

## Assistant Librarian Duties

She is responsible for **Interlibrary Loans (ILLs)**. Nearly daily requests are made for items that NGPL does not have in its collection. These must be requested firstly through Portland Public Library; if not available there, then statewide through a site called MaineCat; if not available in state, then worldwide through WorldShare. Patrons can also place Subject Requests when they do not have a certain title in mind but want books, DVDs or articles on a subject at a particular reading level. Once the item is received it needs a brief cataloging, needs to be kept track of in the ILL database, then the patron is contacted to pick up the item. After return of the item, it is sent back to the loaning library. WorldShare items come through the US mail, PPL and MaineCat items through our statewide van courier service. She also loans books we have to other libraries requesting them. ILLs take several hours a week to place, process and track. Some patrons give her lists of items they want and these are used to keep the patron supplied with books. In fiscal year 2019, she borrowed 705 items from other libraries and loaned 188 items to other libraries. She also obtains approximately 408 books each year for book groups. We have several homeschooling families who take advantage of the ILL system.

She plans and hosts the yearly **Pet Show**. This July will mark NGPL's 18<sup>th Annual</sup> Pet Show. Some pet owners, a lot of them children, sign up ahead for this event but walk-ins are welcome. The gazebo is the venue for pet owners to show off their pets, speak about where they acquired them, and, hopefully, have their pets do tricks for the audience. She finds an entertainer to follow the showing of pets. We have had dog agility groups, search and rescue dogs, law enforcement dogs, a therapy cat, and others, usually free or for a nominal fee. A representative from Gray New Gloucester Animal Hospital attends each year with a presentation; this representative shows x-rays, porcupine quills, and items such as ringworms and other gross and fascinating things. The assistant librarian puts together prize packages which include a certificate of participation, along with small items like pet food, pet toys, pet themed pencils and bookmarks and the like for each pet and owner who take part. The Friends of NGPL underwrite all programming as there is no programming line in our budget.

She provides **Readers' Advisory** on an ongoing basis. A patron might want a book set in a certain era, in a particular genre, with a certain type of protagonist, etc. She is familiar with the collection and websites to use to help patrons find what they are looking for. She knows what books certain patrons like and will often hold aside a book for someone just knowing he or she would enjoy it.

She **catalogs** new items to the collection and proofs the cataloging the Library Director does. New items come in all the time and they need to be properly cataloged for shelving and for purposes of searching the card catalog. She is also responsible for readying the items for the shelves which means a due date sticker, several markings, and clear, protective coverings for hardcover books.

She is called upon to help patrons with **computer questions**, from how do you turn this thing on to how do I find the forms I need to do my taxes, to why can't I make this page print out. Patrons ask for help with a multitude of tasks from signing up for a deer permit to enlarging a picture so that it will be the right size for their project.

She helps the library director with ongoing **weeding** of items in order to keep the collection timely and attractive and to clear room for new items. She also helps greatly with a once yearly inventory of the collection. Items remain on our shelves for many years before they are deaccessioned and sent to book sale. We employ a weeding method recommended by the American Library Association.

She facilitates the **First Thursday Book Club**, a book group that has been in existence since 2002 which retains some original members. A schedule is made up each year so that a different member chooses the book each month, and then she procures from other libraries enough copies of the book for each member. At the meeting, she provides discussion questions particular to the book and a biography of the author. There is a poetry session at the beginning of the meeting, light refreshments are enjoyed throughout, and socializing is a big part of this group. She makes certain that each member has the chance to speak his or her thoughts. There is also a second adult book group called The Ladies of the Evening for whom she obtains books.

She takes care of transactions at the **Circulation Desk**. These include items being checked in and out, renewals of items, reserves for items within our collection, requests for ILLs, taking in fines, taking fees for lost items, signing up new patrons, signing up patrons for Portland Public Library cards, making copies, placing outgoing Faxes, signing out passes supplied by the Friends of the Library (Maine Wildlife Park and several others) and the loaning out of canoes and kayaks, and pickleball equipment for the Parks and Rec department. Serving the patrons is job number one for librarians everywhere.

