

# Board of Trustees Regular Meeting Agenda

Douglas County Libraries  
Wednesday, September 30, 2020  
7:00 P.M.  
Remote Meeting

**CALL TO ORDER**

Presiding: Ron Cole, President

**NOTICE** *This meeting was noticed in compliance with both Colorado Open Meeting Law and the Douglas County Libraries Bylaws.*

**ATTENDANCE****PUBLIC COMMENTS****CONSENT AGENDA****Page 4**

*Board members may request to have any item(s) removed from the consent agenda for further conversation by making that request when asked by the chair and stating the item.*

**MOTION** to approve Consent Agenda

- |  |             |
|--|-------------|
| 1. Minutes August 26, 2020                 | Pages 5-7   |
| 2. Minutes September 2, 2020               | Pages 8-9   |
| 3. 2021 District Holiday Closure Schedule  | Page 10     |
| 4. 2021 Storybook Holiday Closure          | Page 11     |
| 5. 2021 Board of Trustees Meeting Schedule | Pages 12-16 |

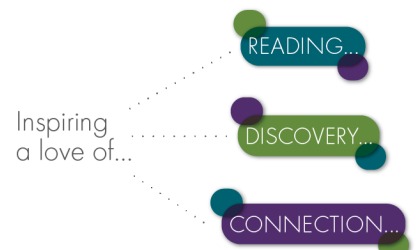
**EXECUTIVE LIBRARY DIRECTOR UPDATE**

- |  |             |
|--|-------------|
| • Library & Department Activity Report | Pages 17-31 |
|--|-------------|

**DISTRICT BUSINESS****Page 32**

*Do any board members have a conflict of interest to disclose regarding any of the below matters? If so, please recuse yourself, and return to the meeting after discussion has ended.*

- Appoint Foundation Class I Director for 2021
- Appoint Trustee to sit on Trustee Selection Committee



Capital Planning Committee (Danser)

- Any report

Executive Committee (Cole)

- Any report

Personnel Committee (Silverthorn)

- Executive Library Director's Annual Review  
**MOTION** to enter into Executive Session

**EXECUTIVE SESSION**

**RETURN TO OPEN MEETING**

**FOUNDATION**

**TRUSTEE COMMENTS**

**UPCOMING BOARD MEETINGS**

**Currently Scheduled:**

1. **Board Meeting**: October 28, Douglas County Libraries at Castle Rock, Event Hall East, 7:00 p.m. (Dinner at 6:30 p.m.)
2. **Board Study Session**: October 28, Douglas County Libraries at Castle Rock, Event Hall East, 5:00 p.m.
3. **Board Executive Committee**: October 14, Douglas County Libraries at Lone Tree, The Studio, 8:00 a.m. (Trustees Cole, Duffy, Silverthorn)

**OTHER BOARD CALENDAR ITEMS**

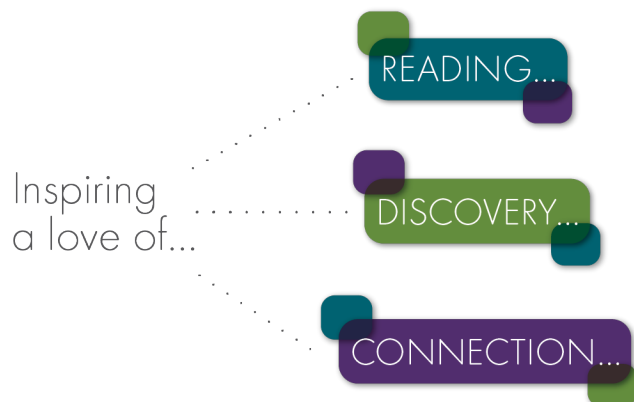
1. **Partnership of Douglas County Governments Elected Officials Reception**: November 19, 2020, TBA 6:00 – 8:00 p.m.

**ADJOURN**



## Board of Trustees

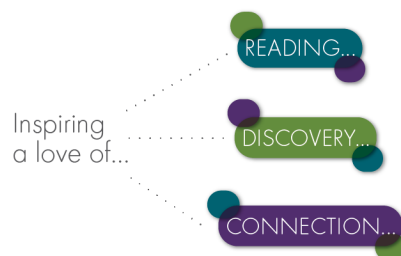
September 30, 2020



**Board Action:** Review the documents for the below items for mass approval. Board members can remove any item from the consent agenda prior to its acceptance for further discussion and action during district business.

#	Item	
1.	Minutes	Regular Board Meeting, August 26, 2020
2.	Minutes	Special Meeting, September 2, 2020
3.	Closures – 2021 District Holidays	See the 2021 Holiday Closures Schedule This schedule mirrors the schedule for the last several years.
4.	Closures – 2021 Storybook Holiday (SBH) Events	See the RFA (Requests for Approval) SBH Closure 2021
5.	2021 Board of Trustee Meeting Dates	See the 2021 Board Meeting Dates DRAfT for Approval

**MOTION:** I move to accept the Consent Agenda as presented.



## DOUGLAS COUNTY LIBRARIES

### Board of Trustees Meeting

August 26, 2020

Remote Virtual

President Cole called the regular meeting to order at 7:02 p.m.

This meeting was held and was noticed in compliance with both Colorado Open Meeting Law and the Douglas County Libraries Bylaws.

The following were present:

**TRUSTEES:** Suzanne Burkholder, Ron Cole, Daniel Danser, Sean Duffy, Meghann Silverthorn, Dawn Vaughn, and Louise Wood

All trustees were present. A quorum was present.

**STAFF:** Bob Pasicznyuk, Melissa Anciaux, Dave Anderson, Jill Corrente, Amber DeBerry, Julianne Griffin, Michael King, Teresa LeFevre, Nanci Marr, and Patti Owen-DeLay

**Presenting Staff:** Lisa Casper, Amber DeBerry, Susie DeSersa, Amy Fischer, Jaime Gotlieb, Kerri Morgan, Michael Morrow, Rick O'Dell, Kate Prestwood, Stacey Walter, and Stefani Wiest

**GUESTS:** Retired Trustees John Beckwith, Lawrence Falter, and Bob Morris

**PUBLIC:** None

**PUBLIC COMMENT:** None

### APPROVAL OF CONSENT AGENDA

**MOTION 20-08-01:** Cole moved and the motion carried unanimously to approve the Consent Agenda as presented, including the minutes of the May 9, 2020, board meeting, the Parker Playscape budgeted capital expenditure, the Roxborough Lease extension, and the Eide Bailly Annual Audit Engagement letter, and also authorizing Executive Library Director Robert W. Pasicznyuk to sign the Roxborough Lease extension.

### RECOGNITION OF RETIRED TRUSTEES

Cole stated a highlight of tonight's meeting was the chance to recognize three retiring trustees: Bob Morris, John Beckwith, and Lawrence Falter.

Cole reviewed their contributions and expressed board appreciation for their service. The board passed formal Resolutions of Recognition on March 16, 2020.

### EXECUTIVE LIBRARY DIRECTOR UPDATE

- Introduction of new Director of Administrative Services

Pasicznyuk introduced Jill Corrente who started in early 2020. COVID and schedules didn't allow for the introduction before now.

- Library PowerPoint Presentation  
Library staff presented a mini Quarantine Quiz Show and an array of customer appreciation for the services we provide and have provided during COVID.

## **DISTRICT BUSINESS**

No one declared a conflict of interest.

- Quarterly Financial Report / Fiscal Update  
Anderson reviewed the quarterly investment and financials.
  - Based on where we are today, we expect about a \$200,000 surplus to budget.
  - The library received notice that we have been awarded \$500,000 toward COVID expense reimbursement through a state grant program for special districts.
- Quarterly Key Performance Indicator Reports (1<sup>st</sup> and 2<sup>nd</sup> Quarters)  
Pasicznyuk noted that this is not a banner year for metrical data given the COVID shutdown.

## **FOUNDATION**

Cole reported on the Foundation quarterly meeting in July. Anderson shared that the Foundation investment account went over \$1 million for the first time this last month. DeBerry shared that though the gala has been cancelled some donors are still donating.

