

InsideOLBA

AUTUMN 2007 NO. 20 ISSN 1192 5167

Leadership by Design will improve the capacity of library boards to partner in their communities

This spring, the Ontario Library Boards Association launched its new Leadership by Design Project, a four-year program to create a primary resource for all library boards in Ontario to expand their knowledge and understanding of governance roles and responsibilities, and to strengthen capacity as community leaders.

To strengthen the leadership potential of library boards as a collective force, OLA is

- 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 best practices, information materials, educational programs, and planning forums, as tools and opportunities integral to community leadership.

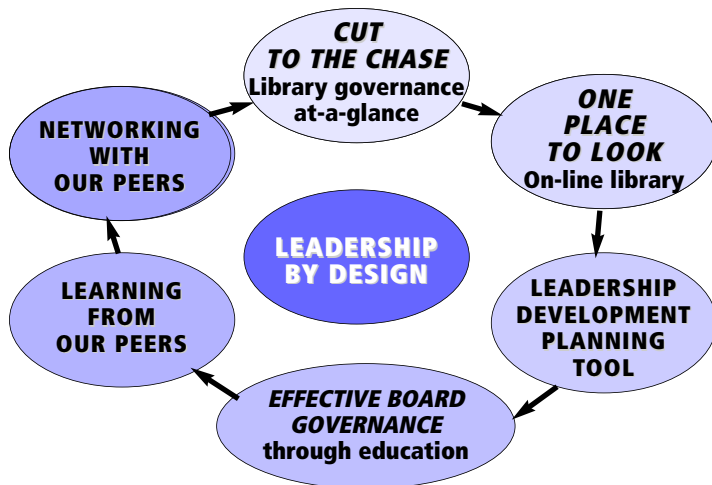
A research-based process

Leadership by Design is an all-encompassing board development program that is accessible, affordable and absolutely relevant to the needs of library boards and CEOs wherever they live and work in Ontario.

The project has been formulated for OLBA development by Margaret Andrewes and Randee Loucks, both free-lance consultants on board governance issues.

Research through surveys and key informant interviews over the last 18 months have informed the results.

Further research on the chief characteristics of successful communi-



ty partnerships and the key competencies of boards that have been most successful will be undertaken in the new year.

On-going comparison of research results in other jurisdictions such as British Columbia is increasing the impact and validity of the Ontario results.

Cut to the Chase delivered

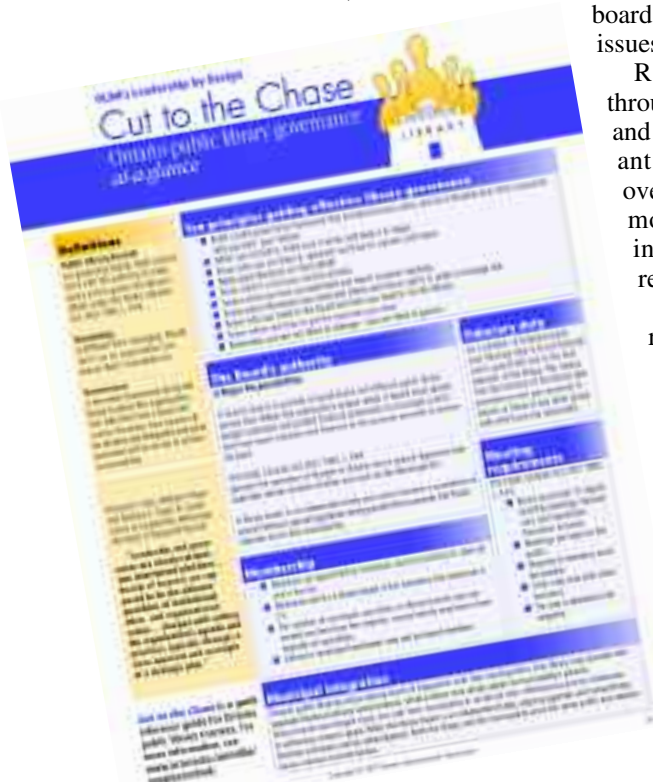
Cut to the Chase: Ontario Public Library Governance at a Glance, the quick reference guide for practicing trustees, was introduced and tested with trustees in attendance at the 2007 Super Conference. Changes were made and the plasticized reference guide delivered to all OLBA members in May.

If the names and contact information for new appointees were not available, Cut to the Chase will have gone to former board members. If you need copies for new members, please

contact Diana Fong, OLA's new membership services person by FAX 1-800-387-1181 or e-mail <dfong@accessola.com>. She will forward what you need at no cost as a perq of your membership. Non-members must pay.