How does one quantify the value of a librarian finding just the right book, author, topic or genre to tempt a reluctant reader and turn him into a lifelong learner and lover of the written word? What is the dollar value of a new parent attending a Storytime where not only their child but they themselves can find a new local social group dealing with the same issues as they? What value is there to the comfort of the littlest visitors knowing they can wriggle on their bellies underneath the heavy batwing doors near the circulation desk and be welcomed to visit Miss Sue and Miss Carla in their work areas? How does one tabulate the social value of visiting a library where, much like Norm entering Cheers, everybody knows your name and often your library card number? What merit is there to a patron being asked; How is your Mom doing? How are you faring since your surgery? How was your trip? Have you got some new pictures of the grandchildren? How are you today? How does one attach a dollar value to friends, familiarity, comfort, acceptance and welcome? All of this at no cost to anyone who enters. I don't know the answer to these questions but I believe that, though one cannot neatly tabulate their worth in a column, they are invaluable. I hope that the Budget Committee and Selectboard will take into consideration what I have said here tonight.

Carla McAllister

## Town Manager

---

**From:** Tony Trudy Hodgdon <tandt@maine.rr.com>  
**Sent:** Tuesday, February 25, 2020 2:44 PM  
**To:** Town Manager  
**Subject:** Selectmen's Proposed Budget Cuts for Town Library

People everywhere need access to a functioning library. The Selectmen's proposal to cut drastically the New Gloucester library budget would effectively render the library dysfunctional.

Volunteers assist in many ways, but they cannot replace a librarian. When the only librarian is suddenly ill or has a family emergency, the library will be closed unexpectedly leaving students and others with no place to conduct research. In this rapidly changing world, the internet is an essential tool for research. Please keep in mind that not all families in New Gloucester have access to high speed broadband internet other than at the town library.

If the library cannot show an established and published schedule, it could very well lose federal funding and inexpensive, \$100 per year, high speed internet.

The library needs two full-time employees with benefits. In summation the proposed budget cuts for the New Gloucester Library are foolish and extremely short sighted.

Tony and Trudy Hodgdon  
12 Autumn Lane

## Town Manager

---

**From:** Lisa Marie Lindenschmidt <lmindenschmidt@gmail.com>  
**Sent:** Tuesday, February 25, 2020 4:11 PM  
**To:** Town Manager  
**Cc:** Carla McAllister  
**Subject:** Re: tonight's budget meeting

Good afternoon,

I will not be able to attend tonight's budget meeting, but wanted to let you know that I am in support of town monies to be used in keeping the current library hours and staffing.

The library is a valuable resource to me and my family. For example, as part of our daughter's homeschooling, we required one volunteer job a week and my daughter chose the library. Also, before I purchase a book, I'll often borrow it from the library to make sure it's worth owning. The library has saved me tons of money!

Reading is underrated in our culture and I want to do whatever I can to keep it alive. I also have very fond feelings about where the library is currently housed. Such a beautiful building and a great meeting space!

Sue and Carla are both incredibly kind and helpful and their skill sets cannot be underestimated. Keeping them both on board as they are ensures outstanding customer service and prevents staffing burn-out.

Please let me know if I can provide any other information or assistance.

Thank you!  
Lisa Marie Lindenschmidt  
416 Lewiston Road  
New Gloucester  
v: 207-975-2211

Paul First, Acting Town Manager  
Peter Bragdon, Budget Committee Chair  
New Gloucester, Maine

Dear Mr. First and Mr. Bragdon,

As New Gloucester residents, we wish we could attend the upcoming Budget Committee Public Hearing. We regret that we are unable to be there due to being out of state and are submitting these written comments instead.

**Angus King stated on 2/11/20: "In towns across Maine, the local library is a hub for education, entertainment, and community. Making sure these libraries have the tools they need to serve Maine people is vital, and I stand with them all the way."** In our opinion, Senator King's statement applies to our New Gloucester library and we are adamantly opposed to any cuts to the library's budget. In addition to lending books, our library hosts multiple book clubs plus handicrafts and cribbage nights, provides homebound delivery through the support of Friends of the Library, has story time for children, provides a place to check out kayaks and canoes as well as passes for several locations including Maine Wildlife Park and Shaker Village and more. It also provides free wifi access for community members who do not have internet at home. The library is an integral and essential part of our town. Currently the library is closed on Sunday and Monday and is open only a half day on Saturday. Any cut to the open hours or to its staff would make the library less accessible and would be highly detrimental to the Town of New Gloucester.

While we are aware that selectmen and the town manager work hard, we are surprised to see requests for increases for selectmen stipends and a \$29,000 increase in salary from \$72,000 to \$101,000 for the new town manager. It seems that some downward adjustment to those requests would remove some of the pressure for cuts to important services, including the library, in a tight budget year.