## **TRUSTEE COMMENTS**

Burkholder stated that it is clear staff are connecting with the community in unique ways as evidenced from the presentation.

Burkholder thanked the former trustees with hopes of someday meeting them.

## **UPCOMING BOARD MEETINGS**

### **Currently Scheduled:**

1. **Board Meeting**: September 30, 2020, Douglas County Libraries in Parker, Event Hall A, 7:00 p.m. (Dinner at 6:30 p.m.)
2. **Board Study Session**: September 30, 2020, Douglas County Libraries in Parker, Event Hall A, 5:00 p.m.-6:30 p.m.

### **Other Board Calendar Items:**

1. **Annual Board Retreat**: September 19, 2020, Douglas County Libraries in Castle Pines, Castle Pines CPN Master Association Event Hall, 9:00 a.m.-1:00 p.m.
2. **Partnership of Douglas County Governments Meeting**: September 16, 2020, PACE Center, Parker, 7:00 a.m. (Meeting begins at 7:30 a.m.)

The meeting was adjourned at 7:55 p.m.

Respectfully submitted,

Louise Wood, Board Secretary  
Minutes prepared by Patti Owen-DeLay

DRAFT

**DOUGLAS COUNTY LIBRARIES**  
**Board of Trustees Special Meeting**  
**September 2, 2020**  
**Remote Virtual**

Vice-President Silverthorn called the special meeting to order at 5:35 p.m.

This meeting was held and was noticed in compliance with both Colorado Open Meeting Law and the Douglas County Libraries Bylaws.

The following were present:

**TRUSTEES:** Suzanne Burkholder, Sean Duffy, Meghann Silverthorn, Dawn Vaughn, and Louise Wood

Ron Cole and Dan Danser were absent. The absences were excused. A quorum was present.

**STAFF:** Bob Pasicznyuk, Michael King, and Patti Owen-DeLay

**STAFF ATTENDING AS PUBLIC:** Rachel Brackenridge, Amber DeBerry, Cindy McGuire, Kate Prestwood, Carlee Tocco, and Andrea Wyant

**PUBLIC:** Mary Bennett

**PUBLIC COMMENT:** None

**DISTRICT BUSINESS**

No one declared a conflict of interest.

Reorganization Discussion

Pasicznyuk highlighted the two main ideas the plan is based upon:

1. The structure forms a DCL Management Team by areas of expertise.
2. The structure prepares the organization for new strategy.

Trustees asked about:

- Path for employees whose positions are ending and timing
- Whether skill sets within the library pool translate to these new roles
- How delivery will improve when this change is accomplished
- Continued patron connection to local branches
- Biggest risks with the plan
- Not only expected outcome, but how the outcome will be measured
- Ensuring gaps in board knowledge are filled to ensure full board is set to support this change
- Communication strategy for board interaction with customers as library ambassadors



Trustees requested:

1. The board wishes to revisit onboarding and development for members - especially newer members that didn't have the same opportunities because of the health emergency.
2. The board wishes for the Executive Library Director to create a list of outcomes that are being tracked around the reorganization.
3. The board wishes to view and appraise our the reorganization communication plan.

### TRUSTEE COMMENTS

Vaughn expressed support of the plan and commitment to not cloning the libraries while achieving efficiencies of consistency.

### UPCOMING BOARD MEETINGS

1. **Board Meeting**: September 30, 2020, Douglas County Libraries in Parker, Event Hall A, 7:00 p.m. (Dinner at 6:30 p.m.)
2. **Board Study Session**: September 30, 2020, Douglas County Libraries in Parker, Event Hall A, 5:00 p.m.-6:30 p.m.

### Other Board Calendar Items:

1. **Annual Board Retreat**: September 19, 2020, Douglas County Libraries in Castle Pines, Castle Pines CPN Master Association Event Hall, 9:00 a.m.-1:00 p.m.
2. **Partnership of Douglas County Governments Meeting**: September 16, 2020, PACE Center, Parker, 7:00 a.m. (Meeting begins at 7:30 a.m.)

### Additional Board Committee Meetings Recently Scheduled for September:

1. **Executive Committee**: September 9, 2020, Douglas County Libraries in Lone Tree, The Studio, 8:00 a.m. (Note: will be a standing meeting the second Wednesday of each month at the same time and location)
2. **Personnel Committee**: September 25, 2020, Douglas County Libraries in Parker, The Loft, 8:00 a.m.

**MOTION 20-09-01SP:** Wood moved and the motion carried unanimously to adjourn the meeting. The meeting was adjourned at 6:22 p.m.

Respectfully submitted,

Louise Wood, Board Secretary  
Minutes prepared by Patti Owen-DeLay

**2021 Holiday Closure Schedule****Observed Holidays: All district facilities will be closed.**

New Year's Day	Friday, January 1
Martin Luther King Day	Monday, January 18
President's Day	Monday, February 15
Easter Sunday	Sunday, April 4
Memorial Day	Monday, May 31
Independence Day	Sunday, July 4
Labor Day	Monday, September 6
Thanksgiving Day	Thursday, November 25
Christmas Day	Saturday, December 25

**Other Closures and Special Schedule Dates:**

All district facilities will close at 3:00 pm on:

- Thanksgiving Eve, Wednesday, November,24
- Christmas Eve, Friday, December 24
- New Year's Eve, Friday, December 31

Employee schedules will be adjusted to other days within the pay period to meet their regular scheduled hours for the week. Eligible employees may request to use available PTO, instead of adjusting their schedule.

**DATE:** September 22, 2020

**AGENDA ITEM:** Closure motion and Request for Approval for early Closures of Highlands Ranch and Lone Tree libraries for the set-up/tear-down of Storybook Holiday events.

**PERSON(S) RESPONSIBLE:** Amber DeBerry, Director, Community Relations

**EXECUTIVE SUMMARY:** Storybook Holiday, the Lone Tree signature program that we launched in 2017 has been a resounding success. In order to continue the experience for the community, staff is requesting:

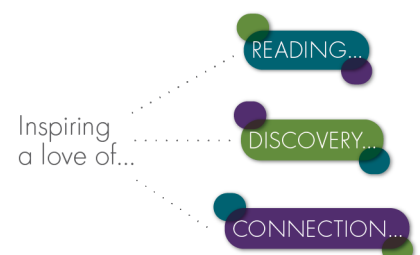
1. A two-hour early closure of the Lone Tree Library on the Saturday of the program (as was approved for the 2020 program), and
2. A one-hour late opening of the Lone Tree Library on Sunday to allow for the brunch experience of the program (as was approved for the 2020 program), and
3. A two-hour early closure of the Highlands Ranch Library to allow for the October experience on the Saturday of the program (as was approved for the 2020 program).

This would help simplify setup by allowing for that activity without navigating around patrons in the building. This also allows us to start the event earlier, supporting our younger patrons.

**STAFF RECOMMENDATION:** Staff recommends closing the Lone Tree Library early on Saturday, December 4, 2021 at 3 p.m. (This is a two-hour early closure) and opening the Lone Tree Library late on Sunday December 5, 2020 open at 1 p.m. (This is a one-hour late opening). In addition, staff recommends closing the Highlands Ranch Library early on Saturday, October 23, 2021 at 3 p.m. (This is a two-hour early closure)

**FISCAL IMPACT:** None

**SUPPORTING DOCUMENTATION:** None



**REGULAR BOARD MEETINGS** are the last Wednesday of each month from 7 p.m. – 9 p.m. with dinner at 6:30 p.m. At least eight regular board meetings are held a year. Typically, meetings are not held in January, July or November.

**SPECIAL BOARD MEETINGS** are called as necessary.

**STUDY SESSIONS** before the Regular Board Meetings on the last Wednesday of the month from 5 p.m. – 6:30 p.m. every other month.

**INFORMAL BOARD MEETINGS** are every other month on the months without a Study Session on the last Wednesday of each month from 8 a.m. – 9 a.m.

