

# Legacy Discussions: An Environmental Scan

| What are the Board’s Major Achievements?  | What are the Board’s Major Challenges?  |
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| <p><b>Funding Model</b></p> <ul style="list-style-type: none"> <li>• 6% tax levy established</li> <li>• Rollover and reserves established</li> <li>• Pay equity &amp; pay grid in alignment with TBM</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• By-laws regularly reviewed and updated</li> <li>• Board recruitment</li> <li>• Committees aligned with our Strategic Plan Pillars</li> <li>• Annual Board Evaluation</li> </ul> <p><b>Communications</b></p> <ul style="list-style-type: none"> <li>• Board meetings online and increased community uptake</li> <li>• Ongoing Communication (e.g. Town Halls, mailed newsletters, Key Messages)</li> <li>• Council communications</li> <li>• One-to-One meetings by Board members with Mayor and Council members</li> <li>• Video Year in Review annual report</li> </ul> <p><b>Cited by Libraries as Good Models</b></p> <ul style="list-style-type: none"> <li>• Strategic Plan</li> <li>• Action Plan</li> <li>• Funding Model 6% tax levy</li> <li>• Implementation of the MOU</li> </ul> | <p><b>With the Town</b></p> <ul style="list-style-type: none"> <li>• Being included in the TBM official documents and studies</li> <li>• Presentation of expansion plans to a new Council without early discussions</li> <li>• Achieving the Building Conditions Report needed repairs and maintenance schedules</li> </ul> <p><b>Serving our Entire Community</b></p> <ul style="list-style-type: none"> <li>• Serving our increase of population</li> <li>• Serving rural communities (where they live)</li> <li>• Service model for the east end and size limitations of museum</li> </ul> <p><b>Pandemic &amp; Continuity of service</b></p> <ul style="list-style-type: none"> <li>• Policy revision for pandemic operations</li> <li>• Business Continuity Plan</li> <li>• Pandemic Plan</li> <li>• Board meetings being moved to a virtual environment while still meeting “Open” status.</li> </ul> |
| What are the Board’s Major Strengths?   | What are the Board’s Major Weaknesses?  |
| <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Board evaluation annually</li> <li>• Relationship with Mayor and Council</li> <li>• Livestreamed/YouTube available Board Meetings</li> <li>• Strategic Plan and Action Plan to guide the Board discussions</li> <li>• Town Halls</li> </ul>   | <p><b>Advocacy</b></p> <ul style="list-style-type: none"> <li>• Overcoming the preconceived notions of what libraries are and do</li> <li>• Getting “GLAM” understood by our community</li> <li>• Knowing who our key supporters are and how to connect to them</li> <li>• Slow to establish communication ongoing with Mayor and Councillors</li> </ul>  |

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| <p><b>With Town</b></p> <ul style="list-style-type: none"> <li>• Defined roles and links with TBM</li> <li>• Budget model at 6% of tax levy agreement</li> <li>• MOU as a guide for addressing roles and responsibilities</li> <li>• Supportive and engaged Councillors on our Board</li> </ul>   | <p><b>Board Complement</b></p> <ul style="list-style-type: none"> <li>• More diverse Board</li> <li>• Board with younger members</li> <li>• Engaging new residents to join the Board</li> <li>• Board members having a diverse social network within the community</li> <li>• Board members who bring interest in Gallery and Museum</li> </ul> <p><b>Pandemic Impacts</b></p> <ul style="list-style-type: none"> <li>• Online format restricted board discussions</li> </ul> |
| <p><b>What key lessons have we learned?</b></p>   | <p><b>Recommendations to the new Board</b></p>  |
| <ul style="list-style-type: none"> <li>• Need to consider the process to bring a long-term project (like a building) to success within the context of four-year Council terms</li> <li>• Previous Council does not represent new Council interests</li> <li>• Nurture Council relationships through personal connection and appearances at Council meetings.</li> <li>• Need to demonstrate to Council the value of the library to community</li> <li>• Supporting Town initiatives shows we are a good partner for them</li> </ul> | <p><b>[Relationship with Council [Councilor &amp; Mayor]</b></p> <ul style="list-style-type: none"> <li>• Chair/Mayor regular meetings are essential</li> <li>• Continue to make regular information deputations to Council</li> <li>• Meet individually with Council members and nurture those relationships</li> </ul>  |