The Manitoba government was impressed enough by Cut to the Chase to request the right to adapt the document to Manitoba public library legisla-

Continued on page 4



OLA is offering complimentary Super Conference registration Jan. 30-Feb. 2, 2008 to newly appointed trustees who are accompanied by registered fellow Board members.



**2007 OLBA PRESIDENT
CATHERINE DOWD**

Orillia Public Library Board

Sharing is your responsibility as an OLBA member

On behalf of the OLBA Council I would like to welcome all returning and first-time trustees in the new four-year term of public library boards across Ontario. You are well into your first year and we hope you are settling in nicely to the important responsibilities you have taken on.

To build the best library

Thank you for volunteering to play a key role in ensuring that public libraries do their part to help their communities thrive. And make no mistake -- your role as a trustee is a key role. You have been entrusted, as representatives of your community, to ensure that your library is properly run, to set its direction and to forge relationships that will make for a more effective organization.

OLBA your prime resource

OLBA exists to aid you in this. It is OLBA's vision to be recognized as the primary resource for all library boards in Ontario to receive the support they need to expand their knowledge and understanding of their governance role and responsibilities and to strengthen their capacity as community development leaders. To further this vision, OLBA has launched Leadership by Design as a four year capacity building program that matches your time in office.

Come up to speed quickly

OLBA is building its own capacity to help you learn dramatically and quickly. The Super Conference program your fellow trustees Andrew Porteus from Fort Erie and Ezrick Quintyn from Oshawa have built contains a wonderful range

of fascinating topics critical to your board's vision and operations. Super Conference as a whole is a remarkable idea exchange that will tell you more about your new role than you ever thought possible.

Besides the learning that takes place at sessions, you will make great contacts with trustees from other boards who will become ongoing sources of advice and support.

So plan to come with at least one other trustee from your board (the second person is free!) This is the most amazing way to energize all your board activities this year.

Communities need us

OLBA is all about collaboration and communities. Your passion for libraries is vital to your community in its critical quest for social, cultural, educa-

tional and economic development. Many boards are making great strides in enhancing their governance abilities in preparation for community partnerships that matter to your communities and to your municipal and provincial leaders.

Be part of the sharing

Take the time to share your experiences and best practices with your community of trustee colleagues. We can learn so much from each other.

Use OLBA's listserv to pose and respond to questions and to share local solutions.

Write an article for this publication or for *Access*, OLA's magazine.

Volunteer to be a convenor at next year's conference or to work on Leadership by Design. If each of us does our part, the learning will be exponential! ■

MEET YOUR OLBA COUNCIL

CATHY DOWD, President

Cathy Dowd was Chair of the Orillia Public Library Board for six years, having been Vice-Chair for two. Cathy was her Board's representative at SOLS Trustee Council meetings. Her involvement with OLBA began as Councillor for Mid-Central Region. She was elected Vice-President/President-elect in 2006. Cathy was Treasurer for a local woman's shelter. When not involved with Board/library work, Cathy enjoys curling in the winter and lake swimming in the summer and reading year-round. Cathy looks forward to meeting and speaking with the many fine trustees who are the members of OLBA. ■

JOYCE CUNNINGHAM, Councillor, Northwest Region

Joyce has been on the Fort Frances Public Library Board for 11 years, nine as chair. During that time she has participated in three strategic plans, a feasibility study and a public survey. She is involved in the fundraising and planning for a new library (see p. 5). Joyce was an English teacher and then teacher-librarian representing the northwest on OSLA Council for 4 years. Joyce is a strong supporter of OLA, recognizing the role it plays throughout the province and its ability to bring diverse groups together for meaningful discussion, cooperation and action. ■

JANE HILTON, Councillor, Central East Region

Jane Hilton is Chair of Whitby Public Library Board and has been a library trustee since 1998. She believes strongly in the library as a focal point, essential to the rich and vibrant cultural life of a community. She has over 20 years in the health care sector and now works in policy and planning with the Ontario government. Jane's interests lie in the area of governance, leadership and performance measures, and she is the author of various published articles. Jane is Chair of the Southern Ontario Library Service Trustee Council #5. ■

BOB ERNEST, Councillor, Central West Region

Bob Ernest is vice-chair of the Waterloo Public Library Board and represents Trustee Council Three on the SOLS Board of Directors. He has been active with the library community for several years. He was an elementary school teacher and an English consultant with the Waterloo Region District School Board. He is currently a produce and flea market vendor in Goderich and other nearby communities. He volunteers his time with an Ontario political party and is a member of the party's executive council. Bob is a member of the executive of the Waterloo District of the Retired Teachers of Ontario. ■

Jan. 30-Feb. 2, 2008



The new Minister of Culture, the **Hon. Aileen Carroll** meets the public library world at the OLBA/OPLA Public Library Award banquet, Thursday, January 31. The Minister presents her awards and sees the community's awards for its best and brightest.

