

Meeting Agenda of the Hudson Area Joint Library Board of Trustees February 21, 2017, 6:30 PM Hudson Area Public Library 700 First Street, Hudson WI 54016

- 1. Call to Order
- 2. Roll call, certification of quorum, certification of compliance with WI open meeting laws and public records laws, introduction of visitors and guests.
- 3. ACTION ITEM: Approval of Consent Agenda Items
 - a. Approve meeting Agenda
 - b. Disposition of Minutes from January 17, 2017 Board meeting and of any intervening special meetings
 - c. Discussion and possible action on invoices that are not regularly recurring or are not within the 2017 Budget vs. Actual to Date
 - d. Discussion and possible action on regularly recurring expenditures that are within the Board approved 2017 budget
 - e. Discussion and possible action on 2016 and 2017 budget comparison
- 4. Citizen Comments
- 5. Presentations by supporting organizations
 - a. Friends of the Library
 - b. Library Foundation
- 6. Possible ACTION ITEM: President's comments, reports, and requests for action
 - a. Municipalities presentations update, discussion, and possible action.
- 7. Possible ACTION ITEM: Director's Report, Statistics, and requests for action
 - a. Presentation of monthly report
 - b. Presentation of monthly statistics
 - c. Overview of 2016 Annual Report to State of Wisconsin
- 8. Possible ACTION ITEM: Finance Committee report
- 9. Other business
- Board comments and items for future agendas
- 11. ACTION ITEM: Adjournment

Board of Trustees Members: Rich O'Connor (Pres.), Curt Weese, Paul Berning, Katie Coppenbarger, Dave Ostby, Marion Shaw, (V. Pres.) Jim Schrock, and Barbara Peterson.

Emailed to Joint Municipalities and Board Members: February 14, 2017 and Emailed to Media: February 14, 2017

NOTE: Some Agenda items may be taken up earlier in the meeting, or in a different order than listed. Upon reasonable notice, an interpreter or other auxiliary aids will be provided at the meeting to accommodate the needs of the public. Please contact the Library Director at 715-386-3101 ext. 105



Hudson Area Joint Library Board of Trustees UNAPPROVED Meeting Minutes January 17, 6:30 PM Hudson Area Public Library 700 First Street, Hudson, WI 54016

- 1. Call to Order at 6:30 p.m. by Rich O'Connor
- 2. Roll call, certification of quorum, certification of compliance with WI open meeting laws and public records laws, introduction of visitors and guests

Library board present: Rich O'Connor, Barb Peterson, Marion Shaw, Jim Schrock, Katie Coppenbarger, Curt Weese, Paul Berning, Dave Ostby

Library Staff present: Tina Norris, Director

Others present: Joyce Law, LaVonne McCombie

- 3. ACTION ITEM: Approval of Consent Agenda Items
 - a. Approve meeting Agenda
 - b. Disposition of Minutes from December 20, 2016 Board meeting and of any intervening special meetings
 - c. Discussion and possible action on invoices that are not regularly recurring or are not within the 2016 Budget vs. Actual to Date
 - Discussion and possible action on regularly recurring expenditures that are within the Board approved 2016 budget
 - e. Discussion and possible action on 2015 and 2016 budget comparison

ACTION TAKEN:

Motion by: Peterson to approve December 20, 2016 minutes;

Second by: Ostby No Discussion

Vote Taken: MOTION CARRIED

- 4. Citizen Comments: None
- 5. Presentations by supporting organizations
 - a. Friends of the Library: Joyce Law—Family Fresh update \$1,000 received and that is going towards the Collection Enhancement grant of \$10,000; planning first pop-up sale in the lobby; plan is to sell just biography and history, Feb 21-23.
 - b. Library Foundation: Met on Wednesday, January 11, 2017; Peterson provided an update on the Foundation. Annual campaign is just about \$40,000 for 2016. Foundation sponsored reading program for \$5,000 for 2017. New board members have been added and working on a board orientation. Meeting on February 22, 2017. O'Connor added that the Foundation is doing very well, and mentioned that Library Strategies recommended a 10% increase in fundraising per year; and, at this point, we are about 16% over last year's annual campaign. Shaw noted that we ended with a budget surplus. Copenbarger asked if the Foundation pays vendor directly. Norris noted that in 2016, the Foundation paid vendors directly; but, in 2017, the Library will

receive grants and pay the vendors from the Library's budget.

Ostby question who ran the annual campaign in 2016. Peterson explained that the Foundation ran the 2016 Annual Campaign.

- 6. **ACTION ITEM:** President's comments, reports, and requests for action
 - a. Municipalities presentations update, discussion, and possible action—No updates. Peterson noted that Norris presented to the St. Joseph Town Board.
 - b. County Board update, discussion and possible action. O'Connor requested pulling this item from the agenda.

ACTION TAKEN: NO ACTION REQUIRED

- 7. **ACTION ITEM:** Director's Report, Statistics, and requests for action
 - Weese questioned the Morningstar subscription and who will pay for the annual subscription next year? Peterson noted that the Foundation did not make a long-term commitment; however, the expectation is that the Foundation will continue to pay. Weese stated his concern that taxpayers will be on the hook in the future. Weese asked a question regarding bringing cataloging back to the Hudson Area Joint Library. Norris noted that she will update the board closer to budget time.
 - b. Presentation of monthly statistics: Norris presented monthly statistics.
 - c. Overview of 2016 Annual Report to Municipalities
 - d. REQUEST ITEM: St. Croix Valley Historical Society Request: The St. Croix Valley Historical Society is looking for an exhibit space for the "Hudson Bank" sign. The Phipps is interested in assisting in the restoration, but would like it displayed in a public location. Weese stated this is a great idea, but would like it to have additional information, a plaque, etc to add to the history. Peterson asked about the permanence of the exhibit. McCombie stated that she didn't know what stipulations the Phipps might have, but she felt that it should be indefinitely displayed at the Library. This discussion is a preliminary step.

ACTION TAKEN:

MOTION BY: Peterson motioned that we agree to be the location where this historic stained glass window be on display for the community.

SECOND BY: Weese

DISCUSSION: Shaw noted that the need to determine ownership, insurance issues, and placement. Weese questioned whether the St. Croix Valley Historical Society has insurance? Shaw noted the importance of determining insurance and who covers what. Weese noted we could amend the motion. Peterson suggested amending the motion to include: contingent on the insurance. Ostby noted that the motion is fine as is, but going forward there will be more discussion.

VOTE TAKEN: MOTION UNANIMOUSLY APPROVED

8. **ACTION ITEM:** Finance Committee Report 2017 Revised Budget: Request made to make changes to budget. Ostby noted his objection to changing the budget or deviating from what was originally approved, instead he feels those changes should be reflected in the month-to-months changes. Ostby noted that Norris provided an excellent narrative demonstrating expenditure increases to allot for grants received. Weese asked about the increase by the City of Hudson. Ostby noted that we should hold the budget to what was approved in August (2016), then the revenue will increase and the expenditures will decrease. Weese noted his concern that this will affect 3-year averages, but Peterson and others noted that this was not the case. Ostby noted three items to revise. Ostby noted the requested changes. Weese and Shaw discussed books and locations of books. Norris noted this will be addressed in the near future, under the Strategic Plan. Weese would like to see the book collection grow. Shaw asked about the last sentence in the narrative: "the overall budget is reduced from a \$50,505 budget deficit to

a \$17,813". Norris responded to the question by stating the importance of demonstrating the harm done by the St. Croix County Board of Supervisors when they cut the Hudson Area Joint Library's funding by 30%. Berning noted it should be four items.

