#### CLIFTON PUBLIC LIBRARY BOARD MEETING PROPOSED AGENDA FOR10/9/2019 7:00PM

- 1. WELCOME
- 2. ROLL CALL
- 3. APPROVAL OF MINUTES
- 4. TREASURER'S REPORT
- 5. BILLS AND INVOICES
- 6. COMMUNICATIONS Illinois Heartland Library System
- 7. UNFINISHED BUSINESS
  - A. Village Board Meeting
- 8. NEW BUSINESS
  - A. Library Report Lori Lamping
  - B. Review Per Capita Trustee Facts Chapter 11 Fundraising pgs 47-49 available at <a href="https://www.cyberdriveillinois.com/departments/library/libraries/pdfs/trusteefacts.pdf">www.cyberdriveillinois.com/departments/library/libraries/pdfs/trusteefacts.pdf</a> copies will also be available at the meeting.

#### **ADJOURNMENT**

C. Next Tentative Meeting Date November 13, 2019

#### CLIFTON PUBLIC LIBRARY BOARD MEETING

#### 9/11/2019

#### 1. Welcome

#### 2. ROLL CALL:

Board Members: Vicky Shell, Julie Kolosky, Sara Faulkner, Carol LeClaire and Jill Rieken were present at the 9/11/2019 Clifton Library Board meeting. Lori Lamping, head Library Clerk, was present.

#### 3. SECRETARY'S REPORT:

Meeting minutes for Aug 2019 meeting reviewed. Motion to approve the minutes by Julie K., seconded by Carol L. Minutes approved.

#### 4. TREASURER'S REPORT:

Checking Account balance of Aug 31, 2019: \$7424.95

June 2019 \$6,846.39 July 2019 \$6,289.23

Savings Account balance as of Aug 31, 2019: \$55,211.51

June 2019 \$49,980.65 July 2019 \$49,987.02

CD amount as of Jun/Jul/Aug, 2019: \$13,632.25

Cash Drawer Jun/Jul/Aug amount is \$50

Motion to accept made by Sara F., seconded by Carol, L. Treasurer's Report approved.

#### 5. BILLS AND INVOICES:

Bills:

-Staples (debit) \$64.99 for ink

Total \$ Motion to accept the bills to be paid by Julie K. seconded by Sara F., all approved

#### 6. Communications:

- Illinois Heartland Library System report emailed to Board members for review prior to the meeting
- -Village Board Meeting: new carpet presented, awaiting the bid. No correspondence yet from Andy, no status update. Need three bids to present.

#### 7. Unfinished Business:

#### 8. New Business:

#### -Library Report

- -2 DVD's were replaced (we were reimbursed X-Men for \$19.93, & Walton's all Season (1-4) \$37.54)
- -Donovan Grant (total spent \$3238.99)
- -Portable Hard Drive (\$59.99)
- -2 year service plan \$59.99 x 2 (\$119.98)
- -Installation from Crystal \$100
- -Cases for the Chrome Book \$15.99 x 2 (\$31.98)
- -wireless mouse \$9.09
- -Three silicone covers (\$14.97 for 3)
- -We are in a good position to sell some books, do we need to have a book sale and will wait for town-wide garage sale
- -Jan 2020, Library Workers/Illinois Employees will need to complete a yearly Sexual Harassment video
- -Chrome Book Agreement page provided by Lori for board review. Two Chrome Books to be purchased and will be available to be checked out on a renewal of 30-days (up to 90 days).
- -We discussed Bingo Rules. Looking for activities to bring people into the Library. (Tia or Lori to contribute, Carol L. will head this up)

Motion to approve the library report by Julie K. seconded by Sara F. All approved

#### 9. Adjournment:

Meeting adjourned at 8:23pm, moved to adjourn by Carol L., seconded by Sara F. The next meeting is Oct 9<sup>h</sup>, 2019 at 7pm.

#### Respectfully submitted, Jill Rieken, Secretary



September 4, 2019



#### Site Visits to Lawrence and Sidney

by Anna Yackle

Sharing my library visits is my way of helping our membership feel more connected regardless of where we are located in the system. The work you do has a lot in common, but every library has something special about it. Every librarian has special insight into the way things get done in their library. My hope is that by sharing my visits, you get to know each other better and you feel free to contact each other and share experiences.

