



HASTINGS PUBLIC LIBRARY

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LIBRARY BOARD OF TRUSTEES

Meeting Agenda

September 8, 2025 4:30pm
Community Room

Topic	Pages	Motion & Vote
1. Call to order		
2. Agenda	pp. 1-2	<input checked="" type="checkbox"/>
3. Approval of Minutes		
a. August 4, 2025	pp. 3-4	<input checked="" type="checkbox"/>
4. Correspondence		
a. n/a		
5. Financial Reports		
a. July 2025 R&E and Notes	pp. 5-7	<input checked="" type="checkbox"/>
b. July 2025 Invoice Recap	pp. 8	
6. Library Director's Report		
a. August 2025	pp. 9-15	
b. August 2025 Infographic	p. 16	
7. Committees		
a. Budget and Finance: n/a		
b. Building and Grounds: n/a		
c. Personnel:		
d. Policy: schedule a September meeting		
e. Marketing: n/a		
8. Unfinished Business		
a. n/a		
9. New Business		
a. Consider adopting the Personnel Committee's recommendation for the updated Director's annual review process	pp. 17-20	<input checked="" type="checkbox"/>



b. Consider closing the Library on Tuesday, October 21, for all day staff training		<input checked="" type="checkbox"/>
c. Strategic Planning update		
a. Focus Groups and Survey Feedback		
b. Plan Outline <<< need final doc >>>		pp. 21-22
d. HPL accessibility report form The Ability Collective		pp. 23-35
e. Discuss Board email addresses and FOIA		
f. Building Updates		
a. Signing Project Update		
b. Server Room Air Conditioner		
c. Battery Backup/Inverter Install		
d. Windows Update		
10. Public Comments		
11. Board Member Comments		
12. Adjourn		

Hastings Public Library Board of Trustees
Draft Minutes
Date: August 4, 2025 - 4:30PM
Location: Hastings Public Library, 227 E. State St., Hastings, MI 49058
Community Room

1. CALL TO ORDER

The Meeting was called to order by Kelli Newberry at 4:33 p.m.

- Board members present: Jane Cybulski, Kelli Newberry, Sam Cale, Carol Dwyer, Ann Devroy, Ellyn Main, Rebecca Lectka, and observing member Brooklyn Strickland. Not present were Amanda Mattson and Cloe Oliver.
- Also present was David Edelman and Tess Allerding.

2. AGENDA: Approved.

3. MINUTES: Ellyn Main motioned to approve the July 7, 2025, minutes, seconded by Sam Cale. Motion approved.

4. FINANCIALS

- a. June invoices and Budget Report: Rebecca Lectka motioned to approve the financials, seconded by Ann Devroy. Motion approved.

5. LIBRARY DIRECTOR REPORTS

- a. July 2025
- b. June 2025 Infographic

6. COMMITTEES

- a. Budget and Finance –
- b. Building and Grounds -
- c. Personnel – Newberry updated the Board that the committee has met and drafted a format for the Library Director's annual review which will be brought to the next Board meeting for discussion.
- d. Policy-
- e. Marketing-

7. UNFINISHED BUSINESS: None

8. NEW BUSINESS:

- Automatic Bathroom Doors Vendor Selection – Rebecca Letcka motioned to consider approving S. A. Morman to install automatic door openers on the downstairs bathroom doors, seconded by Carol Dwyer. Motioned approved, roll call vote: Rebecca Lectka – Yes, Sam Cale – Yes, Jane Cybulski – Yes, Carol Dwyer – Yes, Ellyn Main – Yes, Ann Devroy – Yes.
 - a. Automatic Entry Systems
 - b. S. A. Morman
 - c. Electrical Estimate – needed electrical work for the Automatic Bathroom Door project.

- Server Room Air Conditioner – Carol Dwyer motioned to consider approving the purchase and installation of recommended Fujitsu Mini Split Air Conditioner in Server Room to replace the leaking unit, seconded by Sam Cale. Motion approved, roll call vote: Ann Devroy – Yes, Ellyn Main – Yes, Carol Dwyer – Yes, Jane Cybulski – Yes, Sam Cale – Yes, Rebecca Lectka – Yes.
 - a. Proposal and Specs
 - b. Installation = \$1,255; Unit = \$4,200
- Strategic Planning update
 - a. Focus Groups
 - b. Next Steps
- Signing project update – Gilson sent samples.
- Window Update – additional testing is required and details continue to be discussed by parties involved.
- Open Meetings ACT

9. NEXT MEETING DATE

- Next board meeting on Monday, September 8, 2025, at 4:30 p.m.

10.ADJOURNMENT: Meeting was adjourned at 5:34 p.m.

HASTINGS PUBLIC LIBRARY
 DETAIL REVENUES AND EXPENDITURES WITH COMPARISON TO BUDGET
 FOR THE 1 MONTHS ENDING JULY 31, 2025
 8 % OF THE FISCAL YEAR HAS ELAPSED

FUND 271 - LIBRARY FUND

OPERATING REVENUES	Fund	THIS MONTH ACTUAL	THIS YEAR FISCAL YTD 31-July-25	REVISED BUDGET 2025-2026	THIS YEAR YTD % OF BUDGET	LAST YEAR FISCAL YTD 31-July-24	REVISED BUDGET 2024-2025	LAST YEAR YTD % OF BUDGET	LAST YEAR FULL YEAR ACTUAL
271-100-502-000	UNIVERSAL SERVICE FUND - ERATE	-	-	16,367	0%	12,832	16,320	79%	21,629
271-100-540-000	STATE AID	7,435	7,435	13,500	55%	6,988	12,750	55%	14,235
271-100-583-000	CONTRIBUTIONS FROM OTHR TWNSHP	56,237	56,237	435,000	13%	(637)	400,000	0%	423,095
271-100-649-000	PRINTING/FAX FEES	672	672	8,100	8%	709	8,100	9%	9,460
271-100-651-000	NON-RESIDENT FEES	75	75	850	9%	250	850	29%	1,900
271-100-658-000	PENAL FINES	-	-	7,600	0%	7,674	13,000	59%	7,674
271-100-659-000	OVERDUE FINES	91	91	1,200	8%	177	1,200	15%	1,491
271-100-665-000	INTEREST EARNED ON DEP & INVST	-	-	10,000	0%	2,523	12,000	21%	19,241
271-100-667-000	FACILITY RENTALS	50	50	1,200	4%	-	1,100	0%	1,475
271-100-672-000	OTHER REVENUE	544	544	2,000	27%	267	4,000	7%	3,149
271-100-674-000	PRIVATE CONTRIBTNS & DONATIONS	358	358	18,000	2%	6,705	15,000	45%	43,988
271-100-674-010	BCF CONTRIBUTIONS	-	-	16,000	0%	-	16,000	0%	17,074
271-100-677-000	INSURANCE CLAIMS/REIMBURSEMENT	-	-	-	0%	-	-	0%	53,327
271-100-699-101	TRANSFERS IN - GENERAL FUND	-	-	180,124	0%	-	173,196	0%	173,196
TOTAL OPERATING REVENUES		65,462	65,462	709,941	9%	37,488	673,516	6%	790,934

