

InsideOLBA

AUTUMN 2006 NO. 19 ISSN 1192 5167

Transition means documenting your legacy and helping your municipality recruit the best

The municipal elections are behind us. It is time to complete the work of the outgoing Board. The outgoing Library Board remains in place until the new municipal council appoints its new Board.

Notwithstanding how long it will take the old Board to be replaced, there is still important work for it to do during this transition period.

Support recruitment

By separate mail, you will have received OLBA's flyer called *Choosing an Effective Library Board*. It has been created by your fellow trustees across Ontario to use with municipal councillors in recruitment activities in your community. You want informed selection of your library's next Board and the information in this pamphlet will encourage care in the selection. Meet directly with your municipal councillors to share this pamphlet and its information.

Encourage that applicants be chosen from a cross-section of your community and have a range of skills that will be useful to the work of the Board over the next four years.

This work is even more important if the library board will be experiencing a large turnover. The disruption needs to be minimized as much as possible.

An outgoing Board's legacy

There are a number of things that will go a long way to ensure that the transition is smooth.

1. Make sure your library's policies, and in particular your governance policies, are properly compiled and accessible.
2. Review the Library

Board's by-laws, and update them to address the problems you may have experienced over the last three years.

3. Do a Board evaluation. Reflect on whether any "bad habits" have slipped into the monthly meeting routine, such as when board members occupy themselves with issues that are more correctly in the bailiwick of the Library CEO. The Board should lead through creation and review of library policy and focus on the longer term; it should let the CEO determine the means to achieve the desired results.

4. Create a legacy document that contains, for example, a status report on your progress with your strategic plan and any capital building projects, the status of your ongoing review of library policies, and any other key information that you want to pass on.

5. Finally, look at the new Board member orientation materials to see if there are any missing topics or information that could be improved. You want the next Board to be ready.

Remember, the new library board will appreciate your extra efforts now that will help them get off to a good start. In four years, hopefully they will be doing the same thing for their next board. ■ – Ian Hunter

Ian Hunter, now resident in Chelsea, Quebec, was OLBA President (2004), and on the Ottawa Public Library Board (2001-2003).

SUPER CONFERENCE Jan. 31-Feb. 3, 2007



The Hon. Caroline Di Cocco speaks

at Thursday Award event and at Friday's Leadership by Design Launch

FREE registration to first-time trustees, and November rates for returning trustees.

OLBA's Leadership by Design

a special conference within the conference page 4

A special series for newly appointed trustees. 240 great programs to choose!

www.accessola.com/superconference
1-866-873-9867 for a full program.

Choosing An Effective Library Board



Municipal Councils and Public Library Boards – Working together to make our communities stronger!

Municipal councils are sometimes fast off the mark: their new library boards are in place in January. More typically, library boards are appointed in February or March. In 2004, one notorious municipal council took almost a year to appoint its board members!



**2006 OLBA PRESIDENT
DOREEN HORBACH**
Hamilton Public Library Board

The Power of Strategic Planning

Come to OLA's Super Conference and participate in the launch of the keystone element of our Strategic Plan. Leadership by Design takes us on the most significant of journeys to grow our capacity as community catalysts and leaders. Newly appointed trustees cannot be joining us at a more propitious time.

The Ministry of Culture can take considerable pride in what their faith and financial support is producing. And OLA, of which OLBA is a major player, is offering free registration to the newly appointed members among us. The time is right.

Toward greater impact

A full-day conference within Super Conference on Feb. 2 will lay out the remarkable work done by Margaret Andrewes and Randee Loucks under contract to us. They have developed a six-pronged plan for leadership development that is efficient and effective – well within the reach and abilities of boards everywhere in Ontario.

The day will look at how boards of all sizes can become strong community leaders. Find out how to make this happen, in a way that fits your board.

We are out to make a difference and we think you will be thrilled.

The end of a term

As our current term draws to a close, we do need to reflect on our accomplishments.

Do our accomplishments directly tie into our strategic plans? There are over 300 boards in Ontario. What have we together wrought?

Has your strategic plan driven your work and shown what

you have accomplished? If not, how will the next board know where they are starting? If so, how does the next board get even better at this planning?

The development of new and modified facilities in this term has been a remarkable accomplishment. There are signs that new boards will see even more growth. These make for exciting strategic plans not only for boards but for their communities.

