

BOARD MINUTES

BOARD MEETING: 25-07

DATE: THURSDAY, SEPTEMBER 25, 2025, 7:00 PM

LOCATION: DOWNTOWN – ANGUS ROSS ROOM

Attendees:	Austin Mitchell (Chair), George Hawtin (Vice-Chair), Nigussie Nigussie (Councillor), John Bicknell, Michael Sauro (virtual), Scott Herman, Merrisa Little
Library Staff:	L. Jessop, J. Little, L. LaFleshe, C. Vanderkruys
Regrets:	Amy Courser (Councillor)
Note Taker:	K. Bouffard

1. Call to Order, Welcome and [Land Acknowledgment](#)

The meeting was called to order at 7:02 PM

2. Confirmation of Agenda

The agenda was confirmed.

3. Conflicts of Interest

No conflicts were declared.

4. Delegations – None

5. [Board Development](#) – Workplace Inclusion Charter (Rachel Szepesi, Program Supervisor, County of Simcoe; virtual)

R. Szepesi from the County of Simcoe shared information about the Workplace Inclusion Charter. This presentation is posted on the Hub.

Consent Agenda

6. Board Meeting Minutes

7. Closed Meeting Minutes

8. CEO's Report

9. Northwest Library Update

10. Q2 Measures of Overall Performance

11. KPIs Update

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12. Downtown Library Safety and Security Report

13. Correspondence - None

14. Deferred Items

- a. Financial Migration
- b. Succession Management Plan

Agenda

15. Items held from the Consent Agenda

Motion #25-39 SCOTT HERMAN - NIGUSSIE NIGUSSIE

THAT the Barrie Public Library Board adopts the consent agenda for Board meeting #25-07 dated Thursday, September 25, 2025. CARRIED

16. Workplace Inclusion Charter Report

Motion #25-40 JOHN BICKNELL - SCOTT HERMAN

THAT the Barrie Public Library Board endorses the Simcoe County Local Immigration Partnership Workplace Inclusion Charter and directs Library administration to undertake the necessary actions to implement the Charter commitments. CARRIED

17. Library Kiosk

The Board directed Library Administration to provide a statistical report on all the kiosks in 2026.

Motion #25-41 MERRISA LITTLE - MICHAEL SAURO

THAT the Barrie Public Library Board direct Library Administration to seek an alternate location for the NovelBranch kiosk, originally purchased for use at the Zehrs Duckworth location on Cundles Road. CARRIED

18. Board Committees

18.1 Personnel & Finance

18.1.1 2026 Budget Amendment and Requirements

Motion #25-42 SCOTT HERMAN - JOHN BICKNELL

THAT the Barrie Public Library Board approve the amended 2026 Budget, as amended. CARRIED

18.1.2 CEO Succession Policy

Motion #25-43 SCOTT HERMAN - NIGUSSIE NIGUSSIE

THAT the Barrie Public Library Board adopts the new CEO Succession Policy, as amended. CARRIED

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18.1.3 CEO Job Description

Motion #25-44 JOHN BICKNELL - GEORGE HAWTIN

THAT the Barrie Public Library Board approve the revised CEO Job Description. CARRIED

18.2 Community & Governance

The committee will appoint a new Chair and review the Terms of Reference at the next meeting.

18.2.1 Announcements

The Ontario Public Library Week event is on October 21st Downtown. Board members were encouraged to attend.

19. Report of the Chair – Verbal Report

- The Chair noted that Board Member Robin Munro has resigned from his role. Robin's absence will be a loss for the Board as he has had a tremendous impact on the Library and community.
- The Dragon Boat Festival raised over \$100,000 for local charities. The Library's team Dragon Tales won the Silver Division Championship.
- Reminder that the October Board meeting was rescheduled due to a scheduling conflict.
- The annual CEO evaluation will be starting soon. G. Hawtin will look to see when the process started last year and coordinate with the Chair and the P&F Chair.
- The City of Barrie's State of Emergency to Address Encampments has not had a direct impact on the Library. The Chair asked the CEO to update the Board on this situation, as needed.
- Congratulations to staff member Audrey Kennington for winning the Ontario Public Library Association *Advocacy in Action: Excellence in Children's or Teen Services award*.

20. Date of Next Board Meeting

Thursday, October 30, 2025, 7:00 pm

21. Adjournment

The meeting was adjourned at 9:10 PM