LIBRARY OPERATIONS	Fund	THIS MONTH ACTUAL	THIS YEAR FISCAL YTD 31-July-25	REVISED BUDGET 2025-2026	THIS YEAR YTD % OF BUDGET	LAST YEAR FISCAL YTD 31-July-24	REVISED BUDGET 2024-2025	LAST YEAR YTD % OF BUDGET	LAST YEAR FULL YEAR ACTUAL
271-790-702-000	FULL-TIME WAGES	8,760	8,760	113,880	8%	12,650	111,059	11%	111,496
271-790-703-000	ADMINISTRATR/SUPERVSR SALARIES	3,846	3,846	50,003	8%	6,560	74,913	9%	75,534
271-790-704-000	PART-TIME WAGES	9,977	9,977	114,977	9%	11,571	102,271	11%	110,337
271-790-704-010	PART-TIME WAGES- LIBRARY MAINT	823	823	7,560	11%	1,788	16,119	11%	11,844
271-790-709-000	SOCIAL SECURITY TAXES	1,814	1,814	21,910	8%	2,486	23,471	11%	23,768
271-790-712-000	CASH IN LIEU OF BENEFITS	369	369	2,400	15%	277	2,400	12%	3,507
271-790-713-000	OVERTIME	-	-	50	0%	-	50	0%	133
271-790-716-000	MERS DEFINED CONTRIBUTIONS	278	278	6,277	4%	371	4,997	7%	5,914
271-790-717-000	MERS DEFINED BENEFIT PLAN	-	-	-	0%	4,514	60,505	7%	46,464
271-790-717-010	MERS DEFINED BENEFIT HYBRID PLN	742	742	10,111	7%	497	6,108	8%	7,511
271-790-718-000	HEALTH INSURANCE - PREMIUMS	2,889	2,889	53,976	5%	4,228	55,340	8%	42,702
271-790-718-010	HEALTH INSURANCE - HSA	171	171	2,054	8%	345	-	0%	2,700
271-790-719-000	DENTAL INSURANCE PREMIUM	242	242	3,571	7%	288	3,503	8%	3,180
271-790-724-000	LIFE INSURANCE	38	38	510	7%	40	485	8%	465
271-790-751-000	PROCESSING SUPPLIES	57	57	1,400	4%	18	1,400	1%	616
271-790-756-000	REPAIR & MAINTENANCE SUPPLIES	-	-	350	0%	-	350	0%	119
271-790-760-000	MAINTENANCE SUPPLS - CUSTODIAL	29	29	438	7%	-	350	0%	706
271-790-761-000	BUILDING SUPPLIES	65	65	1,650	4%	-	1,500	0%	2,497
271-790-762-000	WELLNESS/MEDICAL SUPPLIES	-	-	275	0%	-	225	0%	357
271-790-765-000	SMALL TOOLS	-	-	-	0%	-	-	0%	26
271-790-766-000	DISPOSABLE TECHNOLOGY	170	170	1,750	10%	216	1,300	17%	1,646
271-790-767-000	CLOTHING	-	-	400	0%	43	175	25%	43

LIBRARY OPERATIONS	Fund	THIS MONTH ACTUAL	THIS YEAR FISCAL YTD 31-July-25	REVISED BUDGET 2025-2026	THIS YEAR YTD % OF BUDGET	LAST YEAR FISCAL YTD 31-July-24	REVISED BUDGET 2024-2025	LAST YEAR YTD % OF BUDGET	LAST YEAR FULL YEAR ACTUAL
271-790-770-000	PROGRAMMING SUPPLIES	249	249	3,250	8%	601	2,750	22%	3,340
271-790-772-000	PROMOTIONS SUPPLIES	-	-	300	0%	-	300	0%	302
271-790-777-000	OFFICE SUPPLIES	37	37	850	4%	86	1,350	6%	991
271-790-778-000	PAPER	-	-	580	0%	77	400	19%	490
271-790-791-000	SUBSCRIPTIONS AND PUBLICATIONS	-	-	2,048	0%	65	1,900	3%	1,686
271-790-792-000	SOFTWARE SUBSCRIPTIONS	2,000	2,000	7,788	26%	2,000	7,245	28%	6,169
271-790-793-000	OVERDRIVE	9,002	9,002	9,002	100%	9,144	8,961	102%	9,144
271-790-802-000	PROFESSIONAL SERVICES	-	-	1,500	0%	-	1,200	0%	686
271-790-806-000	LEGAL SERVICES	-	-	500	0%	-	500	0%	9,758
271-790-809-000	CONTRACTED IT SERVICES	-	-	14,400	0%	-	14,400	0%	14,400
271-790-812-000	PRE-EMPLOYMENT SCREENINGS	-	-	350	0%	-	350	0%	867
271-790-813-000	DELIVERY SERVICES	722	722	2,700	27%	640	2,800	23%	2,807
271-790-816-000	SECURITY SERVICES	300	300	325	92%	300	325	92%	300
271-790-817-000	LAKELAND LIBRARY CO-OP SERVICE	640	640	2,900	22%	702	2,900	24%	2,623
271-790-818-000	MAINTENANCE CONTRACTS	-	-	8,603	0%	-	7,953	0%	8,599
271-790-823-000	OTHER CONSULTING SERVICES	350	350	1,750	20%	350	350	100%	2,118
271-790-825-000	LATE/SERVICE FEES	-	-	-	0%	-	25	0%	-
271-790-829-000	CUSTODIAL/CLEANING SERVICES	-	-	10,920	0%	-	-	0%	2,962
271-790-850-000	TELEPHONE	512	512	5,540	9%	483	5,485	9%	6,023
271-790-851-000	MAIL/POSTAGE	-	-	250	0%	352	225	157%	472
271-790-852-000	INTERNET/TELECOMM SERVICES	505	505	7,019	7%	505	7,020	7%	7,019
271-790-861-000	TRANSPORTATION - MILEAGE REIMB	60	60	940	6%	-	750	0%	175
271-790-879-000	WEBSITE	-	-	1,113	0%	-	935	0%	838
271-790-881-000	ADVERTISING	-	-	1,058	0%	-	1,145	0%	405
271-790-887-000	SPEAKERS/PERFORMERS	-	-	2,000	0%	335	2,500	13%	885
271-790-890-000	ILS FEES	3,011	3,011	14,180	21%	-	14,080	0%	11,855
271-790-891-000	LICENSES AND FEES	-	-	860	0%	-	1,905	0%	510
271-790-892-000	SOFTWARE LICENSES	-	-	1,905	0%	-	680	0%	1,922
271-790-900-000	PRINTING AND PUBLISHING	-	-	730	0%	-	220	0%	87
271-790-906-000	PROMOTIONS/MARKETING	-	-	500	0%	-	100	0%	900
271-790-909-000	TRAINING	-	-	600	0%	-	550	0%	204
271-790-910-000	PROFESSIONAL DEVELOPMENT	-	-	300	0%	-	300	0%	-
271-790-911-000	CONFERENCES	-	-	2,850	0%	-	2,200	0%	3,301
271-790-912-000	MEETINGS	-	-	400	0%	-	75	0%	24
271-790-915-000	MEMBERSHIPS	125	125	1,529	8%	125	1,714	7%	1,558
271-790-916-000	DUES AND FEES	-	-	1,435	0%	-	1,435	0%	151
271-790-918-000	WATER/SEWER	440	440	5,500	8%	410	5,000	8%	5,389
271-790-919-000	WASTE DISPOSAL	33	33	602	5%	50	350	14%	601
271-790-920-000	ELECTRIC	2,721	2,721	28,035	10%	5,056	26,700	19%	26,927
271-790-921-000	NATURAL GAS	107	107	5,500	2%	110	3,000	4%	6,570
271-790-929-000	GROUPS REPAIR AND MAINTENANCE	-	-	4,500	0%	66	1,800	4%	5,210
271-790-929-010	SNOWPLOWING/SNOW REMOVAL	-	-	900	0%	-	1,500	0%	450
271-790-930-000	BUILDING REPAIR & MAINTENANCE	837	837	6,150	14%	-	1,950	0%	49,254
271-790-931-000	EQUIPMENT REPAIR & MAINTENANCE	-	-	1,200	0%	405	2,300	18%	1,043
271-790-935-000	PROPERTY LIABILITY INSURANCE	-	-	14,400	0%	13,792	12,000	115%	13,792
271-790-939-000	WORKERS COMPENSATION INSURANCE	-	-	735	0%	179	1,100	16%	717
271-790-941-000	PRINTER/COPIER LEASE/MAINT	-	-	4,100	0%	-	4,100	0%	4,081
271-790-944-000	INSPECTION SERVICES	-	-	680	0%	-	960	0%	1,409