Leadership by Design

Partnership with the community at all levels is the new mantra for strategic plans and OLBA's Leadership by Design Project realizes this. Over the next four years, we must all work together to change our capacity and our potential.

By becoming leaders in our communities, we can go beyond being loved to being significant. We are all in different places on a continuum of program and service. We must find the way to use Leadership by Design and to move ourselves up the continuum. The process we create to build our future must be so fluid that it is never a challenge to respond to issues and build community.

A new four-year opportunity for us all

Clear direction, processes that are transparent and initiatives that are innovative and building for the future will make all of our library boards an integral part of community building.

OLBA's Leadership by Design Project is being built to support you in finding your way. Happy new year and a very successful new term! ■

WHAT'S HAPPENING @ your library@

■ **BELLEVILLE PUBLIC LIBRARY** has named its Board/Conference Room after R.E. (Betty) Colden, Library Board trustee from 1975 to 2003. While board chair from 1984 to 1988, she is credited with ensuring amicable employee/employer relations during a labour dispute and was instrumental in securing over \$30,000 in contributions from community organizations to implement automation of circulation. Ill health led to her retirement in 2003, at which time the municipality recognized her as the city's longest serving volunteer on any City Committee or Board. Mrs. Colden died in 2005 and is greatly missed as a friend and colleague.

■ **CALEDON PUBLIC LIBRARY** has local weekly newspaper including the library newsletter at no cost.

■ **RAMARA PUBLIC LIBRARY** hosted Our Ramara, a one-day celebration of the community earlier this fall.

■ **ARNPRIOR PUBLIC LIBRARY** has installed an elevator to allow use of the lower level of the building and add considerably to the space available.

■ **SPRINGWATER PUBLIC LIBRARY** held a joint barbeque between board members and municipal councillors this past summer. This is the fifth year.

■ **WHITEWATER PUBLIC LIBRARY** sponsored a children's area at the plowing match and raised their profile. The library also succeeded in obtaining a Trillium grant to automate their three branch libraries.

■ **PEMBROKE PUBLIC LIBRARY** continues to provide an eclectic range of programs including an Antiques Road Show, a talent night and free Spanish classes.

■ **CLARA AND MARIA PUBLIC LIBRARY** is involved in a veteran's memorial project to honour the 140 veterans from the area.

■ **PORT HOPE PUBLIC LIBRARY** invited all municipal candidates to be "librarian for a day". It involved being on the circulation desk with a board member for an hour.

■ **OSHAWA PUBLIC LIBRARIES** opened its 10,000 square foot Legends Centre Branch with 45,000 books, CD's, DVD's, and other materials. The Library is located in the Legends Centre Recreation Facility which houses 4 NHL size ice pads, a gymnasium, a pool, a fitness centre and a senior citizens' centre. With so many partners, the Library's vision to "enrich the lives and potential of the people of Oshawa by connecting them to the world of information and each other" should be well served.

WHAT'S HAPPENING @your library?

Do you have special programs or events, especially those with a trustee focus, that you want to share with your colleagues? Just send a brief description to a member of OLBA Council (p. 6) or to InsideOLBA Editor, Bob Ernest, bobernest@hurontel.on.ca.

Super Conference 2007: What's In It For You?

TRUSTEES DISCUSS SUPER CONFERENCE

Julie Bettioli, Chair,
Burlington Public Library
Board:

"Hearing how other boards are dealing with the issues my board faces is always extremely insightful. It does two things: makes me feel like there's a community of support available and it validates my understanding of my role since it illustrates that other trustees function the same way."

Joan Harding of the Cavan-Millbrook-North Monaghan Library Board has attended two Super Conferences and notes:

"The first year was exceptionally inspiring for me as I didn't know what to expect. I had only been on the Board a few months so all of the workshops, etc. were wonderful. I was very unsure of what I should be doing. I learned what my responsibilities consist of and those of the CEO. A revelation...."

The Ontario Library Association's Super Conference is the largest library event in Canada. Last year close to 4,500 people attended 225 sessions.

Those attendees included public library board trustees. If your Board has never considered sending a trustee to Super Conference, consider it now. There has never been a better time to attend.

Huge registration breaks

First-time public library trustees are free. No registration fees at all. Returning trustees are given pre-November registration rates right up to when Super Conference happens. The next time this opportunity will occur may be at the Super Conference 2011!