Our libraries are great, and I recommend you stop by and visit other IHLS libraries whenever you get the chance. Recently, I visited Dianne Brumley at the Lawrence Public Library and Rosemary McCarry at the Sidney Community Library. MORE





#### **TODAY: First Wednesday Directors' Chat**

Directors: It's the first Wednesday of the month, which means it's time for our monthly Directors' Chat! Join us online from 1 to 2 PM to find out what other libraries are doing, ask questions, get advice, and share ideas.

#### **Events**

Library Jobs

**Listservs & Newsletters** 

**Vendor Discounts** 

Libraries in the News

Resources for Libraries



Please join us in welcoming the following new library directors:

Arlanna Fries
 Royalton Public Library



Operations Department July 2019

#### IHLS Does Not Deliver to Out-of-State Libraries

If your library or a patron of your library borrows a book or item from out of state, it is the library or patron's responsibility to return that item to its home library.

Our drivers are good at getting things where they need to go, but they can't deliver to libraries out of state. Nor is it IHLS' responsibility to mail these items back. Please do not send such items through delivery or we will have to send them back to your library. We want all libraries to have their items returned safely and timely. Thanks!



#### **Recently Added Grants**

If you haven't looked at the grants page on the IHLS website recently, you might want to check out these grants that have been posted in the last couple of weeks:

- The At earn Construction Great (Applications due Jan.
   10)
- · H. W. Wilson Library Staff Development Grant

- Jennifer Hess
   Danville Public Library
- Janelle Kuhn
   Newton Schools
- Hope Nottmeyer
   Salem High School
- Jessica VanUytven
   Ramsey Public Library
- Rense Wellborn
   Gilman-Danforth
   District Library



#### EduCode Academy

EduCode Academy is a web-based platform that teaches computer science without computer science teachers. It provides an autonomous and immersive experience to effectively teach coding and digital skilfs.

Visit the IHLS Vendor Discount page for this discount and more.



No Cost Learning

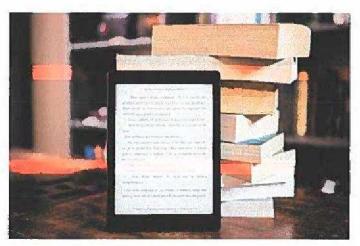
Take advantage of the

September Webinars for Library
Staff listed on WebJunction. From

- in a consequence of management
- · Regions Bank
- . Good Neighbor Citizenship Grant
- Autism Welcome Here

School Librarians, you'll want to pay special attention to the school District Citizary State Program (Applications due Oct. 15).

Find this grant and more on the IHLS Grants page.



## A Message from Bibliotheca Leadership Regarding Publisher Model Changes

The proposed changes to digital lending models have had a negative impact on libraries' ability to provide high-quality digital services. The following statement is from Tom Mercer, SVP of Digital Products with Bibliotheca (CloudLibrary). This statement offers a unique insight into the challenges libraries face, the data that is driving publishing decisions, and the ways that both libraries and the industry can respond. Message from Bibliotheca

#### fundraising to partnerships, and from

teamwork to teens, this list of 79 webinars is sure to bring you new insights and inspiration.



#### Girls Who Code

Did you know that IHLS is a \_\_\_\_\_ Who Code partner? Join the Girls Who Code movement to promote change and close the gender gap in tech! Add IHLS as an affiliate in your application to receive additional benefits, including access to grants and scholarships.



#### Request Your Free WWI: Lessons and Legacies Poster Exhibition

The Smithsonian Institution is offering a free poster exhibition to libraries. World War I: Lessons and Legacies is available while supplies last. The deadline for requests is Sept. 13. Request your posters now.



## Cataloging Gems: Local History of the Shining Girls and the Radium Dial Company

Some days, the job of a cataloger is routine; other days, catalogers help reveal heart-breaking pieces of local history. An otherwise routine day became one of the latter when a local researcher and author, Ross Mullner, donated his collection of articles about the Radium Dial Company "Radium Girls" tragedy to the Reddick Public Library District, a RAILS-member library in Ottawa, IL.