LIBRARY OPERATIONS	Fund	THIS MONTH ACTUAL	THIS YEAR FISCAL YTD 31-July-25	REVISED BUDGET 2025-2026	THIS YEAR YTD % OF BUDGET	LAST YEAR FISCAL YTD 31-July-24	REVISED BUDGET 2024-2025	LAST YEAR YTD % OF BUDGET	LAST YEAR FULL YEAR ACTUAL
271-790-950-000	COLLECTION SERVICES	-	-	300	0%	-	340	0%	286
271-790-962-000	LOST/DAMAGED MATERIALS FEES	-	-	100	0%	-	100	0%	128
271-790-965-000	PROPERTY TAX REIMBURSEMENT	-	-	100	0%	-	100	0%	114
271-790-975-000	BLDNGS AND BUILDING IMP - DEPR	-	-	110,000	0%	-	11,000	0%	-
271-790-978-000	TECHNOLOGY - DEPRECIABLE	-	-	-	0%	-	-	0%	405
271-790-978-010	TECHNOLOGY - NON-DEPRECIABLE	-	-	3,000	0%	-	2,000	0%	5,245
271-790-980-000	EQUIPMENT/FURNITURE - DEPREC	-	-	-	0%	2,823	-	0%	-
271-790-980-010	EQUIPMENT/FURNITURE - NON-DEPR	-	-	3,400	0%	-	450	0%	8,794
271-790-982-000	COLLECTION MATERIALS - BOOKS	1,101	1,101	17,000	6%	378	17,000	2%	19,909
271-790-982-010	COLLECTION MATERIALS - A/V	209	209	2,250	9%	60	2,250	3%	961
271-790-982-020	COLLECTION MATS - BEYOND BOOKS	-	-	1,000	0%	43	1,250	3%	1,139
TOTAL LIBRARY OPERATIONS		53,230	53,230	713,969	7%	85,030	656,799	13%	707,562
TOTAL REVENUE & INCOMING TRANSFERS		65,462	65,462	709,941	9%	37,488	673,516	6%	790,934
TOTAL EXPENDITURES & OUT TRANSFERS		53,230	53,230	713,969	7%	85,030	656,799	13%	707,562
NET REVENUES OVER EXPENDITURES		12,233	12,233	(4,028)		(47,542)	16,717		83,372

HASTINGS PUBLIC LIBRARY
Invoices for July 2025
Prepared for the September 8, 2025 Board Meeting

Account Name	Vendor	Amount	Total	Notes
Salaries & Wages			\$ 23,775.36	
Social Security Taxes			\$ 1,813.62	
Fringe Benefits			\$ 4,360.51	
Total Wages and Benefits:			\$ 29,949.49	
Supplies			\$ 436.47	
	Processing	\$ 57.13		
	Building/Repair/Maint	\$ 93.50		
	Programming	\$ 248.56		
	Office	\$ 37.28		
Collection Materials - Books			\$ 1,100.94	
	Baker & Taylor	\$ 733.31		
	Amazon	\$ 367.63		
Collection Materials - AV			\$ 209.03	
Collection Materials - Electronic			\$ 9,002.35	
	OverDrive (e-books, audio)	\$ 6,765.16		Annual e-book/adio book subscription
	Magazines	\$ 2,237.19		Annual e-Magazine subscription
Utilities & Services			\$ 4,317.15	
	City - water & sewer	\$ 440.38		
	Consumers - electric	\$ 2,720.53		
	Consumers - natural gas	\$ 106.66		
	MEI Internet	\$ 504.95		
	MEI Phones	\$ 207.56		
	Fusion Land Lines	\$ 304.48		
	Granger Waste Services	\$ 32.59		recycling
Building Repair & Maintenance			\$ 836.50	
	DHE	\$ 836.50		Server room air conditioner malfunction troubleshooting
Professional Services			\$ 350.00	Annual payment to eRate consultant
Lakeland Lib. Co-op Services			\$ 4,373.25	Quarterly costs
	Delivery charges	\$ 722.25		
	Admin. services	\$ 640.25		
	ILS Fees	\$ 3,010.75		
Disposable Technology			\$ 169.99	Replacement portable backup hard drive
Security Monitoring			\$ 299.88	Annual payment for monitoring with Town & Country
Transportation - mileage reimburs.			\$ 59.50	Tess' mileage to LLC meeting when David could not go
Membership			\$ 125.00	
	MCLS	\$ 125.00		Annual membership
Software Subscriptions			\$ 2,000.00	Savannah annual subscription (CRM software)
Total Invoices (without wages & benefits):			\$ 23,280.06	



Library Director’s Report - August, 2025 September 8, 2025 Board Meeting

Highlights

Summer Reading wrapped up with a bang when one of HPL’s kids won a Summer Reading Challenge prize from Miranda. Congratulations to 10-year-old Evie Mansager (photo at right) on being one of only 9 out of over 60,00 kids in the greater Grand Rapids area to win. Youth librarian Erin Quada picked up the prize from Miranda in Grand Rapids (photo at right). See below for more information from Erin on another successful Summer Reading program.