Start your new term with a program tailored for you

There are special streams for new trustees and for seasoned trustees, a tailored conference for you and your Board.

This is the place to learn about being a trustee

All across Ontario, new library board terms are commencing. Some of you are returning. Others of you are new. Some of you are municipal councillors; some of you are cit-

izens. Super Conference is where the library world from coast to coast comes to discuss its issues and to learn about the ground-breaking advances.

Super Conference 2007 has something to offer all of you.

Here is the future in an exciting new project

For the 2007 Super Conference, the Ontario Library Boards' Association is hosting a special one-day conference within the conference (more on page 4). The project is called Library Leadership by Design. During the day OLBA will be rolling out the most ambitious project trustees have ever seen in this province. This four-year program is designed for all boards to explore and develop their leadership capacity.

Come hear the Minister. Here are political realities.

The Hon. Caroline Di Cocco and Ministry of Culture Deputy Minister Lucille Roch are speakers and officials from the Ministry of Government Services will introduce their ideas on a partnership between Public Libraries and ServiceOntario.

This is also where you will find out about Knowledge Ontario – the big new thing!

So, plan now to attend Super Conference 2007. You'll be glad you did!

TRUSTEES DISCUSS SUPER CONFERENCE

Jane Hilton, Whitby Public Library Board:

"The sessions on performance measures reinforced my resolve to encourage our library to focus on outcomes rather than outputs and I found supportive trustees who were also attempting to implement them in their own library...I consider the conference to be invaluable in developing new insights and for gathering useful information."

Selma Bochnek, Chair,
Belleville Public Library
Board

"Something that I found most impressive AND useful at the 2006 trustee sessions was how helpful and sharing trustees are with one another. I was able to bring many ideas to my Board for consideration in our new and expanded Library".



Leadership by Design

THE FIRST VIEW OF A NEW ERA FOR LIBRARY BOARDS IN ONTARIO
Friday, February 2, 2007, 9 am to 5 pm, at Super Conference



Glen Murray, former mayor of Winnipeg and sought-after visionary about communities and their development is a major highlight of OLBA's Leadership by Design conference within Super Conference 2007

The Ontario Library Boards' Association's special conference within the conference introduces a brave new look at board leadership in the 21st century.

Library by Design is the exciting four-year program to expand the capacity of library boards to be leaders in the development of their communities.

The Super Conference theme is "Solutions for a Changing Landscape". Here is a major solution for the very real and sometimes threatening changes ahead for public libraries.

It is OLBA's vision to create a primary resource for all library boards in Ontario that will expand their knowledge and understanding of their governance role and responsibilities, and to strengthen their capacity as community development leaders.

To strengthen the leadership potential of library boards as a collective force, we are

- building a sustainable leadership development program that is responsive to common issues and priorities that affect public library governance

and service; and

- sourcing and organizing existing best practices, information materials, educational programs and planning forums, as tools and opportunities that are integral to community leadership.

The four-year Leadership by Design program is being launched at this special day-long program. During this launch, you will have an unprecedented opportunity to meet, listen to, and discuss issues with leaders in library governance.

HIGHLIGHTS OF THIS SPECIAL DAY

- RESEARCH THAT SETS THE CONTEXT FOR THIS NEW PROGRAM
Margaret Andrewes, Randee Loucks, project consultants
- RETHINKING COMMUNITIES: THE CALL TO ACTION
Glen Murray, Navigator, Inc., former mayor of Winnipeg
- REACTION AND INTERACTION: A PANEL WITH GLEN MURRAY
Ken Haycock, former trustee, municipal councillor, librarian
Doug Reycraft, President, Assn of Municipalities of Ontario
Ken Roberts, CEO, Hamilton Public Library
Patrick Morash, Chair, Thunder Bay Public Library and more
- THE SIX-PART LEADERSHIP BY DESIGN PROGRAM REVEALED!
Launched by the Hon. CAROLINE DI COCCO
- RALLY FOR LIBRARY LEADERSHIP: CHALLENGES TO GETTING TO 2010
Elliott Berlin, Vice Chair, Federation of Ontario Public Libraries
Murray McCabe, CEO/Gordon Craig, trustee, King Township
Catherine Biss, CEO/trustee tba, Markham Public Libraries and more
- THE PROGRAM PLAN AND HOW IT WILL AFFECT YOUR BOARD
- LOTS OF TIME FOR YOUR IDEAS AND YOUR ENGAGEMENT
- EVEN PRIZES



Ken Haycock speaks on advocacy and orientation at SC2007. A world leader.



