2022 PROVINCIAL PUBLIC LIBRARY GRANT REPORT (PLGR)

LIBRARY NAME

Nakusp Public Library

CHECKLIST

For the PLGR to be considered complete, please ensure you have provided information for each of the following sections. Suggested word counts have been included for each question, but feel free to include more or less text as needed – text boxes will expand as you type. Click on a title in the list below to jump to that section of the document.

- ☐ 1. INTRODUCTION - LIBRARY AND COMMUNITY PROFILE
- ☐ 2. MAJOR PROJECTS/PROGRAMS
- ☐ 3. CHALLENGES
- ☐ 4. COVID-19 RELIEF & RECOVERY – 2022 PROGRESS REPORT
- ☐ 5. BOARD APPROVAL

INTRODUCTION - LIBRARY AND COMMUNITY PROFILE

Provide a brief description of the community and library, focusing on what has changed in the past year. If provincial funding is primarily used to support your library's core operations, please include a general describe where it is applied (staffing, utilities, collections, etc.).

Nakusp Public Library serves the communities of Nakusp and area in the West Kootenay, located in southeastern B.C. We serve a large geographical area which includes citizens within our special taxation stretching from Arrow Park to Summit Lake to Galena Bay in Regional District of Central Kootenay Area K, and the Village of Nakusp. In 2022 we saw a large number of new members sign up and the renewal of members both inside and outside our taxation area; those living outside this taxation area pay a small subscription fee each year. The past years have seen many new people move to the library's service area, many of whom were looking for a more affordable place to buy a house and live.

After two years of responding to a rapidly changing public health conditions – two years with very little in-person public programming – 2022 was the beginning of reconnection at the library and in our communities.

Volunteers began to return to the library as physical distancing guidelines progressively relaxed, making it possible to have more people working in the library at one time. Over the course of 2022, volunteers contributed 178 hours of their time to making the library the wonderful place that it is.

Although online programming brought with it some advantages, such as the ability to include remote participants and record presentations with the permission of the presenter, we were happy to be able to return to in-person programming.

Most of our summer programming was held outdoors, with occasional events coming inside to escape the heat. Our newly-configured reading lounge was the cool place to be, with its comfy seating and the library's new air conditioners bought with COVID Recovery Grant monies.

One-time grants from the Province such as the Provincial COVID Recovery and Emergency Preparedness grant are appreciated, they have drawbacks not associated with a smaller but regular increase in operational funding. Because the grant funds are irregular in their disbursement, have restrictions on how they can be used, and have the added burden of detailed reporting, they are much more management-intensive and therefore expensive in terms of people hours and financial resources than regular operational funding. Grant management takes away resources from daily library operations. A regular increase in operational funding for public libraries in the province would be extremely appreciated, particularly at this juncture when inflationary increases threaten public libraries, who serve some of the most vulnerable citizens in our society.

Provincial funding comprises an ever-shrinking part of our operational funding. As costs increase, so does the necessity to approach our funders and request increases to funding in order to keep the level of service the same while attempting to keep our staff paid to a level which enables them to live while the cost of living skyrockets. Thankfully our local governments, municipal and regional district, understand the value of what we provide to the communities we serve, but unfortunately they have borne the brunt of the cost as regular operational funding from the Province has not increased for well over a decade.

2. FEATURED PROJECTS/PROGRAMS

Please describe any featured projects/programs the library has delivered in the past year. To report on multiple projects/programs, "copy" the blank table below and insert additional tables as needed using the "paste" function. Use one table per project/program. You do not need to report on every project/program, only highlights/notable examples.

Project/Program Name
Online & Passive Programming
Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.

In the beginning of 2022, only online programming was available. The library offered readings by local authors; online events have the added advantage of being easily recorded, and we are fortunate enough to now have a wonderful recording of one of these readings.

Funding provided by the Kootenay Library Foundation has enabled the library to offer online programs via Zoom and to record this programming.

We also created several crafts and offered them to our patrons via social media channels like Tik Tok.