MACA



#### Next Members Matter Networking Event

Tuesday, Oct. 8, at IHLS Champaign Save the date!

#### Registration Open for Member Day 2019 Nov. 7, 9:30 AM-4 PM, Effingham

Immerse yourself in a jam-packed day of library learning designed just for you—this year with expanded tracks! Update your knowledge, find new tools, and meet and share ideas with others from the diverse library world of central and southern Illinois.

Registration is FREE for staff of IHLS-member libraries thanks to our generous sponsors.

Learn More & Register

appear in the newsletter. If you have something to share, please contact <u>Julia Pernicka</u>, Communications Coordinator.

#### Quick Links







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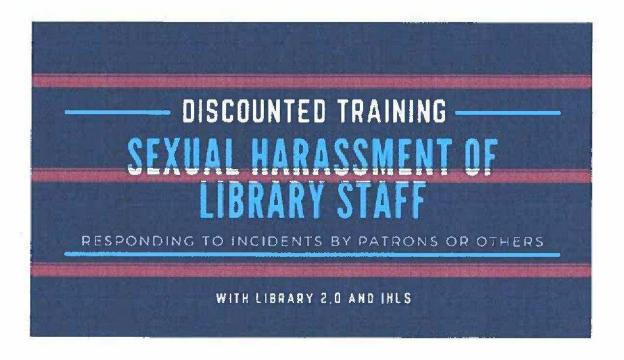
unsubscribe from this list update subscription preferences subscribe











Online training discounted nearly 50%

Tuesday, Sept. 17 • 3 PM
live webinar
plus access to the on-demand recording

Register in L2

Did you know that Illinois <u>passed a state law</u> mandating all Illinois employers provide annual sexual harassment prevention training, effective Jan. 1, 2020?

Get the information you need to share with your staff joining Library 2.0 for a 60-minute live webinar created for all library directors, managers, supervisors, and full- and part-time employees—with tuition nearly half off for IHLS members.

#### What You Will Learn

- · The Big Picture: Boundaries, Behaviors, Support, and Consequences
- · The New Workplace: Expanding the Concept of "Protected Classes"
- Hostile Work Environment Examples
- Multiple Channels of Reporting
- Harassment and Bullying by Patrons: Enough is Enough
- · When Does Flirting Go Too Far?
- Stalking or Staring Behaviors by Patrons
- · Reviewing Your Agency Policy
- · Defining Sexual and Racial Harassment
- · Quid Pro Quo Harassment
- · Defining Workplace Bullying
- · The Perils of Gossip
- Organizational Red Flags
- The Supervisor's Intervention Process
- . The Employee's Reporting Process: Having the Courage to Tell the Truth
- · Avoiding Litigation
- Safe E-Mail and Social Media Usage

#### Discounted for Members of Illinois Heartland Library System

This online training is available to the public at \$99 per person. However, IHLS members can access this training for only \$50 per person. With the registration fee, paid to IHLS, you receive access to the live webinar plus access to the recording of the session for later viewing, which will never expire.

Register in L2 by 3 PM Monday. Sent. 16, to receive the IHLS discounted price.

Payment Details: After the webinar, IHLS will send your library an invoice for \$50. If a minimum number of participants register, the per-person price will decrease and your library will only be charged \$30. This negotiated cost is for an individual license. To inquire

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Cancellation Policy: Cancellations must be made in L2 by 3 PM Monday, Sept. 16. Cancellations made before this deadline will not be charged. After this deadline, your library will be charged and no refunds will be issued.

**REGISTER NOW VIA L2** 

Before the webinar begins: You will receive an email from Library 2.0 (not L2 or IHLS) asking that you create or log in to a free Library 2.0 account. This free account will give you access to both the live webinar AND the archived recording.

Questions? Contact Cassandra Thompson.

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Want to change how you receive these emails?
You can update your subscription preferences or unsubscribe from all IHLS/SHARE/CMC lists.