The Minister will launch the program made possible by a Ministry of Culture grant



Doug Reycraft as AMO President provides strong municipal leadership.



Randee Loucks, former SOLS trustee trainer, co-created Library by Design.



Ken Roberts, CEO, a leader with myhamilton.ca and Knowledge Ontario.



Margaret Andrewes is a municipal councillor, and an award-winning trustee.

TRUSTEE PROFILE

The library trustee who was appointed to the library board because she likes to read is long gone. Operating in the increasingly complex library world, being accountable for a large budget, being familiar with and implementing the principles of good governance, being part of a team, being passionate about literacy and kids and seniors and equal opportunity and being involved in community development, the modern trustee wears many hats.

**JANET
WLODARCZYK**
Brockville Public
Library Board



Born in Great Britain, Jan came to Canada with her parents when she was 8, and lived in several southern Ontario cities. As a 16-year old in Grade 12, she was impatient to begin life in the workforce, and began bookkeeping for a Mack truck repair shop at 17.

She and her high school sweetheart, Marek, were married in 1981, just after Jan turned 21.

A work ethic and persistence to admire

Accepted into Sir Wilfrid Laurier University, she decided instead to keep working and attending night school for seven years at Niagara College, to qualify as a Registered Industrial Accountant. After bookkeeping, she switched to Payroll, and Human Resources, took night courses at the University of Toronto, and became a Certified Management Accountant in 1990.

When an interesting job came up working for WCI Canada Inc., in Cambridge, Ontario, a division of the huge

Swedish company Electrolux (not the vacuum cleaner company, but the world's largest appliance company with over 150,000 employees) as a tax analyst, Jan was ready.

Challenging jobs in China and Latvia

After seven years, she went as the Head of Finance to China – culture shock is a mild word for what Janet's experience was there. Between the language barrier and the challenges of conversion of the facility from a one-company manually prepared Chinese-only system with 10 employees to a Novell-networked, fully independent sales entity and production facility with approximately 400 employees, Janet had her work cut out for her.

After China came a two-year position as General Manager/Controller of Electrolux Latvia Ltd, in Riga, where in addition to her financial responsibilities, Jan coordinated the renovation of the corporate head office, resulting in an investment of USD\$400,000 being valued at

\$1,200,000. Jan and Marek's daughter Andrea was born while they were in Latvia, too.

New directions in Poland

Next was Electrolux Poland, in Warsaw, (where else, with that name?), and the realization that the company there had been expecting that Jan Wlodarczyk was a) male, and b) Polish-speaking! (Jan does profess some knowledge of Polish, and French, but doesn't consider herself fluent in either.)

Two years later, Jan accepted a position as Director of Finance with Novartis Poland, a branch of the huge pharmaceutical company.

And back to Canada

And so to Canada, in 2003. Casting around for a project, Jan and Marek, who is an accomplished woodworker, artist, and designer, purchased a wonderful Tudor-style 6-plex in Brockville, turned their renovation skills to creating a fabulous two-story apartment for themselves, and upgraded apartments for Jan's parents and oth-

ers. Jan and Marek's second daughter, Alayna, was born two years ago. Jan is currently employed as the Director of Finance and Administration for Ottawa Tourism working part time at home and commuting part-time. Did I mention that Jan has taken some basic chef's training, too?

The value to a library board

Looking at Jan's life experience within the context of being a library trustee, she brings knowledge of other countries, other cultures, the corporate world, governance, different age groups, and a commitment to ongoing education. She is a terrific asset to the Brockville Library Board, and, as Treasurer, comments very knowledgeably on our policy deliberations and strategic planning.