Passive programs such as Blind Date with a Book, Craft To Go Kits, Seed Library, Puzzle Exchange enabled people to take some fun home with them during the pandemic. We received a lot of compliments on our match making with Blind Date with a Book, as well as the Puzzle Exchange and Seed Library.

How does this project/program support the library's strategic goals?

Become a resource center of Nakusp and area
- offered access to various materials during pandemic
Enhance strong community connections
- offered connection via online programming
Ensure long-term sustainability
- introduce new options which may appeal to more segments of the community
- increase digital literacy of staff and patrons (learning/teaching how to connect online)

How does this project/program support the B.C.'s strategic goal(s) for public library service from the strategic plan, which include:
1. Improving Access
2. Building Capacity
3. Advancing Citizen Engagement
4. Enhancing Governance

1. Improved access through online options, passive programming
2. Increase digital literacy for staff and patrons
3. Offer new avenues for citizen engagement via online platforms

What are the key outcomes of this project/program?

Increased potential access through online options
Increased digital literacy for staff and patrons
Broaden library collection (seed library, puzzle collection) which may increase library membership in community

Did provincial grants enable this project/program? If so, how?

Yes. Provincial grants enabled this project; the Province supplies roughly 13% of our operational funding.
Kootenay Library Federation funds also supported this programming, and I believe they receive Provincial grants.

Project/Program Name

Emergency preparedness: Air filtration and air conditioning
Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.
In January of 2022, the library received five air filtration units to reduce the risk of airborne illnesses being shared. The air purifiers will also be useful to keep the air clear of particulates during smoky seasons.
How does this project/program support the library's strategic goals?
Become a resource center of Nakusp and area: cooling centre with clean air Ensure long-term sustainability: protects staff, patrons and visitors from airborne illnesses, hazardous air quality and heat associated with effects of climate change

How does this project/program support the [B.C.'s strategic goal(s) for public library service](#) from the strategic plan, which include:
    1. Improving Access
    2. Building Capacity
    3. Advancing Citizen Engagement
    4. Enhancing Governance

2. Building Capacity: offering a cool and safe refuge during the pandemic and during effects of heat and wildfires
What are the key outcomes of this project/program?
Creating a cool and safe refuge in the library during the pandemic and during effects of heat and wildfires
Did provincial grants enable this project/program? If so, how?
Yes. COVID & Emergency Preparedness grant enabled the purchase of an additional air conditioner and the servicing of our old unit.

Project/Program Name
Firewall installation and service
Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.
Thanks to a BC Libraries Co-op grant, early in the year we were able to purchase and install a firewall which came with additional WiFi access points throughout the library. The Co-op had itself been subject to cyber attacks in December 2021, so this technological upgrade felt very timely.
How does this project/program support the library's strategic goals?
Become a resource center of Nakusp and area: secures access to internet from public computers Ensure long-term sustainability: Protects library's network & therefore patron information

How does this project/program support the B.C.'s strategic goal(s) for public library service from the strategic plan, which include:
1. Improving Access 2. Building Capacity 3. Advancing Citizen Engagement 4. Enhancing Governance
1. Improving Access: secures access to internet from public computers 2. Building Capacity: encourages people to explore online resources without fear

What are the key outcomes of this project/program?
Secure access to internet from public and staff computers Protection of library's network/patron information

Did provincial grants enable this project/program? If so, how?
Yes. I believe the BC Libraries Co-op grant was a provincial grant. How we will be able to afford to keep the firewall service when the grant monies run out is a difficult question. We have two more years which are paid for, but then we will be shouldering another significant expense.

Project/Program Name
Staff training: conflict management and de-escalation

Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.
In February library staff completed Covid-19 Customer Conflict Management (de-escalation strategies) offered through Arete Training as there were an increasing number of incidents at libraries through the province where staff were encountering angry and frustrated patrons. Staff previously attended de-escalation training during the pandemic.