## **Advocacy Tools for Libraries**

### Regarding the Recent Restrictions and Embargoes on Library Purchasing of e-Content

In the last several months, publishers of e-books and e-audiobooks have been changing the way they license content and imposing excessive restrictions on access to new titles. This is on top of the existing trend of library-targeted, time-limited licenses and licensing costs that can be up to six times higher than for an individual. Both the <u>American Library Association</u> and the <u>Illinois Library Association</u> list equal access to information as a core value, and ALA includes equal access to information as a <u>core value of librarlanship</u>. While some restrictions are an expected reality, the new licensing models impose restrictions that make it far too difficult to ensure access to information for all. Limited access for libraries means limited access for library patrons, including those who count on our services the most.

Illinois Heartland Library System's Board of Directors will be releasing a statement later this month. Until then, you can read more about the recent restrictions and embargoes, including a brief history of e-resource lending, in

#### Digital Products.

As long as data is shared with Amazon by library users. Amazon will spin that data to create concern and publishers will be forced to after their digital library lending models or risk losing key authors.



Tom Mercer SVF of Digital Fraducis, bibliotheca Limercer Subliatheca.com

#### **Toolkit for Libraries**

Illinois Heartland Library System has developed a toolkit for Illinois libraries to use to advocate for libraries and patrons in Illinois and everywhere. Help move toward equal information access for all by learning more and by sharing these resources with your library staff and patrons.

#### What's in the toolkit:

- printable patron tools including customizable and ready-to-print options in black and white or color
- printable bookmarks ready for in-house printing and cutting
- sample social media posts an image and customizable messages for both libraries and library staff
- links to additional resources including links to related resources by ALA and curated articles covering the history of the e-lending industry and implications of data collection and restrictions and embargoes on library purchasing; also includes
- directions and suggested uses for each tool

More resources may be added as they become available.

Get the e-Content Advocacy Toolkit









Sign up through L2 by 3 PM TODAY to access this valuable training for only \$50—nearly 50% off the regular training price.

BONUS: If at least 30 people register to attend, the price drops to \$30 per person. (There were 23 people registered at the time this email was sent.)

**REGISTER NOW VIA L2** 

# DISCOUNTED TRAINING

RESPONDING TO INCIDENTS BY PATRONS OR OTHERS

WITH LIBRARY 2.0 AND IHLS

Tuesday, Sept. 17 • 3 PM live webinar

#### plus access to the on-demand recording

#### Register in L2

## Did you know that Illinois passed a state law mandating all Illinois employers provide annual sexual harassment prevention training, effective Jan. 1, 2020?

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#### What You Will Learn

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- Stalking or Staring Behaviors by Patrons
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- Defining Sexual and Racial Harassment
- Quid Pro Quo Harassment
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You can <u>update your subscription preferences</u> or <u>unsubscribe from all IHLS/SHARE/CMC lists.</u>





Join Baker & Taylor's

#### **Brendan Pearce**

flying all the way from England

for a FREE lunch and learn with demos about the world's leading collection of library performance improvement solutions, including

Collection HQ

and

**Evidence-Based Selection Planning** 

Collection HQ (cHQ) is the world's leading collection improvement solution that saves time, helping librarians across the globe save money and improve collection performance. By extracting evidence from the ILS, cHQ helps librarians make more informed decisions around how they select items and manage and promote their existing collection.

Evidence-Based Selection Planning (ESP) is a predictive analytics solution that combines the power of collectionHQ data analytics with B&T's collection enhancement services. With ESP, a complex algorithm gives powerful predictive insight into the likely performance of an item before precious collection dollars are invested.

#### Lunch is provided at no cost

Register by 11 AM the day before your chosen date to reserve your spot:

In person from 11:30 AM to 2 PM on each of these days:

Tue. Oct. 15 at IHLS Champaign Wed. Oct. 16 at IHLS Carbondale Thu. Oct. 17 at IHLS Edwardsville

Register for an In-Person Lunch



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#### September 24, 2019

## Diana Brawley Sussman Named as Panelist for More Speech: A Conversation about the First Amendment



Our colleague Diana Brawley Sussman, Director of the has been selected to be a distinguished panelist. She will represent a librarian's viewpoint during the Oct. 1, 2019, livestreamed event, More Speech: A Conversation about the First

