



Board of Trustees Meeting Minutes

December 16, 2025

The regular meeting of the Worthington Libraries Board of Trustees was held on Tuesday, December 16, 2025, at 6 p.m. in the meeting room at Old Worthington Library with Joan Herbers presiding. Members present were Kyla Dembowski, Elizabeth Grieser, Emma Mulvaney, Abigail Poklar, Haze Saputra and Joe Saverimuttu. Also present were Lauren Robinson, Director/CEO, Jeremie Stevens, CFO; Susan Allen, Director of Public Services; Phyllis Winfield, Director of Human Resources; Theresa Messenger, Executive Assistant; Sam Lewis, Systems Administrator, Robert Hess, Computer Systems Analyst; and Becky Princehorn, President of Friends Foundation of Worthington Libraries.

Public Participation:

Lauren Robinson gave an update on the Friends Foundation of Worthington Libraries on behalf of Becky Princehorn. Books and Brews made approximately \$13,000.00. Best wishes and Happy Holidays to everyone.

A motion was made by Ms. Mulvaney and seconded by Ms. Saputra to adopt RESOLUTION 12-01-25 to accept and approve the items under the consent agenda at one time.

- Minutes – Regular meeting – November 18, 2025
- Fiscal Officer's Report of the Payment of Bills for November in the amount of \$1,163,418.01
- Fiscal Officer's Financial Statement and Investment Report for November 2025
- Gifts for November
General Fund – \$194.00 from Kerry Orton

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

The following information items were presented:

- Director's Report – November 2025

Director's Report

November 2025

EMPLOYEE ENGAGEMENT

- Attended and spoke at Staff Day 2025.
 - Presented the Workplace Culture Philosophy, with ad hoc team, to staff.

COMMUNITY INVOLVEMENT

- Attended Worthington Leadership Roundtable
- Attended Leadership Worthington session – led Service Day discussion

- Attended CLC Governing Council meeting
- Attended Worthington Chamber After Hours – Meet City Officials
- Attended Books and Brews

FUTURE PLANNING

- Negotiation meetings with the Union bargaining committee. TA'd the contract on 11/13/25.



LIBRARY NEWS

- Presented at OLC's Annual Convention with Becky Princehorn

November 2025

Key Performance Indicators

	Current month	Change from last month	Change from last year	Sparkline
	November 2025	October 2025	November 2024	January 2023 – November 2025
Total first-time circulation	65,377	-2% ●	-9% ▼	
- Browse circulation	39,638	-2% ●	-12% ▼	
- Hold circulation	25,739	-2% ●	-3% ●	
Digital circulation	64,473	-8% ▼	0% ●	
Total door counts	49,619	-12% ▼	0% ●	
- OWL door counts	25,007	-11% ▼	6% ▲	
- NWL door counts	14,376	-14% ▼	-5% ●	
- WPK door counts	10,236	-14% ▼	-5% ●	
Program attendance	4,711	-4% ●	4% ●	
Meeting room reservations	67	-13% ▼	76% ▲	
Study room reservations	1,329	-17% ▼	9% ▲	

	Current month	Change from last month	Change from last year	Sparkline
	November 2025	October 2025	November 2024	January 2023 – November 2025
Website sessions	102,040	-10% ▼	11% ▲	
Pages printed	70,340	-15% ▼	-60% ▼	

➤ Organizational Highlights – November 2025

ORGANIZATIONAL HIGHLIGHTS

NOVEMBER 2025

A. Library Program Highlights

Studio Ghibli Craft Night

On November 3, Librarian Libby Vasey hosted a Studio Ghibli Craft Night at WPK for 48 excited patrons. Participants created felt Calcifer plushes, soot sprite pom-poms, Totoro origami bookmarks, and they also had access to Studio Ghibli-themed coloring sheets. All activities were a hit, with several adult patrons commenting on how good the craft selection was, as there was something appropriate for all ages. There were requests the program be repeated.

Electronics Recycling Event

On November 8, the Library partnered with RenTek to host an e-recycling event at NWL. Over four hours, 155 cars dropped off unwanted computers, printers, cables, cameras, televisions and more – a total of 6,765 pounds of electronics. With the amount of material collected, RenTek will provide over 169 hours of individual workforce development training for individuals with differing abilities and barriers to employment.