How does this project/program support the library's strategic goals?
Enhance strong community connections: learning how to non-violently address community members in a time of conflict Ensure long-term sustainability: Empower staff to feel they can successfully handle conflict

How does this project/program support the B.C.'s strategic goal(s) for public library service from the strategic plan, which include:
1. Improving Access 2. Building Capacity 3. Advancing Citizen Engagement 4. Enhancing Governance
Building Capacity: Staff were empowered to act individually and as a team in conflict situations

What are the key outcomes of this project/program?
Staff are empowered to act individually and as a team in conflict situations. This reduces their stress and ensures their happiness and longevity at the library.

Did provincial grants enable this project/program? If so, how?
Yes. Provincial grants enabled this project; the Province supplies roughly 13% of our operational funding.

Project/Program Name
Summer Reading Club

Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.
Our Summer employee organized weekly fun as part of the Summer Reading Club. Highlights included a near architectural blueprint-quality drawing of "Our Dream Town," a drawing of what the ideal Nakusp would have within its Village limits. A shark-filled swimming pool and a dragon were memorable municipal hot spots.

How does this project/program support the library's strategic goals?
Become a resource center of Nakusp and area: offer programming for kids centered on literacy and creative fun together Enhance strong community connections: ditto Ensure long-term sustainability: kids who come to the library for fun events and programming are likely to become adults who come to the library and bring their own children

How does this project/program support the [B.C.'s strategic goal(s) for public library service](#) from the strategic plan, which include:
1. Improving Access 2. Building Capacity 3. Advancing Citizen Engagement 4. Enhancing Governance
Building Capacity: Summer students have a chance to develop new skills and abilities. They also bring new perspectives, such as non-binary genders and new pronouns, which can build capacity of staff and patrons.

What are the key outcomes of this project/program?
Fun, educational times at the library, which broadens the concept of what a library is and how it serves a community.

Did provincial grants enable this project/program? If so, how?

Yes. Operational grants enabled this project, and the Province supplies roughly 19% of our operational funding. Canada Summer Jobs was a major funder for this project.

Project/Program Name
Reading Outreach Program
Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.
We hired a former intern to develop the Library Reading Outreach Program which offered a fun variety of readings from library books for residents of two assisted living facilities in the area. The program was continued by volunteers after she left, and has been very well received.
How does this project/program support the library's strategic goals?
Enhance strong community connections: enables people living in assisted living facilities to access the library collection, and have materials read to them.

How does this project/program support the B.C.'s strategic goal(s) for public library service from the strategic plan, which include:
    1. Improving Access
    2. Building Capacity
    3. Advancing Citizen Engagement
    4. Enhancing Governance

Improving Access: enables people living in assisted living facilities who may not have the digital literacy to access electronic material to access the library collection. Enables people who may no longer have the capacity to read or see to have materials read to them.
What are the key outcomes of this project/program?
Moving the library into the community. Connecting people with reduced mobility or access to library materials and an enjoyable reading hour.
Did provincial grants enable this project/program? If so, how?
Yes. COVID Recovery grant funds were used to pay the employee as part of our plan to reconnect with the community, especially underserved and isolated citizens.

Project/Program Name
Neurodiversity in the Community
Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.

Thanks to COVID Recovery Grant funds, two former interns were hired to develop and deliver "Neurodiversity in the Community," a presentation to the public on **October** 1. It was a stellar introduction to neurodiversity, peppered with humour and personal insight. This presentation can be streamed at any time in the library.

How does this project/program support the library's strategic goals?

Become a resource center of Nakusp and area: this was an excellent introduction to neurodiversity from two neurodiverse people which lay down the basics for people
Enhance strong community connections: Enabled people to come together to learn

How does this project/program support the B.C.'s strategic goal(s) for public library service from the strategic plan, which include:
1. Improving Access
2. Building Capacity
3. Advancing Citizen Engagement
4. Enhancing Governance

Building Capacity: staff and other attendees learned what enables neurodiverse people to thrive

What are the key outcomes of this project/program?

Education

Did provincial grants enable this project/program? If so, how?

