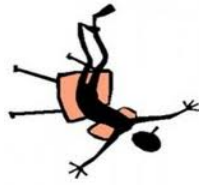


September 15, 2011



Ways to Unseat a Trustee

Occasionally, a trustee needs to be removed from the board. This need may occur due to conflict of interest, unethical behavior, or obstructive/disruptive behavior. Disputing the board's opinion or arguing for an unpopular viewpoint are **not** grounds for dismissing a trustee. However, if such action becomes advisable here are four methods presented by *Blue Avocado* (online magazine for nonprofits).

1. **Personal Intervention:** One-on-one intervention by the board president or other board leadership is a less formal answer for handling problem board members. The president can specifically request a resignation.
2. **Leave of Absence:** In the case of board members who have health, work, or another reason they cannot participate fully, make it possible for them to take a leave of absence. The board could either keep the person on the board, but not expect them at meetings; or have the individual temporarily resign for purposes of determining a quorum. Either way, time on leave counts toward their board term. This approach allows for a gracious exit of persons who are not able to fulfill their duties while permitting the board to assign tasks elsewhere.
3. **Term Limits:** Most nonprofit boards not only have board terms but also term limits, such as three-year terms with a limit of two consecutive terms. After a year off the board, an individual is eligible to again serve when a seat becomes available. Term limits provide a non-confrontational method of easing ineffective trustees off the board.
4. **Impeachment:** With this approach, the board bylaws should describe a process by which trustees could be removed by vote. For example, a trustee could be removed by a two-thirds vote at a regularly scheduled meeting. If such a procedure is not in place, add it now, not when a problem arises.

Based on: Masaoka, Jan, "Four Ways to Remove a Board Member." *Blue Avocado Online Magazine*, May 16, 2011.

Labor Day



District Happenings

Projects:

St Marys Public Library will be making some acoustical improvements to their large meeting room thanks to a grant from the Ronald McDonald House Charities.

Programming:

Mt Jewett Memorial Library has started a children's book club for ages 8-12. The group reads about 50 pages per week, discusses the book, has a snack, and plays games. A grant from *First Book* allows each child to keep their copy of the book.

Warren Public Library's Wetmore Art Gallery will host the following shows: September 12 to October 22: "Gifts of a Tormented Soul," paintings by Diane DeLarme & October 31 to December 9:

"Embracing Pennsylvania," works by Julie Mader

S.S. Bovard Memorial Library's summer reading program introduced children to various foods from around the world. Participants helped measure, chop, peel, and stir ingredients. Among their favorites were Swedish pancakes, Mexican guacamole, and Native American frybread.

Warren Public Library's children's programming has been greatly enhanced by volunteer, Donna Caito, who is willing to don costumes such as Goldilocks and Fancy Nancy for special programs with the children. Donna even went so far as to allow the children to decorate her as Fancy Nancy.

(Continued on page 2)

SENECA LIBRARY DISTRICT

Seneca District Newsletter



District Happenings (cont'd from page 1)

(Continued from page 1)

Farewell:

Linda Newman, Director of Bradford Area Public Library is retiring in September 2011. While she will be missed, we wish her a long and enjoyable retirement.

Welcome:

Ridgway Free Public Library welcomes Kathy King as their new Children's Librarian. Kathy began her duties on September 1, 2011.

Fundraising:

Sarah Stewart Bovard Memorial Library, thanks to the efforts of a concerned resident, now enjoys the support of a Friends of the Library group. Having gained 501(c)(3) status this spring, the Friends group boasts over 200 members to date. The group provided much needed help with the annual book

sale, and they are currently purchasing storage shelving for the basement. To date, they have raised over \$10,000 for the library!

Strange Items Found in Books

Surgical clamp	Hair
Receipt for psychoanalysis	Band Aid
Packet of Kool Aid	Packet of ketchup
Yellow rubber snake	Medical forms
Raisins	Slice of cheese
Notification of a raise	Bacon
Sheets of toilet paper	Hamburger
Pair of socks	Board game pieces
Pot leaves	Money
Slice of bread	Kleenex
Tooth in a bag	Bobby pin
Knife	Drivers license
Unemployment check	Homework
Paranormal investigator card	Love letters



District Reminders

District Meetings

Friday, September 16, 2011—*Strategic Planning: Abridged Edition*, Barbara Moscato Brown Memorial Library, Emporium, 9:00 a.m. to Noon

Friday, October 14, 2011—*Introduction to e-Books*, Warren Public Library, Jefferson Room, 9 a.m. to Noon

CE Opportunity

Friday, September 30, 2011—*Free Content for Library Collections*, viewing of College of DuPage DVD, Warren Public Library, Slater Room, 10 a.m. to 11:30 a.m.

Audit/Financial Review

All audits/financial reviews **must** be in the District Office by 4:30 p.m. on Wednesday, September 21, 2011.

County Coordination Plans

All County Coordination Plans are due in the District Office on Monday, September 19, 2011.

PaLA Northwest Workshop

Friday, October 21, 2011—*The Asteroid and the Dinosaur: Adapting to Technological Change versus Extinction*—9:30 am to 3:00 pm, Carlson Library, Clarion University



District Professional Collection

Alabaster, Carol, *Developing an outstanding core collection: a guide for libraries*. 2nd ed. Chicago: American Library Association, 2010.

In the second edition of this practical handbook, Carol Alabaster focuses on developing a collection of high-caliber resources while saving time and money. She discusses key collection development questions including:

- What criteria are used to identify a core title?

- How is a collection maintained and improved.
- How are core titles tracked in the library's circulation system?

The second edition has been revised and updated to include additional online as well as print resources. Alabaster discusses the philosophy behind core collections and strategies for their implementation and maintenance.

