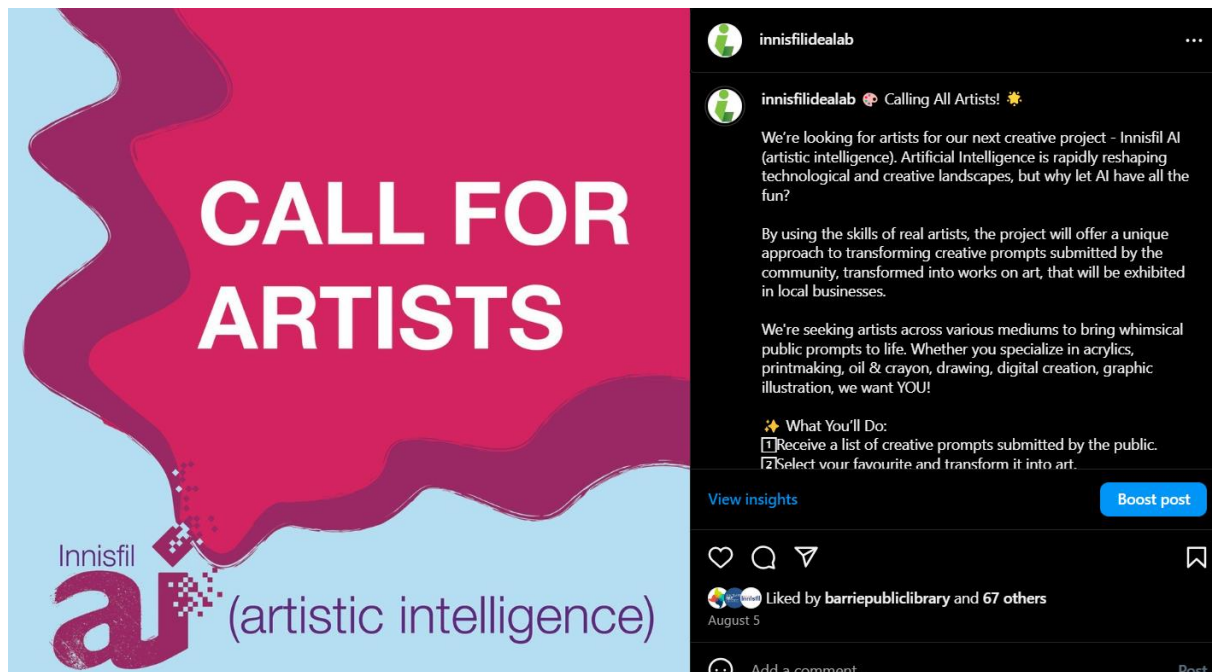
Top Organic Post (based on reach):
Top Tweet earned 432 impressions



Instagram Insights (Aug 1 to 31, 2024)

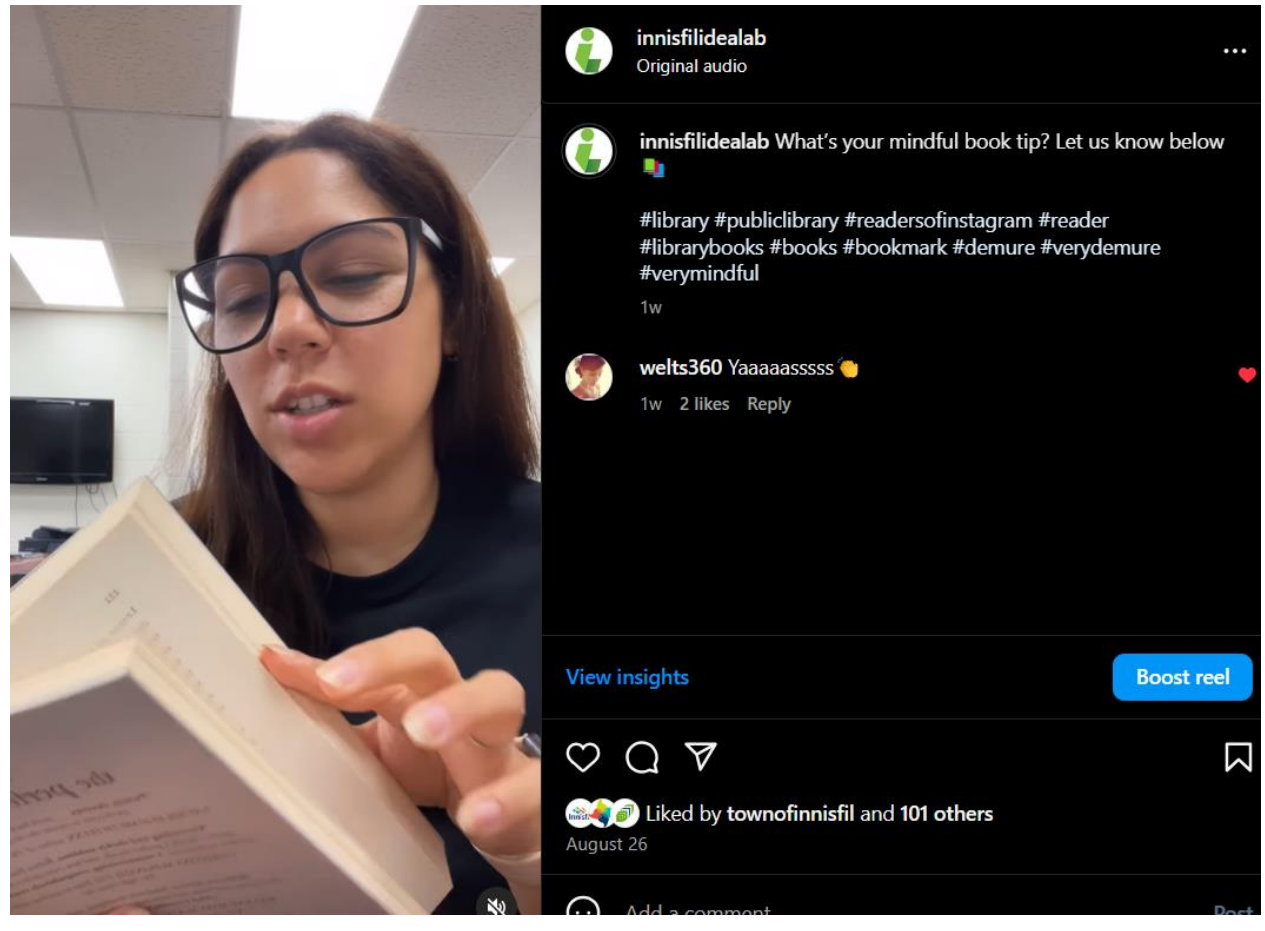
FOLLOWERS	# OF POSTS	TOTAL LIKES & REACH	TOTAL COMMENTS
2,623	57 during this period	22K accounts reached. 1,147 likes.	19 comments in total on content posted during this period

Top Post (based on engagement): August 5, 2024 4.6K Reach



The image shows a screenshot of an Instagram post from the account 'innisfilidealab'. On the left is a graphic with a pink and blue background and the text 'CALL FOR ARTISTS' in large white letters. Below the graphic is the 'Innisfil ai (artistic intelligence)' logo. On the right is the text of the post, which is a call for artists for a project called 'Innisfil AI (artistic intelligence)'. The post includes details about the project's goal, the types of artists sought, and the tasks involved. It also shows engagement metrics like 'View insights', 'Boost post', and 'Liked by barriepubliclibrary and 67 others'.

Top Reel (based on engagement): August 26, 2024 2.5K Reach



Municipal Council Report

June 5, 2024 Special Council Meeting

- A Special Council Meeting was held for an education session for the Innisfil Heights development.

June 5, 2024 Council Meeting

- [Watch the meeting.](#)
- Council received a presentation from the Pitch-In Committee. The Pitch-In event in May involved 5,200 community volunteers.
- The Youth Connex Committee delivered a presentation, introducing the youth volunteer group and their plans for the upcoming year.
- The Town provided municipal support for [Gateway Casino's request for a Ministerial Zoning Order \(MZO\)](#).
- The [User Fees and Charges by-law](#) was updated.
- Council received a [report](#) to update Council on the status of the Barrie-Collingwood Railway's servicing to Innisfil and bring forward a request from the City of Barrie (Barrie) related to the continued viability and longevity of this pivotal regional transportation and economic development asset. In seeking opportunities to enhance the financial sustainability of the railway and ensure that municipalities benefiting from this infrastructure contribute to maintenance costs, Barrie has requested formalized support from the Town which includes; 1. Waiving of property taxes on lands owned by Barrie which accommodate rail that services Innisfil industry; and 2. Executing Crossing Agreements to formalize maintenance associated on lands where the Barrie-owned rail crossed Town-owned roads.
- A report regarding [DMZ Innisfil Program Delivery](#) was received, outlining progress of the DMZ program and future financial implications for continued program delivery.

June 19, 2024 Special Council Meeting

- Closed session was held to discuss a matter related to labour relations or employee negotiations.
- A Public Planning Meeting was held regarding a number of zoning by-law amendments including one related to refreshment trailers (i.e. food trucks).

June 26, 2024 Special Council Meeting

- [Watch the meeting.](#)
- A special council meeting was held for the InnTerprises Annual General Meeting
 - InnPower/InnServices/InnTerprises CEO, Danny Persaud, delivered a presentation and financial statements for each corporation.

June 26, 2024 Council Meeting

- [Watch the meeting.](#)
- Al Gilchrist was presented with the 2024 Ontario Senior of the Year Award.
- The Town of Innisfil was awarded the [Municipal Inspiring Workplace Award](#) by CAMA, the Canadian Association of Municipal Administrators.