With the “free” support deadline for Microsoft Windows 10 fast approaching, our IT contractor, Clark Technical Services, is working hard to upgrade all of our PCs to Windows 11. Almost all staff machines are done and they’ve started on the patron computers. This will keep us up to date and better protected. We also installed a new mini-PC as our 1st floor print release computer. The old machine could not be upgraded, so we’ve installed a fully functional modern PC the size of a page-a-day desk calendar. It’s amazing how powerful such a small machine can be. And it was a fraction of the cost of a new desktop.

Summer Reading Recap from Erin and Barbara

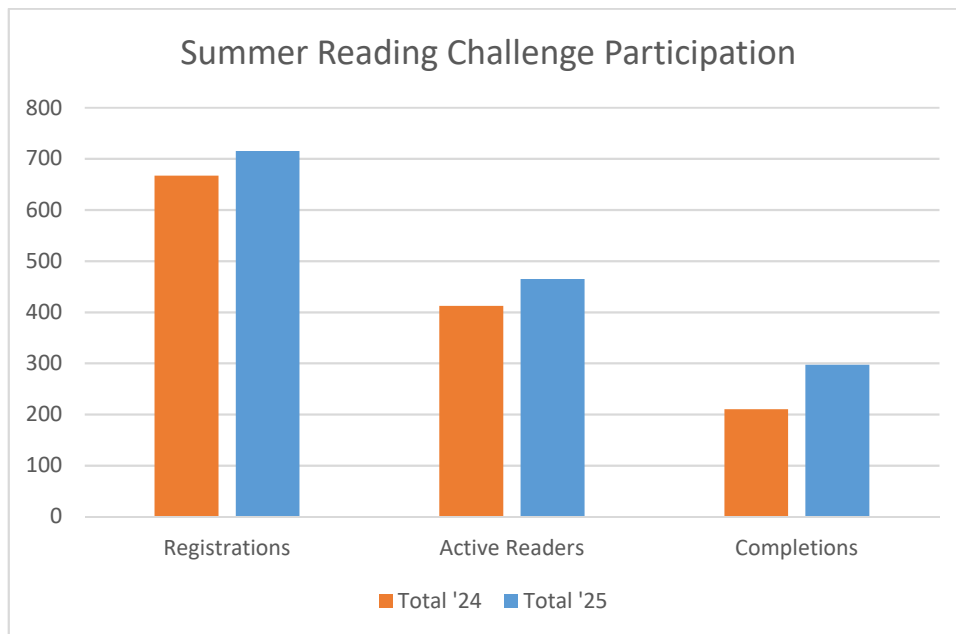
We had a successful Summer Reading Program this year with more participation in the reading challenge across readers of all ages. We had more people register, actively log reading, and complete the reading challenge in 2025 compared to 2024. One of the most exciting things to see was the number of Teen Reading Challenge completions jump from 28 in 2024 to 50 in 2025! Here is a look at the numbers across all ages for 2025.

Summer Reading Statistics 2025

2025	Total	Little’s	Kids	Teen	Adult
Registrations	715	106	269	108	232
Active Readers	465	76	171	75	143
Completions	297	47	102	50	98



Here is a comparison of participation between 2024 and 2025 for all ages.



We heard a lot of enthusiasm about our programs this year. Many people expressed appreciation for the variety of programs offered and that there were events for every age group. Not only did we offer in person programs, but we had ongoing passive activities in both the Children's Room and Teen Room, in addition to the 3D printed frogs that were hidden each morning for patrons to find. Here is a breakdown of the youth program statistics for each month of Summer Reading (these do not include the passive activities).

Youth Program Statistics 2025

	Total	June	July	August
Number of Youth Programs	44	22	20	2
Youth Program Attendance	1225	721	439	65

Prizes always garner excitement and this year's prizes for the reading challenge were no exception. We offered prizes for every 10 days of reading, with extra prizes at the half-way point (20 days) and upon completion. We gave out almost 1,200 prizes! Participants of every age that completed the reading challenge were then entered into a raffle for final prizes. Contacting the winners and hearing the surprise and pleasure when telling them they won is always fun for me! Every year, Maranda from Wood TV 8 helps procure prizes for the libraries in the Lakeland Coop, some of which are a limited number of grand prizes for items and experiences. This year our own Evie Mansager-aged 10- won a grand prize! I went to the KDL Service Center to pick up her prizes from Maranda.



Adult Summer Reading saw nice increases in adult participation over 2024, with 232 registrations (203 in 2024), 143 logging (115 in 2024), and 98 completions (70 in 2024). A big contributor to this growth has been targeted promotion at the Very Barry Event in June, along with clear communication from staff that participation does not require having a library card. These changes have made the program more inclusive and accessible, helping more community members engage with summer reading.

Building Updates

The handicap parking sign damaged earlier this year when a patron hit the pole with their car has been fully repaired. A new concrete base has been installed and the old sign re-attached. The sidewalk where the old sign was mounted has also been repaired with the generous donation of time and expertise by Bob Main.

On Monday, August 11, the staff came into the building and found water leaking from the ceiling over the children's computers. Our HVAC company came out that morning and discovered that the main rooftop HVAC unit's condensation drain was somehow plugged. That caused water to come down through the ducts instead of draining properly. No direct cause was identified, but the unit is now functioning properly. Luckily, we had no permanent damage: the carpet has been dried, no computer equipment was lost (other than a keyboard and mouse), and a few ceiling tiles are being replaced.

The leaking server room air conditioner has been replaced after the Board approved the work at the August 4, 2025 meeting.

A lot of weeding has been happening to keep bind-weed under control, especially at the southeast corner of the building. Thank you to all who have helped, especially Karen D., Judy K., and a number of youth volunteers.



Project Updates

Strategic Planning: All focus group sessions were completed as of August 1. Feedback has been compiled along with the surveys and the staff is busy developing the draft plan. An initial outline will be presented to the Board of Trustees at the September meeting, followed by an all-staff meeting to add more detail. A more final draft is planned to go to the board again in October.

Automatic Bathroom Doors: Installing automatic door openers on the downstairs bathroom doors could not be completed as planned in 2024, but is now underway for Fall 2025. Electrical work is being scheduled, followed by the door contractor. We hope to have the new openers in place by mid-October if all goes well. This will greatly increase the Library's accessibility for anyone physically challenged or even just parents juggling kids and strollers.



Training

Here is what the staff did in August:

- Chloe: attended an all-day session from MCLS on “Learning to Manage for New Managers.” See her report for more information.

Assistant Director Tess Allerdin’s Report

I have continued to make progress in my Local Authors project this month. The plan is for the Local Authors collection to be housed on the shelving unit that currently holds our oversize books. The unit will be moved forward to the Wi-Fi Lounge to make it more visible, and the furniture and desks currently in that area will be shifted to accommodate. I have weeded the oversize and business books that were on that unit, and the remaining items will be added into the nonfiction collection. I completed my audit of local authors currently in our collection and have created a master list of what we have. I am working with Marty to get those items re-cataloged and ready to go to their new location.