FREE registration to Super Conference for trustees newly appointed in this term, if attending with a registered experienced trustee from his or her board.

OLA and OLS-North are offering full expenses and registration to two trustee first-timers from the North.

OLBA has a contest to subsidize the expenses of ten northern trustees! See the enclosed flyer.

OLBA members have received a full Super Conference program in the mail. A narrower description for trustees in particular is enclosed with this mailing. Go to www.accessola.com/superconference to use the electronic conference planner.

If you have questions, or need programs, e-mail superconference@accessola.com or phone 1-866-873-9867 toll free.

The 3Rs: Coming soon to a Super Conference near you!

We're not talking about reading, writing and arithmetic. The theme of the 2008 OLA Super Conference is *Reinvention, Regeneration, Rejuvenation*. Libraries are reinventing themselves. Those involved with libraries are rejuvenating themselves and their ideas for promoting libraries to their communities. And the 3 Rs are not just for library staff.

There is so much information flowing at the conference that it is of great value for library trustees to attend. The conference is also a wonderful opportunity for you to meet trustees from other boards in an informal setting. The contacts you develop at these conferences can last for years. These trustees can be sources of information on a range of issues with which your Board may be dealing. They can provide advice, guidance or just be a sounding board.

The challenge of the new

As a new trustee for the Oshawa Public Library Board I had the opportunity to attend Super Conference 2007. It was a great learning experience! I especially enjoyed the sessions developed for new trustees. I gained a greater understanding about board governance, the Carver Model and strategic planning. The laws that relate to public library governance in particular were a great challenge to me as a newcomer. That is why I am so grateful that OLBA used the conference to launch its Leadership By Design program. I hope to apply the knowledge gleaned from all the programs and all the sessions to my Board and Board committee work.

I was so impressed with the value the conference has for library board trustees that I became a Super Conference planner! Let me tell you a little bit about what you can look forward to at the OLA Super Conference 2008.

Applicable right now

You will listen to how public libraries and their boards are reinventing themselves so they continue to be relevant. You will attend sessions that

will give you information you can apply to your library and your board for the enrichment of your community.

My conference co-planner Andrew Porteus, trustee for the Fort Erie Public Library Board, and I would like to share with you just some of the twenty-four sessions OLBA is sponsoring at the 2008 Super Conference:

- Ministry of Culture's role in the provision of library services
- Leadership by Design program update
- Evaluating the effectiveness of a library board
- Library services for all
- Seeking accreditation
- The public's perception of libraries and how to survey non-users
- The "greening" of the library
- Developing a powerful advocacy program
- Planning fundraising and public relations events

In addition to OLBA's sessions, there are other divisions of OLA offering even more sessions under various themes including marketing, library issues, management, and partnerships.

The 76-page Super Conference registration book is now in your hands. It is on the OLA Web site in .pdf form until it is replaced by the formal OLA Super Conference Web site. Watch for it to get updates and additions Don't miss this interesting and fun opportunity to learn how your board can reinvent, regenerate and rejuvenate itself!

Need more convincing? Talk to someone who has been there! You will be astonished.



Andrew Porteus,
Chair
Fort Erie Public
Library Board



Super Conference is the largest library event in Canada. 335 speakers share their experience and expertise with 4,500 library delegates in 240 fascinating sessions and events about libraries and knowledge creation that dramatize the enormous changes going on in libraries. The best of the best.

So, register now to attend Super Conference 2008. WE CREATED THIS PROGRAM FOR YOU!



Esrick Quintyn,
trustee,
Oshawa Public
Library Board

Was your library board heard in this provincial election?

Earlier on the OLBA Web site, we offered ideas for having a voice in the provincial election. We'd like to hear from you how your library and your board made sure local and provincial library issues were brought to the attention of your candidates.

What strategies did you use? How well did they work? What

would you change? Would you try something similar for the next federal election?

The value of OLBA membership is the sharing of best practices with each other. So please let's hear from you. Post your thoughts to the OLBA listserv or email them to Catherine.dowd@ontario.ca for posting to our Web site. ■

Continued from page 1

Leadership by Design will improve the capacity of library boards to partner in their communities

tion and regulations for distribution to Manitoba library boards.

One Place to Look coming

One Place to Look, the online library of governance materials for board members and CEOs, is under construction. It starts as a mix of full text articles, links and references, connected to the governance chart on the back of *Cut to the Chase*.