Municipal Council Report

- Council received the annual [presentation](#) of the Innisfil Accessibility Advisory Committee.
- Alka Wadhvana and Jenivieve deVries were appointed to the Innisfil Heritage Advisory Committee for the remainder of the Committee term.
- Christine Munro was appointed to the Innisfil Accessibility Committee for the remainder of the Committee term.
- The Staff report on [Short Term Rentals](#) proposed corrective amendments to the by-law and directed Staff to develop a licensing framework for short term accommodations.
- A new policy was adopted - the [Community Service Group Affiliation Policy](#) created a framework that allows for better collaboration and partnership between the Town of Innisfil and volunteer not-for-profit groups, it makes it easier for groups to find meeting and event space.
- A number of zoning by-law amendments were made.
- Council received [DSR-096-24 Innisfil Transit - 2023 Results and Update](#) and the existing agreements with Uber (for general trips), Barrie-Innisfil Taxi (for wheelchair-accessible trips), and GoGo Technologies (for call-in Uber trips) be continued for one year.

August 14, 2024 Special Council Meeting

- Closed session was held to discuss a matter related to labour relations or employee negotiations.

August 14, 2024 Council Meeting

- [Watch the meeting.](#)
- Council received 3 delegations from members of the public, opposed to the [Sale of Part of Old Highway 11](#). In a recorded vote, the sale and transfer and associated motions were defeated, with all council members voting against.
- Mayor Dollin advised that the province held the Provincial Service Award presentations on June 19, 2024, in Barrie and extended congratulations to all participants. She advised that six of these participants live in Innisfil and received their Ontario Volunteer Service Award.
- The Electoral Engagement Advisory Committee [presented](#) a communications and community engagement plan, proposing a series of activities, including a *Municipal Matters Most* campaign to showcase the importance of local government, host speaker events, engage with local high schools and the Town's Youth Connex Committee, and continued outreach in the community. The committee will partner with the Library on some of these activities.
- Council received [Canada Community-Building Fund Agreement Renewal](#) (formerly the Gas Tax Fund) to provide funding from 2024-2034.
- A number of zoning by-law amendments were made.

Municipal Council Report

Library News from around the County:

- [City council tightens down on library spending as reserves swell - Barrie News](#)
- [Barrie library officials bite back on council's spending restrictions - Barrie News](#)
- [LETTER: Resident 'disturbed' by council's treatment of library - Barrie News](#)
- [COLUMN: Blindsiding Barrie library 'shows poor judgment' - Barrie News](#)
- [Integrity commissioner slams Springwater councillor's 'petty politics' - Barrie News](#)
- **Member Municipal IT Services Program Expansion - From the August 13, 2024 County Council Meeting:** Due to an increase in cyber security incidents impacting the Ontario Public Sector, County IT staff have a plan in the 2024 budget to conduct a security assessment and are recommending the scope to be increased to include municipal partners. The Simcoe Community Access Network (SCAN) partners security assessment would include a review of 33 organizations, to provide a complete view of the external footprint of the County and our network partners. The total cost of the SCAN partners security assessment is approximately \$200,000. The County's IT department has \$50,000 in the 2024 budget for a Simcoe County assessment; therefore, it was approved by Council to provide an additional \$150,000 to include all the SCAN partners. It was also approved that staff proceed to recruit one IT Support Technical to support the Member Municipal IT Services Program Expansion.
 - [CCW 2024-220](#) | [Schedule 1](#) | [Schedule 2](#)

Library News from the Province and Beyond

- [Cybersecurity standards emerging in Canada as ransomware business booms](#)
- [Ottawa launches residential school map to help in search for missing children | CBC News](#)
- [Accessible reading options growing despite challenges - Airdrie News](#)
- ["I dropped out of high school due to ADHD and depression. Public libraries saved my life—and now I'm getting my master's degree" - Toronto Life](#)
- [Library putting on the miles with the bookmobile](#)
- [As more seniors head online, efforts are needed to help their digital media literacy skills | CBC News](#)
- [For families coping with Alzheimer's and dementia, memory kits offer help in a tidy package | CBC.ca](#)
- [Meta study paints a bleak picture of news ban's impact](#)
- [We can't count on private businesses to be 'third places' | TVO Today](#)
- [Halifax Public Libraries workers vote overwhelmingly to strike - Halifax Examiner](#)
- [Ontario's Big City Mayors plan to end homelessness needs you](#)
- [Library workers punched, spat on as security incidents rise, data shows | CBC News](#)
- [N.S. news: Halifax public library workers on strike | CTV News](#)
- [How these local libraries grapple with the cost of safety, amid ongoing security incidents | CBC News](#)
- [Peterborough Public Library taking measures in the face of increase in violent incidents | PTBO Today](#)

JHSC Meeting Agenda

MEETING DATE: Thursday June 20, 2024

TIME: 1:00PM

LOCATION: Ops Meeting Room 2 and Teams

CO-CHAIRS: Management Co-Chair – Eric Chudzinski
Worker Co-Chair – Jennifer Sheremeto

MINUTES: Sierra Warren

ATTENDANCE: Nick Ayres, Eric Chudzinski, Elishia LaRose, Vivian Lough, Kyle Stitt, Sierra Warren

GUEST(S):

REGRETS: Kristi Prentice, Jennifer Sheremeto



Worker Member Co-Chair
Jennifer Sheremeto



Management Co-Chair
Eric Chudzinski

Item	Agenda Item	Lead	Item Details	ACTION & NOTES
1.	<u>Call Meeting to Order</u>	Co-Chair	- Time – opened	- Meeting started at 1:08pm
2.	<u>Approval of Previous Minutes</u>	Co-Chair	2024.05.16 JHSC Meeting Agenda Minutes Draft.docx	- Elishia motioned to approve the minutes of the previous meeting. - Seconded by Nick - All in favour; Motion Carried.
3.	<u>JHSC members</u>	Co-Chair	2024.05.15 JHSC Members List.docx	- No changes. - ACTION: Eric to follow up with CUPE regarding new committee member.

4.	<u>Workplace Inspections</u> <u>WHIMIS</u> <u>LOTO</u>	Co-Chair	<p>Roundtable discussions</p> <ul style="list-style-type: none"> • Findings worth sharing? • Additional action needed? • Repeat findings? • Changes to the schedule, or support needed? 	<p>Nick – Completed inspections at both IBP and the IRC.</p> <p>IBP required some minor housekeeping. Building is overall in good shape since the renovation took place.</p> <p>Multiple deficiencies noted at the IRC mostly in the areas occupied by the YMCA:</p> <ul style="list-style-type: none"> - Exit blocked with exercise equipment on the running track – equipment in that area has also led to glass breaking. - Repeated deficiency of the dryer vent not meeting building code in the YMCA tool room. - Exposed wires in the parking lot lights panel room (unsure if energized). - Server room in the day care area is being used as a storage area. - Leaking water softener in the IRC HVAC room. - Panels are blocked in the lobby gym storage room. - Panel and heater are both blocked and clutter in the pool storage room. - Clutter in stage storage room which violates fire code. - Storage racks full of items in the HVAC room. <p>Jen – absent for meeting but completed inspections at Rizzardo and Town Square. No deficiencies to note at Town Square.</p> <p>Rizzardo deficiencies to note:</p> <ul style="list-style-type: none"> - Paint and chemicals not stored in its correct location. - Bike stored and chained to shelving unit. <p>Centennial Park inspection to be completed with Kyle and Fleet inspection to be completed with Eric.</p> <p>Kristi – absent – Town Hall inspection not completed.</p> <p>Sierra – completed inspections at Operations, Churchill Community Centre, and Knock Community Centre. No deficiencies to report at Knock Community Centre.</p> <p>Deficiencies to note at Operations:</p> <ul style="list-style-type: none"> - Chemical smell in the wash bay – made note to keep doors open to allow ventilation while using cleaning and/or chemical products in the bay. <p>Deficiencies to note at Churchill Community Centre:</p> <ul style="list-style-type: none"> - Fire extinguisher inspection was missed for the month of May near the judge’s office. - Investigated rotten smell in kitchen from old fruit that was dumped in the sink and drain that resulted in the drain being plugged. <p>Elishia – completed inspections at Lefroy and Stroud Arena and the Salt Dome. No deficiencies to report at Lefroy Arena.</p> <p>Deficiencies to report at Stroud Arena:</p> <ul style="list-style-type: none"> - Door sticking – needs to be forced to open and close. - Ladder not properly stored.
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				<p>Deficiencies to report at the Salt Dome:</p> <ul style="list-style-type: none"> - Housekeeping issues. - Bollard at the back of the propane tanks is bent from being hit with the loader – in discussion with Roads Supervisor to move the propane tanks. - Still unable to get into the salt brine rooms. <p>Vivian – completed inspections at all libraries. No deficiencies to report at the Stroud Branch.</p> <p>Deficiencies to report at Churchill Branch:</p> <ul style="list-style-type: none"> - Stones loose/missing at the front entranceway stairs resulting in stairs being unstable. <p>Deficiencies to report at Cookstown Branch:</p> <ul style="list-style-type: none"> - IT cords and items loose on the floor in the server rooms resulting in a tripping hazard. - Access to panels blocked. <p>Deficiencies to report at Lakeshore Branch:</p> <ul style="list-style-type: none"> - Library users have a tendency to push on sliding doors in rented cubicles. Doors are constantly in need of repair and are currently hard to open and close. There were issues to report at Stroud. <p>Eric – no items to report. Thanked everyone for being diligent in their findings. Will look at schedule once new member has joined the committee.</p>
	<u>SOP's Corporate Policies</u>	Co-Chair	Any updates for discussion?	<ul style="list-style-type: none"> - SWP for PavePro completed and approved. Updates to the Hot Box Trailer SOP completed, pending formal release. -
6.	<u>Workplace Incidents & Accidents</u>	Co-Chair	1. Report on accidents since last meeting accidents (April 2024)	<ul style="list-style-type: none"> - There was an increase in reported incidents this past month. - Incidents historically spike during the summer months. Additional safety talks being developed during this time to keep safety at top of mind.. - Medical attention was required in Parks due to a finger laceration on a tractor bucket – currently looking into alternative gloves and raising awareness to affected workers. - While reversing a plow into a bay at the Salt Dome, a worker had the dump bucket raised which contacted the bay door – investigation is still pending. - Incident involving horseplay resulted in a worker requiring first aid – addressed misconduct with the worker and reinforced proper use of supplies and equipment. - First aid was required due to a task that led to repetition – instructed the worker to wear gloves in the future and encouraged rest periods and job rotation while completing this work.
7.	<u>Budget & Training</u>	Co-Chair	1. Budget 2. Training	<ul style="list-style-type: none"> - The cost of the BBQ was more than anticipated due to an increase from last year's attendee numbers. However, budget is still on track. - Vivian completed Part 1 this past week.