Sincerely,

Nancy Thomas and Thomas Shupp  
71B Black Point Road  
New Gloucester, ME 04260

## Town Manager

---

**From:** Paulette <pmmcda@aol.com>  
**Sent:** Friday, February 14, 2020 11:23 AM  
**To:** Town Manager  
**Subject:** NG possible library budget cut

Dear Mr. First,

We, the Morin sisters, of Sabbathday Lake Outlet are members of Friends of the New Gloucester Library. As seasonal residents, during the summer and fall, we participate in many local activities and functions. We support the outstanding service which is provided by the excellent librarians. New Gloucester should be proud of their dedication to the community.

Regards,

Patricia Morin  
Paulette Morin McNally

## Town Manager

---

**From:** marybethhj@aol.com  
**Sent:** Monday, February 24, 2020 1:51 PM  
**To:** Town Manager  
**Subject:** Attention Budget Committee

We have been residents of New Gloucester since August of 1971. Due to being out of state right now, we will not be able to be at the Budget Committee Meeting tonight.

For all of the decades that we have been in New Gloucester, we have been faithful patrons of the NGPL, which many say is "the heartbeat of our town." Increasingly, our library has reached out in many creative and useful ways to our community from story time, to sleepovers for young patrons, to pet shows, to book groups for different ages, to plays, Cabin Fever Book and Bake Sales, etc. etc. The list is endless! It is a safe place for students young and old to come to pursue their interests and assignments by using books, periodicals, and computers which might otherwise not be available to them.

We are strongly opposed to any cuts to the library budget! Rather than make the library less accessible, every effort should be made to keep our two outstanding librarians and the current hours of operation along with no cuts to their operating budget. It is unsettling and discouraging to see that while cuts to the library are being suggested, there are both an increase in stipends for the selectmen being requested as well as a salary increase from \$72,000 - \$100,000 for the incoming town manager. Sincerely, Tom and Mary Beth Johnson

Subject: Specific Line Item Recommendations on the Proposed New Gloucester Fiscal Year 2021 Budget

March 17, 2020

Memorandum For: New Gloucester Board of Selectmen  
 New Gloucester Budget Committee Members  
 New Gloucester Town Manager

During this National emergency, I applaud your efforts as our Town's leadership for acting responsibly to ensure that health, safety and support considerations are afforded to our fellow residents. You all play a vital role in establishing the guidelines and actions to protect us. Thank you!

I also understand the pressures you are under to comply with State and Local statutes to develop and propose a viable budget while under Federal and State directions to limit large gatherings (e.g., public hearings) to facilitate our annual Budget Process. Your openness to allowing New Gloucester's registered citizens to use electronic means to submit their comments and recommendations is evidence of your flexibility and transparency during these difficult times.

After reviewing the Proposed FY2021 Budget, I find that I generally agree with the recommendations made by the Budget Committee (BC) over those proposed by the Selectmen (SB) – not in all cases, but in most. Additionally, my views differ in funding specific line items in the FY2021 Budget, as shown below:

Line #	Account	Comments/Questions	Recommendations	Adjustment to BC Proposal
101	Selectmen	See Recommendation.	Support <u>Budget Committee (BC)</u> Recommendation.	0
102	Administration	Under Prof. Services (2-03) the FY2020 Approved Budget, <u>Technology Services</u> increased (+34%); For 2021, both SB & BC recommend a +42% increase with no notational justification for increase.	Reduce <u>Technology Support</u> line item to the 2020 level of \$8,475 for the 2021 Budget.	(4,025)
105	Elections	I oppose adding \$4,000 to the budget for Charter Vote! Voters rejected the charter during the previous election cycle. To include these funds in the 2021 Budget is <u>unwarranted</u> .	Reject \$4,000 proposed by SB & BC and reduce 2021 Budget Proposal.  <u>Reduce this line to \$ 0.</u>	(4,000)
107	Code Enforcement	Question: If the Code Enforcement Officer's (CEO) pay status is being changed from SALARY to HOURLY, then what policies will be put in place to prevent (or cap) overtime payments being added to CEO Wages (1-01)?	Support <u>Budget Committee (BC)</u> Recommendation.  Retain in salaried status as proposed for other employees.	0
108	Legal	See Recommendation.	Support <u>Budget Committee (BC)</u> Recommendation.	0
109	Insurance	See Recommendation.	Support <u>Budget Committee (BC)</u> Recommendation.	0
116	Public Works	Regarding Striping (116-2-39): In order to improve nighttime road visibility for safety considerations, NG should require contractor to start operations EARLIER in the year.	Support <u>Budget Committee (BC)</u> Recommendation.	0