Yes. COVID Recovery grant funds were used to pay the employees to develop and present the program as part of the library's commitment to diversity and accessibility.

Project/Program Name

British Columbia: An Untold History public screening and community discussion

Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.

The library partnered with Knowledge Network and Screen Sirens to offer a public screening of the first episode of Knowledge Network's British Columbia: An Untold History. The screening was followed by a lively discussion about Indigenous and colonial history and present-day reality in the province.

How does this project/program support the library's strategic goals?

Become a resource center of Nakusp and area: offered education about the legacy of colonialism on Indigenous people in the province.
Enhance strong community connections: provided a forum for discussion about Truth & Reconciliation priorities.

How does this project/program support the B.C.'s strategic goal(s) for public library service from the strategic plan, which include:
1. Improving Access

2. Building Capacity
3. Advancing Citizen Engagement
4. Enhancing Governance

Improving Access: provided access to non-print resources about Indigenous history, including the history of Indian Residential Schools, in B.C.

Advancing Citizen Engagement: the community discussion enabled people to listen and discuss issues around colonization and Indigenous history.

What are the key outcomes of this project/program?
A better educated public, a more engaged community around TRC priorities

Did provincial grants enable this project/program? If so, how?
Yes. Operational grants enabled this project, and the Province supplies roughly 19% of our operational funding. Staff were paid to organize this event, and the cost of licensing came from Library Program operational funding.

Project/Program Name
Library as host: community programming

Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.
The library hosted CBAL's Songs of Mother Goose, Creative Connection's Jump into Music, the Village of Nakusp Recreation's Little Explorer program, and Nakusp Hospice's Death Cafés at the library. We were also host to volunteer-led programming such as the very popular crafternoons.

How does this project/program support the library's strategic goals?
Become a resource center of Nakusp and area: the library space is seen as one open to hosting public events of all kinds for all ages and interests Enhance strong community connections: enable the connections between a wide variety of community members, library patrons or not.

How does this project/program support the B.C.'s strategic goal(s) for public library service from the strategic plan, which include:
1. Improving Access
2. Building Capacity
3. Advancing Citizen Engagement
4. Enhancing Governance

Building Capacity: increasing community connections builds community resilience; increased literacy in a number of capacities

Advancing Citizen Engagement: providing arenas for people to connect and build community

What are the key outcomes of this project/program?
Community connections, education, recreation

Did provincial grants enable this project/program? If so, how?
Yes. Provincial grants enabled this project; the Province supplies roughly 13% of our operational funding. Staff were paid to coordinate these events, and the library supplied snacks and materials for some.

Project/Program Name
Library promotion and advertising post-COVID

Provide a brief description. Please include details such as any partnerships or resources leveraged to accomplish this project/program.
In order to raise the profile of the library, which people may have forgotten about in the isolation of the pandemic, we distributed a brochure which contained most of our annual report information for 2021 – our centenary! – to all mailboxes in the area. We also committed funding and time to writing and publishing month columns and advertisements in the widely-read local paper. We have received very positive feedback on our brochure mailout, and there seems to be an increase in patron visits to the library as well as new non-resident members.

How does this project/program support the library's strategic goals?
Become a resource center of Nakusp and area: Educate people about the library's resources, programming, and events. Enhance strong community connections: help people remember the library is a safe and interesting public space. Ensure long-term sustainability: invite people back to the library to access our resources

How does this project/program support the B.C.'s strategic goal(s) for public library service from the strategic plan, which include:
    1. Improving Access
    2. Building Capacity
    3. Advancing Citizen Engagement
    4. Enhancing Governance

Improving Access: Library news arrives in residents' mail as part of the local newspaper distributed for free throughout the area. Building Capacity: supports the local independent newspaper, which maintains local community capacity

What are the key outcomes of this project/program?
Reconnecting the library with people and people with library resources through promotion and advertisement.
Did provincial grants enable this project/program? If so, how?
Yes. COVID Recovery grant funds were used to raise awareness of the library post-pandemic.