**COMMITTEE MEETINGS** are scheduled monthly and cancelled when not needed.

**Executive Meetings** are the second Wednesday of each month from 8 a.m. – 9 a.m.

**Capital Planning Meetings** are the first Thursday of each month from 8 a.m. – 9 a.m.

**Personnel Meetings** are the third Friday of each month from 8 a.m. – 9 a.m.

**ANNUAL BOARD RETREAT:** Held annually in May on a Saturday from 9 a.m. – 4 p.m.

**FOUNDATION AT BOARD MEETING:** In May the Foundation is invited to dine with the board and to attend the library board meeting.

**COVID ACCOMMODATIONS:** While we are under mask, social distancing, decreased space capacities or other COVID restrictions the board will meet in-person for study and regular meetings at the Castle Pines library in the CPN Master Association Event Hall. The public will attend via remote call in. If COVID restrictions ban in-person meetings, trustees will meet using remote call in.

**WEATHER ACCOMMODATIONS:** When weather prohibits in-person meetings, the meetings will be moved to a remote call in meeting.

Date	Time	Meeting Type	Location	Which Board Members
<b>JANUARY</b>				
Thurs. 1/7/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	Danser and Vaughn
Weds. 1/13/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	Cole and Silverthorn,
Fri. 1/15/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	Silverthorn, Burkholder and Cole
Weds. 1/27/21	8-9 a.m.	Informal Board Breakfast Meeting	TBD	All
NONE		Study Session Dinner Regular Board Meeting		
<b>FEBRUARY</b>				
Thurs. 2/4/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	Danser and Vaughn
Weds. 2/10/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	Cole and Silverthorn,
Fri. 2/19/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	Silverthorn, Burkholder and Cole
NONE		Informal Board Breakfast Meeting		
Weds. 2/24/21	5-6:30 p.m. 6:30-7 p.m. 7-9 p.m.	Study Session Dinner Regular Board Meeting	Castle Pines library, CPN Master Association Event Hall	All
<b>MARCH</b>				
Thurs. 3/4/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 3/10/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 3/19/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 3/31/21	8-9 a.m.	Informal Board Breakfast Meeting	TBD	All
NONE		Study Session		
Weds. 3/31/21	6:30-7 p.m. 7-9 p.m.	Dinner Regular Board Meeting	Castle Pines library, CPN Master Association Event Hall	All

# 2021 BOARD OF TRUSTEE MONTHLY MEETINGS

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Date	Time	Meeting Type	Location	Which Board Members
APRIL				
Thurs. 4/1/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 4/14/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 4/16/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
NONE		Informal Board Breakfast Meeting		
Weds. 4/28/20	5-6:30 p.m.	Study Session	Castle Pines library, CPN Master Association Event Hall	All
	6:30-7 p.m.	Dinner		
	7-9 p.m.	Regular Board Meeting		
MAY				
Thurs. 5/6/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 5/12/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 5/21/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Sat. 5/22/21	9 a.m.-4 p.m.	Annual Board Retreat	Highlands Ranch Library, Event Hall A/B	All
NONE		Informal Board Breakfast Meeting		
NONE		Study Session		
Weds. 5/26/21	5:30-7 p.m.	Dinner with Foundation Board	Castle Pines library, CPN Master Association Event Hall	All
	7-9 p.m.	Regular Board Meeting		
JUNE				
Thurs. 6/3/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 6/9/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 6/18/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
NONE		Informal Board Breakfast Meeting		
Weds. 6/30/21	5-6:30 p.m.	Study Session	Castle Pines library, CPN Master Association Event Hall	All
	6:30-7 p.m.	Dinner		
	7-9 p.m.	Regular Board Meeting		

# 2021 BOARD OF TRUSTEE MONTHLY MEETINGS

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Date	Time	Meeting Type	Location	Which Board Members
<b>JULY</b>				
Thurs. 7/1/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 7/14/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 7/16/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 7/28/21	8-9 a.m.	Informal Board Breakfast Meeting	TBD	All
NONE		Study Session Dinner Regular Board Meeting		
<b>AUGUST</b>				
Thurs. 8/5/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 8/11/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 8/20/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
NONE		Informal Board Breakfast Meeting		
Weds. 8/25/21	5-6:30 p.m. 6:30-7 p.m. 7-9 p.m.	Study Session Dinner Regular Board Meeting	Castle Pines library, CPN Master Association Event Hall	All
<b>SEPTEMBER</b>				
Thurs. 9/2/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 9/8/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 9/17/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 9/29/21	8-9 a.m.	Informal Board Breakfast Meeting	TBD	All
NONE		Study Session		
Weds. 9/29/21	6:30-7 p.m. 7-9 p.m.	Dinner Regular Board Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	All

# 2021 BOARD OF TRUSTEE MONTHLY MEETINGS

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Date	Time	Meeting Type	Location	Which Board Members
OCTOBER				
Thurs. 10/7/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 10/13/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 10/22/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
None		Informal Board Breakfast Meeting		
Weds. 10/27/21	5-6:30 p.m.	Study Session	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	All
	6:30-7 p.m.	Dinner		
	7-9 p.m.	Regular Board Meeting		
NOVEMBER				
Thurs. 11/4/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 11/10/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri. 11/19/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 11/17/21	8-9 a.m.	Informal Board Breakfast Meeting	TBD	All
NONE		Study Session Dinner Regular Board Meeting		
		DECEMBER		
Thurs. 12/2/21	8-9 a.m.	Capital Planning Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
Weds. 12/8/21	8-9 a.m.	Executive Committee Meeting	Lone Tree library, The Studio	TBD
Fri 12/17/21	8-9 a.m.	Personnel Committee Meeting	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	TBD
NONE		Informal Board Breakfast Meeting		
Weds. 12/1/21	5-6:30 p.m.	Study Session	Castle Pines library, 1 <sup>st</sup> Floor Conference Room	All
	6:30-7 p.m.	Dinner		
	7-9 p.m.	Regular Board Meeting		



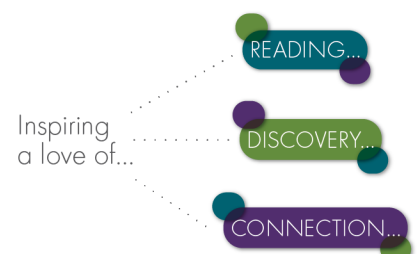
## 2020 Priorities – Reorganization Outcomes and Progress

Bob Pasicznyuk

September 2020

Our library's reorganization is continuing toward specific outcomes accomplishing some tasks in September and others throughout October. Manager and supervisor placements are ordered first in recruitments followed by librarians and specialty roles. Thirteen manager and supervisor positions are in transition toward these outcomes.

- Organizing a DCL Management team by areas of specialization rather than location. The work is on schedule to recruit leadership in October for district-wide areas of expertise including *Youth & Family Services* as well as *Materials Handling & Logistics*.
- Augmenting that DCL Management team with leadership in new areas of strategic focus. The work is on schedule to secure leadership for new teams - *Community Services & Partnerships* as well as *Customer Experience & Analytics*.
- Foundational to those outcomes, our HR team is analyzing and adjusting key job descriptions, pay grades, titles, and salaries for internal equity and legal compliance. The library is anticipating new Colorado legal requirements that begin on 1/1/2021. HR is standardizing job title nomenclature for consistency and risk mitigation – coordinator, supervisor, analyst, librarian, manager, and more. The library is upgrading *Materials Handlers'* pay grade anticipating minimum wage compliance. The library is also upgrading pay grades for Librarians and Supervisors in keeping with market comparisons.
- A key outcome and need of the reorganization is to support staff in the midst of change. This is a continuing effort requiring communication and coaching. Each week, the Senior Leadership Team releases specific updates and communication around the reorganization. The Senior Leadership Team is available for "office hours" at each of our libraries for dialog and clarity. The library is also offering staff the opportunity to work with external coaches so that they can set goals and summit change with skill.
- Directors are tracking all of our changes both against this year's budget boundaries and next year's needs. The outcome is to create structure, teams, and assignments that are efficient and that economically scale for the future.