ACTION TAKEN:

MOTION BY: Ostby motioned the expenditures be increased to allow grant spending be authorized as follows: Books to \$66,000; AV to \$18,500; Technology \$17,424; and Adult Programming to \$3500. Weese stated that he would really like to see the number of books grow; Peterson added AV collection, as well. Shaw asked about the 5-year technology plan; Copenbarger noted the *iLabs* are separate from the Technology Plan.

SECOND BY: Peterson

VOTE TAKEN: MOTION CARRIED (7 AYES; 1 NAY—Shaw)

- 9. **ACTION ITEM:** Request by Ostby to correct minutes of September 20, 2016 meeting to reflect the following:
 - a.) Item 4 should read as follows: Consideration to approve a market rate adjustment to salary of the Library Director. The current salary is \$56,097; the adjusted rate will be \$62,829.

ACTION TAKEN:

Motion by: Ostby to amend September 20, 2016 agenda

Second by: Shaw

Vote Taken: MOTION UNANIMOUSLY CARRIED

- 10. Other business: None
- 11. Board comments and items for future agendas:

Shaw asked if what schools are doing re: media centers does anyone have ideas about how this will affect the library.

12. ACTION ITEM: Adjournment

ACTION TAKEN:

Motion by: Ostby Second by: Shaw

Vote Taken: MOTION CARRIED

Respectfully Submitted,

Tina Q. Novris

Tina L. Norris Director

FINANCIAL REPORT

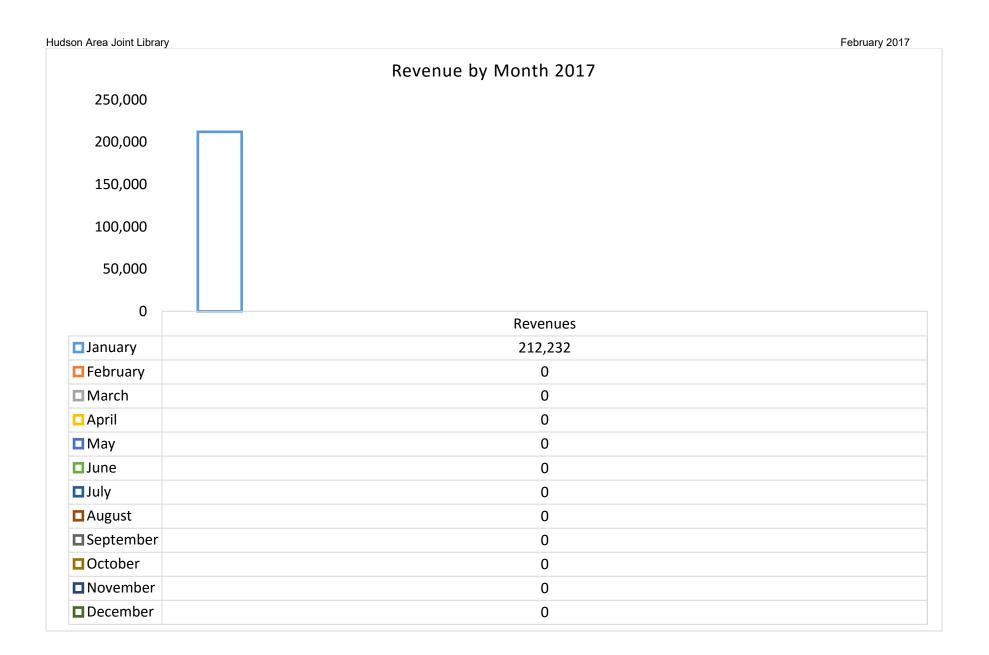
February 2017

Financial Report for January 1-31, 2017

Tina Norris, Director

2017 Budget Overview Year-to-Date Budget, January-17 Year-to-date **Amount Remaining** % Remaining **REVENUES** \$ 173,655 \$ 173,655 City of Hudson 347,310 173,655 50% Village of North Hudson \$ 84,084 43,187 43,187 \$ 40,897 49% \$ \$ \$ \$ 203,201 \$ \$ \$ 203,201 100% Town of Hudson \$ 86,374 \$ 86,374 100% Town of St. Joseph \$ St. Croix County 54,146 54,146 100% \$ \$ \$ Other Counties 4,504 6,766 2,262 2,262 67% \$ Library Revenue 36,000 \$ 2,034 \$ 2,034 \$ 33,966 94% Other Revenue 1,500 3,986 3,986 (2,486)-166% 30,294 30,294 30,294 0% **Grant Funds** \$ **Total Revenues** 849,675 255,418 255,418 594,257 70% **Budget** January-17 Year-to-date **Amount Remaining EXPENDITURES** \$ 498,590 \$ 35,092 \$ 35,092 \$ 463,498 93% Personnel \$ \$ \$ **Library Materials** 90,500 \$ 3,528 3,528 86,972 96% \$ **Contractual Services** 102,138 \$ \$ \$ 62,943 62% 39,195 39,195 \$ 30,774 Supplies & Expenses \$ 30,709 100% 65 65 **Fixed Charges** 16,020 146,116 16,020 130,096 89% **General Operating Expense** 89% 868,118 93,900 93,900 774,218 Total **Ending Balance** \$ 161,518 161,518 762,758 (18,443)

8.3% of year complete



Hudson Area Joint Library February 2017 **EXPENDITUURES BY MONTH** ■ Expenditures 93,900 0 0 0 0 0 0 0 0 0 0 0 JANUARY FEBRUARY MARCH APRIL MAY JUNE JULY AUGUST SEPTEMBER OCTOBER NOVEMBER DECEMBER

January - December 2017

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Actual vs. Budget	Code	Budget	January	February	March	April	May	June	July	August	September	October	November	December	Actual to Date	Amount Remaining	Percent Remaining
Revenue																	
Library Revenues: Fees & Fines	46111	36,000	2,034												2,034	-33,966	-94%
City of Hudson	47301	347,310	173,655												173,655	-173,655	-50%
Village of N. Hudson	47302	84,084													-	-84,084	-100%
Town of Hudson	47303	203,201													-	-203,201	-100%
Town of St. Joseph	47304	86,374													-	-86,374	-100%
General Govt. Revenue	47310	0													-	0	
St. Croix County	47311	54,146													-	-54,146	-100%
Other Counties	47311	6,766	2,262												2,262	-4,504	-67%
Interest	48100	1,500													-	-1,500	
Net change in market value	48120		3,986														
Gain/Loss on marketable investments	48200	0													_	0	
Donations - Other	48500	20,294	20,294												20,294	0	
Donation-Literacy Program	48561	20,254	20,254												20,234		
Donations - History Collection	48562	0													_	0	
Donation - Grant FOL	48563	10,000	10,000												10,000	0	
Miscellaneous Revenues	48600	0	,												-	0	
Total Revenue		849,675	212,232	0	0	0	0	0	0	0	0	0	0	0	208,245	-641,430	-75%
		,	, -	-			_	_			-			_	, -	,	
Staff Compensation																	
Full Time Salaries	121	164,404	9,355												\$ 9,355	-155,049	-94%
Overtime Salaries	122	0													\$ -	0	
Part Time Salaries	125	205,166	11,108												\$ 11,108	-194,058	-95%
FICA	151	28,500	1,495												\$ 1,495	-27,005	-95%
Pension	152	21,020	1,184												\$ 1,184	-19,836	-94%
Health Insurance	154	79,500	11,950												\$ 11,950	-67,550	-85%
Life Insurance	155	0	0												\$ -	0	
															\$ -	0	
Staff Compensation Subtotal		498,590	35,092	0	0	0	0	0	0	0	0	0	0	0	\$ 35,092	-463,498	-93%
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January - December 2017