				<ul style="list-style-type: none"> - ACTION: Eric to schedule Part 2 for Vivian. -
8.	<u>JHSC Other Business</u>	All Members	<p>1. JHSC BBQ Discussion</p> <p>2. Round Table</p>	<ul style="list-style-type: none"> - Discussion was made regarding this year's JHSC BBQ with some possible changes to be made next year. - Discussed increased recreational drug use on Town property and possible Naloxone kits and training to at risk staff (e.g. Parks).. - ACTION: Eric to review/update opioid risk assessment based on potential risk and need for Naloxone kits and training.
9.	<u>ACTION ITEMS Follow up</u>	Co-Chair	Review of Action items from April 18, 2024, meeting minutes.	<p>ACTION – Eric to review concerns, near misses, and opportunities to improve safety when patching with Roads management. Additionally, to seek information from other local municipalities on patching practices, for comparison. – In Progress.</p> <p>ACTION – Eric to review fire extinguisher inspection requirements in vehicles/equipment and confirm compliance – In Progress.</p> <p>ACTION – Eric to update Town Hall H&S board based on committee comments and send picture example to committee for feedback and standardization. – In Progress</p> <p>ACTION – Eric to create a H&S board postings folder on One Drive so members without access to M-Files can access the documents for the board. – In Progress closed</p> <p>ACTION – Eric to follow up with CUPE regarding new committee member.</p> <p>ACTION – Eric to schedule Part 2 for Vivian.</p> <p>ACTION – Eric to review/update opioid risk assessment based on potential risk and need for Naloxone kits and training.</p>
10.	Close Meeting	Co-Chair	Enter the time of the meeting closed.	The meeting closed at 2:27 pm



JHSC Meeting Agenda

MEETING DATE: Thursday July 18, 2024

TIME: 1:00PM

LOCATION: Ops Meeting Room 2 and Teams

CO-CHAIRS: Management Co-Chair – Eric Chudzinski
Worker Co-Chair – Jennifer Sheremeto

MINUTES: Sierra Warren

ATTENDANCE: Nick Ayres, Eric Chudzinski, Vivian Lough, Kristi Prentice, Jennifer Sheremeto, Kyle Stitt, Sierra Warren

GUEST(S):

REGRETS: Elishia LaRose

Worker Member Co-Chair
Jennifer Sheremeto

Management Co-Chair
Eric Chudzinski

Item	Agenda Item	Lead	Item Details	ACTION & NOTES
1.	<u>Call Meeting to Order</u>	Co-Chair	- Time – opened	- Meeting started at 1:08pm
2.	<u>Approval of Previous Minutes</u>	Co-Chair	2024.06.20 JHSC Meeting Agenda Minutes Draft.docx	- Jennifer motioned to approve the minutes of the previous meeting. - Seconded by Vivian - All in favour; Motion Carried.
3.	<u>JHSC members</u>	Co-Chair	2024.05.15 JHSC Members List.docx	- Eric followed up with CUPE to find new member.
4.	<u>Workplace Inspections WHIMIS LOTO</u>	Co-Chair	Roundtable discussions <ul style="list-style-type: none"> Findings worth sharing? Additional action needed? Repeat findings? 	Nick –. Eric gave an update regarding a meeting with the YMCA that health and safety issues were brought up and being actioned. IRC – exposed wires in soccer light room, storage in the HVAC area had clutter in the room, fire panel blocked in

			<ul style="list-style-type: none"> • Changes to the schedule, or support needed? 	<p>the communications room, exits blocked throughout the building.</p> <p>ACTION: Eric to follow up with Fire regarding equipment on IRC YMCA track and whether it is allowed or not.</p> <p>IBP – housekeeping issues, fuel cans need to be put away.</p> <p>Jen – Fire extinguisher on the floor at Rizzardo.</p> <p>Town Square – house keeping needed at Town Square. Temperatures high in the boiler room – wondering if the heater is still on.</p> <p>Ec. Dev – emergency exit blocked.</p> <p>Centennial Park – completed inspection with Kyle. First aid kit is acceptable, dated contact information on the boards, room is cluttered with supplies and equipment from camp staff and campers. Remnants of a fire pit brought up to Parks Supervisor.</p> <p>Kristi – Town Hall – staff of the inside offices are complaining of no air flow. Light out in the photocopy room. A couple of fire extinguishers were missed during the June inspections. Condensation on the floor from the fridge in the lunchroom.</p> <p>Sierra – No items to report at Operations. Missed fire extinguisher inspections at Churchill CC and Knock CC. Repeated item of front door being unlocked at Knock CC.</p> <p>Elishia – absent</p> <p>Sand Dome – eye wash station has no flow in the brine room. Door does not open properly, Bent bollard near propane tanks.</p> <p>Lefroy Arena – old oil needing to be sealed and disposed of.</p> <p>Stroud Arena – handrail needing to be anchored.</p> <p>Vivian – Churchill Library – fire extinguishers has been low for a couple of months. Has been inspected by Marley Fire yet is still low. Churchill is being leased soon.</p> <p>Stroud and Lakeshore Libraries were fine.</p> <p>Cookstown Library – metal chain is hanging from the ceiling at head height and was not put back where belongs in the storage room.</p> <p>Eric – no items to report.</p>
	<p><u>SOP's</u> <u>Corporate</u> <u>Policies</u></p>	<p>Co-Chair</p>	<p>Any updates for discussion?</p>	<p>- Draft First Aid, Incident Investigations, and H&S Communication procedures to be sent out for review and comments at the next JHSC meeting.</p>

6.	<u>Workplace Incidents & Accidents</u>	Co-Chair	1. Report on accidents since last meeting accidents (June 2024)	<ul style="list-style-type: none"> - Decrease in overall reported incidents in June. - We are currently on trend for more incidents this year compared to 2023 for this time of the year. - Struck by/against incidents are leading incidents. - Reversing incidents were the most common trend in June – one occurring at Innisfil Beach Park compound and one in the Town Hall parking lot. - Safety talk released to raise awareness and set expectations. - Overexertion/bodily reaction occurred in Fire while helping EMS complete a patient transfer.
7.	<u>Budget & Training</u>	Co-Chair	1. Budget 2. Training	<ul style="list-style-type: none"> - Budget on track. - Training on track.
8.	<u>JHSC Other Business</u>	All Members	1. STANBOT – Indoor Air Quality Assessment Results (Town Hall & Rizzardo) 2. MOL Workplace Compliance Initiative (WHMIS & Chemical Exposure) 3. Round Table	<ul style="list-style-type: none"> - Reviewed results from the STANBOT indoor Air Quality Assessment performed at Town Hall and Rizzardo. No red flags or need for immediate action. - Reviewed upcoming WHMIS & Chemical Exposure MOL Compliance Initiative: https://www.ontario.ca/page/workplace-compliance-initiatives#special - Reviewed WHMIS labeling and SDS requirements. Requested that members to focus on compliance during next inspection. - Nick asked if we are looking to make some updates to the first aid kits (e.g. ice packs). Eric stated that we can add items if needed; however, we would just need to ensure that those items are being inspected. - Nick asked if we could get a chainsaw first aid kit. - ACTION: Eric to review need for chainsaw first aid kits and what items should be included.
9.	<u>ACTION ITEMS Follow up</u>	Co-Chair	Review of Action items from April 18, 2024, meeting minutes.	<p>ACTION – Eric to review concerns, near misses, and opportunities to improve safety when patching with Roads management. Additionally, to seek information from other local municipalities on patching practices, for comparison. – In Progress.</p> <p>ACTION – Eric to review fire extinguisher inspection requirements in vehicles/equipment and confirm compliance – Closed – annual inspections for vehicles being planned.</p> <p>ACTION – Eric to update Town Hall H&S board based on committee comments and send picture example to committee for feedback and standardization. – Closed</p> <p>ACTION – Eric to create a H&S board postings folder on One Drive so members without access to M-Files can access the documents for the board. – Closed</p> <p>ACTION – Eric to follow up with CUPE regarding new committee member. – In Progress</p>

				<p>ACTION – Eric to schedule Part 2 for Vivian. – In Progress</p> <p>ACTION – Eric to review/update opioid risk assessment based on potential risk and need for Naloxone kits and training. – In Progress</p>
10.	Close Meeting	Co-Chair	Enter the time of the meeting closed.	The meeting closed at 2:27pm



JHSC Meeting Agenda

MEETING DATE: Thursday August 15, 2024

TIME: 1:00PM

LOCATION: Ops Meeting Room 2 and Teams

CO-CHAIRS: Management Co-Chair – Eric Chudzinski
Worker Co-Chair – Jennifer Sheremeto

MINUTES: Sierra Warren

ATTENDANCE: Nick Ayres, Eric Chudzinski, Vivian Lough, Jennifer Sheremeto, Sierra Warren

GUEST(S):

REGRETS: Elishia LaRose, Kristi Prentice, Kyle Stitt

Item	Agenda Item	Lead	Item Details	ACTION & NOTES
1.	<u>Call Meeting to Order</u>	Co-Chair	- Time – opened	- Meeting started at 1:06pm
2.	<u>Approval of Previous Minutes</u>	Co-Chair	2024.07.18 JHSC Meeting Agenda Minutes Draft.docx	- Nick motioned to approve the minutes of the previous meeting. - Seconded by Vivian - All in favour; Motion Carried.
3.	<u>JHSC members</u>	Co-Chair	2024.05.15 JHSC Members List.docx	- No changes to the member list. - Hoping to have a Fleet member soon.
4.	<u>Workplace Inspections WHIMIS LOTO</u>	Co-Chair	Roundtable discussions <ul style="list-style-type: none">• Findings worth sharing?• Additional action needed?• Repeat findings?• Changes to the schedule, or support needed?	Nick – did his today – Moar was not working. We are currently in transition time getting ice into the IRC, due to this, there is clutter and housekeeping that needs to be done. Many of the open deficiencies have been looked at by the YMCA, but many are still open. Fire visited and advised of the emergency exits. IBP – housekeeping needed to be done. Hoses lying on the floor – spoke with supervisor to get some organization equipment to put things away. Jen – Fleet inspections were completed this month. Outstanding deficiencies included oil residue on the floor making a slipping hazard, drum with contaminated waste needs to have lid on it, guarding missing from table saw, fan to flammable cabinets was off, extension cord had frayed wiring on it.