## **Monthly Board Speaking Points**

### **DCL Learning Lab & Study Hall – A New Offering**

To support our schools, teachers and students in a challenging educational environment, the libraries new Learning Lab services provide supported learning and enrichment for kids in elementary to high school. Services include an enrichment series mini-camp for elementary students, supervised Study Hall + Student Support Services for middle and high schoolers, and an online Student's Bookshelf coming soon.

### **A Storybook Holiday: Frankenstein's Castle**

The library is expanding our popular winter Storybook Holiday events with a fall event. This fun family event will feature kid-friendly catered appetizers, drinks and refreshments, monster and fall-themed crafts and a trick-or-treat experience for the brave of heart. Wave-based reservations will allow for social distancing and surface cleaning.

### **Trustee Sean Duffy Retiring**

Sean Duffy is retiring from the library board at the end of the year. While we will miss Mr. Duffy, this creates an opening for a trustees in County Commissioner District III, Highlands Ranch area. The Board of County Commissioners has sought applications and will be conducting their process over the next few months to appointment a new trustee.

## **What They Are Saying About Us**



**Charley Heard**

★★★★★ 5 weeks ago

Pleasant, friendly staff. Well organized facility.

 Reply



**Jennifer Chapel**

★★★★★ 1 week ago

The staff at this library is so helpful and kind. Renting spaces is so easy. Very well organized. Designated spaces for kids to be talkative and quiet spaces too.

 Reply



**Kelsy » Peak and Repeat** 🏔️☀️ @PeakRepeat · Aug 22

Study hack:

Get out of your environment and into a fresh space to dial into that project you've been needing to work out

Shout out to my local library, been coming here for years @DCLcolorado best study place around!



**Mary Kozojed**

★ ★ ★ ★ ★ 3 days ago

The rude lady upstairs was not understanding over a printing job. I put in my library card number to request a printing job, selected to pay the vending device .10 per page, dropped my .20 in to print 2 pages and the printer did not print my pages. I waited an extra 20 seconds to see if the printer had a slow connection and because the "timer of 45 seconds" had run out on the account the computer went back to home screen. So, when I asked the bleached blonde at the desk upstairs for assistance she automatically sneered attitude because she assumed I had not scanned my number in beforehand only because the "45 second timer had run out" and the computer was back on the log in screen. The ladies downstairs were very nice in helping me obtain a library card and reserve future reservations weeks ahead. The person upstairs needs an attitude check.

↩ Reply

Name: Brion Black

Email: [brionbb@gmail.com](mailto:brionbb@gmail.com)

Comment: Love the new ability to search for a book on Google and the request for a hold show up on the top search page so I can get it at my local (Highlands Ranch) library.

**Parker Chronicle:** ["Summer Reading Ends with Donation, Ice Cream"](#)

**National Association of Counties County News (page 14):** ["Libraries Step Up During Pandemic"](#)

**Virtual Pajama Storytime:**

<https://highlandsranch.macaronikid.com/events/5f653c25372a735c0ecfa443/virtual-pajama-storytime-with-douglas-county-libraries-every-tuesday-ages-0-6>

**Castle Pines News-Press:** <https://castlepinesnewspress.net/stories/douglas-county-seeks-volunteers-for-citizen-advisory-boards,314097>

## **Library Reports**

### **Reading Buddies Adapts for a New School Year**

Our ever-popular **Reading Buddies** program went virtual this fall!

Designed to enrich and encourage struggling readers between first and third grade to develop their confidence and excitement for reading, this personalized program provides a safe, interactive and stress-free environment. We match new readers with trained teen volunteers and then watch the magic over the next eight weeks as their relationships and reading competencies grow. Over Zoom, the paired Buddies play literacy group games, read one-on-one, and complete fun reading challenges.

With our new virtual setting, we are able to make this a district-wide program allowing customers from across the county to participate.

We send a special shout-out to the Parker staff for heading up and piloting this virtual format, we thank the amazing teen volunteers, and we cheer on all the new readers as they begin their journey as life-long readers.

### **Goodnight Library**

What happens in the library after the customers go home? Storytime, of course! Building on the success of Douglas County Libraries Virtual Storytime, on September 15 the youth services team kicked off a weekly evening virtual storytime – pajamas encouraged! Each Tuesday evening at 7 p.m., a DCL branch team hosts evening storytime, with stories, songs, movement, play, and literacy tips adopting a bedtime theme for children and care givers.

During the inaugural storytime, Kelly Allan, a youth services librarian from DCL in Highlands Ranch, invited Zoom participants to cuddle up with a favorite stuffed animal and a blanket as she read bedtime stories and played games (involving a veritable mountain of stuffed animal friends and a very large toothbrush). DCL has offered evening storytimes in our branches for many years, recognizing it as a fun and engaging way to close out a busy day, particularly for working families who are unable to join a weekday morning storytime in the branch. Now that

storytimes are offered over Zoom, our live PJ storytime offers a wonderful opportunity for children and parents / caregivers across the county to end the day together through songs and stories.

The branches are taking the weekly storytime in turns. Join us next Tuesday evening for live PJ storytime fun!



## **Upcoming Events**

### **Financial Tips to Live Your Best Life**

Wednesday, September 30, 6 PM, Virtual Event

Learn to align your budget with your values, from buying a home or creating an emergency fund to saving for retirement.

### **Quarantine(ish) Quiz Show**

Friday, October 2, 2020. 7 PM Virtual Program

The Quarantine(ish) Quiz Show is back! In honor of the season, we'll be asking questions based on classic spooky tales, fun fall traditions, and more! Grab the whole family for this festive virtual event!

### **A Storybook Holiday: Frankenstein's Castle**

Saturday October, 24, 3 PM, 5 PM, 7 PM, Highlands Ranch

Join us for an evening of spooky treats and frightful delights as we bring Frankenstein's Castle to life at our Highlands Ranch location.



# Book Lovers at Home!

September 16, 2020

## Welcome to Douglas County Libraries Book Lovers at Home.

DCL staff members gathered reading choices and fun links to authors and reviews so that each Book Lovers at Home will offer different choices. We hope this finds you well. Special thanks to Robb Luinstra, Sarah Stevens, Natalie Welch, and other staff who shared what they were reading. Basic book descriptions provided by publishers with additional notes by staff. Feel free to email me questions or books you've read during this time that you'd recommend.

– Lisa Casper [lcasper@dclibraries.org](mailto:lcasper@dclibraries.org)

### Stay Connected with DCL

<https://www.dcl.org/> Up to date information regarding services and hours of operation.

DCL Virtual Storytimes: <https://www.dcl.org/storytime/>

Become a DCL Insider with our monthly e-newsletter <https://www.dcl.org/newsletters/>

### Register for Book Lovers at Home

November 18<sup>th</sup> Register [HERE](#)

## Recommendations by Lisa and Robb

***Blacktop Wasteland*** by S.A. Cosby. Thriller. July 2020, 304pgs. Beauregard “Bug” Montage is an honest mechanic, a loving husband, and a hard-working dad. Bug knows there’s no future in the man he used to be: known from the hills of North Carolina to the beaches of Florida as the best wheelman on the East Coast. He thought he’d left all that behind him, but as his carefully built new life begins to crumble, he finds himself drawn inexorably back into a world of blood and bullets. When a smooth-talking former associate comes calling with a can’t-miss jewelry store heist, Bug feels he has no choice but to get back in the driver’s seat. Bug is at his best where the scent of gasoline mixes with the smell of fear. Haunted by the ghost of who he used to be and the father who disappeared when he needed him most, Bug must find a way to navigate this blacktop wasteland...or die trying. Like *Ocean’s Eleven* meets *Drive*, with a Southern noir twist, S. A. Cosby’s *Blacktop Wasteland* is a searing, operatic story of a man pushed to his limits by poverty, race, and his own former life of crime. Authors in Virtual interview for Politics and Prose Bookstore on YouTube interview:

<https://www.politics-prose.com/video/crime-fiction-in-todays-america-sa-cosby-and-david-heska-wanbli-weiden>