On August 12th, Erin and I had a call with a representative from the book vendor Brodart to explore adding them as a vendor. Erin and I were very impressed with the company, and we are currently in the process of getting set up as a customer with them. We are hoping that having another option for book purchasing will help mitigate some of the delays we have experienced with Baker and Taylor, who is currently our primary source for books. We will retain Baker and Taylor as a vendor, but we are excited at the prospect of having another option, and to hopefully get books into patrons’ hands sooner!

At the time of the board meeting, the application for Holiday Market 2025 will have closed. As of writing this report, we are expecting 45 booth spaces!

Youth Librarian Erin Quada’s Report

Open Houses

Hastings went back to school mid-August and before that happened, the district held an evening of open houses for families to get into the buildings, find their classrooms, and meet their teachers. I was invited to be a part of some of those open houses and attended at Northeastern and the middle school. Sara Syswerda of Pierce Cedar Creek attended Southeastern and was gracious enough to take some of our flyers about fall programming. This was my first invitation to be involved with an event at the middle school and I hope that it is a gateway that can lead to a more fulfilling partnership between the schools and the Library.



Great Start Collaborative Foam Party

Great Start Collaborative (GSC) held their third annual Foam Party, which has become a combined event with other local organizations. This year the event was held at Tyden Park and had over 400 people in attendance. I was present with a table for the Library where I handed out information about upcoming programs and events, offered some swag, and helped kids pick out and apply temporary tattoos. I had a privilege of sharing a tent with Maggie Bayerl from The Ability Collective. I commented on a toy she had on her table and “needing to get one for the Library.” She was so generous and gifted it to the Library at the end of the event. The toy features a child in a wheelchair and a handicap accessible bus. It has only been in the Children’s circle for about two weeks and I have already heard conversations between children and parents about disabilities and what that may or may not look like.



Collection

There haven’t been any big changes to the youth collections this month, but there are a couple smaller things to note. Several books about math were added to the collection in picture books, juvenile fiction, and nonfiction. These books were some of the materials supplied by Kim Domke through a grant from Thrivent. Additional items from that grant will be made into two math kits that will be part of Library of Things, Jr. (LoT Jr.) The kits cover topics of area/perimeter and telling time. Additionally, there was a patron request for more Tonie figures for the LoT Jr. I purchased 6 more characters to add to the collection. They will be available for circulation soon.

Marketing and Programming Coordinator Barbara Haywood’s Report Events Recap

Rain Barrel Workshop - Held on August 26, 35 participants learned about water conservation and stormwater management. Hosted by WMEAC, the Thornapple River Watershed Council, the



Barry Conservation District, and the Library, the event provided attendees with 55-gallon upcycled rain barrels and expert guidance on installation and maintenance. Participants left with practical tools to reduce stormwater runoff and conserve water at home. The workshop was well-received, and plans are in place for future events to further educate the community on water conservation.



Digital: Libby added the Southwest Michigan Digital Library as a partner in August. This means almost all OverDrive digital collections are now shared across all of Michigan, with only a few notable exceptions like the Detroit Public Library and some other large, non-cooperative based collections.

Circulation Supervisor Chloe Lewis' Report

On Thursday, August 21, 2025, I worked remotely in order to attend the MCLS Virtual Workshop "Learning to Manage for New Managers." This session provided me with valuable insights into effective management practices and was overall very enjoyable! It was especially meaningful to be able to connect the concepts presented during the workshop with my own firsthand experiences—both from observing past managers and from learning directly under our current Director and Assistant Director. I also left the workshop with several resources and materials that I look forward to reviewing in greater depth.

Employee Insight Sessions: These have continued to progress very well. These sessions not only provide important perspective on how we can best support staff in their professional development, but they also create opportunities to strengthen overall connections with team members.

Inventory Progress: We recently welcomed a new volunteer to assist with inventory, bringing our team to two volunteers. This additional assistance will allow us to move through the process more efficiently.



Maternity Leave Planning: In August, I began discussions with David and Tess regarding my upcoming maternity leave, which will begin in November. Starting in September, I will begin training select staff members on some responsibilities they will be covering in my absence. My goal is to ensure that this transition is as smooth and seamless as possible for everyone involved.

Upcoming Programs and Events – September 2025

- 8, Monday, 6pm – An Ear Full of Agriculture, Chicken Keeping Edition
- 9, Tuesday, 6:30pm – Lift Every Voice Book Club
- 12, Friday, 4pm – Author Discussion on Self-Publishing with Local Author Sydney Wiswell
- 13, Saturday, 10am – Writing Workshop with Local Author Sydney Wiswell
- 15, Monday, 6pm – Useful vs. Likely to Kill You Mushrooms
- 24, Wednesday, 6pm – Terry Dennison on Historic Hollywood
- 26, Friday, 3:30pm – Teen Video Game Tournament
- 29, Monday, 6:30pm – Regenerative Agriculture

Monthly Statistics - July 2025

Net Promoter Score*: 78



Physical Library Visits

LY Month	7,697
TY Month	5,437
YTD	5,437



Library Card Holders

	City	Hastings Twp	Rutland Twp	Non-Resident
Total	3,010	864	1,125	103
New	44	14	16	2

**July visit totals are low as the South door counter was misaligned and not recording properly. No data was recorded from 7/20-7/31.



Volunteer Hours

LY Month	282
TY Month	294
YTD	294



Item Circulation

	Children's	Non-Children's	Mobile	Total
LY Month	3,002	2,795	-	5,797
TY Month	3,228	2,741	-	5,969
YTD	3,228	2,741	-	5,969



Wireless Sessions

LY Month	1,161
TY Month	1,013
YTD	1,013



Inter-Library Loans

	To HPL	From HPL	Total
LY Month	445	468	913
TY Month	470	479	949
YTD	470	479	949



Library of Things Circs

	TY Month	YTD
LoT	71	71
Hotspots	26	26
Museums	0	0



Programs

	Youth		Adult & General	
	Offered	Attendance	Offered	Attendance
TY Month	26	544	13	267
YTD	26	544	13	267



Digital Downloads

LY Month	2,137
TY Month	2,785
YTD	2,785



Computer Sessions

	Adult	Kids	Teen	MI Room
LY Month	421	220	156	1
TY Month	519	308	60	1
YTD	519	308	60	1

Miscellaneous

	TY Month	YTD
Princh Documents	341	341
Study Room Usage	65	65
Non-HPL Community Room Usage	12	12



Websites

	Sessions	Users	Page Views
HPL			
LY Month	2,385	1,564	4,159
TY Month	2,674	1,860	4,320
YTD	2,674	1,860	4,320
BCHP			
TY Month	177	99	1,312
YTD	177	99	1,312