				<p>Heater was on at Town Square.</p> <p>Kristi – Completed the Town Hall inspection on July 31st.</p> <p>Two fire extinguishers were not inspected from the month of July while one fire extinguisher by the lunchroom has not been inspected since May.</p> <p>According to staff, a construction fan has been in the hallway near the Council offices for the last couple of weeks. Fan has been off.</p> <p>Staff have been mentioning poor ventilation in the offices.</p> <p>Sierra – Inspections completed at Operations Centre, Churchill Community Centre and Knock Community Centre.</p> <p>At the Operations Centre, a fire extinguisher was missed for the month of July, garbage in front of panel in the server room and heavy sheets were metal where placed in an unsecured place that could injure someone if bumped.</p> <p>At Churchill Community Centre, ladder was not secured and was blocked in the supply room off the kitchen. Facilities advised that the room has been cleaned out since the inspection has been made.</p> <p>Elishia – Door still isn't opening properly at the Salt Dome. Facilities is requesting a site visit with the eye wash station at the brine area with Eric and Elishia.</p> <p>Vivian – Lakeshore has some construction occurring but it is boarded off that no one can access.</p> <p>Chain still hanging in Cookstown and the kitchen floor is slippery. Advised that the cleaners have been called out.</p> <p>Stroud had no issue; however, hours after they did the inspection, the police had attended looking for a suspect who may have entered the building. Nothing came of the incident.</p> <p>Eric – no items to report.</p>
	<u>SOP's Corporate Policies</u>	Co-Chair	<ol style="list-style-type: none"> 1. Any updates for discussion? 2. Review H&S Communication Policy 3. Review First Aid Policy 	<ul style="list-style-type: none"> - Annual H&S Policy Statement approved. Only administrative changes. Eric will send this out for posting; awaiting Clerks to complete on their end. - H&S Communication Policy was reviewed as a team. - First Aid Policy was reviewed as a team. - ACTION: Eric to send more Injured Worker packages to Ops

6.	<u>Workplace Incidents & Accidents</u>	Co-Chair	1. Report on accidents since last meeting accidents (July 2024)	<ul style="list-style-type: none"> - Reviewed the incidents that occurred in July of 2024. - Incidents reported involved one first aid, two injuries not involving first aid, one lost time, one vehicle incident, one struck by incident, one critical injury and one injury/illness.
7.	<u>Budget & Training</u>	Co-Chair	1. Budget 2. Training	<ul style="list-style-type: none"> - Budget is on track. - Training still required to be booked for Vivian.
8.	<u>JHSC Other Business</u>	All Members	1. Conducting Site Visits Alone 2 Round Table	<ul style="list-style-type: none"> - While conducting site visits alone, should staff tell others where they are going and/or check in with co-workers? - There will be a Working Alone Policy released this year. - Let Supervisor know where you are, ensure that there is communication available, PR check-ins available. - Nick asked if SSP can conduct communication or training for items that are thrown in the ditch, side of the road or in the Parks that staff should not touch.
9.	<u>ACTION ITEMS Follow up</u>	Co-Chair	Review of Action items from July 18, 2024 meeting minutes.	<p>ACTION – Eric to review concerns, near misses, and opportunities to improve safety when patching with Roads management. Additionally, to seek information from other local municipalities on patching practices, for comparison. – In Progress.</p> <p>ACTION – Eric to follow up with CUPE regarding new committee member. – In Progress</p> <p>ACTION – Eric to schedule Part 2 for Vivian. – In Progress</p> <p>ACTION – Eric to review/update opioid risk assessment based on potential risk and need for Naloxone kits and training. – In Progress</p> <p>ACTION - Eric to follow up with Fire regarding equipment on IRC YMCA track and whether it is allowed or not. – Completed (Fire did a walkthrough with the YMCA and only select equipment remains)</p> <p>ACTION - Eric to review need for chainsaw first aid kits and what items should be included. – Completed (Chainsaw first aid kit purchased).</p> <p>ACTION - Eric to send injured worker packages to Ops</p>
10.	Close Meeting	Co-Chair	Enter the time of the meeting closed.	The meeting closed at 2:33pm



INNISFIL PUBLIC LIBRARY STAFF REPORT

STAFF REPORT NO.: LIB-13-2024
DATE: September 16, 2024
TO: INNISFIL PUBLIC LIBRARY BOARD
FROM: Erin Scuccimarri, CEO
SUBJECT: Summer Usage

RECOMMENDATION:

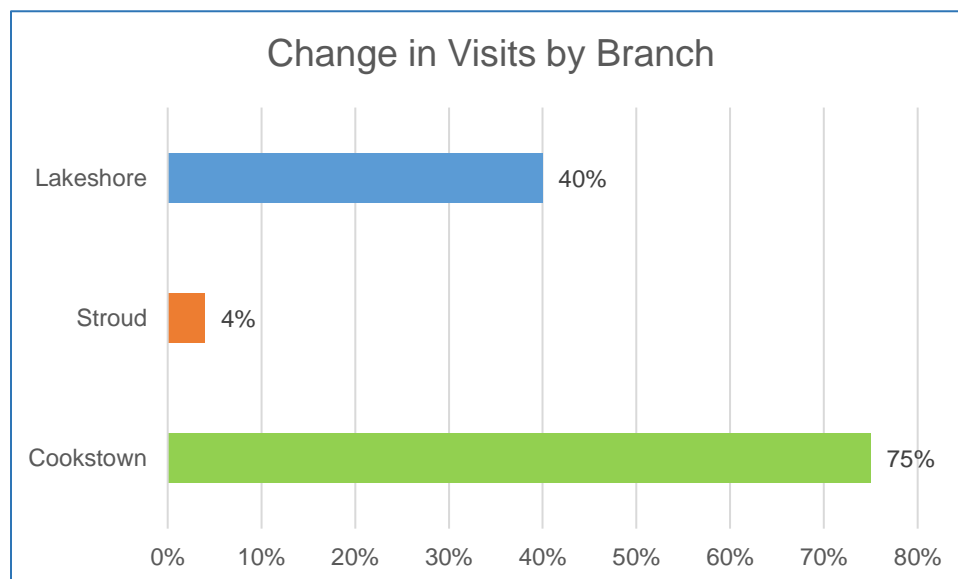
THAT Staff Report LIB-13-2024; 2024 Summer Visits be received as information.

BACKGROUND:

This report will provide an overview of public use of all Library Branches over the summer (July and August) through a review of various data points, including in-branch visits, programming, circulation of materials, and reference queries.

SUMMARY:

This summer was busy at all locations, with a 39% increase in the number of in-person visits system wide, compared with the same period in the previous year. The most substantial increase was at the Cookstown Branch in August, with an 84% increase in the number of visits that month over 2023; while the Lakeshore Branch experienced a 74% increase in the same month. The chart below shows the change in the number of visits over the summer (July and August) by Branch, compared with the summer of 2023.



ANALYSIS:

Programming

Attending programs is a popular reason for people to visit the Library, and an increase in the number of programs offered at the Library was a contributing factor to more people visiting the Library this summer than the summer of 2023. There were 38% more programs running this summer than in 2023 (582 vs 421), and a 20% increase in overall attendance.

Attendance at children's programs was 75% higher this year, and participation in Tinkershops was more than twice that of last summer, with a 137% increase in attendance. The new drop-in MakeIT Family program was very popular with a total of 386 people attending just seven programs, an average of 55 people at each one. Staff were able to offer 31 teen/tween programs over the summer thanks in part to the Building Safer Communities Fund, with a total attendance of 469 (average: 15 per program).

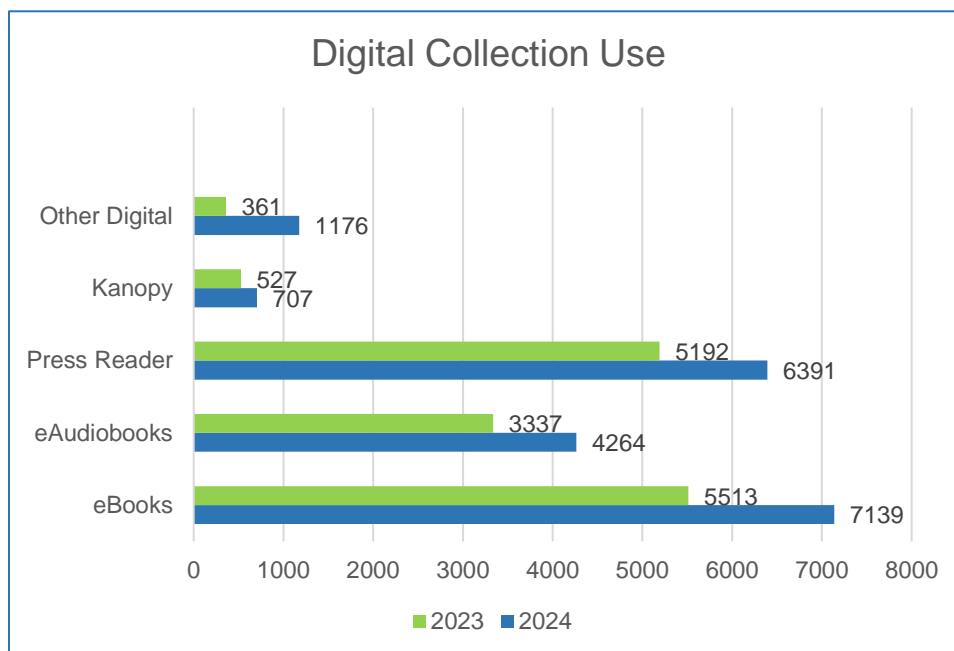
Staff report that the monarch butterfly rearing program also brings people in, because they want to watch the progress of the caterpillars and chrysalides. Customers now look forward to watching the metamorphosis every summer and enjoy suggesting names for the butterflies.