More District Professional Collection

This handbook is filled with selection resources and sample core lists in seven subject areas. Alabaster's manual will be useful whether you are starting from scratch or revitalizing an existing collection.

Diggers, Preston F. and Eileen Dumas, *Managing library volunteers*. 2nd ed. Chicago: American Library Association, 2011.

Diggers and Dumas provide a complete toolkit for recruiting, interviewing, training, supervising, and evaluating volunteers. Since the first edition of this book, technology has changed radically. Thus, the second edition includes mention of social networks, Twitter, YouTube, blogs, wikis, podcasts and streaming video. It also covers new ways for patrons to get involved in library volunteer service.

Included are:

- Tips for recruiting volunteers by using social networking, electronic posting and library websites.
- Principles of volunteer administration, including rights and duties of volunteers.
- Legal and risk management issues related to library volunteers.
- Dozens of sample job descriptions, application forms, parental permissions, sign-in sheets, planning checklists, exit surveys, and more.
- Bibliography and resource list with helpful websites and newsletters.

Volunteers are vital to today's library, and this guide supplies everything you need to find and cultivate quality volunteers who help to build a bridge between the library and the community it serves.



Quick Notes

Lists of Bests (www.listsofbests.com) On Lists of Bests, you can find & create lists of products, places, goals, & people. From the Pulitzer Prize to the Oscars & beyond, you can find existing lists.

Volunteer Management Resource Library (www.energizeinc.com/art.html) Energize, Inc. specializes in creating & selecting the most relevant, innovative resources in volunteer management. The Resource Library includes free

articles or excerpts, free electronic books or guides, annotated list of web sites, & more.

Reference on the Web: The Civil War (www.booklistonline.com/Reference-on-the-Web-The-Civil-War-Carolyn-Mulac/pid=4810185) This is an article from the June 1, 2011 *Booklist*, which provides numerous links to excellent online resources about the Civil War. In this Civil War sesquicentennial year, these sites will be useful.



Library Chronicles

The **Ridgway Free Public Library** was established in 1899 under the auspices of Mrs. Kate Maria Hyde Hall, wife of Sen. J.K.P. Hall, and the Ridgway Village Improvement Association. The original library was located in a house on S. Broad Street at the site of the present Trinity United Methodist Church. At that time, books and services were provided entirely by volunteers.

In 1904, the house was moved to accommodate the building of the church and the library relocated to a small wooden building on Baker Alley. Again, it was Mrs. Hall who supervised the move and provided necessary bookshelves and furniture.

This second location was marked for demolition in 1921 and

Mrs. Hall again was the library's saving grace. She offered the former Center Street residence of her son, William Hall, to the library association with the stipulation that it be used for a library for at least 25 years and the association assume the \$10,000 mortgage.

The library reopened its doors to the public in March of 1922 and has been in the same location ever since. Also in 1922, the library received its charter and became the Ridgway Free Library Association. Then in 1924, the Ridgway Borough Council voted to levy a library tax to support the library.



Seneca Library District



MOMENTS IN OUR LIVES

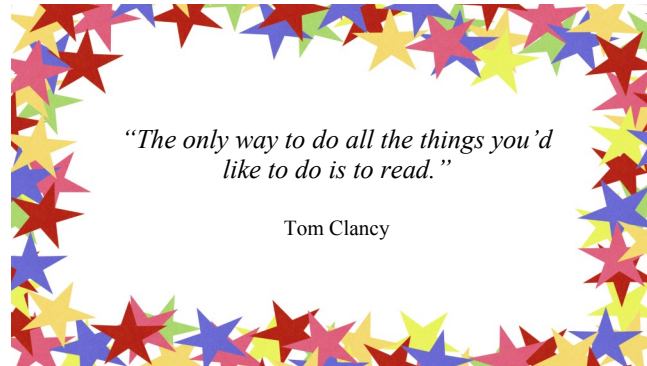
- **Lois Strycula**, Seneca District Consultant, was delighted to attend the baptism *and* first birthday of her granddaughter, Annika May, over Labor Day weekend.

SENECA LIBRARY DISTRICT

Seneca Library District
Warren Library Association
205 Market Street
Warren, PA 16365

Phone: 814-723-4650
Fax: 814-723-4521

Serving libraries in five counties.



We’re on the web at
www.warrenlibrary.org



Labor Day

- ◆ Peter McGuire is considered the Father of Labor Day. He was the founder of the United Brotherhood of Carpenters & Joiners and is credited with proposing the idea of Labor Day.
- ◆ 24.3 minutes is the average time it takes most people to commute to work.
- ◆ The first observance of Labor Day is believed to have been a parade on September 5, 1882, in New York City.
- ◆ 10.3 million workers are self-employed.
- ◆ President Grover Cleveland, long a foe of organized labor, but under voter pressure, signed a Labor Day holiday bill designating the first Monday in September for the holiday.
- ◆ 4.5 million people work at home.
- ◆ By 1893, more than half the states were observing a “Labor Day” on one day or another.
- ◆ Only 8% of American adults say they eat out on Labor Day.
- ◆ Oregon was the first state to declare Labor Day a law in 1887.
- ◆ Canada celebrates Labour Day on the same day as the US.
- ◆ For many decades, Labor Day was seen as a day for workers to voice their complaints and discuss better working conditions and pay.
- ◆ The 8-hour work day was firmly established in 1916 with the passage of the Adamson Act.
- ◆ The Adamson Act was the first federal law regulating hours of workers in private companies.
- ◆ The date of the first labor strike is debated. Some say 1872 when 100,000 carpenters and joiners went on strike. Others believe it was 1836 when a group of Maine fishermen refused to work after the owner of their boats failed to pay them.