Sensory Playtime



On November 9, Lead Librarian Morgan Hidy hosted a Sensory Playtime for 54 little ones and their grown-ups at NWL. Fun activities - from melting ice cubes and digging for

treasure to building magnatiles on the lightboard and playing with musical instruments - engaged children's senses. Many kids stayed for the whole hour, while other parents expressed how much they enjoyed the program's drop-in format. Morgan heard from several grown-ups eager to attend future sensory playtimes and who appreciated the variety of activities they could replicate at home.

IDD-Friendly Painting at the Library



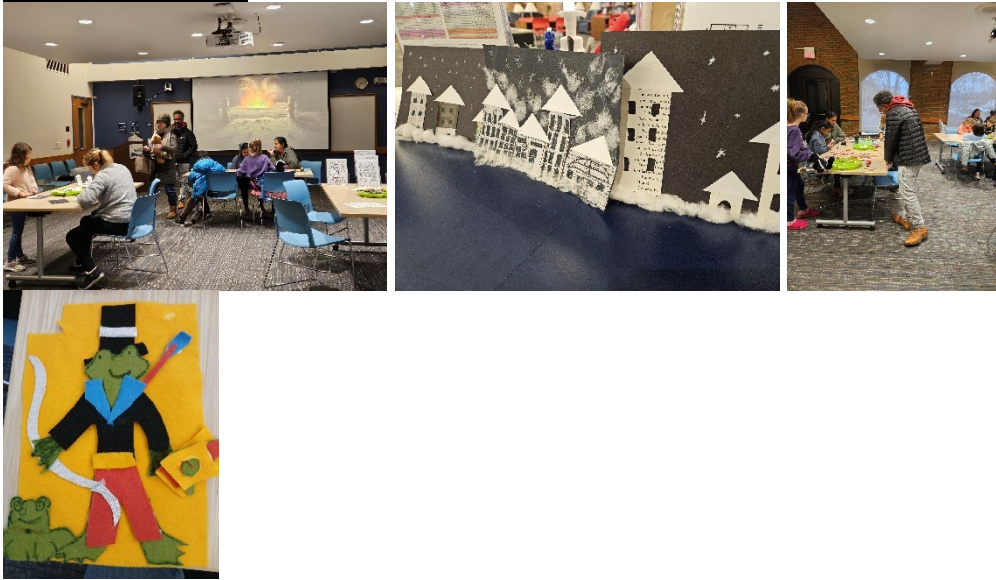
On November 15, Lead Librarian Hilary Harlan completed her Pathways goal of planning and presenting a program for patrons with intellectual disabilities or delays by hosting IDD-Friendly Painting at the Library. Held at WPK, 19 patrons attended and created paintings using a variety of methods, including free-style, traceable paintings and dot markers. Patrons complimented the variety of supplies and enjoyed experimenting with the different methods. Many attendees inquired when the next IDD-Friendly program will be held.

Junior Paleontologist Storytime



On November 16, Librarian Emma Rumley hosted a Junior Paleontologist Storytime for 35 dinosaur enthusiasts at NWL. After a storytime of dinosaur and fossil books and guessing games, the paleontologists-in-training examined real-life fossils, practiced their excavation skills in a fossil dig, played Evolve or Perish! - a prehistoric Chutes and Ladders-style board game - among other dino-themed activities.

Cozy Crafternoons



Over the course of three Sundays in November at OWL, Library associates Gerta Rehfeld and Chris Vongsavath and Lead Librarian Karah Power each led a different Cozy Crafternoon program. A total of 107 patrons attended the craft series and learned to knit; colored; made felt frogs; tried out an assortment of craft kits; wrote letters to loved ones; and created paper chains, saltwater paintings, button books and winter night pictures. One patron who came to knit was hoping to eventually knit a hat to donate to a cancer unit, as they received a free hat when they went through chemotherapy.

B. Service Highlights

Ability Matters Ohio Visit



On November 21, WPK hosted a visit from Ability Matters Ohio, an organization that provides services to individuals with autism and other neurological disabilities. Twenty-seven patrons and caregivers experimented with a variety of painting methods, including free-style, traceable paintings and dot markers. Attendees had a great time and plan to schedule another visit soon.

C. Community Engagement Highlights



Granby Elementary kindergarten teachers hosted a family night on November 3 and invited Outreach Services Coordinator Gabrielle Rathge to be the guest reader. Families rotated through stations, one of which included making s'mores over a campfire. Gabrielle read a few camping-themed books in each classroom, and many parents thanked her for attending.