***Caste: The Origins of Our Discontent*** by Isabel Wilkerson. Nonfiction/History. August 4, 2020, 496pgs. Wilkerson is a beautiful writer and her books are great stories and engage readers immediately. Check her out if you haven’t before. In this brilliant book, Isabel Wilkerson gives us a masterful portrait of an unseen phenomenon in America as she explores, through an immersive, deeply researched narrative and stories about real people, how America today and throughout its history has been shaped by a hidden caste system, a rigid hierarchy of human rankings. Beyond race, class, or other factors, there is a powerful caste system that influences people’s lives and behavior and the nation’s fate. Linking the caste systems of America, India, and Nazi Germany, Wilkerson explores eight pillars that underlie caste systems across civilizations, including divine will, bloodlines, stigma, and more. Using riveting stories about people—including Martin Luther King, Jr., baseball’s Satchel Paige, a single father and his toddler son, Wilkerson herself, and many others—she shows the ways that the insidious undertow of caste is experienced every day. She documents how the Nazis studied the racial systems in America to plan their out-cast of the Jews; she discusses why the cruel logic of caste requires that there be a bottom rung for those in the middle to measure themselves against; she writes about the surprising health costs of



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caste, in depression and life expectancy, and the effects of this hierarchy on our culture and politics. Finally, she points forward to ways America can move beyond the artificial and destructive separations of human divisions, toward hope in our common humanity. New York Public Library Author Interview. It starts about 11 minutes 50 seconds into this link.

[https://www.youtube.com/watch?time\\_continue=1&v=FxpouTYfJKY&feature=emb\\_logo](https://www.youtube.com/watch?time_continue=1&v=FxpouTYfJKY&feature=emb_logo)

***Leonard and Hungry Paul* by Ronan Hession.** Fiction Debut. August 11, 2020, 256pgs. **A disarming novel that asks a simple question: Can gentle people change the world?** In this charming and truly unique debut, popular Irish musician Ronan Hession tells the story of two single, thirty-something men who still live with their parents and who are . . . nice. They take care of their parents and play board games together. They like to read. They take satisfaction from their work. They are resolutely kind. And they realize that none of this is considered . . . normal. *Leonard and Hungry Paul* is the story of two friends struggling to protect their understanding of what's meaningful in life. It is about the uncelebrated people of this world — the gentle, the meek, the humble. And as they struggle to persevere, the book asks a surprisingly enthralling question: Is it really them against the world, or are they on to something? I think this is just the type of book the world needed now – Lisa <https://www.youtube.com/watch?v=BAGNE2qQqvM> Author talks about book

***Ordinary Hazards* by Anna Bruno.** Fiction. August 11, 2020, 272 pgs. *The Final Final is the kind of bar that doesn't exist in cities, a peculiarity of a small town that has seen better days. It is so called because it's the last bar on the edge of town. The final stop after the final stop: The Final Final.* It is 5 pm and Emma has settled into her hometown bar for the evening, nine months after her divorce from Lucas, a man she met in this very room on a blind date orchestrated by the very locals who now surround her. As she observes their banter and reminisces, key facts about her history begin to emerge, and the past comes bearing down on her like a freight train. Why has Emma, a powerhouse in the business world, ended up here? What is she running away from? And what is she willing to give up in order to recapture the love she has lost? As she teeters on the edge of oblivion, becoming more booze-soaked by the hour, Emma's night begins to spin out of control. A meditation on contemporary love, loss, and the place we call home, and in the tradition of *Ask Again, Yes* and *Little Fires Everywhere*, *Ordinary Hazards* follows Emma's epic night of finding her way back to a life worth living. Author interview out of Pittsburgh: [https://www.youtube.com/watch?v=DCmIC\\_nLIH8](https://www.youtube.com/watch?v=DCmIC_nLIH8)

***A Girl is a Body of Water* by Jennifer Nansubuga Maxumbi.** Fiction. Sept. 1, 2020, 560pgs. In her twelfth year, Kirabo, a young Ugandan girl, confronts a piercing question that has haunted her childhood: *who is my mother?* Kirabo has been raised by women in the small village of Nattetta—her grandmother, her best friend, and her many aunts, but the absence of her mother follows her like a shadow. Complicating these feelings of abandonment, as Kirabo comes of age she feels the emergence of a mysterious second self, a headstrong and confusing force inside her at odds with her sweet and obedient nature. Seeking answers, Kirabo begins spending afternoons with Nsuuta, a local witch, trading stories and learning not only about this force inside her, but about the woman who birthed her, who she learns is alive but not ready to meet. Nsuuta also explains that Kirabo has a streak of the “first woman”—an independent, original state that has been all but lost to women. Kirabo's journey to reconcile her rebellious origins, alongside her desire to reconnect with her mother and to honor her family's expectations, is rich in the folklore of Uganda and an arresting exploration of what it means to be a modern girl in a world that seems determined to silence women. Makumbi's unforgettable novel is a sweeping testament to the true and lasting connections between history, tradition, family, friends, and the promise of a different future. Powell's City of Books presents Jennifer in conversation with Tayari Jones. Excellent talk. <https://www.youtube.com/watch?v=B3aGesjJPu0>

***Anxious People* by Fredrik Backman.** Fiction. September 8, 2020, 352pgs. A bank robber on the run locks himself in with an over-enthusiastic estate agent, two bitter IKEA-addicts, a pregnant woman, a suicidal multi-millionaire and a rabbit. In the end the robber gives up and lets everyone go, but when the police storm the apartment it is . . . empty. In a series

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of dysfunctional testimonies after the event, the witnesses all tell their version of what really happened and it's clear we have a classic locked-room mystery on our hands: How did the robber manage to escape? Why is everyone so angry? And: What is WRONG with people these days? Backman gave a talk where he explained he is an anxious person. His story is here: <http://www.fredrikbackman.com/>

***The Brilliant Life of Eudora Honeysett: A Novel by Annie Lyons.*** Fiction. September 8, 2020, 384pgs. Eudora Honeysett is done with this noisy, moronic world—all of it. She has witnessed the indignities and suffering of old age and has lived a full life. At eighty-five, she isn't going to leave things to chance. Her end will be on her terms. With one call to a clinic in Switzerland, a plan is set in motion. Then she meets ten-year-old Rose Trewidney, a whirling, pint-sized rainbow of color and sparkling cheer. All Eudora wants is to be left alone to set her affairs in order. Instead, she finds herself embarking on a series of adventures with the irrepressible Rose and their affable neighbor, the recently widowed Stanley—afternoon tea, shopping sprees, trips to the beach, birthday celebrations, pizza parties. While the trio of unlikely BFFs grow closer and anxiously await the arrival of Rose's new baby sister, Eudora is reminded of her own childhood—of losing her father during World War II and the devastating impact it had on her entire family. In reflecting on her past, Eudora realizes she must come to terms with what lies ahead. But now that her joy for life has been rekindled, how can she possibly say goodbye? Door to Door Author Interview – Delightful:

[https://www.youtube.com/watch?v=DBz\\_FT56hHQ](https://www.youtube.com/watch?v=DBz_FT56hHQ)

***The Big Door Prize by M.O. Walsh.*** Fiction. September 8, 2020, 384pgs. A gripping and heartfelt novel about a mysterious machine that upends a small Louisiana town, asking us all to wonder if who we truly are is who we truly could be. What would you do if you knew your life's potential? That's the question facing the residents of Deerfield, Louisiana, when the DNAMIX machine appears in their local grocery store. It's nothing to look at, really—it resembles a plain photo booth. But its promise is amazing: With just a quick swab of your cheek and two dollars, the device claims to use the science of DNA to tell you your life's potential. With enough credibility to make the townspeople curious, soon the former teachers, nurses, and shopkeepers of Deerfield are abruptly changing course to pursue their destinies as magicians, cowboys, and athletes—including the novel's main characters, Douglas Hubbard and his wife, Cheryl, who both believed they were perfectly happy until they realized they could dream for more... YouTube talk:

[https://www.youtube.com/watch?v=qrgkUjBal\\_k](https://www.youtube.com/watch?v=qrgkUjBal_k)

***The Writer's Library: The Authors You Love on Books That Changed Their Lives by Nancy Pearl and Jeff Schwager.*** Literature. September 8, 2020, 368pgs. Before Jennifer Egan, Louise Erdrich, Luis Alberto Urrea, and Jonathan Lethem became revered authors, they were readers. In this ebullient book, America's favorite librarian Nancy Pearl and noted-playwright Jeff Schwager interview a diverse range of America's most notable and influential writers about the books that shaped them and inspired them to leave their own literary mark. Illustrated with beautiful line drawings, *The Writer's Library* is a revelatory exploration of the studies, libraries, and bookstores of today's favorite authors—the creative artists whose imagination and sublime talent make America's literary scene the wonderful, dynamic world it is. A love letter to books and a celebration of wordsmiths, *The Writer's Library* is a treasure for anyone who has been moved by the written word. The authors in *The Writer's Library* are: Russell Banks; TC Boyle; Michael Chabon; Susan Choi; Jennifer Egan; Dave Eggers; Louise Erdrich; Richard Ford; Laurie Frankel; Andrew Sean Greer; Jane Hirshfield; Siri Hustvedt; Charles Johnson; Laila Lalami; Jonathan Lethem; Donna Tartt; Madeline Miller; Viet Thanh Nguyen; Luis Alberto Urrea; Vendela Vida; Ayelet Waldman; Maaza Mengiste; and Amor Towles. Door to Door HarperCollins Youtube talk: <https://www.youtube.com/watch?v=O5wYkf9ptJU>

***Elway: A Relentless Life by Jason Cole.*** Biography. September 15, 2020 368 pgs. John Elway's historic moments are known by two-word phrases. He was at the center of the wildest play in college football history, simply known as "The



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Play." Before he signed a pro contract, there was "The Trade." His NFL career included "The Drive" and "The Fumble," and, of course, "The Helicopter," one of the most iconic highlights in Super Bowl lore. There are so many memorable comeback victories and heroic plays that people have to make lists rather than consider Elway in the context of any singular event. Yet Elway's story is filled with one challenge after another. At Stanford, he never played in a Bowl game. He was ripped for being petulant after refusing to sign with the Baltimore Colts when he was drafted No. 1 overall, and later for his failure to get along with Coach Dan Reeves. Over the first 10 years of his career, Elway led Denver to three Super Bowls, but lost in progressively worse fashion each time. Finally, after fifteen years of perseverance, Elway led the Broncos to back-to-back championships, including the biggest upset in Super Bowl history. Elway won the MVP award in his final Super Bowl and then walked away from the game. Within four years, Elway's father and twin sister both died, and he went through a difficult divorce. Reeling in his post-retirement, he returned to football . . . at the bottom, running the Colorado Crush of the Arena Football League. He waited more than a decade to return to his beloved Broncos. While many people doubted him initially, Elway navigated the Broncos through massive changes and to victory in Super Bowl 50, making Elway the rare Hall of Famer to win a title both on and off the field. Elway has put his passion for competition on display in a way that only a handful of other NFL greats have ever done, and *Elway* is the most complete look at one of the most accomplished legends in the history of American sports.

***The Evening and the Morning* by Ken Follett.** Fiction. Sept. 15, 2020, 928 pgs. Prequel leading up to *Pillars of the Earth*. It is 997 CE, the end of the Dark Ages. England is facing attacks from the Welsh in the west and the Vikings in the east. Those in power bend justice according to their will, regardless of ordinary people and often in conflict with the king. Without a clear rule of law, chaos reigns. In these turbulent times, three characters find their lives intertwined. A young boatbuilder's life is turned upside down when the only home he's ever known is raided by Vikings, forcing him and his family to move and start their lives anew in a small hamlet where he does not fit in. . . . A Norman noblewoman marries for love, following her husband across the sea to a new land, but the customs of her husband's homeland are shockingly different, and as she begins to realize that everyone around her is engaged in a constant, brutal battle for power, it becomes clear that a single misstep could be catastrophic. . . . A monk dreams of transforming his humble abbey into a center of learning that will be admired throughout Europe. And each in turn comes into dangerous conflict with a clever and ruthless bishop who will do anything to increase his wealth and power. Ken reads the first chapter on YouTube: <https://www.youtube.com/watch?v=qCF2EERzxOQ>

***The New Map Energy, Climate, and the Clash of Nations* by Daniel Yergin.** Nonfiction. September 15, 2020, 512 pgs. The world is being shaken by the collision of energy, climate change, and the clashing power of nations in a time of global crisis. The "shale revolution" in oil and gas--made possible by fracking technology, but not without controversy--has transformed the American economy, ending the "era of shortage", but introducing a turbulent new era. Almost overnight, the United States has become the world's number one energy powerhouse--and, during the coronavirus crisis, brokered a tense truce between Russia and Saudi Arabia. Yet concern about energy's role in climate change is challenging our economy and way of life, accelerating a second energy revolution in the search for a low carbon future. All of this has been made starker and urgent by the coronavirus pandemic and the economic Dark Age that it has wrought.

***The Killers of Kingfisher Hill* by Sophie Hannah – Hercule Poirot continues.** Mystery. September 15, 2020, 288pgs. Hercule Poirot is traveling by luxury passenger coach from London to the exclusive Kingfisher Hill estate. Richard Devonport has summoned the renowned detective to prove that his fiancée, Helen, is innocent of the murder of his brother, Frank. Poirot will have only days to investigate before Helen is hanged, but there is one strange condition attached: he must conceal his true reason for being there from the rest of the Devonport family. The coach is forced to stop when a distressed woman demands to get off, insisting that if she stays in her seat, she will be murdered.



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although the rest of the journey passes without anyone being harmed, Poirot's curiosity is aroused, and his fears are later confirmed when a body is discovered with a macabre note attached . . . Could this new murder and the peculiar incident on the coach be clues to solving the mystery of who killed Frank Devonport? And if Helen is innocent, can Poirot find the true culprit in time to save her from the gallows? <https://www.youtube.com/watch?v=sTgiB61ahZk>

***Next to the Last Stand* by Craig Johnson. Walt Longmire Mystery.** September 22, 2020, 336pgs. Join a free Livestream with Craig in conversation with actor Lou Diamond Phillips on September 23 at 7pm Denver time using this link. <https://www.youtube.com/watch?v=y8BORBzsh8o&feature=youtu.be>

***Thursday Murder Club* by Richard Osman.** Mystery (fun) September 22, 2020, 368 pgs. Four septuagenarians with a few tricks up their sleeves. A female cop with her first big case. A brutal murder Welcome to...THE THURSDAY MURDER CLUB In a peaceful retirement village, four unlikely friends meet weekly in the Jigsaw Room to discuss unsolved crimes; together they call themselves The Thursday Murder Club. When a local developer is found dead with a mysterious photograph left next to the body, the Thursday Murder Club suddenly find themselves in the middle of their first live case. As the bodies begin to pile up, can our unorthodox but brilliant gang catch the killer, before it's too late?

***The Midnight Library* by Matt Haig.** Fantasy Fiction. September 29, 2020, 269 pgs. Somewhere out beyond the edge of the universe there is a library that contains an infinite number of books, each one the story of another reality. One tells the story of your life as it is, along with another book for the other life you could have lived if you had made a different choice at any point in your life. While we all wonder how our lives might have been, what if you had the chance to go to the library and see for yourself? Would any of these other lives truly be better? In *The Midnight Library*, Matt Haig's enchanting new novel, Nora Seed finds herself faced with this decision. Faced with the possibility of changing her life for a new one, following a different career, undoing old breakups, realizing her dreams of becoming a glaciologist; she must search within herself as she travels through the Midnight Library to decide what is truly fulfilling in life, and what makes it worth living in the first place. <https://www.youtube.com/watch?v=IXiR4w2XHnU> and an interview at this year's Hay Festival <https://www.youtube.com/watch?v=GmbcbmU1CaM> (this one is pretty long FYI)

***The Searcher* by Tana French** October 6, 2020, 464 pgs. Cal Hooper thought a fixer-upper in a bucolic Irish village would be the perfect escape. After twenty-five years in the Chicago police force and a bruising divorce, he just wants to build a new life in a pretty spot with a good pub where nothing much happens. But when a local kid whose brother has gone missing arm-twists him into investigating, Cal uncovers layers of darkness beneath his picturesque retreat, and starts to realize that even small towns shelter dangerous secrets.

