

**MINUTES OF THE NINETEENTH MEETING OF
THE GREATER SUDBURY PUBLIC LIBRARY BOARD**

December 19, 2024
Hybrid Meeting

Commencement: 6:11 p.m.
Adjournment: 7:25 p.m.

PRESENT

P. Arora, M. Bellmore, E. Benoit, T. Laughren, A. Thomson

REGRETS

K. Bowman, M. Lamarche

STAFF

Brian Harding, CEO and Chief Librarian
Mette Kruger, Manager of Libraries and Heritage Resources
Laura Lavigne, Manager of Patron Experience
Colleen Burns, Administrative Co-ordinator of Library Services
Kristen Bertrand, Local History Librarian

GUESTS

Nicholas Zinger, City of Greater Sudbury
Richard Lam, Teeple Architects

CALL TO ORDER

Meeting was called to order at 6:11 p.m.

**LAND
ACKNOWLEDGEMENT**

The Greater Sudbury Public Library serves a community located on the lands of the Anishnawbek Peoples and within the territory of the Robinson Huron Treaty of 1850. This is the traditional territory of Atikameksheng Anishnawbek, the Wahnapiitae First Nation and the Sagamok First Nation. Greater Sudbury Public Library gratefully acknowledges these Indigenous Nations for their guardianship of this land.

**DECLARATIONS OF
CONFLICT OF INTEREST
AND GENERAL NATURE
THEREOF**

None declared

AGENDA

The following motion was presented:

2024-103 T. Laughren / P. Arora

THAT the agenda of the NINETEENTH meeting of the Greater Sudbury Public Library Board, December 19, 2024 be approved.

CARRIED

CONSENT AGENDA

NB: A. Thomson requested that item 6.2 Financial Report be pulled for discussion under Other Business (item 13.1).

The following motion was presented:

2024-104 E. Benoit / A. Thomson

THAT the Consent Agenda be approved

CARRIED

CLOSED SESSION

n/a

PRESENTATIONS

8.1 Cultural Hub Update (Nicholas Zinger / Teeple Architects)

N. Zinger and a representative (R. Lam) from Teeple Architects presented a video walkthrough featuring a 3D rendering of the ground floor and second floor of the Cultural Hub design.

8.2 Sudbury Star Digitization Update (Kristen Bertrand)

K. Bertrand provided an update to the Board about Phase I of the Sudbury Star Digitization project (1910 to 1950). This will make historical editions of The Sudbury Star freely available to researchers around the world.

ITEMS FOR ACTION

9.1 Letter of Resignation – Councillor Mark Signoretti

The Board accepted Councillor Signoretti's resignation and expressed gratitude for his extensive time on the Library Board.

The following motion was presented:

2024-105 A. Thomson / T. Laughren

THAT the Greater Sudbury Public Library Board formally accept Councillor Signoretti's resignation and thank him for his extensive service to the Greater Sudbury Public Library.

AND THAT the Board direct the CEO and Chief Librarian to communicate the Board's recommendation for appointing a new member of Council to join the Board, to City of Greater Sudbury Council.

CARRIED

9.2 Governance Committee Recommendation Regarding Board Recruitment (Ashley Thomson)

A Thomson provided a verbal report to the Board.

The following motion was presented:

2024-106 A. Thomson / T. Laughren

That the Greater Sudbury Public Library Board direct the CEO to recommend to Clerks that Stacy Lavallie be the new Board member, and if she is not available, to revert to Lois Mahon as the second option, and John Closs as the third.

CARRIED

9.3 Policy - CEO / Chief Librarian Performance Evaluation Policy (Ashley Thomson)

A written report was provided to the Board. This revision overrides the previously adopted CEO/Chief Librarian Performance Evaluation Policy. The revised policy includes more specific timelines, as well as PPD performance objectives that connect to the performance objectives of the organization. The CAO's performance goals and objectives then get cascaded down to the rest of the staff in order to achieve performance objectives.

The following motion was presented:

2024-107 E. Benoit / T. Laughren

THAT the Greater Sudbury Public Library Board approve the CEO / Chief Librarian Performance Evaluation Policy as presented to replace the existing CEO Performance Evaluation Policy

CARRIED

9.4 Policy – CEO / Chief Librarian Succession Plan Policy (Ashley Thomson)

A written report was shared with the Board identifying the need to have a plan for succession for the CEO/Chief Librarian position.

The following motion was presented:

2024-108 A. Thomson / T. Laughren

THAT the Greater Sudbury Public Library Board approve the CEO / Chief Librarian Succession Plan Policy as presented

CARRIED

REPORTS

10.1 Chair's Report (Michael Bellmore)

The Chair thanked the members of the Board and GSPL staff for their exemplary work over this past year. The Chair also commended the Board's accomplishments in 2024, including the Operating Agreement and the progress on the New Central Library.

10.2 CEO's Report (Brian Harding)

A written report was shared with the Board. The CEO/Chief Librarian updated the Board on the status of the Inter-Library Loan service which is ramping up following the conclusion of the Canada Post strike. He also informed the Board that the Public Library Operating Grant had not yet been received due to a change in financial timelines at CGS, but also reassured the Board that there was still sufficient time for this to be processed before the Library's 2024 accounts close.

ITEMS FOR INFORMATION No items

CORRESPONDENCE No items

OTHER BUSINESS

13.1 (Agenda item 6.2) Financial Report

A. Thomson presented a question to the CEO/Chief Librarian: "As I look at the Finance Statement, I want to understand all the figures in brackets: That 775% worries me--should it?"

B. Harding responded that in the budget, items in brackets indicate revenue, so this means we were 775% above our budgeted estimates for "other revenues," which mostly refers to donations. We set the estimates low because our donations fluctuate year-by-year. In future years, the CEO/CL hopes to break the "other revenues" cost center into more granular accounts which correspond to specific revenue types.

The following motion was presented:

2024-109 E. Benoit / A. Thomson

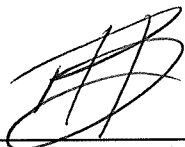
THAT the Board receive the Monthly Financial Report for Information.
CARRIED

ADJOURNMENT

The following motion was presented:

2024-110 E. Benoit / T. Laughren

THAT this meeting does now adjourn. Time: 7:25 p.m.
CARRIED



Brian Harding, CEO



Michael Bellmore, Chair