Circulation

The circulation rates for physical materials overall were slightly lower (-2.6%) than the previous summer. This variance is not unusual for a two-month period. The distribution of use of the collections is noteworthy, with a 6% increase in the use of children's materials. This is largely a result of the new formats added to the collection in 2024, including audiobooks on Yoto cards, books plus audio (books with audio players built-in), and decodable books.

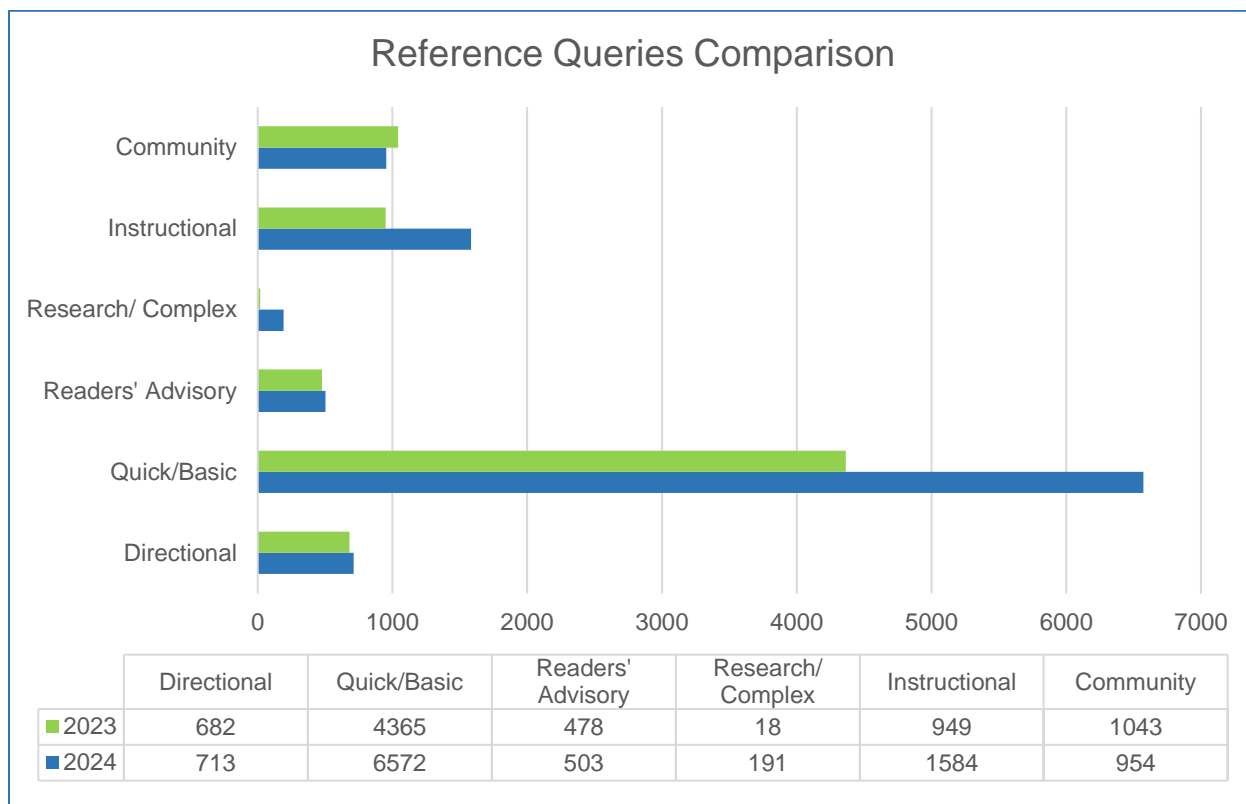
The collections that saw a decrease in circulation are primarily those formats that are in the process of becoming obsolete: magazines, audiobooks on CD, and DVDs.

Use of the digital collection was substantially higher this summer, 32% in total. The ebook and eaudiobook collections and Press Reader (online magazines and newspapers) are responsible for the majority of this change, while other services saw a smaller but still significant increase in use.



Reference Queries

The increase in visits correlates to an increase in the number of reference queries staff answered. Reference questions range from simple ones such as “where is the Seed Library” to complex ones focused on research that require numerous resources. The 40% increase this summer was a result of more questions in all the categories tracked, with the exception of community-related ones.



Research/Complex questions made-up less than 2% of the questions staff assisted with; however, they are the most time-consuming and challenging type of interaction. The high increase in this category (over 10 times higher than 2023) reflects a change in the services provided by the Library, as more people seek assistance with social service-related needs. To help the Library address this growing need in the community we increased the presence of social service agencies in Library spaces, and were able to increase our staffing levels through the County-funded part-time position of Community Services Navigator Specialist. Having specialized staff and social services onsite made it clear to residents that Library staff can assist with these needs, resulting in more complex questions being asked at the information desk, and directed to the appropriate staff.

Members of the Library Services Team report assisting with the following:

- Filling out online government forms, including complex landlord/tenant tribunal forms
- Creating resumes and using job searching sites
- Finding resources for financial support and emergency funding
- Accessing housing support
- Finding peer-reviewed articles for school-related research (including a PhD. Student)

Study Pods

The use of study pods was 58% higher this summer (548 uses vs 296 in 2023). The availability of quiet workspace is another service that draws in visitors. The addition of two solo use pods in the fall of 2023 increased the quiet workspaces available to meet the demand identified by staff.

CONCLUSIONS

Changes to services and spaces resulted in an increased number of visits to the Library this summer. Traditional Library services such as physical collections and literacy-based programming are still in demand and support lifelong learning, while digital-literacy focused programs in the HackLAB draw in more people through fun and engaging technology-based projects that build necessary skills. The need for social supports has grown and Library staff have become a valuable resource to assist individuals.

The outcomes described in this report are the result of Library staff across all departments working hard to understand the needs of the community through careful analysis of data, and by listening to the people who use our services.



INNISFIL PUBLIC LIBRARY COMMITTEE REPORT

REPORT NO.: LIB-14-2024
DATE: September 16, 2024
TO: Innisfil Public Library Board
FROM: Finance Committee
SUBJECT: 2024 Q2 Operating & Capital Update

RECOMMENDATION:

That Committee Report LIB-14-2024 regarding the 2024 Q2 Update dated September 16, 2024 be received.

Background:

On February 8, 2023, through Staff Report DSR-018-23, Town Council approved the Library Board's 2024 Operating Budget in the amount of \$4,055,229, and the 2024 Capital Budget in the amount of \$251,666. Finalized Operating and Capital results to June 30, 2024, are included in this report.

Financial Results – Operating

The Operating budget provides for expenses that cover day-to-day expenditures and activities including utilities, insurance, staff wages and benefits, program supplies, collections, and facility maintenance. It includes revenues expected to be received from fees, room rentals, grants, and other miscellaneous sources, as well as the contribution from the Town of Innisfil.

As of June 30, 2024, the total operating budget was at 151% of total budgeted revenues, and 52% of total budgeted expenses.

Appendix A provides a detailed financial report of the Q2 Operating Results.

Overview of Revenues

Registration & Facility Fees: Hall rentals are trending higher at 112% of total budgeted amount; registration fees are at 65%.

User Fees & Licenses: Trending high at 90% of budget.

Grants: In Q2 the Library received another influx in funding from the Town through the Building Safer Communities Fund (BSCF) Federal grant, and \$35k from the County of Simcoe for the Human Navigator pilot project.

*Note – The only grant the Library has a budget for is the Provincial Operating Grant, which is a set amount each year and is typically received in Q3.

Donations: The Library has received over \$22k in donations mostly attributed to the Spark Gala sponsors.

Overview of Expenditures

Wages & Benefits: Trending slightly higher at 52% of budgeted amount.

Materials & Supplies: On target.

*Note – Public Relations is typically over-spent and is offset by miscellaneous revenues.

Other Expenditures: Utilities higher than budgeted due to new phones; Contracts higher due to transactions associated with the BSCF expenses; Rents & financials are on track.

Facility Related expenses: All facility expenditures are on track.

Financial Results – Capital

The 2023 approved capital budget consists of funding requests for planned capital expenditures expected to occur in the upcoming years that are required to undertake or complete capital initiatives. In addition to the 2024 approved capital projects, the Library Board has carried over projects approved in previous years.

- Year to date spending for capital projects is \$26,848, related to projects LIB4, LIB5, LIB52 and LIB67.
- Plans for LIB66 Mobile Outreach Unit and LIB70 Mobile Kiosk are currently

underway. Staff are also working on projects related to LIB37 Cookstown Facility Assessment & Repairs.

- LIB42 deferred to 2025.

Appendix B provides a detailed financial report of the Q1 Capital Results.

Financial Consideration:

Since it is early in the year, it is difficult to forecast how the year will unfold and the resulting financial impacts. Staff will continue to monitor the operating financial results to ensure that the year-end results are in-line with the approved budget. We do however recognize that the budget estimates are developed with the best information known at the time, and that there are numerous factors that can impact the final results. Accordingly, Staff will employ cost mitigating strategies when required, and will keep the Library Board's Finance Committee and the Library Board informed of progress through the financial quarterly reports.

Conclusion:

This report provides information to the Library Board regarding the operating and capital activities that occurred during the second quarter of 2024.

