

TOMPKINS COUNTY PUBLIC LIBRARY
 BOARD OF TRUSTEES
 TUESDAY, DECEMBER 16, 2025
4:00 – 6:00 pm

CALL TO ORDER

4:00pm

A. APPROVAL OF THE AGENDA

DOC 25-93

B. PUBLIC COMMENT

C. ACTION ITEMS

4:10pm

1. Draft minutes of November 18, 2025
2. Audit of Bills
- Operating Budget in the amount _____
3. Approval of Staff Hires

DOC 25-94

DOC 25-95

D. DIRECTOR'S REPORT

4:20pm

E. PRESIDENT'S REPORT

4:30pm

F. SEARCH COMMITTEE UPDATE

G. LIAISON REPORTS

4:40pm

1. County – Rich John
2. Foundation – Kerry Barnes
3. Friends – Nina Scholtz

H. WRITTEN REPORTS

1. Monthly Statement
2. December Staff Report
3. Finance & Personnel Committee
 - a. Minutes of December 9, 2025
4. Library Service & Policy Committee
 - a. Next meeting February 10, 2026
5. Community Relations and Outreach Committee
 - a. Next meeting December 12, 2025

DOC 25-96

DOC 25-97

DOC 25-98

DOC 25-99

I. EXECUTIVE SESSION to discuss confidential personnel matters, and collective bargaining

NOTE: In order to expedite the routine business of the board, please call Director Kat Savage (ksavage@tcpl.org) with any questions that you may have about the information items prior to the board meeting.

REMINDER:

DATE OF NEXT BOARD MEETING
JANUARY 27, 2026

TOMPKINS COUNTY PUBLIC LIBRARY
DRAFT MINUTES OF THE BOARD OF TRUSTEES
NOVEMBER 18, 2025

TCPL Board Members Present: Kathy Weinberg, President; Lis Chabot, Linda Bartnik, Laura Krauss, Nina Scholtz, Christina Brewington, Emily Hopkins, Beth Osborne, Jason Kovari, Darrell Long, Sarah Clausen, Carrie Bauer

Trustees Excused: Reyna Florentino-Gambrell, Shelley Wong

Also Present: Kat Savage, Interim Director; Kerry Barnes, TCPL Foundation Executive Director; Mary McKeon, Administrative Manager; Brian Sasser, Communications Manager; Dan Nickerson, Business Manager; Rich John, County Legislator

With a quorum, the meeting is convened at 4:00 p.m.

CALL TO ORDER

APPROVAL OF AGENDA DOC 25-86

A **MOTION** was made by B. Osborne and seconded by J. Kovari to approve the agenda. Approved unanimously.

Senator Lea Webb presented the board with a Proclamation acknowledging TCPL's 25 years serving the community on Green St. Senator Webb celebrates the Library's remarkable contributions to education, innovation, and community well-being.

PUBLIC COMMENT

The following attended the meeting and addressed the board:
Ally True

APPROVAL OF NOVEMBER 18, 2025 MINUTES DOC 25-87

A **MOTION** was made by D. Long and seconded by S. Clausen to approve the minutes. Approved unanimously.

APPROVAL OF THE BILLS

I, Treasurer, Lisabeth Chabot, in keeping with New York State Education Law, certify that I have reviewed all vouchers presented for payment, and that all disbursements are within the approved operating budget of the library and therefore recommend that the Board of Trustees approve for payment November 2025 bills in the amount of \$185,329.04 as listed in Abstracts #32, # 33, and #34.

ACCEPTANCE OF STAFF WHO HAVE BEEN PROMOTED

Accepted unanimously.

NOMINATING COMMITTEE

E. Hopkins made a recommendation for the 2026 slate of officers on behalf of the Nominating Committee. As President - Jason Kovari; Vice President - Beth Osborne; Treasurer - Laura Krauss; Secretary - Darrell Long.

DIRECTOR REPORT

-The 25th Anniversary event was a success. About 300 people attended the Open House and participated in activities and learn more about various services the library provides. We plan to continue to evaluate the impact of the Open House on program attendance and service use. We appreciate the Friends of the Library for supporting this event. Further programming to mark our 25th year will occur in 2026.

- Strategic Plan: On Wednesday 11/19 from 5-6:30 we will have a community conversation about the draft Strategic Plan at GIAC. A survey is also available online for those who are unable to make it and the Community Relations Committee will continue to look for more ways to garner feedback on the Plan in the early part of 2026.

- Hiring: Shelby Buche has been promoted to Senior Library Clerk in the Technical Services Unit of Adult Services. We have completed interviews for Clerks and one Page. We have a start date of December 1 for a Clerk in Technical Services and are checking references for the second clerk candidate in Tech Services and the Page candidate. We are waiting for the Library Assistant civil service examination to open and be administered, which will be December 1-31. From there we will have candidates for Library Assistant in Youth Services to interview in January.

- TCPL is now an Age-Friendly Certified Business in Tompkins County. Huge thank you to Kate DeVoe and Melisa Crumrine in Circulation for working with COFA on this endeavor. Circulation has also added new sites to their outreach network, Catholic Charities, Cayuga Nursing and Rehabilitation, and Foodnet Meals on Wheel's new community dining site at the mall.