3. CHALLENGES

The following topics have been identified as recurring themes in previous years' PLGRs. The intent of this section is to collect detailed information in a structured, consistent format.

Please select the most significant challenges that the library has faced in the past year that you wish to comment on. Leave any other listed topics blank. Use the 'Other' row to include any ongoing or past challenges that not included in this list. If you have more than one 'Other' item to add, please insert additional rows into the table.

Challenge	Briefly describe how this challenge has impacted the library/community, and what steps the library took to address it in 2022. Please specify if any provincial funding was used, e.g., annual library funding, the technology grant, other non-PLB provincial grants (up to 250 words per topic).
COVID-19 (e.g., safety protocols, proof of vaccination)	- people were tired of having to wear them, a few people's frustration spilled out and created moments of stress for frontline workers; staff offered alternatives for accessing library materials; staff completed two conflict management and de-escalation strategy seminars - all staff chose to continue to wear masks until September, then according to their comfort level individually - 5 air filtration units to reduce the risk of airborne illnesses purchased in 2021, arrived in January 2022 - online programming maintained until restrictions lifted; passive programming such as a Puzzle Exchange and Blind Date with a Book promoted as well - summer programming held mostly outside - volunteers returned to library as physical distancing guidelines relaxed
Emergency response (e.g., fires, floods, extreme weather)	- some supplies not able to be shipped to our area due to closed highways in province; alternatives from Alberta sought - second air conditioner purchased to beat the heat - air filtration units purchased to clean airborne illness and smoke out of it - cloud storage services purchased to provide safe off-site backup of computers
Financial pressure (e.g., rising costs, reduced revenues)	- influx of newcomers to area on the hunt for cheaper housing, living conditions - fundraising efforts severely curtailed by COVID and COVID-related burnout; library relies on second-hand/free items to furnish library, or grants written by library director - library wages unable to keep pace with rate of inflation
Staffing (e.g., recruitment and retention, mental health, and wellness)	- library understaffed for majority of year, difficult to keep library open when there is illness as staff required to work more than scheduled; new employee hired in December, what a relief! - difficult to attract staff with low wages
Disappearing services in the community (e.g., government, banking, health)	- many people coming to library to print government documents or access government accounts, frequently requiring help from staff in order to do so

Connectivity (e.g., low bandwidth, lack of home internet in the community)	- purchased and installed a firewall which came with additional WiFi access points, thanks to BC Libraries Co-op grant; concerns about how to continue service after grant monies run out - public computers regularly accessed during open hours, and public WiFi regularly accessed during both open and closed hours. It is very common to see people accessing our WiFi after hours from the bench near the front door
Aging/damaged facilities (e.g., need for repairs, renovations, upgrades/expansions)	- roof of library requires repairs; library director writes grant for partial cost of grant to fast track the repair in partnership with the Village of Nakusp - furniture is in dire need of replacing, will require a grant to replace
Community access to the library (e.g., geographic isolation, lack of local public transit, building accessibility)	- Reading Outreach Program developed by intern; cold and flu season slow the program's reach - library supplies books to a new little library in town - difficult to expand hours of operations without regressing to relying on volunteer labour, or risking having staff work alone – neither is acceptable as there have been issues around confidentiality and safety in past
Vulnerable communities (e.g., people experiencing homelessness, addiction, mental health crisis)	- library is often seen as a safe place for unhoused people to rest - we have unhoused people spend the day in the library or the night on the covered landing by the front door, or using our bathroom facilities - occasionally we liaise with community services to find shelter for individuals facing a cold night - we have Naloxone kits and AEDs on site; staff are shown how to use both
Other (please specify)	

4. COVID-19 RELIEF & RECOVERY GRANT – 2022 PROGRESS REPORT

Summary and Overview

Please provide an executive summary (overview summary) on the library's use of the COVID-19 Relief and Recovery Grants. The purpose of this section is not to duplicate the individual projects details, instead provide a short analysis and summary of your overall approach and progress. Please limit to 2 paragraphs and feel free to use bullet points.