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2016 Actual vs. Budget	Code	Budget	January	February	March	April	May	June	July	August	September	October	November	December	Actual to Date	Amount Remaining	Percent Remaining
General Operating Expenses	Coue	Duugei	January	rebluary	Watch	April	Iviay	Julie	July	August	September	October	November	December	Date	Remaining	Remaining
Hudson Finance/Personnel Fee	213	14,027	1,146												1.146	12,881	92%
	216	34,822	34,822												34,822	12,001	0%
IFLS-operating/maintenance IFLS-addl courier/self check	217	2,540	2,540												2,540	0	0%
	217		2,540												2,540	07.040	
IFLS-catalogging	218	27,949 1,200	0												-	27,949	
Telephone			0												-	1,200	
Contracted Maint. & Repair	249	600	450												- 450	600	
Programming - Adult	294	4,625	150												150	4,475	
Programming - Children	295	4,545	11												11	4,534	
Maintenance Agmt/Leases	298	9,000	526												526	8,474	
Contract Services	299	1,500	0												-	1,500	
Postage	311	2,000	0													2,000	
Office Supplies	312	7,100	7												7	7,093	
Memberships	324	550	0												-	550	
Advertising	326	350	0												-	350	
Staff Development	338	1,600	0												-	1,600	
Maint & Repair Supplies	357	750	37												37	713	
Books	395	66,000	2,965												2,965	63,035	
Technology	396	18,679													-	18,679	
Periodicals	397	6,000	562												562	5,438	91%
Audio-Visual	398	18,500	0												-	18,500	100%
Activity Supplies	399	1,000	21												21	979	98%
Ins. Workers Comp	510	1,100	772												772	328	
Ins. Public Liab.	511	1,500	1,694												1,694	-194	-13%
Ins. Public Officials	513	2,150	2,079												2,079	71	3%
Ins. Property Ins.	517	1,600	0												-	1,600	100%
Bld. Occupancy Exp.	532	139,766	11,475												11,475	128,291	92%
General Operating Subtotal		369,453	58,808	0	0	0	0	0	0	0	0	0	0	0	58,808	310,645	84%
Total Expenses		868,043	93,900	0	0	0	0	0	0	0	0	0	0	0	93,900	774,143	89%
NET REVENUE (EXPENSE)		-18,368	118,331	0	0	0	0	0	0	0	0	0	0	0	114,345	(132,713)	
Less Donation Revenues			0	0	0	0									-	-	
Add Donation Expenditures			0	0	0	0									_	-	
OPERATING REV. (EXP)		-18,368	118,331	0	0	0	0	0	0	0	0	0	0	0	114,345	-132,713	

11386

48561

0

0

0

0

0

0

Literary Account

Less expenditures from donations

Cash Balance - beginnning

Donation-Literacy Program

Interest Earned

Cash Balance - end

January - December 2017

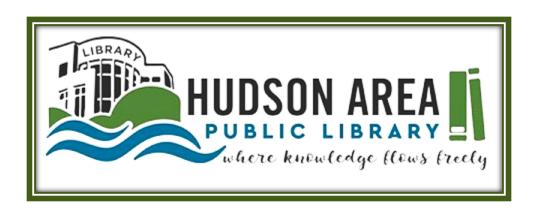
Capital Expenditures		Budget	January	February	March	April					Actual to Date	Remaining	Remaining
Donations Cash Accounts	11381		,			,							J
Cash Balance - beginnning											-		
Donation - Private Org/Ind	48500	13,566									13,566		
Interest earnings											-	ĺ	ĺ
Less transfer to Library operating											-	ĺ	
Less expenditures from donations	3										-		
Cash Balance - end		13,566	0	0	0	0					13,566		
History Collection Account	11385												
Cash Balance - beginnning											-		
Donations - History Collection	48562	164									164	164	
Interest Earned											-	ĺ	ĺ
Less expenditures from donations	3										-		
Cash Balance - end		164	0	0	0	0					164		