- Sasha Raffloer in TCPL's Youth Services organized a Food Resources fair quickly in response to uncertainty from federally funded food support programs during the government shutdown. As availability of affordable food remains a challenge in our community, we were happy to host organizations such as Loaves and Fishes, No Mas Lagrimas, and more for an evening in the library to share information about free meals and pantries in the community.

- Cady Fontana welcome a group from Open Doors English in for a tour and time in the Makerspace. In addition, she worked swiftly with Josh Burns and Judd Karlman to repair the laser cutter - in short, a part with a five-year lifespan failed after six years of heavy use.

- Ally True presented a session at NYLA and was also instrumental in working with Susie Gutenberger, director of the Lansing Community Library, on a free screening of the Librarians at Cinemapolis on 11/12. This screening of the documentary about book banning efforts by Moms for Liberty and similar groups was fully attended and was followed by a panel discussion.

- Kat attended NYLA at the start of this month and attended a number of sessions. Themes included sessions on safety, de-escalation, and social work in the library; cardholder access and policy; using the annual report to support advocacy efforts; HR in small libraries; and for my return to Youth Services, innovative Teen programming.

PRESIDENT'S REPORT

K. Weinberg announced that an invitation for new trustees has been posted on our website.

SEARCH COMMITTEE UPDATE

L. Chabot gave a brief update on the Search for Director on behalf of the committee. As of yesterday we have confirmation from both candidates for December 1st & December 3rd. A press release will go out tomorrow. The public presentation will be in BorgWarner Community Room and will be livestreamed.

LIAISON REPORTS

Foundation – The Foundation's Beyond the Margins event on 10/31 went very well, in spite of bad weather and a few technical glitches. We were also thrilled to speak with so many people at the November 8th celebration as part of the Friends and Foundation Station. Our audit has begun, as much as possible before the year finishes, along with our budget and workplan preparing for votes at our meeting in December. The year end appeal is on its way. We're looking forward to concluding the year at our annual Tri-Boards Holiday Party on December 8th.

County – The legislature will vote tonight on the budget, he recognized we got our extra position. R. John thanked the board for letting him speak at the 25th Anniversary Celebration.

Friends – N. Scholtz remarked that the fall sale was the third best sale ever. Collectors Corners did very well. The friends are preparing for the spring sale.

A **MOTION** to adjourn the meeting by C. Brewington and seconded by S. Clausen at 5:03 p.m. Carried unanimously.

EXECUTIVE SESSION

A **MOTION** was made by C. Brewington and seconded by S. Clausen to move into Executive Session at 4:58pm. Approved unanimously.

No votes took place.

A **MOTION** was made by J. Kovari and seconded by Krauss was made to come out of Executive Session at 5:21pm. Approved unanimously.

Minutes by Mary McKeon
Administrative Manager

Endorsed by
Secretary

Approval of Library Staff Hires December 2025

12/1/2025	Dmitri Tyurmin, Clerk
12/8/2025	Briny Atanasio, Page

Tompkins County Public Library

Balance Sheet

As of 9/30/2025

		<u>Current Year</u>
Assets		
Checking	1000	95,446.49
Savings	1100	933,140.55
Investments	1200	1,076,387.05
Petty Cash	1300	550.00
Ithaca Hours	1400	0.00
Accounts Receivable	1500	147,328.17
Prepaid Expenses	1600	<u>75,482.08</u>
Total Assets		<u><u>2,328,334.34</u></u>
Liabilities		
Accounts Payable - Vendors	2000	16,323.30
Account Payable - Payroll Liab	2110	(52,989.14)
Accrued Wages	2300	(128,495.72)
Accrued Payroll Tax Expense	2400	<u>4,472.57</u>
Total Liabilities		<u>(160,688.99)</u>
Fund Balance		
Beginning Fund Balance		
FB Unreserved (Unassigned)	3000	1,610,693.25
Appropriated Fund Balance	3100	355,389.00
Assigned-Non Spendable	3175	75,482.08
FB Assigned - HRA Reserve	3200	<u>126,000.00</u>
Total Beginning Fund Balance		2,167,564.33
Year To Date Net Income (Loss)		<u>311,247.90</u>
Total Year To Date Net Income (Loss)		<u>311,247.90</u>
Total Fund Balance		<u><u>2,478,812.23</u></u>
Total Liabilities & Fund Balance		<u><u>2,318,123.24</u></u>

Tompkins County Public Library
Statement of Revenues and Expenditures
From 1/1/2025 Through 9/30/2025