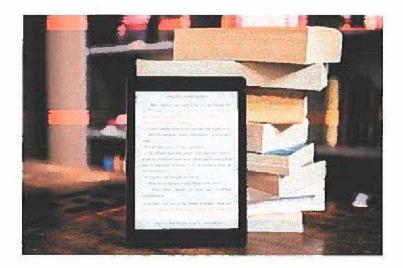
#### Join the Livestream

The event will be accessible via live streams at the Abraham Lincoln Presidential Library and Museum (Springfield), Southern Illinois University (Carbondale), and Shawnee Community College Education Center (Ullin). MORE

Photo: Cheryl D. Russell (left), School of the Art Institute of Chicago, and Diana Brawley Sussman (right), Carbondale Public Library

Library Jobs

**Listservs & Newsletters** 



#### Tools for Patrons, Staff, & Trustees Regarding the Embargoes on Library Purchasing of e-Content

In the last several months, publishers of e-books and eaudiobooks have been changing the way they license content and imposing excessive restrictions on access to new titles. This is on top of the existing trend of library-targeted, time-limited licenses and licensing costs that can be up to six times higher than for an individual.

Beginning Nov. 1, 2019, Macmillan Publishers will allow libraries to purchase only one copy of each new eBook title for the first eight weeks after a book's release.

#### Limited access for libraries means

those who count on our services the most.

#### TAKE ACTION!

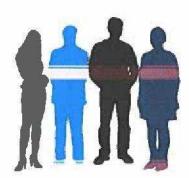
IHLS has developed and collected a few management and collected and collected a few management and collected a few management and collected a few management and collected a

libraries to use in advocating for libraries and patrons in Illinois and everywhere. Help in the move toward equal information access for all by learning more and by sharing these resources with your library's staff and patrons.

Sign ----- Tell Macmillan Publisher CEO John Sargent that you demand #eBooksforAll

ACTION PISCONING Libraries in the News

Resources for Libraries



#### **Directors Update**

Please join us in welcoming the following new library directors:

- · Cathy Etienne, Eldorado High School
- · Rochelle Hartman, Lincoln Library



#### **Evolving Patron** Expectations and the **Demand for Unlimited Access Content**

Wed., Sep. 25 | 11 AM

#### Learn how unlimited-access content

offered at a flat, predictable price enables libraries to delight their patrons with the experience they've grown accustomed to-without breaking the library's budget.

Register Now



#### **Washington Post Demos**

Oct. 9, 16, & 23

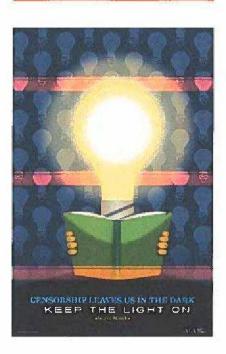
Three Washington Post demos have been scheduled for IHLS members. Please join Sean Hughes with The Washington Post to learn more about their digital service for libraries! Learn More & Sign Up



## Webinar: Sensory storytime for autism & developmental disabilities

Oct. 3, 2019

Families impacted both by autism and developmental disabilities live in communities of all sizes. Learn the ins and outs of presenting a sensory storytime from an experienced librarian who also happens to parent a developmentally disabled child. We'll cover the librarian tips and tricks as well as things you can do to enhance inclusion and make this segment of your patron population feel welcome!



Sept. 22-28, 2019



## More Speech: A Conversation about

Oct. 1, 2019

The School of the Art Institute of Chicago (SAIC), in partnership with the American Library Association and Illinois Library Association, will host a panel discussion examining how the First Amendment impacts our freedom of speech and expression.

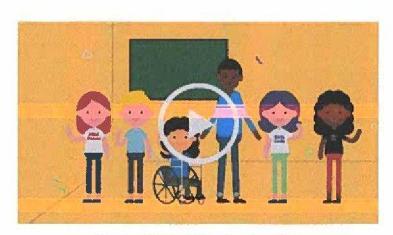
Register in L2 by 3 PM Tuesday, Oct. 2, to receive the IHLS discounted price. Learn More & Sign Up



**EduCode Academy Demos** 

Oct. 10, 15, & 24

EduCode Academy is a web-based platform that teaches computer science without computer science teachers. Join them for one of several demos to find out more about EduCode and their special pricing for IHLS member libraries. Learn More & Sign Up



#### Start a Girls Who Code Club Change your Community

IHLS has partnered with a second reason again this year to bring free computer science learning opportunities to

You, your family, friends, library patrons, and the IHLS library community are invited to attend one of the livestream locations in central and southern Illinois.