PREPARED BY:

Erin Scuccimarri, CEO

APPROVED BY:

Finance Committee: Anne Smith, Rob Nicol, Sue Bennett & Rhonda Flanagan

Appendix A

	Year to Date	Budget-Actual Year to Date	YTD Actual as a Percent of Budget	2024 Total				
	Actuals	Variance		Budget				
Corporation of the Town of Innisfil Budget to Actual Variance Report - Operating For the Period Ended June 2024 Library								
Library Operating								
Library Fleet								
Total Library Fleet			0%	3,545				
Library Administration								
Revenue								
Opening (Surplus) Deficit								
3100 Beginning Deficit(Surplus)	0		0%	0				
Total Opening (Surplus) Deficit	0			0				
Total Opening (Surplus) Deficit	0			0				
Registration & Facility Fees								
Facility Rental								
4438 Hall Rental	-11,236	11,236	112%	-10,000				
Total Facility Rental	-11,236	11,236	112%	-10,000				
Registration Fees								
4464 Programming	-14,889	14,889	65%	-23,000				
Total Registration Fees	-14,889	14,889	65%	-23,000				
Total Registration & Facility Fees	-26,125	26,125	79%	-33,000				
User Fees, Licences and Fines								
User Fees								
4447 Misc. Revenue	-22,798	22,798	76%	-30,000				
4490 Photocopy Etc.	-9,493	9,493	127%	-7,500				
4491 Books	-3,723	3,723	133%	-2,800				
4492 ideaSHOP sales	-2,122	2,122	106%	-2,000				
Total User Fees	-38,136	38,136	90%	-42,300				
Total User Fees, Licences and Fines	-38,136	38,136	90%	-42,300				
Other								
Government Grants								
4100 Grants - Ontario	-35,000	35,000	76%	-45,922				
4200 Grants - Federal	-61,350	61,350	0%	0				
Total Government Grants	-96,350	96,350	210%	-45,922				
Other Revenue								
4760 Donations	-22,962	22,962	0%	0				
Total Other Revenue	-22,962	22,962						
Total Other	-119,312	119,312	260%	-45,922				
Total Revenue	-183,573	183,573	151%	-121,222				
Expenditures								
Wages & Benefits								
Total Wages & Benefits	1,731,333	-1,731,333	52%	3,344,519				
Materials & Supplies								
Facility/Park Maintenance								
7080 Cleaning Supplies	3,459	-3,459	38%	9,000				
Total Facility/Park Maintenance	5,012	-5,012	56%	9,000				
Advertising & Publicity								
7020 Advertising & Publicity	2,025	-2,025	23%	8,865				
Total Advertising & Publicity	2,025	-2,025	23%	8,865				
Clothing								
5210 Clothing/PPE	0		0%	675				
Total Clothing	0		0%	675				
Education, Seminars & Memberships								
5230 Education & Development	15,279	-15,279	76%	20,000				
7100 Conferences & Seminars	14	-14	0%	0				
7300 Prof. Dues & Memberships	2,927	-2,927	98%	2,993				
Total Education, Seminars & Memberships	18,220	-18,220	79%	22,993				
Equipment Maintenance								
7140 Equipment Maintenance	461	-461	21%	2,200				
Total Equipment Maintenance	461	-461	21%	2,200				
Office, Printing & Postage								
7360 Office Supplies	4,095	-4,095	44%	9,296				
7400 Photocopy	5,095	-5,095	51%	10,000				
7440 Postage	400	-400	40%	1,000				
7460 Printing	2,634	-2,634	36%	7,240				
Total Office, Printing & Postage	12,224	-12,224	44%	27,536				
Materials								
7029 Electronic Collections	49,066	-49,066	41%	119,377				
7041 Physical Collections	69,503	-69,503	48%	145,200				
7280 Material	9,469	-9,469	43%	22,000				
7283 Technology Supplies	18,182	-18,182	93%	19,500				
7284 ideaSHOP Supplies	117	-117	23%	500				
Total Materials	146,337	-146,337	48%	306,577				
Other Expenses								
5120 Board&Committee /Non-payroll	0		0%	4,000				



Corporation of the Town of Innisfil
Budget to Actual Variance Report - Operating
For the Period Ended June 2024
Library

	Year to	Budget-Actual	YTD Actual as	2024
	Date	Year to Date	a Percent	Total
	Actuals	Variance	of Budget	Budget
7285 Meals & Beverages	1,070	-1,070	0%	0
7320 Mileage	5,245	-5,245	53%	9,858
7389 Culture Engagement	10,383	-10,383	32%	32,500
7470 Programming - Children	14,318	-14,318	100%	14,260
7545 Project Expense	2,348	-2,348	0%	0
Total Other Expenses	33,364	-33,364	55%	60,618
Public Relations				
7485 Public Relations	8,053	-8,053	107%	7,503
Total Public Relations	8,053	-8,053	107%	7,503
Software Maintenance and Licencing				
7580 Software Annual Maint. Fees	25,553	-25,553	43%	58,842
Total Software Maintenance and Licencing	25,553	-25,553	43%	58,842
Total Materials & Supplies	251,249	-251,249	50%	504,809
Utilities				
Telephone and Utilities				
7600 Telephone	4,253	-4,253	121%	3,508
Total Telephone and Utilities	4,253	-4,253	121%	3,508
Total Utilities	4,253	-4,253	121%	3,508
Contracted Services				
Audit Fees				
8080 Audit	2,752	-2,752	51%	5,398
Total Audit Fees	2,752	-2,752	51%	5,398
Contracts				
8250 Contracts - Labour	0			3,133
8290 Contracts	5,472	-5,472	50%	10,888
Total Contracts	5,472	-5,472	39%	14,021
Consulting Services				
8220 Consulting Services	9,919	-9,919		0
Total Consulting Services	9,919	-9,919		
External Legal Costs				
8640 Legal	1,171	-1,171		0
Total External Legal Costs	1,171	-1,171		
Total Contracted Services	19,314	-19,314	99%	19,419
Rents & Financial				
Service Charges				
9110 Debit/Visa Charges	1,859	-1,859	41%	4,481
Total Service Charges	1,859	-1,859	41%	4,481
Total Rents & Financial	1,859	-1,859	41%	4,481
Total Library Administration	1,824,435	-1,824,435	49%	3,755,514
Stroud Branch				
Expenditures				
Materials & Supplies				
Facility/Park Maintenance				
7180 Facility/Parks Maintenance	635	-635	14%	4,550
Total Facility/Park Maintenance	635	-635	14%	4,550
Insurance				
7220 Insurance	1,166	-1,166	50%	2,311
Total Insurance	1,166	-1,166	50%	2,311
Total Materials & Supplies	1,801	-1,801	26%	6,861
Utilities				
Telephone and Utilities				
7600 Telephone	1,001	-1,001	54%	1,855
Total Telephone and Utilities	1,001	-1,001	54%	1,855
Total Utilities	1,001	-1,001	54%	1,855
Contracted Services				
Cleaning Contract				
8185 Cleaning Contract	6,582	-6,582	73%	8,990
Total Cleaning Contract	6,582	-6,582	73%	8,990
Total Contracted Services	6,582	-6,582	73%	8,990
Internal Recoveries/Transfers				
Internal Rental Expenditure(Revenue)				
9610 Facility rental expenditures(I	13,148	-13,148	50%	26,300
Total Internal Rental Expenditure(Revenue)	13,148	-13,148	50%	26,300
Total Internal Recoveries/Transfers	13,148	-13,148	50%	26,300
Total Expenditures	22,532	-22,532	51%	44,005
Total Stroud Branch	22,532	-22,532	51%	44,005
Churchill Branch				
Revenue				
Registration & Facility Fees				
4538 Rental Income			0%	0
Total Registration & Facility Fees	0	0	0%	0
Expenditures				



Corporation of the Town of Innisfil
 Budget to Actual Variance Report - Operating
 For the Period Ended June 2024
 Library

	Year to	Budget-Actual	YTD Actual as	2024
	Date	Year to Date	a Percent	Total
	Actuals	Variance	of Budget	Budget
Materials & Supplies				
Facility/Park Maintenance				
7180 Facility/Parks Maintenance	1,101	-1,101	44%	2,500
Total Facility/Park Maintenance	1,101	-1,101	44%	2,500
Insurance				
7220 Insurance	1,742	-1,742	46%	3,776
Total Insurance	1,742	-1,742	46%	3,776
Total Materials & Supplies	2,843	-2,843	45%	6,276
Utilities				
Telephone and Utilities				
7660 Utilities - Hydro	483	-483	29%	1,664
7680 Utilities - Natural Gas	824	-824	49%	1,698
7700 Utilities - Water/Sewer	147	-147	40%	370
Total Telephone and Utilities	1,454	-1,454	39%	3,732
Total Utilities	1,454	-1,454	39%	3,732
Contracted Services				
Contracts				
8325 Contracts - Grass Cutting	0		0%	992
8850 Snow Removal	0		0%	3,722
Total Contracts			0%	4,714
Total Contracted Services			0%	4,714
Internal Recoveries/Transfers				
Internal Transfers				
9681 Snow Clearing - Expenditures	1,428	-1,428	57%	2,500
Total Internal Transfers	1,428	-1,428	57%	2,500
Total Internal Recoveries/Transfers	1,428	-1,428	57%	2,500
Total Expenditures	5,725	-5,725	33%	17,222
Total Churchill Branch	5,725	-5,725	33%	17,222
Cookstown Branch				
Expenditures				
Materials & Supplies				
Facility/Park Maintenance				
7180 Facility/Parks Maintenance	4,528	-4,528	23%	20,018
Total Facility/Park Maintenance	4,528	-4,528	23%	20,018
Insurance				
7220 Insurance	7,606	-7,606	41%	18,714
Total Insurance	7,606	-7,606	41%	18,714
Total Materials & Supplies	12,134	-12,134	31%	38,732
Utilities				
Telephone and Utilities				
7600 Telephone	609	-609	30%	2,000
7660 Utilities - Hydro	14,780	-14,780	52%	28,500
7680 Utilities - Natural Gas	2,543	-2,543	102%	2,500
7700 Utilities - Water/Sewer	1,023	-1,023	48%	2,138
Total Telephone and Utilities	18,955	-18,955	54%	35,138
Total Utilities	18,955	-18,955	54%	35,138
Contracted Services				
Cleaning Contract				
8185 Cleaning Contract	8,227	-8,227	61%	13,395
Total Cleaning Contract	8,227	-8,227	61%	13,395
Contracts				
8850 Snow Removal	12,352	-12,352	103%	11,942
Total Contracts	12,352	-12,352	103%	11,942
Total Contracted Services	20,579	-20,579	81%	25,337
Internal Recoveries/Transfers				
Internal Rental Expenditure(Revenue)				
9600 Facility rental revenue(Intern	-14,498	14,498	50%	-29,000
Total Internal Rental Expenditure(Revenue)	-14,498	14,498	50%	-29,000
Total Internal Recoveries/Transfers	-14,498	14,498	50%	-29,000
Total Expenditures	124,501	-124,501	51%	243,058
Total Cookstown Branch	37,170	-37,170	53%	70,207
Lakeshore Branch				
Expenditures				
Materials & Supplies				
Facility/Park Maintenance				
7180 Facility/Parks Maintenance	14,222	-14,222	47%	30,535
Total Facility/Park Maintenance	14,222	-14,222	47%	30,535
Insurance				
7220 Insurance	15,633	-15,633	40%	39,159
Total Insurance	15,633	-15,633	40%	39,159
Total Materials & Supplies	29,855	-29,855	43%	69,694