DOC 25-96

		Total Budget - Original	Total Budget - Revised	Current Period Actual	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Remaining - Original
REVENUE							
Tompkins County Appropriations		4,012,448.00	4,012,448.00	3,009,336.00	3,009,336.00	(1,003,112.00)	(25.00)%
Town of Ithaca		15,000.00	15,000.00	15,025.10	15,025.10	25.10	0.17%
City of Ithaca		25,000.00	25,000.00	0.00	0.00	(25,000.00)	(100.00)%
Fines		0.00	0.00	29.00	29.00	29.00	0.00%
Copier/Printcard		5,000.00	5,000.00	5,597.40	5,597.40	597.40	11.95%
Interest		40,000.00	40,000.00	36,700.63	36,700.63	(3,299.37)	(8.25)%
Lost and Paid		1,000.00	1,000.00	1,820.79	1,820.79	820.79	82.08%
Friends of the Library		230,000.00	230,000.00	150,000.00	150,000.00	(80,000.00)	(34.78)%
TCPL Foundation		141,000.00	141,000.00	80,010.12	80,010.12	(60,989.88)	(43.26)%
Miscellaneous		10,000.00	10,000.00	5,560.49	5,560.49	(4,439.51)	(44.40)%
NYS Central Library Aid		96,748.00	96,748.00	32,388.33	32,388.33	(64,359.67)	(66.52)%
NYS Local Library Services Aid		31,399.00	31,399.00	794.00	794.00	(30,605.00)	(97.47)%
Total REVENUE		<u>4,607,595.00</u>	<u>4,607,595.00</u>	<u>3,337,261.86</u>	<u>3,337,261.86</u>	<u>(1,270,333.14)</u>	<u>(27.57)%</u>
EXPENSES							
Supplies & Materials							
Phys Collect - Adult	5410A	70,500.00	70,500.00	48,444.94	48,444.94	22,055.06	31.28%
Phys Coll - Adult - Foundation	5410AG	25,000.00	25,000.00	13,385.15	13,385.15	11,614.85	46.46%
Phys Collect - Youth	5410J	65,500.00	65,500.00	39,663.06	39,663.06	25,836.94	39.45%
Phys Coll - Youth - Foundation	5410JG	4,557.00	4,557.00	6,472.91	6,472.91	(1,915.91)	(42.04)%
Digital Collection - Adult	5426C	214,748.00	214,748.00	122,824.30	122,824.30	91,923.70	42.81%
Digital Collection-Foundation	5426CG	0.00	0.00	15,000.00	15,000.00	(15,000.00)	0.00%
Digital Collection - Youth	5426CY	20,000.00	20,000.00	20,000.00	20,000.00	0.00	0.00%
Supplies - Office	5430A	20,000.00	20,000.00	7,770.83	7,770.83	12,229.17	61.15%
Collection Supplies	5430C	0.00	0.00	3,647.54	3,647.54	(3,647.54)	0.00%
FLLS Polaris Supplies	5430F	2,000.00	2,000.00	0.00	0.00	2,000.00	100.00%
Supplies - Marketing	5430P	20,000.00	20,000.00	21,066.25	21,066.25	(1,066.25)	(5.33)%
Public Programs - Things	5430PP	59,500.00	59,500.00	34,771.47	34,771.47	24,728.53	41.56%
Software / Licenses	5430S	10,000.00	10,000.00	1,297.00	1,297.00	8,703.00	87.03%
Total Supplies & Materials		<u>511,805.00</u>	<u>511,805.00</u>	<u>334,343.45</u>	<u>334,343.45</u>	<u>177,461.55</u>	<u>34.67%</u>
Equipment		175,000.00	175,000.00	21,176.41	21,176.41	153,823.59	87.90%
Contractual & Other Expenses							
Telephone & Internet	5431	14,000.00	14,000.00	9,776.19	9,776.19	4,223.81	30.17%
Postage	5433	7,500.00	7,500.00	1,868.31	1,868.31	5,631.69	75.09%

Tompkins County Public Library
Statement of Revenues and Expenditures
From 1/1/2025 Through 9/30/2025