HUDSON AREA LIBRARY REVENUE EXPENDITURE COMPARISON

	Code	Budget	Year to Date January			١	/ariance fr Yr.		% of 2016	
				Jan 2017	uar	<u>у</u> 2016		\$	%	Budget
				2017		2010		Ψ	70	
Revenue										
Library Revenues: Fees & Fines	46111	36,000	·	2,034	\$	1,749	\$	285	16%	6%
City of Hudson	47301	317,310	_	173,655	\$	356,031	\$	(182,376)	-51%	55%
Village of N. Hudson	47302	84,084		43,187	\$	-	\$	43,187		51%
Town of Hudson	47303	197,340		-	\$	-	\$	-		0%
Town of St. Joseph	47304	86,374		-	\$	-	\$	-		0%
General Govt. Revenue	47311	6,766		2,262	\$	-	\$	2,262		33%
St. Croix County	47311	54,146	_	-	\$	-	\$	-		0%
Interest	48100	1,500	\$	2.006	\$	-				
Net Change in Market Value Investment	48120 48200	0	<u> </u>	3,986 20,294	\$	-	\$	20,294		
Donations - Other	48500	0	\$	20,294	\$		Φ	20,294		
		_	_		Ė					
Donation-Literacy Program	48561	0	\$	-	\$	-	\$	-		
Donations - History Collection	48562	0	\$	10,000	\$	-	\$	10,000		
Dontaions - Friends of the Library	48563				\$	-	\$	-		
Miscellaneous Revenues	48600	0	,	-	\$	-	\$	-		
Total Revenue		\$ 849,675	\$	255,419	\$	357,780	\$	(106,348)	-30%	30%
Staff Compensation										
Full Time Salaries	121	164,404	\$	9,355	\$	9,426	\$	(71)	-1%	6%
Overtime Salaries	122	0	\$	-	\$	-	\$	-		#DIV/0!
Part Time Salaries	125	205,166	\$	11,108	\$	12,248	\$	(1,140)	-9%	5%
FICA	151	28,500	\$	1,495	\$	1,964	\$	(469)	-24%	5%
Pension	152	21,020	\$	1,184	\$	1,415	\$	(231)	-16%	6%
Health Insurance	154	79,500	\$	11,950	\$	11,447	\$	503	4%	15%
Life Insurance	155	0	\$	-	\$	-	\$	-		
Staff Compensation Subtotal		498,590	\$	35,092	\$	36,500	\$	(1,408)	-4%	7%
		498,590	\$	35,092	\$	36,500	\$	(1,408)	-4%	7%
General Operating Expenses	212			35,092		36,500	_	(1,408)	-4%	7%
	212	498,590 0 14,027	\$	-	\$ \$ \$	-	\$ \$ \$		-4% 0%	
General Operating Expenses Legal Fees	-	0	\$	1,146	\$	- 1,146	\$	-		8% 100%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee	213	0 14,027 34,822	\$ \$	- 1,146 34,822	\$	- 1,146 32,825	\$	-	0%	8% 100%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance	213 216	0 14,027 34,822 2,540	\$ \$	1,146	\$	- 1,146	\$ \$	- - 1,997	0% 6%	8% 100% 100%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check	213 216 217	0 14,027 34,822 2,540	\$ \$ \$ \$	1,146 34,822 2,540	\$ \$ \$ \$	1,146 32,825 2,512	\$ \$ \$ \$	- - 1,997	0% 6%	8% 100% 100% 0%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging	213 216 217 218	0 14,027 34,822 2,540 27,949	\$ \$ \$ \$ \$	1,146 34,822 2,540	\$ \$ \$ \$	1,146 32,825 2,512	\$ \$ \$ \$	- 1,997 28	0% 6% 1%	8%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging Telephone	213 216 217 218 225	0 14,027 34,822 2,540 27,949 1,200	\$ \$ \$ \$ \$	1,146 34,822 2,540	\$ \$ \$ \$ \$	1,146 32,825 2,512	\$ \$ \$ \$ \$	- 1,997 28	0% 6% 1%	8% 100% 100% 0% 0%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging Telephone Contracted Maint. & Repair	213 216 217 218 225 249	0 14,027 34,822 2,540 27,949 1,200 600 4,625 4,545	\$ \$ \$ \$ \$ \$ \$	1,146 34,822 2,540 -	\$ \$ \$ \$ \$	1,146 32,825 2,512 - 43	\$ \$ \$ \$ \$	- 1,997 28 - (43)	0% 6% 1%	8% 100% 100% 0% 0% 0% 3%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging Telephone Contracted Maint. & Repair Programming - Adult	213 216 217 218 225 249 294	0 14,027 34,822 2,540 27,949 1,200 600 4,625	\$ \$ \$ \$ \$ \$ \$	1,146 34,822 2,540 - - - 150	\$ \$ \$ \$ \$ \$	1,146 32,825 2,512 - 43 - 155	\$ \$ \$ \$ \$ \$	- 1,997 28 - (43) - (5)	0% 6% 1% -100%	8% 100% 100% 0% 0% 3% 0%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging Telephone Contracted Maint. & Repair Programming - Adult Programming - Children	213 216 217 218 225 249 294 295	0 14,027 34,822 2,540 27,949 1,200 600 4,625 4,545	\$ \$ \$ \$ \$ \$ \$	- 1,146 34,822 2,540 - - - 150	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	- 1,146 32,825 2,512 - 43 - 155 405	\$ \$ \$ \$ \$ \$	- 1,997 28 - (43) - (5) (394)	0% 6% 1% -100% -3%	8% 100% 100% 0% 0% 3% 0% 6%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging Telephone Contracted Maint. & Repair Programming - Adult Programming - Children Maintenance Agmt/Leases Contract Services Postage	213 216 217 218 225 249 294 295 298 299 311	0 14,027 34,822 2,540 27,949 1,200 600 4,625 4,545 9,000 1,500 2,000	\$ \$ \$ \$ \$ \$ \$ \$	1,146 34,822 2,540 - - - 150 11 526	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	- 1,146 32,825 2,512 - 43 - 155 405 209 124 414	\$ \$ \$ \$ \$ \$ \$	- 1,997 28 - (43) - (5) (394) 317	-3% -97% 152%	8% 100% 100% 0% 0% 0% 3% 0% 6% 0%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging Telephone Contracted Maint. & Repair Programming - Adult Programming - Children Maintenance Agmt/Leases Contract Services Postage Office Supplies	213 216 217 218 225 249 294 295 298 299 311 312	0 14,027 34,822 2,540 27,949 1,200 600 4,625 4,545 9,000 1,500 2,000 7,100	\$ \$ \$ \$ \$ \$ \$ \$ \$	1,146 34,822 2,540 - - 150 11 526	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	- 1,146 32,825 2,512 - 43 - 155 405 209 124	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	- 1,997 28 - (43) - (5) (394) 317 (124)	-100% -3% -152% -100%	8% 100% 100% 0% 0% 0% 6% 0% 0%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging Telephone Contracted Maint. & Repair Programming - Adult Programming - Children Maintenance Agmt/Leases Contract Services Postage Office Supplies Memberships	213 216 217 218 225 249 294 295 298 299 311 312 324	0 14,027 34,822 2,540 27,949 1,200 600 4,625 4,545 9,000 1,500 2,000 7,100	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,146 34,822 2,540 - - - 150 11 526	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,146 32,825 2,512 - 43 - 155 405 209 124 414 760	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	- 1,997 28 - (43) - (5) (394) 317 (124) (414)	-100% -3% -152% -100%	8% 100% 100% 0% 0% 3% 0% 6% 0% 0%
General Operating Expenses Legal Fees Hudson Finance/Personnel Fee IFLS-operating/maintenance IFLS-addl courier/self check IFLS-catalogging Telephone Contracted Maint. & Repair Programming - Adult Programming - Children Maintenance Agmt/Leases Contract Services Postage Office Supplies Memberships Advertising	213 216 217 218 225 249 294 295 298 299 311 312 324 326	0 14,027 34,822 2,540 27,949 1,200 600 4,625 4,545 9,000 1,500 2,000 7,100 550	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,146 34,822 2,540 - - 150 11 526 - 7	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,146 32,825 2,512 - 43 - 155 405 209 124 414 760	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	- 1,997 28 - (43) - (5) (394) 317 (124) (414) (753) -	-100% -3% -152% -100%	8% 100% 100% 0% 0% 0% 0% 6% 0% 0% 0%
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HUDSON AREA LIBRARY REVENUE EXPENDITURE COMPARISON

	Code	Budget	Year to Date				٧	ariance fro	om Prior	% of
			January			Yr.			2016	
			20	2017 2016				\$	%	Budget
Total Operating Expenses		868.043	\$ 9	3.900	\$	95.246	\$	(1.346)	-1%	11%
3		200,0	•	-,				() /		***
NET OPERATING REVENUE (EXPENSE)		-18,368	\$ 16	\$ 161,518 \$ 262,534			\$	(105,002)	-40%	



DIRECTOR'S REPORT & MONTHLY STATISTICS

January 1-31, 2016

Respectfully Submitted by: Tina Norris, Director February 21, 2017

Director's Report February 21, 2017

News & Updates:

- Wisconsin Annual Library Report is complete and attached for your review.
- We have received grant funds from the Foundation and the Friends of the Library, and those checks have been
 deposited. I have included for your review final grant reports for the grants that have been received and have
 been expended.
- Summer Reading Program plans are well underway. We plan to have community programs on Tuesdays at 1 PM beginning June 13 and ending July 25. There will be no program on July 4. The 3rd Annual Ice Cream Social will be held on Saturday, July 15, and the Splatter Sisters are scheduled to perform, if approved by the Library Foundation and Friends of the Library. The cost of the performance, as well as the supplies will be shared by the Library, Friends of the Library, and the Library Foundation.
- I completed a final grant report and submitted it to the St. Croix Valley Foundation for the 2016 Health & Wellness
 Grant.