* Net Promoter Score based on patron feedback on weekly email survey (started week of 8/15/21); 80+ = world class, 50-79 = excellent, 20-49 = favorable, 0-19 = good

Library Director Evaluation by Staff

Section 1: Leadership

Please rate the Directors mastery of modeling core values and mission, vision, continuous improvement, empowering others, and community leadership.	Exceptional	Good	Needs Improvement	Unacceptable	Don't Know
Modeling Core Values: <ul style="list-style-type: none"> Clearly articulates and models the organization's values and mission to the staff, board, and the community. Works to raise awareness of library related issues 					
<ul style="list-style-type: none"> Leads staff in maintaining a climate of excellence, accountability and respect 					
Vision: <ul style="list-style-type: none"> Shares his vision for HPL: and inspires thinking and action in others consistent with the mission 					
Continuous Improvement: <ul style="list-style-type: none"> Seeks, evaluates and acts upon opportunities for innovation to change, grow and improve 					
Empowering Others:	Exceptional	Good	Needs Improvement	Unacceptable	Don't Know
<ul style="list-style-type: none"> Empowers the board and staff through sharing information. Communicates well in various mediums. 					
<ul style="list-style-type: none"> Inspires staff and volunteers by recognizing and appreciating individual excellence across the organization 					

Comments:

Section 2: Management Performance				
Please rate the Directors performance in the following management areas of human resources, financial, philanthropy/fund development and governance:	Exceptional	Good	Needs Improvement	Unacceptable
Human Resources:				
<ul style="list-style-type: none"> Recruits, develops and retains a capable staff and manages its performance effectively through clear job descriptions, periodic feedback, training, and performance reviews 				
Finance:				
<ul style="list-style-type: none"> Works with the staff, finance committee and the board to prepare budgets, monitor progress, and initiate changes (to operations and/or to budgets), as appropriate 				
<ul style="list-style-type: none"> Assures adequate control and accounting of all funds, including maintaining sound financial practices, and complying with all laws 				
Governance:				
<ul style="list-style-type: none"> Works with the staff to develop strategies for achieving the mission, goals and financial viability of the organization 				
Technology:				
<ul style="list-style-type: none"> Researches, presents and implements technologies that are appropriate to cooperative. Assists the staff in understanding and moving forward with technology 				
Comments:				

Return to: _____ by _____

Library Director's Evaluation

Please evaluate each task with a number rating as well as a comment where appropriate.

1=poor 3=average 5=excellent

Task	Comment
Funding: How does the Library Director work with the Finance Committee and Board with addressing the budget? Number Rating _____	
Board Relations: Is the Library Director working with the Board in a timely and professional manner? Number Rating _____	
Public Relations: Is the Library Director creating positive ties within the community and ensuring visibility of HPL programs? Number Rating _____	
Quality of Services: Effectiveness in overseeing and directing programs that meet and exceed the needs of the community. Effectiveness in ensuring compliance with local, state and federal regulations. Number Rating _____	

<p>Overall Planning: How is the Library Director planning for the future of the library?</p> <p>Number Rating_____</p>	
<p>Policy Updating: How is the Library Director doing with making policy revisions adopted by the board?</p> <p>Number Rating_____</p>	
<p>Staff Relations: Quality of the working environment and overall atmosphere in the library.</p> <p>Number Rating_____</p>	
<p>All Other: Any other comments or suggestion not addressed above.</p>	
<p>Overall Evaluation (summarize strengths/area for growth)</p>	

HPL Strategic Plan DRAFT

Draft Vision:

The library aspires to be a vital hub of trust and knowledge at the heart of our community, where everyone is embraced and empowered to come together for personal growth and collective enrichment.

Draft Purpose:

The library is dedicated to fostering connections among individuals while providing access to the information and resources essential for exploring the world, envisioning new possibilities, encouraging imagination, and embracing lifelong learning.

Strategic Commitments

Resources

Enrich the resources available to the community.

- Physical Collections: increase the width and depth of the physical collections across all categories.
- Digital Collection: investigate options to increase digital offerings to reduce wait times and expand the collection.
- Building: update and improve the physical resources to keep the library fresh and meet emerging needs.

Partnerships

Enhance existing partnerships, and establish new connections.

- Schools: continue efforts with the middle and elementary schools while finding ways to partner with the High School to better support its students' needs.
- Non-profits: strengthen existing connections and seek new partners to support their efforts in the community while providing more resources to Library patrons.
- BCF: investigate ways to partner with the Community Foundation on larger initiatives to benefit the community.
- Health Agencies: work with local health officials to position the Library as a hub of local health resources and connections.

Innovation

Explore innovative approaches to educate, entertain and inform the varied communities we serve.

- Programming: build on past successes to further expand our offerings to a wider cross-section of the community, while maintaining the in-demand core offerings.

- Makerspace/STEAM: investigate options and find partners to expand our current offerings to build capacity for programs and education on emerging technologies and STEAM initiatives.
- Community Outreach: investigate new ways to engage with the community outside of the physical library space.
- Unique services: investigate technologies and services to increase Library ease of use.

Operations

Expand organizational capacity to support future growth and lasting community impact.

- Financial Sustainability: investigate ways to increase long-term library funding to help offset rising costs, retain and attract staff, and provide funding for new initiatives.
- Staff Support: improve access to training and personal development resources to increase staff expertise and satisfaction.
- Board: expand board training and education to increase their knowledge of public libraries and elevate their effectiveness.
- Marketing and Social Media: evaluate current marketing and social media platforms and strategies to increase the effectiveness of the Library's marketing efforts.
- Operating Hours: investigate changes to open hours to improve access for more of the community.



Accessibility Report – Hastings Public Library

Walkthrough Date: Jul 11, 2025 with David Edelman | Director

Report Prepared by: Jennifer Smith, Renee Parham, Maggie Bayerl

This accessibility report is intended to provide a constructive snapshot of how your space, programs, and practices support access and inclusion for all community members. Our goal is to work in partnership with you to find affordable, practical solutions to identified barriers. We're happy to help connect you with resources, ideas, or support to move accessibility efforts forward.

This report is a non-exhaustive assessment based on observations made during a limited site visit and does not constitute a formal ADA compliance audit. While we aim to highlight key areas for improvement and celebration, Hastings Public Library remains solely responsible for ensuring ongoing compliance with the Americans with Disabilities Act (ADA) and other applicable accessibility standards.

Overall Report Summary:

The Hastings Public Library demonstrates a strong and genuine commitment to accessibility and inclusion. The space is clean, thoughtfully designed, and intuitive to navigate, creating an environment that feels both welcoming and comfortable for all visitors. Most areas meet or exceed accessibility standards, with only a few considerations noted for improvement. The primary opportunities lie in enhancing programming and communication to ensure engagement is as inclusive as the physical space itself. Overall, the library stands as an excellent example of how a community space can be both functional and inviting while fostering a sense of belonging for everyone. Major areas of this report include:

- Inclusion Considerations for Families
- Inclusion Considerations for Intellectual/Developmental Disabilities (IDD) and Autism Spectrum Disorders
- Inclusion Considerations for Physical Disabilities and Sensory-Related Disabilities
- Inclusion Considerations for Older Adults

*A note on trauma-informed practices: While this report does not specifically assess trauma-informed practices at the Hastings Public Library, this is an important area for further consideration in advancing inclusion.