		Total Budget - Original	Total Budget - Revised	Current Period Actual	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Staff Development	5435	15,000.00	15,000.00	11,227.97	11,227.97	3,772.03	25.15%
Volunteer Development	5435V	2,500.00	2,500.00	0.00	0.00	2,500.00	100.00%
FLLS Contract - Fees	5436	65,000.00	65,000.00	51,225.00	51,225.00	13,775.00	21.19%
Professional Fees - Other	5437	30,210.00	30,210.00	45,725.10	45,725.10	(15,515.10)	(51.36)%
Prof fees - Security Guard	5437G	170,000.00	170,000.00	112,582.00	112,582.00	57,418.00	33.78%
Prof fees - Legal	5437L	225,000.00	189,000.00	151,018.24	151,018.24	73,981.76	32.88%
Prof fees-Synergy IT	5437S	63,000.00	63,000.00	55,880.50	55,880.50	7,119.50	11.30%
Library Membership Dues	5438	3,284.00	3,284.00	4,581.00	4,581.00	(1,297.00)	(39.49)%
Equipment Contracts	5439C	24,756.00	24,756.00	43,244.80	43,244.80	(18,488.80)	(74.68)%
Equipment Service / Repairs	5439S	9,937.00	9,937.00	607.33	607.33	9,329.67	93.89%
Insurance	5454	21,000.00	21,000.00	0.00	0.00	21,000.00	100.00%
Misc / Contingency	5472	6,500.00	6,500.00	867.61	867.61	5,632.39	86.65%
Legal Adv/Refunds/Bk Fees	5490	5,000.00	5,000.00	3,340.85	3,340.85	1,659.15	33.18%
Total Contractual & Other Expenses		662,687.00	626,687.00	491,944.90	491,944.90	170,742.10	25.77%
Personnel		2,333,497.00	2,333,497.00	1,573,451.47	1,573,451.47	760,045.53	32.57%
Employee Benefits							
Retirement	58810	338,159.00	338,159.00	0.00	0.00	338,159.00	100.00%
Social Security	58830	178,513.00	178,513.00	115,593.89	115,593.89	62,919.11	35.25%
Workers' Compensation	58840	40,000.00	40,000.00	0.00	0.00	40,000.00	100.00%
Flexible Benefits	58845	2,256.00	2,256.00	1,070.00	1,070.00	1,186.00	52.57%
Employee Assistance Program	58850	2,040.00	2,040.00	2,079.00	2,079.00	(39.00)	(1.91)%
Parking/Mass Transit	58855	2,000.00	2,000.00	853.02	853.02	1,146.98	57.35%
Health Insurance	58860	742,830.00	742,830.00	438,584.97	438,584.97	304,245.03	40.96%
HRA Reimburse & Administration	58862	20,000.00	20,000.00	8,047.61	8,047.61	11,952.39	59.76%
Disability	58865	25,000.00	25,000.00	15,847.89	15,847.89	9,152.11	36.61%
Unemployment	58870	10,000.00	10,000.00	23,021.35	23,021.35	(13,021.35)	(130.21)%
Total Employee Benefits		1,360,798.00	1,360,798.00	605,097.73	605,097.73	755,700.27	55.53%
Total EXPENSES		5,043,787.00	5,007,787.00	3,026,013.96	3,026,013.96	2,017,773.04	40.01%
REVENUE LESS EXPENSES		(436,192.00)	(400,192.00)	311,247.90	311,247.90	747,439.90	(171.36)%

DECEMBER MONTHLY STAFF REPORT

Director's Report

Kat Savage

As we close out the year, I'm excited to provide updates on hiring, report about some wonderful events past and upcoming, and provide an update on our collection development.

Winter Reading has begun for children and adults. Children and teens can get a free book for every time they visit with a completed review for us to hang (while supplies last), while adults can explore and share titles from various genres with our "What's your cup of tea?" interactive display. All readers will be entered to win prizes.

TCPL has added two new hires to our team: Clerk **Dmitri Tyurmin** started on 12/1/2025 and Page **Briny Atanasio** started on 12/8/2025. We welcome them both. I am also happy to announce that **Alex Erdhardt**, currently a page, will begin a new role as Clerk in Technical Services in early 2026 – start date to be announced. The Civil Service exam for Library Assistant is currently open, and we expect to begin interviewing for a Library Assistant in Youth Services in January.

We are also wrapping up a spectacular series of events about the Constitution: Rights to Know. On November 20th, speakers **Steve Yale-Lohr** (author, *Green Card Stories*) and **Tania Peñafort** (attorney, Journey's End Refugee Services) led a community discussion about the current state of our country's immigration system. I hope you can join us for the fourth and final entry in this series on December 18th with **Michael Dorf**, author of *On Reading the Constitution*. Thank you to **Carol Kammen** and **Susan Currie** for arranging these, and **Meghan Molloy** for coordinating after Susan's term as Interim Director completed.

On Thursday, December 4th, internationally acclaimed political cartoonist **Pedro X. Molina** was featured at the **Ithaca City of Asylum's** annual Voices of Freedom program. His upcoming graphic novel *Hitos de la Democracia / Milestones of Latin American Democracy* will be published this month. Librarian **Asia Bonacci** welcomed ICOA and coordinated this program. On November 19th, we held the first of our community conversations about our **2026-2030 Strategic Plan** at GIAC. Approximately 20 community members joined us to provide feedback about the draft plan and the future of your Library. Special thanks to the Community Relations Committee, notably **Christina Brewington** and **Sarah Clausen**.

Upcoming events include a presentation by **Planned Parenthood of Greater New York** about How to Talk to your Child about Sexuality, a **Low-Income Taxpayer Clinic** in partnership with Cornell University, and two events to make crafts for loved ones: the **Winter Crafternoon** on 12/18 for children and families, and the **Holiday Makerspace Drop-In** on 12/20 for adults. Selection and collection development continue as our transition to Ingram for our primary physical book vendor is nearly complete. My gratitude to the **Technical Services Unit** executing this complex transition from the now-defunct vendor Baker and Taylor. The FLLS board voted to direct New York State Central Library Support Aid 2025-2026 funds to **OverDrive** (Libby app) and **Polaris Vega** software to support all county libraries.