Upcoming Events:

- February 22: Master Gardner Presentation: Container Gardening;
- February 25: Tell-a-Fairy Tale Day;
- February 27: Table Top Games in the Lobby
- March 2: Thunder Willow Scarf Pin Craft Program
- March 3: American Girl Book Club & Learn @ the Library w/ Matthew
- March 4 & 18: SCORE Workshop-Simple Steps to Start Your Business
- March 4: A Great Day for Seuss—Celebrating Read Across America
- March 6 & 8: Lego Mindstorms Drop-in and learn
- March 8: Lego Challenge
- March 9: Genealogy: More than Names—Using the U.S. Census
- March 11: Lego Scavenger Hunt
- March 14: Urban Gardening Series: Raising Backyard Chickens
- March 18: A Touch of Ireland—Irish Dance Troupe

January 2017 Statistics

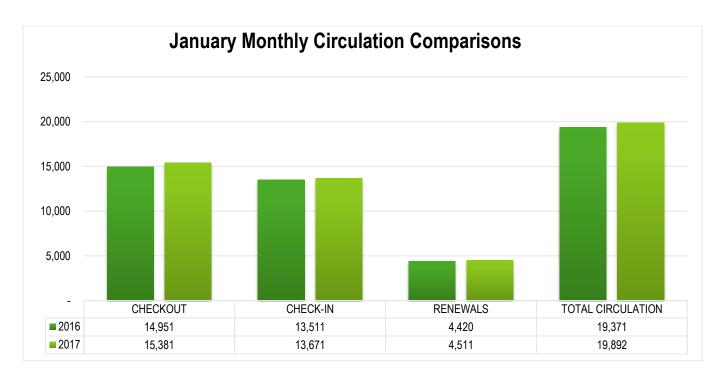
Statistical Summary for January

January	2017	2016	Year-to-date 2017
Checkouts	15,381	14,951	15,381
Check-ins	13,671	13,511	13,671
Renewals	4,511	4,420	4,511
Total Circulation	19,892	18,127	19,892
Items Borrowed	4,354	4,287	4,354
Items Loaned	4,677	2,731	4,677
New Patrons	85	63	85
Items Added	302	500	302
Pharos	843	939	843
Wireless	5,951	5,138	5,951
Digital Circulation	3,252	2,787	3,252
Website Visits	7,838	5,138	7,838
Facebook Posts	34	31	34
Facebook Likes	1,068	877	1,068
Children's Programs	5	0	5
Children's Program Attendance	124	0	124
Teen Programs	3		3
Teen Program Attendance	14	33	14
Adult Programs	16	1	16
Adult Program Attendance	125	7	125
Meeting Room Usage	662	210	662
Visitors	8,896	8,627	8,896
Cardholders	15,898	15,895	15,898

Circulation Summary YTD 2016

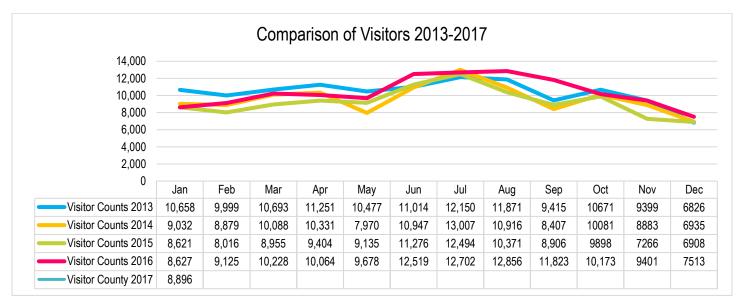
	Hudson Area Public Library											
YEAR TO DATE CIRCULATION ACTIVITY												
	Checkouts 2016	Checkouts 2017	Check-ins	Renewals	Items Circulated							
Jan	14,951	15,381	13,671	4,511	19,892							
Feb	14,639											
Mar	16,785											
Apr	14,821											
May	12,388											
Jun	20,820											
Jul	20,120											
Aug	19,699											
Sep	15,121											
Oct	14,359											
Nov	14,132											
Dec	12,167											
Totals	190,002	15,381	13,671	4,511	19,892							

Yearly Circulation Activity



Library Visitors

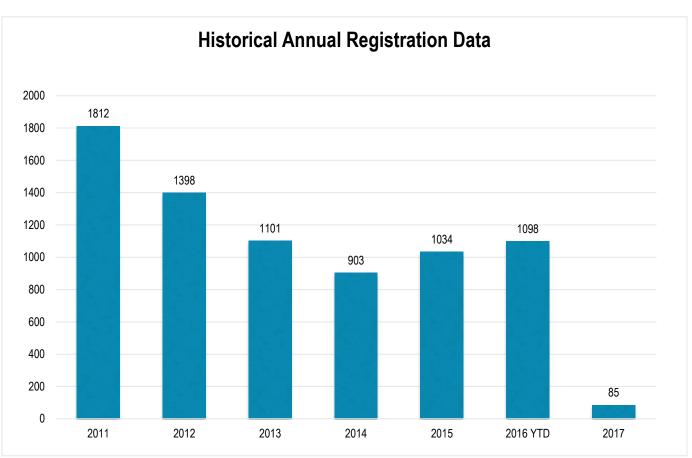
	MONTHLY VISITOR COUNT	AVERAGE PER DAY	NUMBER OF DAYS OPEN
January	8,896	343	26
February	-		
March			
April			
May			
June			
July			
August			
September			
October			
November			
December			



VISITORS	Monthly Average	Daily Average		
2011 (April-December)	13,374	533		
2012	11,902	502		
2013	10,369	493		
2014	10,206	493		
2015	9,483	438		
2016	10,392	415		
2017	8,896	342		

Cardholders by Municipality

<u>caranolacis</u>	тановаеть ву типпстранту										
	City of Huc	lson	Village of North Hudson	Town of Hudson	Town of St. Joseph	Total					
2011	7,750		1,998	4,091	1,545	15,384					
2012	7,818		1,940	3,997	1,543	15,298					
2013	8,228		1,940	4,239	1,633	16,165					
2014	7,740		1,881	3,789	1,495	14,905					
2015	8239		1,991	4,023	1,593	15,846					
2016	8,350		1,966	3,932	1,566	15,814					
2017	January	8,397	1,980	3,949	1,572	15,898					
	February										
	March										
	April										
	May										
	June										
	July										
	August										
	September										
	October										
	November										
	December										



Hudson Area Joint Library February 2017 **New Registrations** New ■New Registrations 2017 Registrations 2016 90 85 85 80 70 63 63 60 50 40 30 20 10 0