Jan brings her special skills, knowledge of people and diversity, and a depth of view very special to the library's work in community development. A library can only thrive with such talent. ■

Ontario Library Boards' Association Council 2006

EXECUTIVE



PRESIDENT
Doreen Horbach
CLA/CLTA Liaison
Doreen Horbach
 100 Pottruff Road South
 Hamilton L8K 4A2
 Board: Hamilton
 W (905) 545-1832
 FAX (905) 544-3351
 <horbachd@hwcdsb.edu.on.ca>
 H (905) 578-5434



VICE-PRESIDENT
Super Conference Liaison
SOLS Council #4
Cathy Dowd
 1 Olive Crescent, Unit #8
 Orillia L 3V 7N5
 Board: Orillia
 W (705) 329-6885
 FAX (705) 329-6887
 <catherine.dowd@jus.gov.on.ca>
 H (705) 325-5692



PAST PRESIDENT
Membership, Web Site,
Leadership Development,
Education Institute,
Nominating Committee
Suzanne Culp
 3584 John Street
 Vineland Station LOR 2E0
 Board: Lincoln
 H (905) 562-7267
 W (905) 262-4510
 FAX (905) 562-5138
 <sculp@sympatico.ca>



SECRETARY/TREASURER
Eastern Region 2004-2006
SOLS Council #7, 8
Margaret Wicklum
 245 King East, #107
 Brockville K6V 1C8
 Board: Brockville
 W (613) 345-0903
 FAX (613) 345-1618
 <wicklumbrockville@sympatico.ca>
 H (613) 345-4808
 C (613) 340-6095



COUNCILLORS

Central Region East 2003-2005, SOLS Council #5, 6
Selma Bochner
 41 Parkdale Drive
 Belleville K8P 2P3
 Board: Belleville
 H (613) 962-1901
 FAX (613) 962-8934
 sbochner@sympatico.ca



Mid-Central Region 2004-2006
Shelagh Harris
 26 Bridgeford Street South
 Richmond Hill L4 3V6
 Board: Richmond Hill
 H (905) 884-5964
 FAX (905) 884-4985
 shelagh_harris@hotmail.com



Central Region West 2005-2007, SOLS Council #2, 3
Bob Ernest
 8 Southwick Place
 Waterloo N2K 1V2
 Board: Waterloo
 <bobernest@hotmail.com>
 H (519) 496-0454



Northwestern Region 2006-2008
Joyce Cunningham
 725 Third Street West
 Fort Frances P9A 8B5
 Boards: Fort Frances
 H (807) 274-9248
 C (807) 275-7250
 <joycec@jam21.net



Northeastern Region 2004-2006
Jan Perfect
 1582 Wyld Street
 North Bay P1B 2B4
 Board: North Bay
 W (705) 494-3416
 W FAX (705) 494-3389
 <jan.perfect@jus.gov.on.ca>
 H (705) 474-5582

Southwestern Region 2005-2007, SOLS Council #1, 3
Lyn Humfress Trute
 R.R. #1, 11765 Petty Street,
 Ailsa Craig NOM 1A0
 Board: Middlesex County
 W (519) 434-7321
 W FAX (519) 434-0638
 <trute@execulink.com>

InsideOLBA

Ontario Library Boards' Association /

a division of the Ontario Library Association, 50 Wellington St. East, Suite 201, Toronto M5E 1C8
 416-363-3388 or
 1-866-873-9867 toll free
 FAX 416-941-9581 or
 FAX 1-800-387-1181 toll free

InsideOLBA describes the decisions and activities of OLBA leadership, explains OLBA program and provides news about Ontario's public library boards.

Printed three times per year. Also available on the OLBA Web site. Click on Publications.

Editor: Bob Ernest, Chair, Waterloo Public Library Board.

© Copyright, 2006. Ontario Library Association. All rights reserved.

OLBA COUNCIL MEETINGS
 Not set for 2007 at press time.

OLBA WEB SITE
www.accessola.com/olba

OLBA LISTSERV
 E-mail olba-l@accessola.com
 For members only.
 To ask for and to share advice.

THE EDUCATION INSTITUTE
 JANUARY 17

Annual Reports: How to Do Them Right!
 with KEN HAYCOCK, internationally acclaimed Canadian who has been a librarian, a trustee and a municipal councillor. He is currently Director of the School of Library and Information Science at San José State University, the world's largest library school.

For details of any Education Institute program, go to www.accessola.com/olba
 Click on the Education Institute, Course Calendar, then the date.

SUPER CONFERENCE
 OLBA Board Development Launch
 OLBA Education Sessions
 OLBA Annual Meeting
 OLBA Award Ceremony
 OLBA Members' Reception
 Metro Toronto Convention Centre and the Intercontinental Hotel
 Toronto Centre
 January 31 - February 3, 2007.