We started a pilot project based on community inquiries of **circulating video games**. We have added 12 video games for current generation systems to our collection. The games are currently available to TCPL cardholders only and follow the same circulation and renewal structure as DVDs. This pilot is supported financially by the **TCPL Foundation** and the **Finger Lakes Library System**, will be evaluated in June 2026.

As this is my last report to the TCPL Board as Interim Director, please accept my gratitude for your continued trust in me and support for your Library. I am ever in awe of the dedication that volunteer Trustees put into their responsibilities. Drop by Youth Services any time to say hello or get a tour. Thank you!

Adult Services

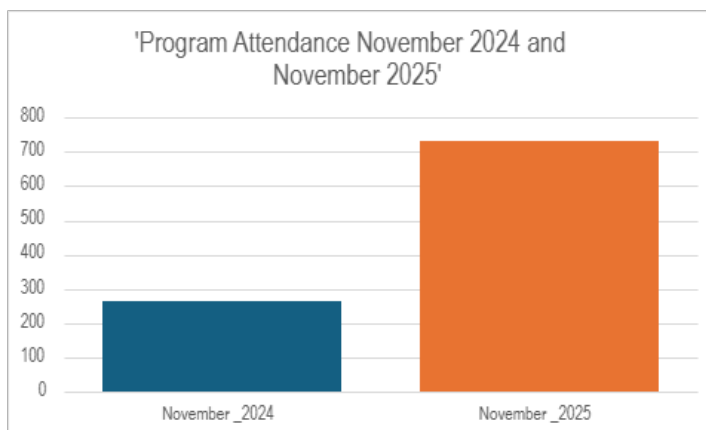
Asia Bonacci

Adult Services Department Board Report December 2025

Collection and Reference

The Tech Services Team has added **1,449** physical items to the collection in November. Jeremy helped to process 789 fiction and nonfiction titles to add to the New Books section. From Tech Services Coordinator Sophia: “Ordering and processing continues apace. With Shelby’s transition to Senior Clerk, we’ve begun training them on more tasks. In particular, Effie has started teaching them how to do invoicing/vouchers, which will allow us to redistribute some other responsibilities and improve our efficiency. I expect that to officially go into effect sometime early next year, once we have our new clerk.”

At the Aneja Family Reference Desk, we helped patrons with **1315** questions in November.



The numbers for library-wide program attendance definitely got a significant bump from the 25th anniversary event.

From Gimlet:

Patron stopped by to say she was "thrilled" with the poster Cady helped her make in the Makerspace.

"A nice lady just helped me print this out. I think you helped me last time I was here. My kids love it. Thank you. Thank you for being here. This place is great."

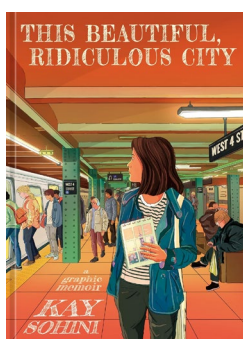
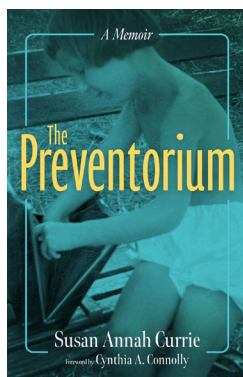
"This is a wonderful library. I wish there was a place to put up praise."

Makerspace

One-on-One appointments continue to be popular with patrons, and we were almost fully booked in the month of November! Josh shared a cool scone print that a patron made (see pic to the left). Cady reports that many patrons are braving the cold to attend Makerspace open hours to create holiday gifts and are also requesting one-on-one help to finish projects.

Book Clubs Galore

4 Seasons Book Club met on November 6 to discuss *A Witch's Guide to Magical Innkeeping* by Sangu Mandanna with Joyce and Volunteer Lisa—18 patrons attended in person and online.



On November 13, Joyce also hosted a book discussion and author visit with Susan Currie, featuring her memoir *The Preventorium*.

Sophia hosted Panel by Panel Graphic Novel Book Club on November 17 to discuss *This Beautiful, Ridiculous City: A Graphic Memoir* by Kay Sohini. From Sophia: "Someone commented that it felt like reading a thesis more than a memoir, only for us to discover in the acknowledgements that this was indeed a thesis presented in an atypical manner."

TCPL Tours – Collaboration with the Johnson Museum

Asia arranged a patron tour at the Johnson Museum on November 13, concentrating on the exhibition *Margarethe Geibel: The Goethe House Series* to learn about a print portfolio touching on themes of literature, visual representation, memory, and more. One patron said afterwards, "I've never gone through a museum and looked at art in that way before—it was cool!"

Ithaca Kitty Making – Collaboration with The History Center

Cady and Sasha worked with the History Center to present the Ithaca Kitty workshop, making stuffed cats (see pic) and reading about the history of the stuffed toy which was invented in Ithaca and sold globally. 13 people attended and as many were on the waitlist - it was very popular!

The Constitution: Rights to Know – Collaboration with the Tompkins County Historian

This series, a collaboration arranged by Meghan, continued on November 20, with 55 patrons attending in person and another 49 attending via livestream. The night's discussion was dedicated to the history of immigration to the U.S. and why it has become so polarized. The final



installment, on December 18, will focus on issues surrounding citizenship.