Feb

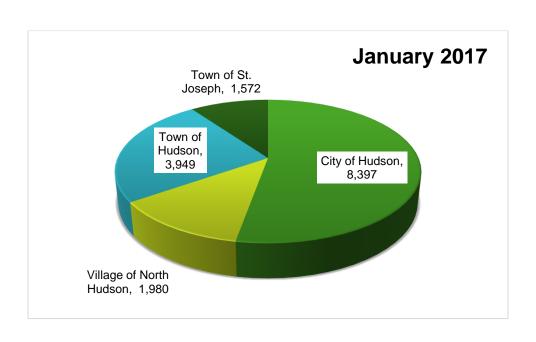
Mar

Apr

May

Jun

Jan



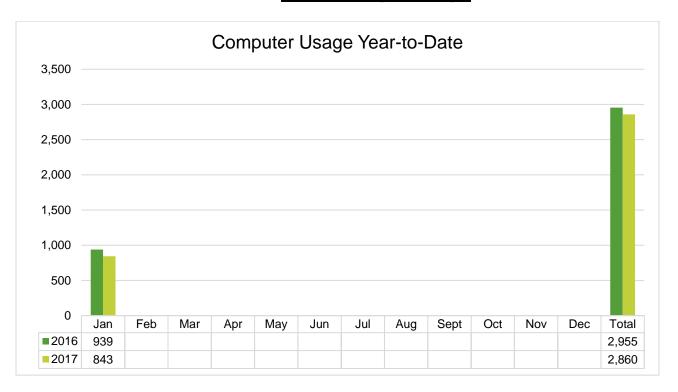
Jul

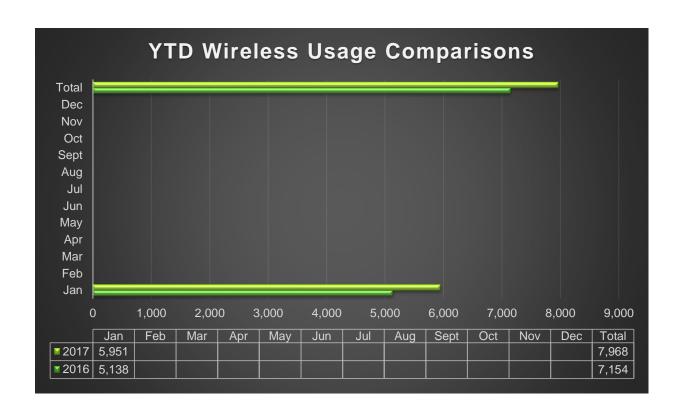
Aug

Sept Oct

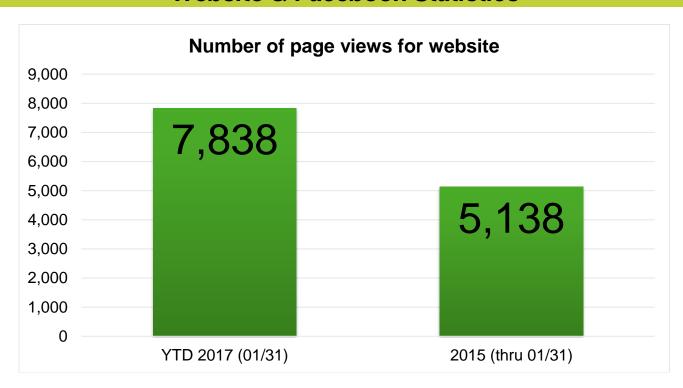
Nov Dec

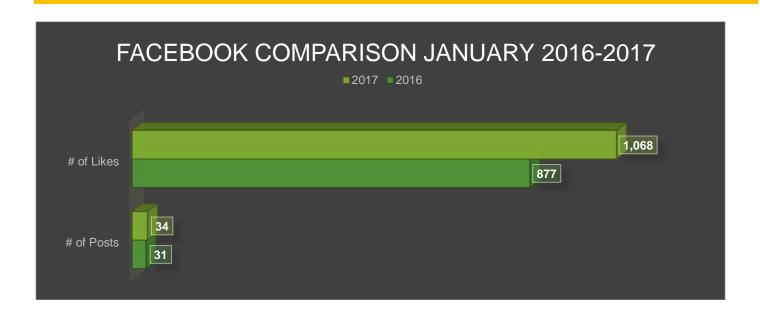
Technology Usage



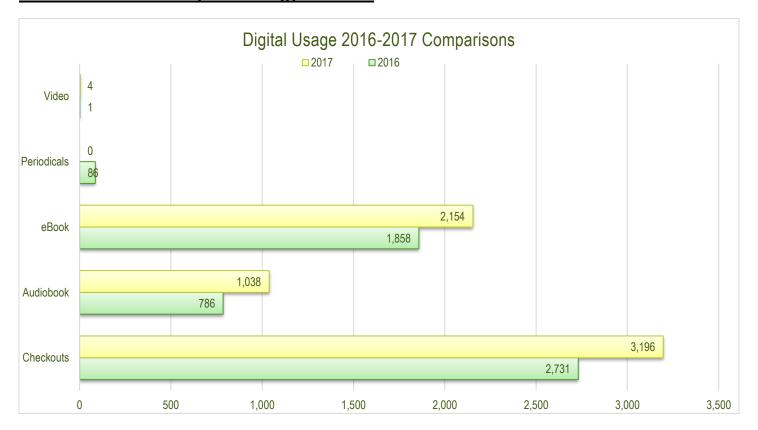


Website & Facebook Statistics





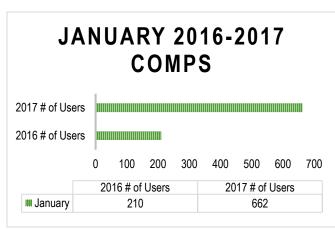
OverDrive Checkouts by Technology & Format



Proctoring Services

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD TOTALS
2016	0	14	12	13	9	8	6	2	6	8	6	6	90
2017	0												

2016 Meeting Room Use	Avg. Uses / Day	# of Users
January	25	662
February		
March		
April		
May		
June		
July		
August		
September		
October		
November		
December		
Total Year-to-Date		662



Programming Statistics

YA Programming	Attendan	ce											
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
2016	33	122	86	43	43	37	58	51	49	54	62	46	684
2017	14												14
YA Volunteers & Hours													
2017	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	0
# Vols.	12												12
# of hrs.	53												53
YA TAB Meetings &	Attendance	e											
2017	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	0
Meetings	1												1
Attendance	10												10
YA Book Clubs													
2017													0

Teen	Programs
January	Exploring Space (cancelled due to ice storm); Hack-a-Banana; Regression Session
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	

Children's Programm	ing												
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
# of Programs	5												5
Children Attending													
2016	0	532	591	482	1790	1232	806	696	29	813	607	429	8007
2017	85												85
Adults Attending													
2016	0	278	317	232	112	370	372	185	18	381	299	175	2739
2017	39												
Total Attendance													
2016	0	810	908	714	1902	1602	1178	854	47	1194	906	604	10719
2017	124												124

^{*}Adult count is for adults attending story times with children.

Passive Programs	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
# of Programs	1												1
# of Participants	9												9

2017 Adult Programs	# of Programs
January	Career Services; Learn @ the Library; SCORE Business Workshop; Vegan Soups Class; 1-on-1 Tech Help; Miyazaki Film Festival; Hands-on Pain Relief Workshop; Genealogy 101; Tech Tuesdays; Stitch Night; Paper Play; Button Tree Craft; Game Night for Teens & Adults

Adult Programming	g												
Attendance	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
2016	7	379	49	44	176	46	256	205	34	40	67	17	1320
2017	126												126
# of programs	15												15
Book Clubs	1												1

Hudson Area Joint Library

Wisconsin Department of Public Instruction

PUBLIC LIBRARY ANNUAL REPORT

PI-2401 (Rev. 11-16)

S. 43.05(4) & 43.58(6)

INSTRUCTIONS: Complete and return two (2) original signed copies of the form and attachments to your system headquarters.

Board-approved, signed annual reports for 2016 are due to the DPI Division for Libraries and Technology no later than March 1, 2017.