Corporation of the Town of Innisfil
 Budget to Actual Variance Report - Operating
 For the Period Ended June 2024
 Library

	Year to	Budget-Actual	YTD Actual as	2024
	Date	Year to Date	a Percent	Total
	Actuals	Variance	of Budget	Budget
Utilities				
Telephone and Utilities				
7600 Telephone	809	-809	22%	3,700
7660 Utilities - Hydro	13,931	-13,931	39%	35,495
7680 Utilities - Natural Gas	8,683	-8,683	68%	12,795
7700 Utilities - Water/Sewer	2,345	-2,345	55%	4,290
Total Telephone and Utilities	25,768	-25,768	46%	56,280
Total Utilities	25,768	-25,768	46%	56,280
Contracted Services				
Cleaning Contract				
8185 Cleaning Contract	8,293	-8,293	48%	17,335
Total Cleaning Contract	8,293	-8,293	48%	17,335
Contracts				
8325 Contracts - Grass Cutting	0			1,000
8850 Snow Removal	12,759	-12,759	62%	20,427
Total Contracts	12,759	-12,759	60%	21,427
Total Contracted Services	21,052	-21,052	54%	38,762
Total Expenditures	76,675	-76,675	47%	164,736
Total Lakeshore Branch	76,675	-76,675	47%	164,736
Total Facilities	142,102	-142,102	48%	296,170
Total Library	1,966,537	-1,966,537	48%	4,055,229

Appendix B

	Carryover	2024	Total	2024	Actual	Variance	Forecasted	
	from Prior	Budget	Approved	Planned	Spend	to 2024	Year End	
	Years	Approved	Budget	Spending	Q2	Pln Spend	Variance	Notes/Comments
Library								
LIB37 Cookstown Facility Assessment & Repairs	97,289	-	97,289	97,289	-	97,289	(47,289)	fittings for geothermal/HWH being addressed here
LIB39 Job Evaluation/Job Description/Pay Equity	2,573	-	2,573	2,573	-	2,573	-	can close at year end
LIB4 RFID	50,000	-	50,000	50,000	13,097	36,903	(21,903)	
LIB42 Design / Preparation for idealAB & Library with Recreational Component in Lefroy	550,000	-	550,000	-	-	-	-	2025 planned spend
LIB45 Updated Needs Assessment Study	40,000	-	40,000	40,000	-	40,000	(40,000)	may be deferred to next year (tied to stroud)
LIB5 Electronic Equipment - All Branches	3,470	71,666	75,136	75,136	10,108	65,028	(15,028)	
LIB52 Replacement Furnishings	2,222	30,000	32,222	32,222	7,704	24,518	-	
LIB65 Marketing Kiosks	87,193	-	87,193	87,193	-	87,193	(42,193)	
LIB66 Mobile Outreach Unit (InnMotion)	78,000	-	78,000	78,000	-	78,000	-	
LIB67 Space Planning	26,609	-	26,609	26,609	9,509	17,100	-	
LIB68 Movable Meeting Space	4,735	-	4,735	4,735	-	4,735	-	
LIB70 idealAB & Library Mobile Kiosk	-	150,000	150,000	150,000	-	150,000	(75,000)	
Total Library	942,091	251,666	1,193,757	643,757	40,418	603,339	(241,413)	
Total Library	942,091	251,666	1,193,757	643,757	40,418	603,339	(241,413)	
Percentage of planned spend achieved at Q1					6.28%			

Policy Changes Summary

10a.01.01 OPERATING & TECHNOLOGY – Book Club Policy #2024-16

- Addition of the following:
 - They (books clubs) operate under the purview of the Program Policy, and are offered to foster literacy, promote lifelong learning, and build community connections through shared reading experiences. Staff-led Book Clubs are made available to the public where and when staffing permits, with Member-led Clubs being supported by the Library upon request as space and resources allow.
 - Community-run Book Clubs do not fall under this policy and access to library resources by these clubs is governed by the Library's Membership and Borrowing and Collection Management Policies.
 - Championing all forms of literacy, and exploring nontraditional textual formats and various digital formats and how they augment a reader's experience of a book
 - Sharing titles written by authors who are historically underrepresented in publishing and media spaces, and celebrating the diversity of our local and global community
 - Creating spaces for dialogue and inspiration, where new or complex ideas are openly exchanged and interrogated; fostering curiosity, connection, and new perspectives
 - Members with preferences for alternate formats, including Large Print, Audio, or E-Book or E-Audiobook formants will be accommodated where possible, understanding that some materials will not be available in multiple formats.
 - Library staff will create or source reading guides to accompany all books selected to be read by staff-led clubs. Guides will also circulate with the Book Club sets from the Book Club Collection. The purpose of these reading guides is to provoke thoughtful engagement with the materials, and share information about themes or events depicted in the books and their connection to the larger world. The guides also allow members to take a more proactive role in the club, sharing with staff or taking on the facilitation of conversations at the meetings. As the number of staff-led Book Clubs the library can offer is finite, these tools allow for member-led clubs to run in the manner of a staff-run club should they desire.
 - Adult Staff-led Book Clubs are very popular, and consequently have waitlists. Staff endeavour to connect those on waitlists with a club as quickly as possible, and will suggest other programming as appropriate in the intervening time.
- Addition of Related Policies: Collection management Policy; Membership & Borrowing Policy and the Program Policy
- Minor wording and formatting changes

Policy Changes Summary

10b.01.01 EMPLOYMENT – Inclement Weather Policy #E-2024-17

- Addition of the following updated application definition:
 - This policy applies to all Library employees including, but not limited to, full-time, part-time, contract, seasonal, casual, student/co-op employees, long-term volunteers, and Board members. For the purposes of this policy, the reference to “employees” will include all individuals outlined in the statement above.
- Removal of Churchill from the list of branch “Safe Locations”
- Addition of:
 - Employees who are scheduled in branch and are not essential to branch operations at the time will be expected to complete their shift from an alternate work location, which may include working from another branch, or from home.
- Addition of Related Policies & Procedures: Emergency Lockdown Procedures, and Environmental Emergency Situations Procedures
- Minor wording and formatting changes.

10c.01.01 OPERATING & TECHNOLOGY – Safety, Security & Emergencies in the Library Policy #2024-18

- Addition of the following updated application definition:
 - This policy applies to all Library employees including, but not limited to, full-time, part-time, contract, seasonal, casual, student/co-op employees, long-term volunteers, and Board members. For the purposes of this policy, the reference to “employees” will include all individuals outlined in the statement above.
- Minor wording and formatting changes.



SUBJECT: BOOK CLUB POLICY

Policy No: 2024-16

Date: September 16, 2024

Review Date: September 2028

Pages: 3

POLICY

General

Book Clubs are discussion groups that meet on a regularly scheduled basis as determined by its members and the Employee Liaison. They operate under the purview of the Program Policy as a means to foster literacy, promote lifelong learning, and build community connections through shared reading experiences. Employee-led and Member-led Clubs will be supported by the Library through the provision of meeting space, reading material, and discussion guides when the necessary resources are available, and at the discretion of Library staff.

Application

Any Library customer who belongs to or wishes to belong to a Library Book Club and the employees involved in administering the Book Club(s).

PURPOSE:

The purpose of the Book Club Policy is to establish guidelines for Library Employees to administer Book Club programs.

DEFINITIONS:

Staff-led Book Clubs - *Book clubs that meet at the Library, and which Library employees attend for the purpose of facilitating discussions.*

Member-led Book Clubs - Book clubs that meet at the Library, with members facilitating their own discussion; employees do not attend.

Community-run Book Clubs -

Book clubs that run independent from the Library, and do not meet in Library spaces. Community-run Book Clubs do not fall under this policy and the Library's Membership and Borrowing Policy, and the Collection Management Policy govern access to library resources by these clubs.

Guidelines

Reading Materials & Reading Guides

The Library will make a reasonable effort to provide members with books, leveraging the Book Club Collection, as well as Interlibrary Loan services and the reciprocal loaning/borrowing of book club sets with other public libraries. Staff will make every effort to provide books in alternate formats to those who require them due to a print disability (large print, audiobook, ebook formats); however, this may not always be possible due to limitations beyond the Library's control.

Members are responsible for returning book club materials in a timely fashion and in good condition. In the event of a damaged or lost book, a fee will be applied to the member's account in accordance with the Membership & Borrowing Policy.

Library staff will create or source reading guides to accompany all books selected to be read by employee-led clubs.

Membership & Waitlists

The discussion format requires a limit on the number of participants, but additional members may be accepted at the leader's discretion and depending on the availability of reading materials.

Adult employee-led Book Clubs are very popular, and may have waitlists. Staff endeavour to connect those on waitlists with a club as quickly as possible, and may suggest other programming as appropriate in the intervening time.

There is no fee to participate in Library-led Book Club programs; however, members must possess a valid library card and registration is required.

Age restrictions may be applied based on an individual club's purpose. Adult clubs may be restricted to people aged 18 and over, and youth clubs may be restricted to a specific age range determined by Library Staff.

Related Policies

Collection Management Policy

Membership & Borrowing Policy

Program Policy

Approved by Innisfil Public Library Board, September 16, 2024, Motion Number:
2024.XX

Supersedes Policy #2020-18, approved July 13, 2020, Motion #2020.57; and Policy #2016-19, approved October 17, 2016, Motion #2016.83 & Policy #2013-10, approved September 16, 2013, Motion #2013.78; & Policy #2010-06, approved March 8, 2010, Motion #2010.28; & Policy #2007-03, approved September 17, 2007, Motion #2007.43; & Policy #2004-01, approved February 9, 2004.