Librarians Jodi Langley and Liz Corsi presented booktalks to Worthington elementary school media specialists on November 4. Because it was Election Day there was no school, so Jodi and Liz were invited to share new books during the media specialists' in-service time.

On November 19, Outreach Services Coordinator Gabrielle Rathge spent much of the day at Sutter Park Preschool presenting storytime. Food-themed books and songs were shared with almost 300 students.

Outreach Services Coordinator Gabrielle Rathge presented storytimes at Festa's 3-Generation Family ESL program on Bethel Road. Following a meal, adults take ESL classes, students get homework help and younger children receive preschool or childcare. Gabrielle presented storytimes to young elementary students, preschoolers and toddlers. We will be providing storytime once a month through April.

Pop-Up Library: 4 visits, 358 people

D. Patron Highlights

A patron shared with OWL staff: "Thank your ILL (interlibrary loan) services people for finding a book I didn't know existed. If you need help this is a fabulous place to come to." Staff report the book was on the early days of the Peace Corps (now AmeriCorps), when he and his wife worked for the organization.

A patron shared with OWL staff that Librarian Andrew Cline and Library Associate David Soulen were very helpful and ended with “This is the one thing my taxes go to that I’m happy about.”

A patron visited OWL looking for materials to help them become an interpreter. Staff mentioned Language Line (LL), which provides the library’s interpretation services, and decided to look at their website. Positions had recently been posted for people who speak Mandarin and Cantonese, languages in which the patron is fluent. Since LL also provides professional interpreter training as part of the job, our patron might have stumbled upon their next career!

Patron Jay C. left the following 5-Star Google review for WPK: “The staff here are friendly and helpful and the library is clean and organised.”

A patron came into the OWL children’s department and told staff, “I won the lottery! I’ve been asked to be the guest reader for my godson’s second-grade class.” He had a few titles he knew he wanted to read, and, with staff help, he picked out a few new ones. The patron left with a stack of 20 or so books and said the teacher will have to notify parents the class will be let out a little later so he can share each book with students.

Patron Dorothy B. left NWL a 5-Star Google Review: “Great staff. Can reserve numerous books at a time. Their system of working with other libraries around Ohio to get books they don’t carry is awesome. They even give dog treats through their drive up window. Pics of visiting dogs on drive up window area. My dog rates northwest library a 5, also.”

Regular WPK patron Alicia shared with WPK staff that she thinks the Community Resources area (which is curated and organized by Library Associate Becca Bushman and Adult Services Librarian Libby Vasey) is fabulous, and is impressed by all the materials the library offers. Alicia said every time she comes in, she goes to see what’s new, taking things not just for herself, but for family members, neighbor kids or to pin on her apartment complex’s community bulletin board. Once she found a Special Olympics postcard featuring her autistic nephew and his two best friends competing, and she was thrilled and grabbed some for him and other family. Alicia said she loves the citizenship and immigrant rights displays, and the aging resources located near the library’s memory kits. She is a patient safety advocate and said the materials kept there are wonderful and so valuable, because there are a lot of people caregiving for their loved ones who may feel underwater. Alicia also shared that her mom is recovering from five strokes, and Libby’s No-Sew Heart Pillows program (held in February of this year) helped with rehab and made her feel like fun and social opportunities are still in reach for her.

E. Staff Highlights

Nick Spence, OWL adult services library associate since May 29, 2022, was promoted to WPK youth services librarian effective December 8. Nick began his career at Worthington Libraries as WPK circulation assistant on November 15, 2021. He earned his MLIS from Kent State University and a Bachelor of Arts in Anthropology from The Ohio State University.

Bryce Hoehn, [“Hoehn” is pronounced like “hain,” rhyming with “gain”] (he/him), will join our team as NWL circulation assistant on December 8. Bryce’s library experience includes youth services librarian at the Athens branch of Athens County Public Libraries

(2023-2025). His most recent work experience also includes AmeriCorps Member with the Environmental Education Program in Athens, Ohio (2022-2023). Bryce earned a Bachelor of Arts in Political Science from Ohio University.

Jennifer Simcic has announced their resignation. Jennifer has accepted a position as preschool music/beginner keyboard teacher with Chambers Music Studio. "I have greatly appreciated my time in Youth Services at Worthington Libraries. It's been wonderful to have spent a decade of my life as part of this treasured community asset, and to have helped countless young readers over the years." Jennifer's last day will be January 3, 2026.