Fediti Binic



Oct 1, 2019 MORE



## FY2020 Live & Learn Construction Grant

The website provides access to

grant application. Applications are due to the State Library on or before Jan. 10, 2020.

## Construction Grant Webinar

Oct. 3, 2019

A grant information webinar will be held on Oct. 3, at 2 p.m. For more information, contact Mark Shafter.

#### our community. Girls Who Code clubs are FREE after-

school programs for 3rd-5th or 6th-12th grade girls to join a sisterhood of supportive peers and role models and use computer science to change the world. Learn More

Join IHLS and Girls Who Code on Friday, Oct. 11, the Day of the Girl, for the first-ever #MarchForSisterhood!

Then, visit them on Nov. 7, at their Member Day booth.



**Members Matter** 

Oct. 8, 2019 MORE



#### Lunch and Learn with Baker & Taylor

Please join Baker & Taylor's (B&T) Brendan Pearce-all the way

from England—for a free lunch and learn about the world's leading collection performance improvement solutions, including Collection HQ (cHQ) and Evidence-Based Selection Planning (ESP). Lunch is included at no charge. Join him for any of the follow dates/locations:

- · Oct. 15 Champaign
- · Oct. 16 Carbondale
- . Oct. 17 Edwardsville

Healthy Habits: Cultivating a Culture of Health and Wellness in Libraries and Communities

Oct. 10, 2019

Healthy Habits - Cultivating a
Culture of Health and Wellness in
Libraries and Communities

MORE



## Solix, Inc. E-rate Consulting Services

The E-rate program makes

telecommunications and information services more affordable for schools and libraries. Solix can help you navigate the complicated E-rate application process. They have experts that will work with you to assess your needs as well as funding potential and file the necessary forms to maximize your benefits.



## Association for Small and Rural Libraries (ARSL) 2019 Conference

#### At the 2018 Association for Small and Rural Libraries (ARSL)

Annual Conference in Springfield, many IHLS members stated they had finally found a conference that understood their needs. The conference had the added advantage of providing networking opportunities with fellow librarians working in small and rural libraries across the country. (ARSL applies the title of "librarian" to anyone who works in a library.) Learn More



#### **New Grant Opportunities**

by Chris Dawdy, Grant Specialist

Promising Practices for Small Libraries grant was recently released by the Institute for Museum and Library Services. The grant is designed to strengthen the ability of small and rural libraries, archives, and related organizations to serve their communities. Wouldn't it be great if at least one of our small libraries pursued and received this grant? The deadline for applying is Dec. 2, so there is plenty of time to think about what you would like to do and to develop a proposal.

#### EduCode Academy

EduCode Academy is a web-based platform that teaches computer science without computer science teachers. They provide an autonomous and immersive experience to effectively teach coding and digital skills.

Check out the <u>Vendor Discount</u>

For these discounts and more.

## Soon to be famous Illinois Author Project

The semi-finalists of the Soon to Be Famous Illinois Author Project have been named, and there are several IHLS member libraries represented (Carbondale, Urbana, Maryville and Tolono)! Learn More

BECAUSE EBOOKS
LET YOU FIT
A WORLD OF
LITERATURE IN
YOUR POCKET

Urge Macmillan Publishers CEO
John Sargent to reverse the
proposed embargo on e-books sold
to libraries.

Sign the online petition today! https://p2a.co/fgcQkzV

#### Recently, several of our members were discussing staff

development for their libraries on the Exchange email list. At about the same time, ALA posted the H. W. Wilson Library Staff

Development Grant, which could be a way for your library to receive funds to provide training for your staff. The deadline for this grant is Feb. 1, so, again, there is plenty of time to think about what you could do with those extra funds.