FOR THE YEAR 2016

	I. GENERAL	INFORMATION				
1. Name of Library		2. Public Library Syster	n			
3a. Head Librarian First Name	3b. Head Librarian Last Name	4a. Certification Grade	4b. Certificat	tion Type	Certification Expiration Date	
6a. Street Address	6b. Mailing Address or PO Box	7. City / Village / Town	8a. ZIP	8b. ZIP4	9. County	
10. Library Phone Number	11. Fax Number	12. Library E-mail Addro	ess of Director			
13. Library Website URL		14. No. of Branches	15. No. of Bo Owned	okmobiles	16. No. of Other Public Service Outlets	
17. Does your library operate a books-by-mail program?	Some public libraries are legally orgacipality joining to operate a library. Is					
19a. Winter Hours Open per Week	19b. Number of Winter Weeks	19c. Summer Hours Op	19d. Num	nber of Summer Weeks		
20. Square Footage of Public Library	/ 21. Did your library or a branch me existing facility during the fiscal		and an	22. DUNS	S Number <i>Nine digits</i>	
	II. LIBRARY	COLLECTION		I		
			a. Nun Owned /		b. Number Added	
1. Books in Print Non-periodical pri	nted publications					
2. Electronic Books <i>E-book</i> s						
3. Audio Materials						
4. Electronic Audio Materials Down	loadable					
5. Video Materials						
6. Electronic Video Materials Down	loadable					
7. Other Materials Owned Describe	;					
8. Electronic Collections <i>Locally Ov</i>	wned or Leased					
9. Total Electronic Collections <i>Local</i>	al, regional, and state					
10. Subscriptions Include periodicals	s and newspapers, exclude those in e	lectronic format				

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					ı	II. LIBRA	RY SERVIC	ES					
1. Circulation	Trans	actions					2. Interl	ibrary Loan	s				
a. Total Cir	culatio	on	b. Cl	nildren's M	laterials		a. Ite	ms Loaned	Provided to	b. If	ems Recei	ved Received from	
3. Number of	Regist	tered Users	•			4. Ref	erence Tran	sactions		5. Librar	y Visits		
a. Resident	İ	b. Nonresident		c. TOTAI	_	a. N	Method	b. Annu	al Count	a. Me	thod	b. Annual Count	
6. Uses of Pu	blic Int	ternet Computer	s	7. Uses	of Public V	Vireless Ir	nternet	8a. Loca	al Electronic	 }	8b. Total	Electronic Collection	
a. Method		b. Annual Cou		a. Me		1	ual Count		ection Retri			evals	
9. Uses of Ele	ctroni	c Materials by U	sers c	f Your Lib	rary			I.					
a. E-Books	;	b. E-Audio		c. E-Vide	eo	d. Tota	al Uses of E	ectronic Ma	aterials	e. Uses o	f Children's	Electronic Materials	
10. Programs		rogram Attendar hildren (0-11)		nnual Cour		c. Other	(all ages)	d. TO	OTAL	11. Numb a. Tot		Use Computers b. Internet Access	
Number of Programs		, ,		<u> </u>									
Total Attendance													
					IV.	LIBRAR	Y GOVERN	ANCE					
		ers. List all mer braries and Tec										es. Report changes	
First Name	l	_ast Name		Street	Address		С	ity	ZIP+	4	Ema	ail Address	
PRESIDENT 1.													
2.													
3.													
4.													
5.													
6.													
7.													
8.													
9.													
10.													
11.													
12.													
No. of Library Include vacan													

Hudson Area Joint Library

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	Report o		PERATING REVENUE ly. Do not report capital rece	ipts here.		
Local Municipal Appropriations for Municipality Type		-		-	ty here	Amount
а.порату туро						7 6
					Subtotal 1	
2. County						
a. Home County Appropriation for	Library Servi	ce			Subtotal 2a	
b. Other County Payments for Lib	-				L	
County Name		Amount	Cour	nty Name		Amount
					Subtotal 2b	
 State Funds a. Public Library System State Fu 	nds					
Description		Amount	Des	cription		Amount
b. Funds Carried Forward from Pr	evious Year		c. Other State Fund	ded Progra	m	
					Subtotal 3	
4. Federal Funds Name of program-	-for LSTA ara	ant awards grant nu	mber and project title		Gubtotui G	
1. Todoral Fando Mamo of program	101 2017 gre	Program or Proje				Amount
					0.11.1.1	
					Subtotal 4	
Contract Income From other gove Name	rnmental units	s, libraries, agencies, Amount	1 ' '	lame		Amount
Hame		, anount	'			, unount
					Cubicial F	
6 Funda Carried Fernand De 17	All Other C	Total Operation	0. What is the 2017	appror =!	Subtotal 5	pronulo municinalita
not include state aid. Report	All Other Some	3. Total Operating Income Add 1 through 7	What is the 2017 annual ation provided by your go body/bodies for your pub	overning	exempt from	orary's municipality in the county library tax vis. Stat. s. 43.64(2)

Hudson Area Joint Library February 2017 PI-2401 Page 4 **VI. LIBRARY OPERATING EXPENDITURES** Report operating expenditures from all sources. Do not report capital expenditures here. 1. Salaries and Wages Include maintenance, security, plant operations 2. Employee Benefits Include maintenance, security, plant operations 3. Library Collection Expenditures a. Print Materials b. Electronic Materials c. Audiovisual Materials d. All Other Library Materials e. Subtotal 3 4. Contracts for Services Include contracts with other libraries, municipalities, and library systems here. Include service provider. Provider Amount Provider Amount Subtotal 4 5. Other Operating Expenditures 6. Total Operating Expenditures Add 1 through 5 7. Of the expenditures reported in item 6, what were operating expenditures from federal program sources? VII. LIBRARY CAPITAL REVENUE, EXPENDITURES, DEBT RETIREMENT, AND RENT 1. Capital Income and Expenditures by Source of Income. Do not report any expenditures reported above. Provide a brief description of any expenditures. Source Brief Description of Expenditure Expenditure Revenue a. Federal b. State c. Municipal d. County e. Other Total Revenue 2. Debt Retirement 3. Rent Paid to Municipality/County Total Expenditure VIII. OTHER FUNDS HELD BY THE LIBRARY BOARD IX. TRUST FUNDS 1. Total Amount of Other 1. Total Amount of Trust Funds Held by the All funds under the library board's control must be reported. Report in this section any funds in the library board's control (except Trust Funds) that Funds at End of Year Library Board at End of Year

have not been reported in a previous section. Wis. Stat. s. 43.58(6)(a)

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VI DUDI IC I I	IDD ADV LOAMS	OF MATERIAL	TO NONRESIDENTS
XI. PUBLIC LI	IBRARY I DANS	OF MAIFRIAL	IO NONKESIDENIS