Summary and Overview
- AC units - Reading Outreach Program to assisted living facilities - Neurodiversity project & presentation - Promotion and advertising, brochures - Digital Smart Board: accessibility (Bluetooth), digital literacy, remote access

	Grant budget	Reallocated budget
COVID-19 Relief & Recovery Grant Amount	21,652.48	20,569.97
Emergency Planning & Preparedness Grant Amount	7,217.49	8,300
Total Grant Amount	28,869.97	28,869.97

Project Progress Report

Please use this section for:

1. Report progress on projects included interim report **and/ or**
2. New projects developed since interim report (copy and paste tables as needed)

Project/Program/Activity	Air Condition Unit installation and servicing
Rationale	
Area of Need	Community health
Action/Output/Deliverable	Cooling place available in public library
Outcome/Impact	Citizens are cooled during the hottest hours of the day in a public space
Metrics	"Ooh it's cool/nice in here" comments overheard often
Collaborative Links (if applicable)	
Expenditure	3274
Detailed status update since the interim report (e.g., complete, in progress, pending, deferred, etc.).	Complete
Comments (optional)	One-time grants from the Province such as the Provincial COVID Recovery and Emergency Preparedness grant are appreciated, they have drawbacks not associated with a smaller but regular increase in operational funding.

	Because the grant funds are irregular in their disbursement, have restrictions on how they can be used, and have the added burden of detailed reporting, they are much more management-intensive and therefore expensive in terms of people hours and financial resources than regular operational funding. Grant management takes away resources from daily library operations. A regular increase in operational funding for public libraries in the province would be extremely appreciated, particularly at this juncture when inflationary increases threaten public libraries, who serve some of the most vulnerable citizens in our society.

Project/Program/Activity	Annual Report Brochure mail-out
Rationale	Connecting with people in the library's service area communities post-pandemic to reacquaint them with our hours of operation, services and collection, and the importance of libraries generally is very important.
Area of Need	Information distribution
Action/Output/Deliverable	Colourful and informative brochures mailed out via Canada Post in service area (Nakusp, RDCK Area K and H (North Slocan)
Outcome/Impact	Increase in patron visits, comments from patrons
Metrics	Increase in patron memberships & circulation
Collaborative Links (if applicable)	
Expenditure	552
Detailed status update since the interim report (e.g., complete, in progress, pending, deferred, etc.).	Complete
Comments (optional)	One-time grants from the Province such as the Provincial COVID Recovery and Emergency Preparedness grant are appreciated, they have drawbacks not associated with a smaller but regular increase in operational funding. Because the grant funds are irregular in their disbursement, have restrictions on how they can be used, and have the added burden of detailed reporting, they are much more management-intensive and therefore expensive in terms of people hours and financial resources than regular operational funding. Grant management takes away resources from daily library

	operations. A regular increase in operational funding for public libraries in the province would be extremely appreciated, particularly at this juncture when inflationary increases threaten public libraries, who serve some of the most vulnerable citizens in our society.

Project/Program/Activity	Advertising and editorials in free area newspaper
Rationale	Connecting with people in the library's service area communities post-pandemic to reacquaint them with our hours of operation, services and collection, and the importance of libraries generally is very important.
Area of Need	Information distribution
Action/Output/Deliverable	Monthly columns and advertisements with upcoming events in free area newspaper delivered through Canada Post and available at many locations.
Outcome/Impact	Increase in patron visits, comments from patrons
Metrics	Increase in patron memberships & circulation
Collaborative Links (if applicable)	
Expenditure	113
Detailed status update since the interim report (e.g., complete, in progress, pending, deferred, etc.).	In progress
Comments (optional)	One-time grants from the Province such as the Provincial COVID Recovery and Emergency Preparedness grant are appreciated, they have drawbacks not associated with a smaller but regular increase in operational funding. Because the grant funds are irregular in their disbursement, have restrictions on how they can be used, and have the added burden of detailed reporting, they are much more management-intensive and therefore expensive in terms of people hours and financial resources than regular operational funding. Grant management takes away resources from daily library operations. A regular increase in operational funding for public libraries in the province would be extremely appreciated, particularly at this juncture when inflationary increases threaten public libraries, who serve some of the most vulnerable citizens in our society.