SUBJECT: EMPLOYMENT - INCLEMENT WEATHER POLICY

Policy No: E-2024-17

Date: September 16, 2024

Review Date: September 2028

Pages: 5

PURPOSE

The Innisfil ideaLAB & Library recognizes that inclement weather may temporarily prevent the availability and operations of Library services. As these situations can, at times, create difficult, dangerous travel and work conditions, it may interfere with the normal business operation of the Library. The purpose of this policy is to:

- Ensure that all employees are aware of their responsibilities and the implications when inclement weather occurs, especially if it results in the closure of any or all Library facilities.
- Assign responsibility for determining closures and cancellations of Library facilities;
- To clearly outline the communication protocols for Library closures resulting from inclement weather;
- To clarify the responsibilities and expectations of employees during inclement weather events.

POLICY

General

The Library Board is committed to providing excellent service to all Library customers while recognizing their obligation to Employee health and safety as a top priority during episodes of inclement weather.

The Library Management Team should maintain an awareness of and be prepared to act on the possibility of severe weather conditions, which may arise either unexpectedly, or as forecast by weather authorities.

Application

This policy applies to all Library employees including, but not limited to, full-time, part-time, contract, seasonal, casual, student/co-op employees, long-term volunteers, and Board Members. For the purposes of this policy, the reference to “employees” will include all individuals outlined in the statement above.

Definitions

Alternate Work Arrangements are work arrangements which are variations from the standard workday or work location.

Inclement or Severe Weather is defined as any aspect of the weather that poses risks to life, property or requires the intervention of authorities. Severe events can include tornadoes, hurricanes, hail, blizzards, ice storms, heavy rain, thunderstorms, and high velocity winds. Safe passage to and from work and working itself can be severely compromised during or following inclement weather, especially if accompanied by a power failure.

A **Safe Location** is an area within a facility, preferably in an interior main floor room or hallway with no windows, where Employees are to congregate in the event of an imminent severe weather event, such as a tornado.

Library Safe Locations:

Cookstown – Employee Bathroom or Sort Room;
Lakeshore – Public Bathrooms, or Employee Bathroom;
Stroud – Public Bathrooms or children’s area

Weather Statements

Environment Canada issues the following, **in escalating order of severity:**

1. **Special Weather Statement** – the least urgent type of notification to inform the public about weather conditions which are unusual and could cause safety concerns.
2. **Advisories** are issued for specific weather events (like blowing snow, fog, freezing drizzle and frost) that are less severe but could still have a significant impact.
3. **Watch** – an alert to inform the public about weather conditions that are favourable for a storm or severe weather, which could cause safety concerns.
4. **Warning** – as certainty increases about the path and strength of a storm system, a watch may be upgraded to a **Warning**, which is an urgent message that severe

weather is either occurring or will occur. Warnings are usually issued from six (6) to 24 hours in advance, although some severe weather (such as thunderstorms and tornadoes) can occur rapidly, with less than one half hours' notice.

Guidelines

All employees shall make every reasonable effort, consistent with personal safety, to report to work unless instructed otherwise.

Management may schedule staff in an appropriate manner with consideration for safety and operational need.

If an employee is unable to arrive at their workplace at their normal starting time because of inclement weather conditions, the employee must make every reasonable effort to contact their supervisor prior to their start time to advise that they are unable to report to work or will likely be late due to weather conditions.

Communication During Inclement Weather

If the CEO or designate determines the weather to be sufficiently inclement to prevent the opening of the Library, the Staff communication chain will be activated to inform all Staff about the closure in a timely manner. When possible, the CEO or designate will contact Staff well before the workday begins when severe weather is occurring and/or a weather warning is issued.

If the weather appears to be deteriorating during the day, the CEO or designate will closely monitor weather reports and any notifications advising of inclement weather, and will keep in close contact with Staff

If the CEO or designate determines that the Library should close, the decision to close will be communicated to all employees, with special consideration to employees currently working or scheduled to be working in the branches that day. In addition to communicating closures on the Library's website and social media, and at all Library facilities, communication protocol also includes but is not limited to notifying:

- Library Board, Council, Town partners.
- Program participants and community partners affected by the closure.
- The appropriate local media and on *AMI (Accessible Media Inc.)* as per AODA requirements.

The CEO or designate's decision will be based on a variety of information sources, including, but not limited to:

- Weather reports from Environment Canada;
- Accessibility of local roadways and municipal parking lots;
- Reports of road and highway conditions for the Town of Innisfil and surrounding areas;
- Closures of school boards, other municipal facilities, as well as other businesses and services.

Employee Pay Implications

When a decision to close is issued by the CEO or designate, employees will be paid for the shift(s), which they were scheduled to complete in the branch. Employees who have been scheduled at an alternate work location, such as a work from home shift, will be expected to complete their shift(s).

If the Library opens on inclement days, employees are expected to report to work. Employees must always consider their own health and safety, and if they believe they cannot safely navigate to work, or that they must leave early to return home safely, they have the right to make the decision to not report for work, or to request to leave before their shift is complete. The pay implications are as follows:

- Full-time employees must make up the time through vacation, lieu time or by working the hours at another time, subject to the approval of their team leader;
- Part-time employees will not be paid for the missed time. There may be an opportunity for the hours to be worked at another time, subject to feasibility, operational requirements and the approval of the team leader;
- Employees who had a pre-approved leave, and as such were not scheduled to report to work on a day where a closure or cancellation occurred, will not have their leave day reinstated or be compensated as a result of the closure or cancellation. This includes, but is not limited to, leaves such as:
 - Vacation
 - Unpaid leaves of absence
 - Lieu Day
 - Discretionary time

Alternate Work Arrangements

It is possible that some branches may remain open while others close due to localized severe weather or power outages, in which case ***Alternate Work Arrangements*** may be initiated by the CEO or designate, and employees may be directed to another location to fill/(complete) their shifts.

Employees who are scheduled in branch and are not essential to branch operations at the time of a closure will be expected to complete their shift from an alternate work location, which may include working from another branch, or from home.

Related Policies & Procedures

Health & Safety Policy

Hours of Work and Overtime Policy

Paid Holidays Policy

Emergency Lockdown Procedures

Environmental Emergency Situations Procedures

Approved by the Innisfil Public Library Board, September 16, 2024

Motion Number: 2024.XX

Supersedes Policy #E-2021-08. approved March 15, 2021, Motion #2021.29; and #E-2017-08, approved March 20, 2017, Motion #2017.28 & Policy #E-2013-16, approved November 18, 2013, Motion #2013.100.



SUBJECT: SAFETY, SECURITY AND EMERGENCIES IN THE LIBRARY POLICY

Policy No: 2024-18

Date: September 16, 2024

Review Date: September 2028

Pages: 3

PURPOSE

To ensure that all employees are aware of their responsibilities as far as safety, security and emergencies in the Library are concerned.

POLICY

General

The Innisfil ideaLAB & Library Board is committed to providing a safe and secure environment for all who use the Library, including employees and members of the public. The Board also acts to protect and secure library property.

Application

This policy applies to any members of the public who use the Library, and, all Library employees including, but not limited to, full-time, part-time, contract, seasonal, casual, student/co-op employees, long-term volunteers, and Board Members. For the purposes of this policy, the reference to “employees” will include all individuals outlined in the statement above.

Guidelines

1. The Board, CEO and Library Employees share the responsibility of ensuring a safe and secure place for the public.

2. The Board requires individual employees to take responsibility for their own safety, as well as that of all who use the Library.
3. All Board Members and employees will take the initiative on public safety issues, and will work to solve problems and make improvements on an ongoing basis.
4. The Board ensures that funding, time and resources are dedicated to training employees in safety, security and emergency procedures.
5. The CEO develops safety and security programs which include procedures, implementation plans, enforcement and reporting for the prevention and mitigation of:
 - a) Harassment and violence (*see also Respectful Workplace, Harassment & Violence Prevention Policy*) that compromise the safety and health of Employees and the public, including bomb threats, abuse and dangerous behaviour by individuals, and medical emergencies;
 - b) Crime, including theft, vandalism and drug dealing, and/or use;
 - c) Disasters that threaten collections, furniture and equipment, including fire and flood.
6. Employees will enforce the current *Library Rules of Conduct Policy* in order to ensure safety and security in the Library.
7. In accordance with *Ontario Regulation 191/11 Integrated Accessibility Standards*, all emergency procedures, plans or public safety information will be made available to the public in an accessible format or with appropriate communication supports, upon request.
8. Closing the Library may be necessary in emergencies or catastrophes including, but not limited to, inclement weather and power failure. The primary consideration is always the safety of all persons in the building and on the property. The CEO or designate will determine when to close the Library during an emergency or catastrophe.
9. The Library co-operates with other agencies responsible for health and safety and local emergency preparedness, and will participate as needed on Emergency Response teams.

Related Policies and Documents:

- *ACCESSIBILITY – AODA – Meeting the Requirements of the Regulations Policy;*
- *ACCESSIBILITY - Integrated Accessibility Standards – Regulation 191/11 (AODA 2005) Policy;*
- *EMPLOYMENT – Cash Handling Policy;*
- *EMPLOYMENT - Health & Safety Policy;*
- *EMPLOYMENT – Inclement Weather Policy;*
- *EMPLOYMENT – Police Record Checks for Employees/Volunteers Policy;*
- *EMPLOYMENT - Respectful Workplace, Harassment & Violence Prevention Policy;*
- *Emergency Lockdown Procedures Policy;*
- *Facility Security Policy;*
- *Health & Safety Policy;*
- *Rules of Conduct Policy;*
- *Video Surveillance Policy;*
- **Occupational Health & Safety Act, R.S.O.,1990, c. O.1.;**
- **Ontario Regulation 191/11 Integrated Accessibilities Standards s. 13**

Approved by the Innisfil ideaLAB & Library Board, September 16, 2024,
Motion Number: 2024.XX

Supersedes Policy #2020-22, approved September 21, 2020, Motion #2020.68; and
Policy #2016-13, approved September 19, 2016, Motion #2016.68