Looking Ahead: Celebrating Winter Reading!

Cady and Asia have been working to develop this year's tea-themed Winter Reading program, with recommended authors on teabags and patron reviews on teacup and mug images. The goal of winter reading this year is to create a cozy atmosphere where everyone feels included. The program will be offered December 12-March 20 and will culminate in a raffle for gift cards.

Access Services

Kate DeVoe

Lobby Desk Service

We answered **752 questions** at the Lobby Desk since our last Board report, and **31 questions** during Outreach visits.

Here is a sample of questions and comments we've received:

- "I just love your new card designs. It's a really good idea, having local folks do it! It's just... nice!"
- "This place has been so important to me feeling like I'm getting somewhere. This place has made it possible for me to advocate for myself." Patron also said they only feel safe here, and at the gym due to life circumstances that they explained involving abuse.
- "I just want to say what a great place this is, and how helpful everyone always is. My kids come here for a safe place, and there's always someone willing to help them. I really appreciate it."
- "Oh, you have Kanopy?! That's awesome. I lost access when I graduated."
- "Are you the one who put The Sign for Stars on the Staff Pics shelf? Because I don't usually go for those kinds of books, but that was one of the best things I've ever read."

- On our Library of Things collection: "Do you have this? [fabric steamer]" -- yes, we do! -- "This is so cool! This seems like a fun thing to try!"
- "Can I tell you something? I was behind a big group of teens walking out, and one of them was on their phone walking, but another had their face in a book! Are books cool again? Are you noticing more people using the library?" Ed. Note: Books have always been cool!
- Patron getting replacement card: "OH MY GOD, they're so cute! How am I supposed to choose?!"
- An adult patron shared their frustration that they were asked to leave the Teen Center, and requested that we add a Switch to the Adult side of the Library.

Staffing Updates

We hired two new staff members in December!

Dmitri Tyurmin (left) started as a Library Clerk on December 1. Dmitri comes to us from Cornell Libraries, and has a background as an ENL instructor, who is fluent in Russian, Japanese, and German.



Briny Atanasio (right) started as a Page on December 8! Briny joins TCPL from Gimme Coffee, and previously worked as a Store Manager at Ithaca Coffee Company. Briny is an artist and musician (she's already tried out the piano in the Ezra Cornell Reading Room), and she is proficient in ASL!

Welcome, Dmitri and Briny!

Outreach & Programming & More

Librarian **Tom Fredette** and our Technology Tutor program partners led six Technology Basics One-on-One appointments this month. Tom and Library Clerk



Katylyn Hulbert also taught five patrons about Libby at Lifelong on November 18.

On November 19, Library Assistant **Melisa Crumrine** and Katylyn tabled at Titus Towers, once again leaning on diners' requests to bring an assortment of mysteries, magazines and popular fiction.

On December 12, Katylyn and Youth Services Library Assistant **Woody Chichester** joined our friends at Loaves & Fishes to table during their lunch service. We're grateful for the number of organizations that have welcomed us into their spaces this year!

Youth Services

Kai Zhang

Youth Services Department

Board Report December 2025

Prepared by Kai Zhang, Youth Services Manager



Winter Reading Prizes



A family's thank-you artwork that made our hearts melt.

November 2025 Statistics	Programs	Attendance
Totals	64	1950
First Five Years	23	631
Children (5-11)	22	438
Teen (12-18)	9	122
General Interest	10	759

Coming up

December is a month of celebration! We will welcome winter and the end of the year with our annual Winter Reading Program, running from December 12 through March 20. Children and teens can begin by selecting a free book (while supplies last). They can read the book—or any book—write a review, return it, and repeat. Each submitted review earns an entry into our raffle for a chance to win a large, adorable Squishmallow.

We will also host a Winter Crafternoon, a festive drop-in crafting program designed to bring children and families into the wintry spirit. Additionally, we will feature a book display highlighting works written in endangered languages, including Quechua, Romansh, Cornish, Biri, and others.

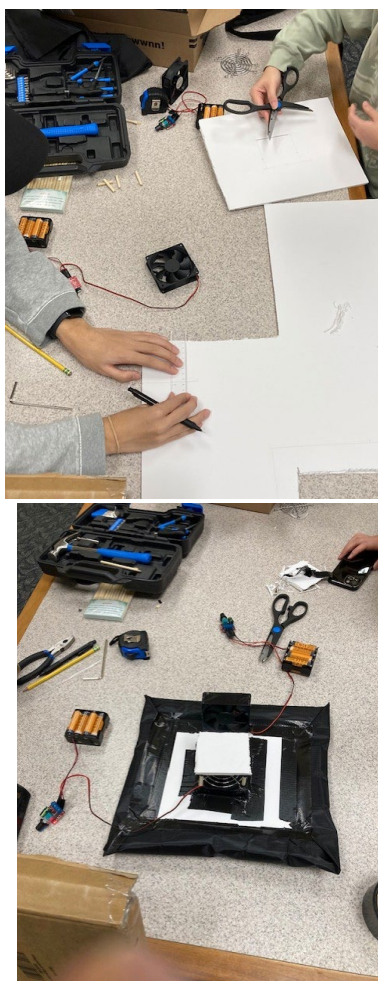
The YS will take a programming break from December 22 through January 5, with regular programming resuming on Monday, January 6. During this time, staff will reflect on the past year and plan for the year ahead.