Project/Program/Activity	Smart Screen White Board
Rationale	Providing equipment for library programming, events, displays, and Board meetings.
Area of Need	Digital capacity, digital literacy, display capacity for patrons with visual and/or auditory impairments
Action/Output/Deliverable	Purchase and set up large smart screen with online meeting capacity at library (ViewSonic WhiteBoard)
Outcome/Impact	Increased capacity of library for meetings and bookings; display can be used more comfortably by people with visual/auditory impairments; potential for increasing digital literacy through workshops, mentorships and staff training
Metrics	Online Board meeting held with screen day after it was set up. More to come...
Collaborative Links (if applicable)	
Expenditure	
Detailed status update since the interim report (e.g., complete, in progress, pending, deferred, etc.).	Complete
Comments (optional)	Grant monies from BC Tech grant, Kootenay Library Federation, Nakusp and Area Community Foundation were used in conjunction with COVID grant monies to purchase this equipment. One-time grants from the Province such as the Provincial COVID Recovery and Emergency Preparedness grant are appreciated, they have drawbacks not associated with a smaller but regular increase in operational funding. Because the grant funds are irregular in their disbursement, have restrictions on how they can be used, and have the added burden of detailed reporting, they are much more management-intensive and therefore expensive in terms of people hours and financial resources than regular operational funding. Grant management takes away resources from daily library operations. A regular increase in operational funding for public libraries in the province would be extremely appreciated, particularly at this juncture when inflationary increases threaten public libraries, who serve some of the most vulnerable citizens in our society.

Project/Program/Activity	Temporary employees develop programs and events to foster community reconnection, and on-boarding documents to encourage volunteers
Rationale	Connecting with people in the library's service area communities post-pandemic to reacquaint them with our hours of operation, services and collection, and the importance of libraries generally is very important. We also want to emphasize the library as a welcoming, non-judgmental space for everyone.
Area of Need	Events, outreach, programming, volunteers
Action/Output/Deliverable	Two employees on contract began a Reading Outreach program which was continued by volunteers (see above for more information), created and presented "Neurodiversity in the Community" (both are neurodiverse), and helped created volunteer on-boarding documents.
Outcome/Impact	Connected the library with people in long-term care facilities, educated the public (and staff!) about neurodiversity from a lived experience, created inclusive volunteer on-boarding documents.
Metrics	Anecdotally all have been very well-received.
Collaborative Links (if applicable)	
Expenditure	$3000
Detailed status update since the interim report (e.g., complete, in progress, pending, deferred, etc.).	Complete
Comments (optional)	One-time grants from the Province such as the Provincial COVID Recovery and Emergency Preparedness grant are appreciated, they have drawbacks not associated with a smaller but regular increase in operational funding. Because the grant funds are irregular in their disbursement, have restrictions on how they can be used, and have the added burden of detailed reporting, they are much more management-intensive and therefore expensive in terms of people hours and financial resources than regular operational funding. Grant management takes away resources from daily library operations. A regular increase in operational funding for

	public libraries in the province would be extremely appreciated, particularly at this juncture when inflationary increases threaten public libraries, who serve some of the most vulnerable citizens in our society.

Project/Program/Activity	
Rationale	
Area of Need	
Action/Output/Deliverable	
Outcome/Impact	
Metrics	
Collaborative Links (if applicable)	
Expenditure	
Detailed status update since the interim report (e.g., complete, in progress, pending, deferred, etc.).	
Comments (optional)	

5. BOARD APPROVAL

Electronic signatures are acceptable where physical signatures are not feasible.

Library Director Signature: _Claire Piro_____   Date: Feb. 3, 2023_____

Board Chair Signature: _Paula Rogers_____   Date: Feb. 3, 2023_____