***The Zealot and the Emancipator: John Brown, Abraham Lincoln and the Struggle for American Freedom* by H. W. Brands.** Nonfiction/History. October 6, 2020, 464 pgs. John Brown was a charismatic and deeply religious man who heard the God of the Old Testament speaking to him, telling him to destroy slavery by any means. When Congress opened Kansas territory to slavery in 1854, Brown raised a band of followers to wage war. His men tore pro-slavery settlers from their homes and hacked them to death with broadswords. Three years later, Brown and his men assaulted the federal arsenal at Harpers Ferry, Virginia, hoping to arm slaves with weapons for a race war that would cleanse the nation of slavery. Brown's violence pointed ambitious Illinois lawyer and former officeholder Abraham Lincoln toward a different solution to slavery: politics. Lincoln spoke cautiously and dreamed big, plotting his path back to Washington and perhaps to the White House. Yet his caution could not protect him from the vortex of violence Brown had set in motion. After Brown's arrest, his righteous dignity on the way to the gallows led many in the North to see him as a martyr to liberty. Southerners responded with anger and horror to a terrorist being made into a saint. Lincoln shrewdly threaded the needle between the opposing voices of the fractured nation and won election as president. But the time

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for moderation had passed, and Lincoln's fervent belief that democracy could resolve its moral crises peacefully faced its ultimate test.

**Chicago's Great Fire by Carl Smith.** Nonfiction/History. October 6, 2020, 352 pgs. The 150<sup>th</sup> Anniversary of America's largest Urban fire that levelled Chicago. Between October 8–10, 1871, much of the city of Chicago was destroyed by one of the most legendary urban fires in history. Incorporated as a city in 1837, Chicago had grown at a breathtaking pace in barely three decades, from just over 4,000 in 1840 to greater than 330,000 at the time of the fire. Built hastily, the city was largely made of wood. Once it began in the barn of Catherine and Patrick O'Leary, the Fire quickly grew out of control, twice jumping branches of the Chicago River on its relentless northeastward path through the city's three divisions. Close to one of every three Chicago residents was left homeless and more were instantly unemployed, though the death toll was miraculously low. Remarkably, no carefully researched popular history of the Great Chicago Fire has been written until now, despite it being one of the most cataclysmic disasters in US history. Building the story around memorable characters, both known to history and unknown, including the likes of General Philip Sheridan and Robert Todd Lincoln, eminent Chicago historian Carl Smith chronicles the city's rapid growth and place in America's post-Civil War expansion. The dramatic story of the fire—revealing human nature in all its guises—became one of equally remarkable renewal, as Chicago quickly rose back up from the ashes thanks to local determination and the world's generosity and faith in Chicago's future.

**A Time for Mercy by John Grisham.** Crime Fiction. October 13, 2020, 480pgs. Clanton, Mississippi. 1990. Jake Brigance finds himself embroiled in a deeply divisive trial when the court appoints him attorney for Drew Gamble, a timid sixteen-year-old boy accused of murdering a local deputy. Many in Clanton want a swift trial and the death penalty, but Brigance digs in and discovers that there is more to the story than meets the eye. Jake's fierce commitment to saving Drew from the gas chamber puts his career, his financial security, and the safety of his family on the line.

**Greenlights by Matthew McConaughey** October 20, 2020, 304 pgs. Nonfiction. I've been in this life for fifty years, been trying to work out its riddle for forty-two, and been keeping diaries of clues to that riddle for the last thirty-five. Notes about successes and failures, joys and sorrows, things that made me marvel, and things that made me laugh out loud. How to be fair. How to have less stress. How to have fun. How to hurt people less. How to get hurt less. How to be a good man. How to have meaning in life. How to be more me. Recently, I worked up the courage to sit down with those diaries. I found stories I experienced, lessons I learned and forgot, poems, prayers, prescriptions, beliefs about what matters, some great photographs, and a whole bunch of bumper stickers. I found a reliable theme, an approach to living that gave me more satisfaction, at the time, and still: If you know how, and when, to deal with life's challenges—how to *get relative with the inevitable*—you can enjoy a state of success I call "catching greenlights." So I took a one-way ticket to the desert and wrote this book: an album, a record, a story of my life so far. This is fifty years of my sights and seens, felts and figured-outs, cools and shamefuls. Graces, truths, and beauties of brutality. Getting away withs, getting caughts, and getting wets while trying to dance between the raindrops. Hopefully, it's medicine that tastes good, a couple of aspirin instead of the infirmary, a spaceship to Mars without needing your pilot's license, going to church without having to be born again, and laughing through the tears. He also reads the audio version.

**Ex Libris 100+ Books to Read and Reread by Michiko Kakutani** October 20, 2020, 304 pgs. Books about books what more could a book lover want.....Pulitzer Prize-winning literary critic Michiko Kakutani shares 100 personal, thought-provoking essays about books that have mattered to her and that help illuminate the world we live in today—with beautiful illustrations throughout.

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***The Sentinel* by Lee Child.** Thriller. October 27, 2020, 368 pgs. Brother Andrew joins Lee in writing the latest Jack Reacher novel in preparation for Andrew taking over the series. As always, Reacher has no particular place to go, and all the time in the world to get there. One morning he ends up in a town near Pleasantville, Tennessee. But there's nothing pleasant about the place. In broad daylight Reacher spots a hapless soul walking into an ambush. "It was four against one" . . . so Reacher intervenes, with his own trademark brand of conflict resolution. The man he saves is Rusty Rutherford, an unassuming IT manager, recently fired after a cyberattack locked up the town's data, records, information . . . and secrets. Rutherford wants to stay put, look innocent, and clear his name. Reacher is intrigued. There's more to the story. The bad guys who jumped Rutherford are part of something serious and deadly, involving a conspiracy, a cover-up, and murder—all centered on a mousy little guy in a coffee-stained shirt who has no idea what he's up against.

***Tower of Fools* by Andrzej Sapkowski.** Fantasy. October 27, 2020, 576 pgs. New Trilogy by Author of the *Witcher*. Reinmar of Bielawa, sometimes known as Reynevan, is a healer, a magician, and according to some, a charlatan. When a thoughtless indiscretion forces him to flee his home, he finds himself pursued not only by brothers bent on vengeance but by the Holy Inquisition. In a time when tensions between Hussite and Catholic countries are threatening to turn into war and mystical forces are gathering in the shadows, Reynevan's journey will lead him to the Narrenturm -- the Tower of Fools. The Tower is an asylum for the mad...or for those who dare to think differently and challenge the prevailing order. And escaping it, avoiding the conflict around him, and keeping his own sanity will prove more difficult than he ever imagined.

## NEW BOOK CLUB EXPRESS KITS

### ***The Island of Sea Women* by Lisa See** (Adult) (8/20)

Mi-ja and Young-sook, two girls living on the Korean island of Jeju, are best friends who come from very different backgrounds. When they are old enough, they begin working in the sea with their village's all-female diving collective, led by Young-sook's mother. As the girls take up their positions as baby divers, they know they are beginning a life of excitement and responsibility—but also danger. Despite their love for each other, Mi-ja and Young-sook find it impossible to ignore their differences. *The Island of Sea Women* takes place over many decades, beginning during a period of Japanese colonialism in the 1930s and 1940s, followed by World War II, the Korean War, through the era of cell phones and wet suits for the women divers. Throughout this time, the residents of Jeju find themselves caught between warring empires. Mi-ja is the daughter of a Japanese collaborator. Young-sook was born into a long line of haenyeo and will inherit her mother's position leading the divers in their village. Little do the two friends know that forces outside their control will push their friendship to the breaking point. 365 pages.