Along with our regularly offered weekly and monthly program offerings, here are some program highlights coming up this December for children, teens, and families:

December Special Events for parents and caregivers

- How To Talk with Your Child About Sexuality:**
 Presented by Planned Parenthood of Greater New York about strategies for talking with children about important issues.

Limited Series & Special Events for Children and Families



Just a typical day at the library: Hovercraft being manufactured on a YS table

- **Special Storytime**
 - ◆ **Chinese Bilingual Storytime** presented in English and Mandarin by TCPL's own Kai Zhang.
- **Art**
 - ◆ **Preschool Art Studio:** for toddlers and preschoolers, presented by TCPL's own Kat Savage, funding made possible by the Margaret Johnstone Hilton Children's Endowment Fund
- **STEM**
 - ◆ **Families Learning Science Together** returns with monthly science workshops for elementary age children, presented by Cornell University's Chemists for Outreach and Graduate Inclusion (CoRGi).
 - ◆ **Engineering in Action:** Children 7 and up learn what an engineer is, and how they plan and build structures, presented by the Society of Women Engineers.
- **Other**
 - ◆ **More Fall Fun Yoga** returns with four more sessions, presented by Danny Kelly, an early childhood teacher, yogi, dancer, and musician.

Staff Highlights

Cassie

"At the request of a caregiver, we restarted "Baby & Toddler Playtime" this month on Monday mornings for the cold-weather months. In just a few short weeks, attendance has more than doubled. Parents and caregivers have been so grateful for the inside fun!

Stiller Zusman finished up her Autumn Art for Kids series funded by the Hilton Foundation. Her inspiring and creative spirit is always appreciated here!

On the Saturday after Thanksgiving, we had the biggest Family Storytime I have ever seen with at least 45 people in attendance! We read a book called "Zip, Zap, Wickety, Wack" by Matthew Diffie and made little sheep masks out of paper plates and cotton balls. The kids then got to either "Baaaa!" or "Zip, zap, wickety, wack" like the sheep does in the book. So much fun!

A mom from Baby & Toddler Storytime told me that often the only way to get her little one out of the house during the week is by asking if she wants to "go see Cassie"! Awwwwww!"



*Art projects from Stiller Zusman's
Autumn Art for Kids series*

Kai

"Cassie shared this with me, and it made my day: 'A parent was asking about bilingual storytime today at Family Storytime and saying how much they have loved it but aren't able to come because he works until 6:00 on the day we have it.' I will try to find a day that works for more people in 2026.

We do not have the Early Reader Book Club in December because of the holiday break. After I told all the book clubbers and their families that we will resume in January, they were very relieved. One of them wrote to me: 'We're SO very glad to hear that the book club will be continuing in January! XXX has been enjoying it so much, and when we didn't see a December date, we thought that tomorrow might be the last one!'

At the Family Storytime, I asked who could help me find the tune for "Mr. Snowman Needs a Hat," which is sung to the tune of "Head and Shoulders." One child stood up and helped lead the tune. I really appreciated his help, and he was very proud of himself! Our department thought that we might want to pretend to forget the tune from time to time so kids could help."

Milly

"This has been a busy month for committees. First of all, the director search committee has (finally!) made a recommendation for hiring a new director. That has been a long process. The CRC committee pulled off a fantastic 25th anniversary celebration. The CollectionHQ committee has finished the behind-the-scenes work to bring cHQ to TCPL. We are now planning staff training for January. Finally, the 2026 Summer Reading committee is busily planning for next summer's events. Writing this, I am remembering why I decided to drop one committee as we move into 2026.

Between Racker visits and Global Roots Play School visits, I feel that I'm becoming an expert on preschool story times. It has been a pleasure to figure out what types of books and songs work best for this age group. I'm also able to recycle some storytime plans between the two schools, which makes my life much easier.

I was excited to meet with Lynn Klankowski from ICSD to learn more about early literacy instruction in the district. I think this was very helpful as we built up our decodable section. Connections with ICSD and other local schools continue to be a



Sasha works with teens to craft a mixed-media collage at the Teen Art Workshop, a collaboration with the Learning Web.

top priority of mine, and one way I think we can continue to improve as a department.”

Sasha

“I recently hosted a teen art program in conjunction with the Learning Web! It was a delightful Saturday program, a great relationship-builder between TCPL and Learning Web (who would like to have more programs at TCPL!), and I even got a teen connected with some valuable resources related to their career interests.

Just before Thanksgiving, Mel and I did "Weird Snack Friendsgiving" with LGBTQ+ Youth Group. Months earlier, we had asked Youth Group attendees what their favorite weird snacks were, and wrote down their answers for this little surprise! Dates and almond butter, bananas and cheddar, strawberries and mozzarella... and more! It was lots of fun.