Throughout this report, any references to specific infrastructural changes or ADA violations will be accompanied by the following legend:

Legend:

ADA Violations		These components are not in compliance with the minimum requirements of the Americans with Disabilities Act (ADA) and may present legal or safety concerns. Prompt attention is recommended to bring these areas up to baseline accessibility standards.
Meets Minimum ADA Standards		This item meets the minimum threshold for ADA compliance. While it satisfies legal requirements, there may still be opportunities to enhance usability, comfort, or inclusion for a broader range of users.
Beyond Accessibility		These components demonstrate inclusive design that goes beyond minimum requirements to foster a sense of belonging, dignity, and ease for all users. These practices reflect a proactive commitment to

Inclusion Considerations for Families

Strengths: The Hastings Public Library offers a robust variety of high-quality programming and actively supports the community by making its space available to other organizations and agencies for family-focused events. Library staff also participate in community outreach, meeting families where they are and strengthening connections throughout Hastings. The children’s area is thoughtfully curated, with inclusive materials such as large-print books for young readers and a layout that balances openness with a well-defined entrance and exit, helping children remain engaged within the space while giving caregivers peace of mind. A dedicated caregiver working pod provides a unique and valuable resource, while a variety of comfortable, movable seating options accommodate different needs for both children and adults. Additionally, technology resources are age-appropriate and thoughtfully chosen to support learning and play for young visitors and their families.

Infrastructural Considerations:

Internal Doors		Consider installing automatic door buttons on doors throughout the library to improve access for families using strollers, wagons, or mobility devices. <i>*At the time of this report, Hastings Public Library is already actively seeking resources to add automatic doors to bathroom entrances, and The Ability Collective fully supports this ongoing effort.</i>
Family Restroom		The addition of an adult changing table in the family restroom is a moderate investment that would be a substantial benefit to families of children across developmental ages. Because no other public facility in the area currently offers this resource, the library would be filling a significant gap for the community as a whole. As a centrally located, publicly accessible space with broad operating hours, the library could provide a dignified, safe, and hygienic option for individuals who require assistance with personal care, whether due to age, disability, or medical needs, without limiting access to those who are there solely to use library services.

Programming Considerations:

- Continued expansion of the high-quality family programming already offered will further position Hastings Public Library as a key community resource. Additional opportunities to explore could include:
 - Mixed-age programming: For example, intergenerational technology programs such as 3D printing or basic robotics, where children and adults can learn and collaborate together.
 - Multilingual programming: Consider partnerships with organizations such as Hastings Church of the Nazarene to offer programming in Spanish. While the local Spanish-speaking population is small, it is an important and valuable part of the community.
- Continue targeted marketing and communication efforts for families. Consider inviting local educators and service providers to tour the library's space and learn about its offerings, as they are often the first point of contact for families seeking support. Barry County Community Mental Health may also benefit from direct outreach or a guided tour, since many families turn to them first for resources, and staff have reported not always knowing where to refer families. The library is actively providing resources that address many of the gaps these professionals have identified.



Additional Resources to Consider for Early Childhood:

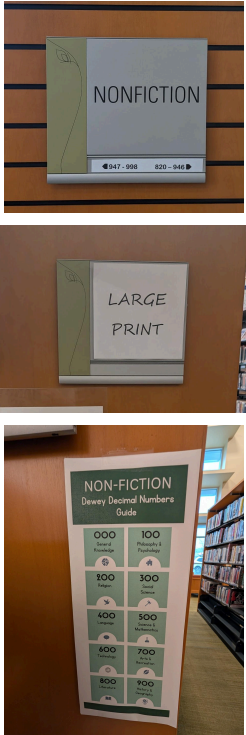

The early childhood space is open and accessible, offering a welcoming environment for young children and their caregivers. This area could be further enhanced by adding a few additional toy bins or totes with items that encourage caregiver-child interaction and support early literacy such as foam blocks, Magna-Tiles, and other open-ended play materials that spark creativity and conversation. The addition of thematic bins, each containing related books and play items around topics like "vehicles," "family," or "animals," would provide engaging, hands-on opportunities for learning, exploration, and communication.

Inclusion Considerations for Intellectual/Developmental Disabilities (IDD), Autism Spectrum Disorders (ASD)

Strengths: Hastings Public Library is already a welcoming and accessible space for individuals with intellectual and developmental disabilities (IDD) and Autism Spectrum Disorders (ASD). Staff are consistently warm, approachable, and eager to help, creating a safe and comfortable environment where all patrons can feel at ease. The library's programming naturally accommodates a variety of learning styles and engagement levels, allowing participants to join in at their own pace. Accessible facilities, adaptable multi-purpose spaces, and a willingness to collaborate with schools and community organizations ensure that the library can meet a wide range of needs. By offering resources beyond books, including technology access and guidance to local services, HPL has already positioned itself as a trusted community resource where individuals with IDD and ASD, along with their families, can connect, learn, and belong.

Infrastructural Considerations:

<p>Building Labels</p> 		<p>The library is well marked and signage is visible from the road and the parking lot. The logo on the messaging sign has fine lines and small text that is difficult to see from a distance. If this sign is replaced or reprinted in the future, the library may want to consider a larger format for the logo.</p>
<p>Hours of Operation</p> 		<p>The hours of operation are posted in black text and are not high enough contrast for a transparent background. As a temporary solution, consider mounting white foam board behind text on the window. In the future, consider reprinting the text in white.</p>
<p>Collection Labels</p>		<p>The black on grey text is not considered high enough contrast to meet ADA standards. *Note: temporary signage (posted less than 7 days) is not required to meet visual or tactile requirements; however, this</p>

		<p>temporary black on white sign is an example of a higher contrast option. For future signage, consider a lighter background with dark text. A larger, more visible format of the Dewey Decimal Numbers Guide to support patrons' independence while navigating the library. Pictorial signage would also promote independence for patrons.</p>
<p>Lower-Level Bathrooms</p> 		<p>Signage for the lower-level bathrooms is pictorial and meets tactile requirements. The inclusion of the family restroom promotes accessibility for patrons requiring extra assistance. Wayfinding signage to locate restrooms on lower and upper level should be more prominent and visible.</p>
<p>Olfactory</p>		<p>While the ADA does not explicitly cover sensitivity to fragrance, this has been increasingly identified as a barrier to access to people with disabilities such as chronic illness, asthma, or sensory processing disorders. There was no noticeable scent or automatic fragrance dispenser throughout the library.</p>

Programming Considerations:

- Provide Social Stories for Library Visits and Programs: Create simple, visual guides that outline what to expect when visiting the library, participating in regular programs, and following library rules. Social stories use clear language and images to help individuals, especially people with autism or other developmental disabilities, understand routines, reduce anxiety, and feel more confident in new or unfamiliar situations. [Learn more about social stories here.](#) View an example of a social story [here.](#)
- Incorporate Visual Supports to Promote Safety and Smooth Transitions. Use evidence-based visual cues, such as stop signs, stoplights, green checks, and red “no” symbols, to communicate boundaries, reinforce safety rules, and guide behavior. Reducing reliance on verbal reminders makes critical verbal cues like “no” or “stop” more impactful in emergencies. Visual support can be especially helpful for individuals with developmental disabilities by providing clear, consistent, and accessible signals for expected behavior and safe choices. [Learn more about Visual Supports here.](#)
- Consider continuing education opportunities for staff about sensory-inclusive spaces or Autism Center certifications to empower staff with the skill and tools needed to support all library patrons.
- Consider partnering with the Barry ISD Early On program or sharing information about their lending library, which offers tools and equipment to support families of children with disabilities. Collaboration could reveal opportunities for the library to supplement these resources with additional sensory kits or items in the “Library of Things.” Early On may also have valuable data on which items are most in demand, helping the library align its offerings with community needs.

Inclusion Considerations for Physical Disabilities and Sensory-Related Disabilities (e.g. deaf, blind)

Strengths: Hastings Public Library offers a physically accessible environment that reflects its commitment to welcoming all community members. The building features barrier-free entryways, accessible restrooms, and uncluttered aisles that allow ease of movement for individuals using mobility devices. The intuitive layout makes it simple for patrons to navigate independently, while flexible spaces can be adapted for a variety of needs and programs. These thoughtful design elements, combined with the library's inviting atmosphere, ensure that individuals of all ages and abilities can enjoy the resources, services, and sense of community the library provides.

Infrastructural Considerations: Considerations from the previous section apply here. One additional long-term consideration is the width of the aisles in the adult section. While they meet minimum ADA standards, they are difficult to turn around or pass by other patrons if a person is using a mobility device.


Programming Considerations:


- Consider advertising accessibility features of events when marketing. Provide clear descriptions of parking availability, elevator access, accessible restrooms, etc.
- Promote the use of a sound system/microphone at all library events, especially any library events taking place outdoors (*even if it seems like a small group and the speaker can project OR staff doesn't believe there are participants who are hard of hearing*).
- Consider offering occasional programming with the support of ASL interpreters. Deaf and Hard of Hearing Services offers this resource throughout Southwest Michigan.

Inclusion Considerations for Older Adults

Strengths: Hastings Public Library offers a wealth of resources and opportunities to support our aging population, fostering connection, engagement, and lifelong learning. In addition to its extensive collection of large print books and audiobooks, the library provides technology support programs that help patrons stay connected in an increasingly digital world. Unique offerings such as the Puzzle Exchange Library, the Library of Things, and a rich collection of genealogy and local history resources encourage cognitive engagement, inspire meaningful conversations, and promote memory care. By providing these materials and programs in a welcoming, inclusive environment, the library plays an important role in reducing isolation and enhancing the quality of life for older adults in our community.

Infrastructural Considerations:

<p>Entrances and Exits</p> 	<p>Use clear, visible landmarks outside each entrance/exit (such as the parking lot or rain garden and the library sign on State St.) that remain recognizable year-round to aid wayfinding for older adults and those with dementia. Place pictures of these landmarks inside near the doors to help individuals associate each exit with what they will see outside, reinforcing memory and orientation.</p> <p>Increase the visibility of the automatic door buttons with the use of reflective tape or colored paint. Consider moving signage to the same side of the door as the button (see picture for reference).</p> <p>Maintain signage on lateral sides of doorways with large glass panes. These are very difficult to differentiate from an open door and could be hazardous to someone with dementia or low vision.</p>
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<p>Orientation/Staff Support</p>		<p>Consider posting the date and pictures of the staff on duty (See appendix A for example).</p> <p>Ensure all staff consistently wear name tags in a prominent place to identify themselves.</p>
<p>Flooring</p> 		<p>The flooring throughout the library is sound absorbing, dense, and relatively barrier free.</p> <p>Future infrastructure improvements could include changes to flooring to improve safety and comfort for older adults and people with low vision or dementia. Dark flooring or carpet transitions, as well as reflective surfaces like glass features, can create visual confusion. For someone with low vision or dementia, these areas may appear as holes, gaps, or uneven surfaces. This can cause fear, hesitation, or unsteady walking, increasing the risk of trips and falls. Using flooring with consistent, non-reflective, and lighter colors can help reduce these visual misperceptions and create a safer, more welcoming environment.</p>

Programming Considerations:

- Create a dedicated dementia-friendly book section (possibly within the large print area) featuring short stories, simple one-page poetry books, and large-print materials (font size 16+), avoiding all-caps text for easier reading. Suggested titles include:
 - Middle-late stage: [Activities to Provide Quality of Life](#)
 - Middle stage: [Memory Books](#), [A Walk in the Garden](#), [Favorite Hymns](#)
 - Early stage: [Will I Still Be Me?](#)
- Include caregiving resources nearby to support family members and care partners.

- Consider expanding leisure programming for older adults beyond the existing Movie and Memories Milestones series by adding coffee hours, craft classes, travel talks, or educational sessions, audiobook clubs, or structured genealogy groups.
- Provide reminiscence kits in the library of things. This could include consumables like scrapbook making supplies or larger items like [Joy for All Robotic Pets](#). Consult community partners to explore in-demand resources and older-adult friendly practices.
- Explore partnerships with local senior organizations like Barry County COA, or Thornapple Manor to develop and promote engaging, educational, and social programming tailored to older adults and those with dementia.
- Consider partnerships with the American Red Cross or Corewell to provide mobile clinics like blood pressure and diabetes screenings.



Dear Hastings Public Library Team,

As we conclude our accessibility review, we want to extend our sincere gratitude for your openness, partnership, and dedication throughout this process. It is clear that the Hastings Public Library is on a strong path toward creating a space where every member of the community feels welcome, valued, and included.

The Ability Collective is here to support you in any way that would be helpful, whether that means sharing additional resources, clarifying points from our report, helping design accessible programming, identifying grant opportunities, or connecting you with other organizations doing similar work.

If any staff or board members have questions, ideas, or concerns, please don't hesitate to reach out to me directly at maggie@theabilitycollective.org. We are more than happy to continue the conversation and support your work in this area.

Thank you again for inviting us into this important work and for the thoughtful care you bring to your role in the community.

Sincerely,

Maggie Bayerl
Executive Director

Appendix A.

Today is:

Monday	July 21	2025
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***This could be in dry erase format, laminated with velcro, or use a digital calendar.**

We are here to help you:

		
Lauren	Josh	Caleb

***Staff pictures and names could be laminated with velcro to change out at each shift.**