- The Union Contract was ratified.
- Susan Allen reported on the OLC Convention and Expo.

Finance Operations

- Finance Report

Personnel

Appointment	Position	Department	Location	Repl/New	Date
Nicholas Spence	librarian	youth services	WPK	R	12/08/25
Bryce Hoehn	circulation assistant	circulation	NWL	R	12/08/25

Ms. Mulvaney moved, with a second by Ms. Grieser, to adopt RESOLUTION #12-02-25 to authorize the Fiscal Officer of the Library to receive tax advances and settlements from the Franklin County Auditor for the collection year 2026 and until a Fiscal Officer is elected at the January 2027 Board of Trustees Organizational Meeting

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

A motion was made by Ms. Poklar and seconded by Ms. Mulvaney to adopt RESOLUTION #12-03-25 to permit the Fiscal Officer to pay necessary bills during 2026.

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

A motion was made by Ms. Poklar and seconded by Ms. Mulvaney to adopt RESOLUTION #12-04-25 to adopt the 2026 Pay Range/Pay Range Classifications, effective 12/21/25.

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

A motion was made by Ms. Dembowski and seconded by Ms. Saputra to adopt RESOLUTION #12-05-25 to approve a salary/pay rate increase for all eligible employees, determined by calculating 4.0% of the midpoint of the 2026 Pay Ranges and adding that increase to the employee's current salary/pay rate, effective 12/21/25.

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

A motion was made by Ms. Poklar and seconded by Ms. Dembowski to adopt RESOLUTION #12-06-25 to add, revise or delete the following position descriptions: computer systems analyst, director of community engagement, director of human resources, systems administrator, systems support specialist and technical services aide, effective 01/01/26

Voice vote: 7 ayes; 0 nays. Motion passed.

A motion was made by Ms. Mulvaney and seconded by Ms. Saputra to adopt RESOLUTION #12-07-25 to approve the Table of Organization, effective 01/01/26

Voice vote: 7 ayes; 0 nays. Motion passed.

Ms. Mulvaney moved with a second by Ms. Dembowski to adopt RESOLUTION #12-08-25 to approve revisions to the Personnel Policy Manual, effective 01/01/26

Voice vote: 7 ayes; 0 nays. Motion passed.

Mr. Saverimuttu gave an update on the Trustee search. The Worthington School Board of Education unanimously approved the Library's recommendation of Emma Mulvaney to a four-year term.

Ms. Herbers gave a report from the Nominating Committee for Board Officers (Ms. Herbers, Ms. Poklar and Ms. Grieser) to present the slate of officers for the 2026 Board of Trustees as follows: Ms. Poklar, president; Ms. Grieser, vice president; and Mr. Saverimuttu, secretary.

A motion was made by Ms. Dembowski and seconded by Ms. Poklar to adopt RESOLUTION #12-09-25 to approve one cabinet to be sold at auction or donated as surplus furniture and equipment.

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

A motion was made by Ms. Mulvaney and seconded by Ms. Grieser to adopt RESOLUTION #12-10-25 to move into Executive Session to discuss the evaluation and compensation of the Director/CEO and Chief Fiscal Officer.

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

The Board went into Executive Session at 6:26 p.m.

The Board came out of Executive Session at 8:07 p.m. and no action was taken.

A motion was made by Ms. Grieser and seconded by Ms. Dembowski to adopt RESOLUTION #12-11-25 to approve the salary for the Chief Fiscal Officer from \$96,596.40 annually for a 30-hour work week in 2025 to \$101,175.00 annually for a 30-hour work week, effective 12/21/2025.

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

A motion was made by Ms. Mulvaney and seconded by Ms. Poklar to adopt RESOLUTION #12-12-25 to approve the salary for the Director/CEO from \$166,355.30 annually in 2025 to \$174,240.50 annually, effective 12/21/2025.

Roll call: Kyla Dembowski, aye; Elizabeth Grieser, aye; Joan Herbers, aye; Emma Mulvaney, aye; Abigail Poklar, aye; Haze Saputra, aye; and Joe Saverimuttu, aye. Motion passed.

Ms. Herbers moved the adjournment of the meeting at 8:11 p.m.

Bank Balance as of November 30, 2025: \$22,475,018.79

This meeting was digitally recorded and is maintained on file by the Worthington Public Library.