The more tween/teen programs I run, the closer I become with the tweens/teens in our community. Recently, a teen told me if they ever feel unsafe downtown, they know they can come to the library for help. Another teen told me just yesterday that because I am open about my queer identity, they feel safe and happy being themselves in Teen Maker Mondays. These kinds of interactions with teens inspire me, and I hope that through our work we can make even more teens and tweens feel safe and comfortable in the library.”

Woody

“For my last report of 2025, I want to recap the program that is dearest to me, which is board game club. Over 11 months, we welcomed 256 patrons of all ages and played 32 games. Many of those patrons became regulars who we saw return to club weekly, some we only saw once or twice. At our last meet up in November, a parent caught up with me after and told me she wanted to talk to me about how much coming to Board Game Club meant to her son, who just turned 11. ‘He gets so excited to come and see you guys and play games with everyone each week, and I have seen a change in him, he’s come out of his shell a lot and I just wanted to thank you all for welcoming him in and including him.’

Typing this out makes me very proud of what we have been able to achieve with our board game club. This is one of only a few



GIAC Bobcats hard at work designing a small house (left) and a tunnel system (below)



Thanks for making these available FLLS!



Kids are learning ballet and enjoying books at Ballet & Books, a collaboration between TCPL and Ballet & Books Ithaca.

intergenerational programs here at TCPL, and it results in connection between staff and patrons, and patrons with each other, and I am looking forward to what 2026 will bring for us (and for tracking more detailed stats)

I also want to mention my newest ongoing program, which is a weekly visit from the GIAC Bobcats (2nd-4th graders). The Bobcats visit is just a way for them to get into the library and spend time having fun building with Legos or the giant magnetic tiles. They have been coming on Mondays since October, and while scheduling has been a bit of a puzzle, we always manage to have an activity for them that they enjoy doing. In the new year I am hoping to increase the variety for this inventive crew of kids."

Julia

"The fall session of Ballet & Books wrapped with a beautiful showcase performance! We're so grateful to the Cornell student mentors who help these young people build confidence through reading and dance each semester. You can read a Cornell Daily Sun article about the program here:

<https://www.cornellsun.com/article/2025/11/ballet-books-helps-kids-leap-through-literacy-confidence>

By popular demand, we extended our fall yoga class for additional sessions, which ended in early December. If you think that yoga is all about being quiet... and still... and serious... you might have something to learn from our awesome instructor, Danny 🧘

I really appreciate that TCPL (along with our supporters and our partners like Ballet & Books) make it possible for kids to access activities like ballet and yoga at no cost, making them accessible to more kids and families."



Ballet & Books wrapped with a beautiful showcase performance

FINANCE AND PERSONNEL COMMITTEE MEETING - DECEMBER 9, 2025

Meeting called to order at 4:06PM

-Committee members agreed on no changes or additions to the agenda.

Approval of agenda - Motion: Krauss / Second: Liz Chabot / Unanimous

No Public Comments were received

Financial Statements Update - Dan is out sick and will not be present for the meeting. No statements can be provided as a result. A discussion on hiring temporary assistance to help facilitate getting financial statements complete by year end took place.

Review of 2026 Budget - The committee discussed having a draft budget prepared for January Board Meeting.

CLSA FY25/26 Update - This will be at zero for the coming year. The library is spending down the revenue from the past year and have until June 1 to complete those purchases. TCPL has also adjusted their commitment to \$35k for Overdrive materials.

EAP Discussion - TCPL is anticipating moving forward with The EAP. PSA has a draft MOU - waiting on comment. SSA - will come up in bargaining. No further concerns or discussion.

HRA Discussion - No discussion

Tompkins Trust CD Discussion - The committee recommended drawing \$250,000 for liquidity purposes. Moving to a month-to-month instrument or high yield savings account. Motion - Liz Chabot / Second Long /Vote: Unanimous.

Director Search Update - The Board meets to review feedback and thoughts from the search committee at 5:00PM on December 9, 2025. No further discussion.

CRC Meeting

12/12/2025 (Rescheduled from 12/2/2025 – library closure)

Attendees: Christina Brewington, Sarah Clausen, Brian Sasser, Kat Savage

Unable to attend: Katylyn Dedrick, Sam MacQueen, Milly Stephenson, Kerry Barnes, Susanna Drbal

1. Review of feedback collected from the Strategic Plan Public program held on 11/20/2025 as well as digital responses.
2. Discussion of Bookmobile
 - a. Capital Campaign?
 - b. Funding for ongoing?
3. Discussion of signage/information in other languages
4. Discussion of exterior signage, lighting
5. Overall, the feedback online and in person on the Strategic Plan is in keeping with community needs
6. CRC is working on incorporating feedback into the Strategic Plan.
 - a. CRC would like to schedule a second public feedback session when the new director starts.
 - b. Tentatively holding 2/16 at noon – Washington's birthday
7. Discussion of future planning 2026
 - a. Renew recruitment to CRC from community members