Attention School fibrarians! Don't forget! The deadline for submitting your School District Library Grant is Oct. 15. At \$0.75 per student, you could purchase many new books!

Information on all of these grants—and more—is available on the **Grants page** of the IHLS website.



(n.) vi·sion | /'vi-zhun/

1: The ability to see.

2: The image or insight of how something could or should be in the future.



Marking Thomas and 1989

Space Filling Fast for #IHLSMemberDay19

Nov. 7, 2019, 9:30 a.m.-4:30 p.m.
Thelma Keller Conference Center, Effingham

Have you registered? Space is already 3/4 full! Join us to hear

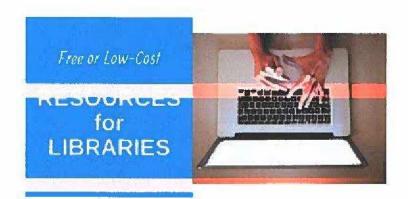
keynote speaker, Jim Allen, for his speech, 2020 Vision: Driving Success Through Service. Then pick from 15 sessions designed to meet the professional development needs of our multi-type membership.

School librarians can earn professional development hours for each designated breakout session attended, such as Illinois School

Library Standards or the School Librarians Roundtable.

This year, attendees can purchase the official Member Day shirt, have it shipped to their homes, and wear it on Member Day! Order by Oct. 31 if you want to receive them in time.

#### Learn More & Register



#### Free or Low-Cost Resources

New resources have been added to the <u>Resources for Libraries</u> page on the website.

- Money Smart Week began as a coordinated effort of the Money Smart Advisory Council, a diverse group of more than 40 Chicago-area organizations working together to promote personal financial literacy
- NewsGuard uses journalism to fight false news, misinformation, and disinformation.
- In the STEM Activity Clearinghouse, librarians and library staff can find high quality, vetted STEM activities that are appropriate for library use, STEM stands for Science, Technology, Engineering, and Math.

If you have a resource you would like to include, contact Henderson at 618.656.3216 ext. 406.





## Delivery Update: How many labels are too many?

An interesting item came through delivery this month. It first caught the head sorter's attention because it had more than one delivery label on it.

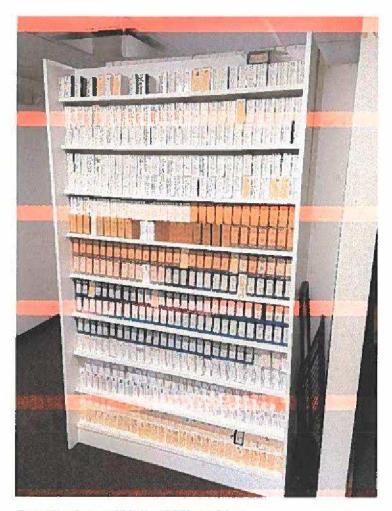
A handwritten label at top right directed the kit to the Illinois State Library. Even though the label was not complete (no ILDS code was circled), this is where our delivery staff directed it.

A label at the bottom, also handwritten, directed it to one of our member libraries. Since the kit came in from an IHLS driver and not from ILDS delivery, the sorter presumed that this was an old label and disregarded it.

A label in the middle totally amazed the sorter. If you look at it closely, it is an ILDS label dated Oct. 2, 2014. Has this label been on this kit for five years? They removed that label.

Please send items through delivery with just one delivery label so delivery staff do not have to guess as to where the items is going.

(By the way, the kit looked interesting, so our staff peeked inside and found that it contained animal hides! That is a deer hide pictured on the top of the kit.)



#### Cataloging a Wall of Microfilm

When faced with a wall of microfilm that needed to be cataloged, the <u>Dixon Public Library</u> entisted the aid of the <u>Cataloging</u>

(CMC) The microfilm boxes were not

identified with the proper newspaper title which meant that a member of the CMC staff took a road trip to the Dixon Public Library. Read More

We are looking for great stories about member libraries, library staff spotlights, and photos to appear in the newsletter. If you have something to share, please contact <u>Julia Pernicka</u>, Communications Coordinator at 618.656.3216 ext. 442.

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