Randee Loucks is working with OLA's contracted technical person to make searching *One Place to Look* easy for trustees and CEOs who stand to benefit the most from its content.

The database will be available for board use in time for Super Conference.

Leadership development tool at Super Conference

Margaret and Randee have a prototype of their proposed *Leadership Development Planning Tool* ready and are working with OLBA Council this month to test it. The diagnostic tool will enable the Board Chair and CEO to assess their board's strengths and weaknesses and plan a leadership development program using Ken Haycock's *Effective Board Governance* series as the foundation.

The revised tool will be discussed at Super Conference Session #620, Thurs., Jan. 31,

3:45 pm). From members' reaction at this session, further changes will be made and this will be distributed for use in the coming spring.

Effective Board Governance has started

Internationally recognized, Ken Haycock, Director of San José State University School of Library and Information Science, the world's largest library school, continues his association with our program. Ken was a trustee and a municipal councillor in West Vancouver when he was Dean of the University of British Columbia's Library School.

In each season over the coming three years of *Leadership by Design*, Ken will present a three-part series of audio conferences on critical governance topics. His first series this fall is on financial policy and budget development in the municipal context. The two sessions that have already been given are available on CD.

A bold step forward

Leadership by Design will continue to unfold over the coming years. This is an exciting project to make Ontario boards reach new levels of achievement and to stretch thinking deeper into our communities. ■

WHAT'S HAPPENING @ your library®

■ **PELHAM PUBLIC LIBRARY BOARD** members Mary Balint and Peter Ferguson were willing participants at the Pelham Library's *Harry Potter and the All-Nighter* event. Mary came in costume to serve pizza and butter beer to the twenty teens who came to be the first to borrow Harry Potter and the Deathly Hallows at 12:01 a.m. Peter, in his regular life an award winning photographer captured the event on video, edited it and mounted it on YouTube. Pelham Public Library has made an impact on its community in recent years by earning the Niagara Regional Peter F. Drucker Award for Innovation and the 2005 Angus Mowat Award for Excellence in Child/Teen Services.

■ **WATERLOO PUBLIC LIBRARY BOARD** chair, Tim Jackson, is among the 150 leaders honoured by the City of Waterloo for its 150th anniversary this year. The leaders span the history of the city from its origins as a small village to a growing city of over 100,000 people today. Tim is co-founder of Tech Capital, a Waterloo-based venture capital company for the high tech community, and a very active community volunteer. In addition to his library service, he is also president of the board of directors for the Food Bank of Waterloo Region and is a member of the Board of Governors for the University of Waterloo. He also won a prestigious award from the Institute of Chartered Accountants in 2006 for distinction in professional and community activities. Tim was one of four chosen to speak at a gala Legacy of Leaders Dinner attended by 400 people to celebrate the Waterloo Sesquicentennial in October.

The Waterloo Public Library has just published a book, *Profiles From The Past – Faces Of The Future – Waterloo 150*, which contains profiles of the 150 individuals who have made major contributions to the city over the past 150 years. More information on the book which retails for \$30.00 can be found on the library website www.wpl.ca.

■ **KITCHENER PUBLIC LIBRARY BOARD** recent past chair, Bryan Isaac, has died at the age of 75. Bryan was an active community volunteer after a 25-year career in Municipal Affairs with the Province of Ontario.

■ **ORILLIA PUBLIC LIBRARY BOARD** presented its final report on a new library building at Orillia's Council meeting on Oct. 29. Conducted by dma Planning & Management Services, in association with Chamberlain Architect Services Limited, determined overall library space requirements and provided a functional space program, preliminary design concept, as well as capital and operating cost projections.

■ **THUNDER BAY PUBLIC LIBRARY BOARD**'s Government Liaison Committee presentation to City Council was very well received.

■ **TEMISKAMING SHORES PUBLIC LIBRARY BOARD** A Trustee & Volunteer Survey has been issued to Board.

TRUSTEE PROFILE

NORTHERN LIGHTS



**NISAR
SHERALY**
**Richmond Hill
Public
Library
Board**

*Fort Frances to
get new library*

When the Ministry of Culture announced that Fort Frances would receive \$1.6 million for construction of a new library, the citizens jumped into action. To raise a further \$750,000. As of Nov. 1, \$420,000 has been raised. Fundraising chair, Mark Kowalchuk, indicated that he is “very pleased with the enthusiastic support from the community through their pledges and donations. A new library will revitalize the community and have long range economic benefits for the town and the area.”