### ***The Nickel Boys* by Colson Whitehead** (Adult) (8/20)

When Elwood Curtis, a black boy growing up in 1960s Tallahassee, is unfairly sentenced to a juvenile reformatory called the Nickel Academy, he finds himself trapped in a grotesque chamber of horrors. Elwood's only salvation is his friendship with fellow "delinquent" Turner, which deepens despite Turner's conviction that Elwood is hopelessly naive, that the world is crooked, and that the only way to survive is to scheme and avoid trouble. As life at the Academy becomes ever more perilous, the tension between Elwood's ideals and Turner's skepticism leads to a decision whose repercussions will echo down the decades. Based on the real story of a reform school that operated for 111 years and warped the lives of thousands of children, *The Nickel Boys* is a devastating, driven narrative that showcases a great American novelist writing at the height of his powers. 224 pages.

# Book Lovers at Home!

## ***White Fragility* by Robin DiAngelo (Adult) (8/20)**

In this “vital, necessary, and beautiful book” (Michael Eric Dyson), antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and “allows us to understand racism as a practice not restricted to ‘bad people’” (Claudia Rankine). Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively. 168 pages.

## **Review Sites**

*Publisher's Weekly* recently made access to their site free of charge. Free access to *Publishers Weekly* digital magazine:

<https://www.digitalpw.com/digitalpw/library>

*Publisher's Weekly* reviews: <https://www.publishersweekly.com/pw/reviews/index.html#>

*Shelf Awareness*: <https://www.shelf-awareness.com/> Reviews, info on books and industry fun links. Sign up for the newsletter to get reviews in your email. Very general reviews covering all genres including kids' books.

*Bookish*: <https://bookish.netgalley.com/> Lists of must-reads, interviews, etc. There is also a link to Net Galley (place to get advance readers copies of books before they are published, often in exchange for a review).

*Fantastic Fiction*: <https://www.fantasticfiction.com/> UK site for all things fiction, authors, book releases, etc. Has all books by author categorized by series release date, etc. Can join but you do not have to, to access the site.

*Goodreads*: <https://www.goodreads.com/> If Facebook was only about books. Fan site for reviews of books, recommendations, quizzes, etc.

NPR Book Reviews: <https://www.npr.org/sections/book-reviews/>

## **Publisher Websites**

Penguin Random House: <https://www.penguinrandomhouse.com/>

Simon & Schuster: <https://www.simonandschuster.com/>

HarperCollins: <https://www.harpercollins.com/>

W.W. Norton: <https://wwnorton.com/>

Sourcebooks: <https://www.sourcebooks.com/>

Tor Publishing (Sci-Fi, Fantasy): <https://www.tor.com/> If you want news from authors/excerpts/readings:

<https://read.macmillan.com/tordotcom/newsletter-signup/>

## **Authors and Books**

**Douglas County Libraries Shari Lapena and Harlan Coben in Conversation:**

<https://www.youtube.com/watch?v=UUsfOfzmwYA>

**Interview with Jess Walter:** <https://www.youtube.com/watch?v=plHqAk5deO4>



# Book Lovers at Home!

**Round Table On Contemporary Native Fiction by LitHub:** <https://www.youtube.com/watch?v=UMxy7uS9Kp4> This is a good one for writers who are interested in story structure, world-building, and the craft.

**Tucson Book Festival added several online author events and a new podcast series listed here:**  
<http://tucsonfestivalofbooks.org/>

Penguin Random House Author Breakfast Talk featuring Robert Jones Jr. with *The Prophets*; Connie Schultz with *The Daughters of Erietown*; Gina Apostol with *The Revolution of Raymundo Mata*; Camilla Läckberg with *The Golden Cage*  
[https://www.youtube.com/watch?v=vivArOY\\_H78&feature=youtu.be](https://www.youtube.com/watch?v=vivArOY_H78&feature=youtu.be)

**Door to Door Series by Harper Collins.** It is on the Library Lovefest website <https://www.librarylovefest.com/>. They do it Tuesdays and Thursdays on Facebook Live but then record it so you can watch the next day on Facebook or on YouTube. Here is the link to the YouTube Channel so you can get caught up on their author interviews. New ones added weekly.  
<https://www.youtube.com/channel/UCJA5wGbfcZQ2OEVBFcgbbw>

**Door to Door with Nancy Pearl and Jess Walter:** <https://www.youtube.com/watch?v=hYy5gebaVsY>

**A Fall Book Talk** from the whacky Library Love Fest Team from HarperCollins: <https://www.youtube.com/watch?v=-fqnRSNcsM4>

**Door to Door with author Aimee Malloy on *Goodnight Beautiful*** <https://www.youtube.com/watch?v=6Plu5yt0JJU>. She is also the author of *The Perfect Mother*. It was #5 on the NYT bestseller list.

**HarperCollins Library Love Fest:** Podcast with authors. Each about 20 to 30 minutes and fun to hear.  
<https://soundcloud.com/librarylovefest>

**Rocky Mountain Fiction Writers Podcasts:** Colorado author Mark Stevens hosts interviews with Colorado authors.  
<https://rmfw.org/its-a-podcast/> This series also touches on the writing and publishing process. Great for writers!

**Penguin Random House Library:** Author presentation videos – many to watch here and they vary in length:  
<https://www.youtube.com/channel/UC6aKZJ5BobqgmXQGLVBIVZw>

**Upcoming Penguin Random House Virtual Events:** <http://www.randomhousebooks.com/events/> This is updated weekly.

**Upcoming Fall Titles Book Buzz PRH:** <https://www.youtube.com/watch?v=K3qL0qYKRxc>

**United for Libraries Gala Author Tea:** <https://www.youtube.com/watch?v=5nsT98W7Q80>

<https://borrowreadrepeat.com/> blog and other events on this site.

<https://www.bookyoursummerlive.com/> Schedule for live and recorded events that PRH offers.

**Young adult and teen books:** Epic Reads <https://www.epicreads.com/> Blogs, quizzes, enter-to-win book giveaways, lists, authors and more.

# Book Lovers at Home!

## Author Virtual Events

**If you are on Facebook -** <https://www.facebook.com/groups/FriendsandFiction/>  
**SEPT 16**—Signe Pike

**SEPT 23**—Friends & Fiction Authors

**SEPT 27**—Sunday Bonus Episode with Christina Lauren

**SEPT 30**—Kathy Reichs

**Tattered Cover Virtual Events list:** <https://www.youtube.com/user/TatteredCover/videos> Several events listed.

**Tattered Cover Events:** William Kent Krueger with *This Tender Land* and Sandra Dallas with *Westering Women* and it's great. <https://www.youtube.com/watch?v=ajYuVRzIUU8>

**Romance for the Ages Panel:** Tattered Cover Events featuring Robyn Carr, Susan Mallery, Julia London  
<https://www.youtube.com/watch?v=vysLU02yclc>

**Politics and Prose in Washington, D.C.,** records many author talks. <https://www.politics-prose.com/multimedia>

Julia Alvarez talking about *Afterlife*: <https://www.politics-prose.com/video/afterlife-julia-alvarez> Recorded event at Washington D.C., Politics and Prose Book Store.

Summer Book Buzz PRH <https://www.youtube.com/watch?v=NNTVsUp8RR0>

Podcast This is the Author: <https://www.penguinrandomhouseaudio.com/this-is-the-author/>

Item	Preparatory Work	Motion
Appoint Foundation Class I Director for 2021	Consider who should represent the library board on the foundation board. Come prepared to nominate someone, or to volunteer.	I move to appoint _____ as the Class I Director to the Douglas County Libraries Foundation for 2021.
Motion to Appoint Board Representative for Trustee Appointment Panel	Consider who should represent the Board and District on the panel that will interview and recommend 1 trustee for appointment for the 1 District III open position as of 12/31/20.	I move to appoint _____ as the Board representative for the Board of County Commissioners library trustee recommendation panel.