1.	Of the total circulation reported of nonresident	d for your libra	ry from	Section III, it	tem 1, wł	hat was tl	ne total circulation	on to nonres	idents See ins	tructio	ns for definition
	vide nonresident circulation am rough 6 below should not be gre						a. Those wi a Library		Those without a Library		c. Subtotal
2.	Circulation to Nonresidents Liv	ving in Your Co	ounty								
3.	Circulation to Nonresidents Liv	ving in Another	r Coun	ty in Your Sys	stem						
4.	Circulation to Nonresidents Liv	ving in an Adja	cent C	ounty Not in `	Your Sys	tem					
5.	Circulation to All Other Wiscon	sin Residents	i			6. Circu	lation to Person	s from Out o	of the State	•	
7.	Are the answers to items 1 thron actual count or survey/sam		8a.	Does your lik residents of on the basis	adjacent	public libr	ary systems		nts in adjacent		
9.	Circulation to Nonresidents Liv	-	cent C	ounty Who D Circulat		ive a Loc	-			I	Circulation
	Name of Count	у		Circulat	ION	f.	ivame	e of County			Circulation
	b.					g.					
						h.					
	С.										
	d.					i.					
	e.					j.					
				X	II. TECH	NOLOGY	1				
1.	Does your library provide wireless Internet access for patrons' mobile devices?	you have? a. Stat b. Othe	ype of Internet connection ve? Mark all that apply State TEACH line Other broadband connect Local cable, telco, commetwork, etc.			 3. Does your library use any type of Internet filtering software or service? a. Yes, on all Internet workstations b. Yes, on some Internet workstations c. No filtering on any Internet workstation 					oes your library se door counters?
		х	III. LIT	ERACY OFF	ERINGS	AND DR	OP-IN ACTIVIT	TIES			
1.	Literacy Offerings Umbrella ev				a. Child	Iren (0-11) b. Young Ad	dult (12-18)	c. Other (all a	ages)	d. TOTAL
	that include programs and/or of activities planned for a limited duration which specifically end	ourage Lit		of Summer Offerings							
	individuals involved to read or literacy skills in a focused way	, 10		duplicated Is Involved							
		1		of Other Offerings							
				duplicated Is Involved							
2.	Drop-in Activities Planned, ind ent activities available for a de				a. Child	Iren (0-11) b. Young Ad	dult (12-18)	c. Other (all a	ages)	d. TOTAL
	time period which introduce pa pants to any of the broad rang	artici- Nu re of Dr	ımber o	of activities							
	library services or activities that provide information to participate	ants 10	otal Dro articipat	p-in Activity							
3.	Name and email address of pr	imary staff per	rson wl	no serves as	the child	ren, youtl	n, or teen librari	an. Only the	primary perso	n is di	splayed here.
	a. First Name	b. Last Name	е			С	. Email Address				

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XIV. PUBLIC LIBRARY ASSURANCE OF COMPLIANCE WITH
SYSTEM MEMBERSHIP REQUIREMENTS

We assure the Public Library System of which this library is a member and the Division for Libraries and Technology, Department of Public Instruction that this public library is in compliance with the following requirements for public library system membership as listed in <i>Wis. Stats.</i> A check (X) or a mark in the checkbox indicates compliance with the requirement.								
The library is established under s. 43.52 (municipalities), s. 43.53 (joint libraries), or s. 43.57 (consolidated county libraries and county library services) of the Wisconsin Statutes [s. 43.15(4)(c)1].								
The library is free for the use of the inhabitants of the municipality by which it is established and maintained [s. 43.52(2), 73 Op. Atty. Gen. 86(1984), and OAG 30-89].								
The library's board membership complies with statutory requirements regarding appointment, length of term, number of members and composition. [s. 43.54 (municipal and joint libraries), s. 43.57(4) & (5) (consolidated and country library services), and s. 43.60(3) (library extension and interchange)].								
The library board has exclusive control of the expenditure of all moneys collected, donated, or appropriated for the library fund [s. 43.58(1)].								
The library director is present in the library at least 10 hours a week while library is open to the public, less leave time [s. 43.15(4)(c)6]								
The library board supervises the administration of the library, appoints the librarian, who appoints such other assistants and employees as the library board deems necessary, and prescribes their duties and compensation [s. 43.58(4)].								
The library is authorized by the municipal governing board to participate in your public library system [s. 43.15(4)(c)3].								
The library has entered into a written agreement with the public library system board to participate in the system and its activities, to participate in interlibrary loan of materials with other system libraries, and to provide, to any resident of the system area, the same library services, on the same terms, that are provided to the residents of the municipality or county that established the member library. This shall not prohibit a municipal, county, or joint public library from giving preference to its residents in library group programs held for children or adults if the library limits the number of persons who may participate in the group program, or from providing remote access to a library's online resources only to its residents. [s. 43.15(4)(c)4].								
The library's head librarian holds the appropriate grade level of public librarian certification from the Department of Public Instruction [s. 43.15(4)(c)6 and Administrative Code Rules PI 6.03].								
The library annually is open to the public an average of at least 20 hours each week except that for a library in existence on June 3, 2006, annually is open to the public an average of at least 20 hours or the number of hours each week that the library was open to the public in 2005, whichever is fewer [s. 43.15(4)(c)7].								
The library annually spends at least \$2,500 on library materials. [s. 43.15(4)(c)8].								
	XV. CERTIFICATION							
I CERTIFY THAT, to the best of my knowledge, the information provided in this annual report and any attachments are true and accurate and the library board has reviewed and approved this report.								
President, Library Board of Trustees Signature	Name of President Print or type	Date Signed						
Library Director / Head Librarian Signature	Name of Director / Head Librarian Print or type	Date Signed						

Hudson Area Joint Library ge 8	February 2017 Pl-
STATEMENT CONCERNING PUBLIC LIBRARY SYSTEM EFFECTIVENE	ss
required by Wis. Stat. s. 43.58(6)(c), the following statement with the appropriate wording indicated (that the rary system either did or did not provide effective leadership and adequately meet the needs of the library) ust be approved by the library board. The decision about whether the library system did or did not provide fective leadership and adequately meet the needs of the library should be made in the context of the public rary system's statutory responsibilities and the funding which it has available to meet those responsibilities.*	County
eeBoard of Ti	rustees hereby states that in 2016,
Name of Public Library	·
Name of Public Library System / Service	
licate with an X one of the following two statements.	
Did provide effective leadership and adequately meet the needs of the library.	
Did not provide effective leadership and adequately meet the needs of the library.	
planation of library board's response. Attach additional sheets if necessary.	
he statement <i>may</i> be sent directly to Wisconsin Department of Public Instruction, ATTN: Jamie McCanless, ED. Box 7841, Madison, WI 53707-7841. This page need not be forwarded to your library system.	Division for Libraries and Technolog
CERTIFICATION	
e preceding statement was approved by the Public Library Board of Trustees.	

Name of President Print or type

President, Library Board of Trustees Signature

Date Signed

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1. Personnel Listing. Libraries with 15 or fewer employees may report all staff under 1a. Libraries with more than 15 employees, list head librarian, chief assistants, branch librarians, division heads, and other supervisory personnel in 1a. and all other positions in 1b.

Position	Type of Staff	Annual Salary	Hours Worked per Week	Positi	on	Type of Staff	Annual Salary	Hours Worked per Week
Director / Head Librarian								
b. Other Paid Staff See instru	ictions	Total	Hours			1 1	Total	Hours
Position	Type of Staff	Annual Wages	Worked per Week	Positi	on	Type of Staff	Annual Wages	Worked per Week
2. Library Chaff Full Times Favilies	lanta (ETEs). D	ii.d.a. 4b.a. 4a4a1	have walka	d man wash fan asah) to determine full	1 4:	alauta.
Library Staff Full-Time Equiva a. Persons Holding the Title of	f Librarian		1		b. All Other F	aid Staff (FTE)	c. Total L	aients. ₋ibrary Staff
Master's Degree from an A Accredited Program (FTE)	ALA Other F Title of	Persons Holdi Librarian (FT		Subtotal 2a	operations	aintenance, plant , and security	(FTE)	
					1		·	