Nisar Sheraly was born in Zanzibar, Tanzania and has traveled far to become a Library Board trustee in Richmond Hill last February. From his earliest days, Nisar showed a talent for writing and a keen interest in stories and poetry. At the early age of nine years, he wrote his first story, going on to write poems in Grade 9 that were highly regarded by his teachers.

He studied in Sierra Leone, West Africa achieving his first BA (University of Durham) in 1968. Coming to Canada in 1974, he worked as an A/V technician whilst taking additional courses in media and working on his second degree, a Masters in Education and Bachelor of Education from the University of Toronto and with a specialist qualification in Media. Not surprisingly, Nisar was hired to teach English, Media and Photography at a High School in Markham, with the York Region District School Board in 1988, where even now, in his retirement, he continues to work from time to time.

This dynamic and creative individual, whose many, many qualities and achievements put the rest of us to shame, continues to give of himself to his community in a wide variety of ways.

He has been a school principal, chaired Multicultural and Race Committees, presented workshops around the globe – in North America, the United Kingdom, the European Union, East Africa, India and Pakistan.

He is also the author of several children’s books. He loves to relate the *Folktales of Zanzibar*, while at the same time drawing the Anansi stories from his repertoire.

His latest publications are *Who Will Be the Next King Of The Jungle?* and *The Cunning Hare*, published in English to be translated into Swahili. The latter will be appearing in animation form on film, thanks to the work of two of Nisar’s students, admirers of their extraordinary master.

Winner of many awards in his journey to today, Nisar has most recently been given the

Educator Excellence Award for 2007 on South Asian Heritage Day in Markham. This Award will join others like the Canada Day Achievement Award (for promotion of multiculturalism – a cause so very close to Nisar’s heart), an Ontario Government Volunteer Award and the Mulla Asghar Memorial Award for Excellence in Education.

With this rich background and his desire to continue to serve his community, Nisar Sheraly was appointed to the Richmond Hill Public Library Board, where he will be a decided asset.

We welcome him as a trustee who will bring his enthusiasm for literacy and multiculturalism to the table in a town where we are fortunate to have a population with a multitude of ethnic origins. ■

Submitted by Shelagh Harris, Chair, Richmond Hill Public Library Board.

Profiles are welcome for future columns in *InsideOLBA*.

The Library Board, with the encouragement and help from town council, sent out RFPs and selected Chamberlain Architect Services Ltd. with whom several meetings have been held. Preliminary sketches are now being examined.

Margaret Sedgwick anticipates construction next spring. ■

BOARD TIPS AND TRICKS

You are an essential link between your community and your library. How easy is it for them to contact you?

- ✓ Post the names and contact information of your board trustees prominently:
 - In the library
 - On your website
 - In library publications
- ✓ Have an e-mail contact for the board. If you do not want to post your individual e-mail addresses, or even if you do, have a board e-mail address, for example, board@yourlibrary.ca
- ✓ Every trustee should have a library business card with contact information. ■

Ontario Library Boards' Association Council 2007

EXECUTIVE



PRESIDENT
CLA/CLTA Liaison
Catherine Dowd
 1 Olive Crescent, Unit #8
 Orillia L3V 7N5
 Board: Orillia
 W (705) 329-6885
 FAX (705) 329-6887
 <catherine.dowd@ontario.ca>
 H (705) 325-5692



VICE-PRESIDENT
Super Conference Liaison
SOLS Council #4
Lynn 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>



PAST PRESIDENT
Membership, Web Site,
Leadership Development,
Education Institute,
Nominating Committee
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



SECRETARY/TREASURER
Eastern Region 2007-2009
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 2007-2009, SOLS Council #5, 6
Margaret Wicklum
 245 King East, #107
 Brockville K6V 1C8
 Board: Brockville
 <wicklumbrockville@sympatico.ca>
 H (613) 345-4808
 C (613) 340-6095



Mid-Central Region
2007-2009
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
2007-2009
Marilyn Stewart
 231 North Star Drive East, R.R. #1,
 Bonfield, ON POH 1E0
 <mstewart@ontera.net>
 705/776-7866



Southwestern Region 2005-2007, SOLS Council #1, 3
Lynn 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, 2007. Ontario Library Association. All rights reserved.

OLBA COUNCIL MEETINGS

Next meeting: Nov. 24.

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 22

Financial Literacy Part 3:

The Budget as an Advocacy Tool

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 Education Sessions
 OLBA Trustees' Round Table
 OLBA Annual Meeting
 OLBA Award Ceremony
 Metro Toronto Convention Centre and the Intercontinental Hotel Toronto Centre
 January 30 - February 2, 2008.