**Subject: Specific Line Item Comments on the Proposed New Gloucester Fiscal Year 2021 Budget**  
(continued)

Line #	Account	Comments/Questions	Recommendations	Adjustment to BC Proposal
117	Fire & Rescue	Oppose eliminating Transport Services! Our citizens SHOULD NOT HAVE TO WAIT for this service to be provided only from contracted suppliers!  Question regarding Trainees qualifications: Do F&R Trainees need to meet CDL requirements in order to be drivers? Refer to 3/3/20 Board/Staff memo on Account 117-1-21 (question #3 regarding # of responders on typical EMS calls) and Maine Compliance Directive Number: 24-11, dated March 4, 2011 (Revised: 9/2013).	Support <u>Selectmen's Budget (SB)</u> Recommendation.  Retain funding for current Transport Services.  <u>If required, add CDL training funds for Trainees.</u>	195,484
122	Planning	See Recommendation.	Support <u>Budget Committee (BC)</u> Recommendation.	0
123	Library	Our Library is a KEY DEPARTMENT in NG that greatly serves our community. Reducing staff hours or eliminating services is a non-starter!	<u>Fully Fund the Library Budget for 2021 Budget, including retention of Library staffing hours.</u> Adjust Wages line to include a 2.5% increase.	5,589
125	Benefits	See Recommendation.	Support <u>Budget Committee (BC)</u> Recommendation.	0
127	Capital Reserves	See Recommendation.	Support <u>Budget Committee (BC)</u> Recommendation.	0
133	Parks & Recreation	Look for additional programs to eliminate. The number of participants do not justify the cost for keeping all these programs and don't make a real difference in revenue generated by these programs.	Reduce 2021 Budgeted amount by \$5,000.	(5,000)
Net Amount to be Added to 2021 BC Proposed Budget				<b>188,048</b>

Although it is not part of our Town's Budget consideration at this point, SAD-15's proposed FY2021 Budget of \$6.2 million is excessive. Especially, if it attempts to force NG residents to accept decreases our FY2021 Budget for those services we deem necessary to sustain us. Thus, I am opposed to the 6.4% increase recommended by SAD-15 for FY2021. This rate is almost double the percentage increase over the FY2019 spending level. If allowed to continue at this rate of increase, the SAD-15 Budget will far exceed our Town's ability to support it. I recommend we push back!

With the pending outcome of the revaluation of New Gloucester property and the expected change in our mil rate, there should be ample flexibility to fund the services and support we require.

I appreciate the opportunity to participate in the New Gloucester FY2021 Budget Process. If you have any questions regarding my comments or recommendations, please contact me.

Thank you.

Best regards,



R. Alan Gregory, 124 Gloucester Hill Road  
H: 926-1131 E: agreg47@maine.rr.com

February 20, 2020

Budget Committee  
Town of New Gloucester  
385 Intervale Road  
New Gloucester, ME 04260

RE: Town of New Gloucester Public Library Proposed Budget

Dear Chair Bragdon and members of the committee:

The Library Trustees are writing today to request the Budget Committee vote to place the budget proposal, as amended by the trustees, on the warrant for the 2020 town meeting.

The Selectmen's budget proposal would seek to completely eliminate one of two library positions, reduce library hours, and decimate the ability of the library to continue functioning as a resource in the town. This is an important decision and is best left to the voters and taxpayers of this town. The trustees are asking that the Budget Committee give the citizens of the town the ability to choose if they agree to accept reduced services.

According to the Maine State Library, a library must have, "an established and published schedule in which services of the staff are available to the public year round." Failure to have this would cause the library to become ineligible for federal Library School and Technology Act (LSTA) funds. With one employee, the library would not meet this requirement. When the employee is sick, at a conference, or on vacation, the library would be closed. In the case of illness this would be without warning.

This could lead to losing high speed internet service for our patrons. The library currently pays \$100 a year for high speed internet access because it qualifies for the program. Failure to maintain a regular schedule would threaten the ability to access the program. The cost to obtain the same type of service from a private provider is much more expensive.

In today's world, everyone must have access to the internet in order to complete common tasks. Unfortunately, not all our citizens have that ability. Reducing the hours of the library will also reduce the opportunity for citizens without internet access to have the access they need to do taxes, look for jobs, or do their homework.

The selectmen have indicated that volunteers could run the library when the librarian is not present. Volunteers are not the way to run a town department. Would the town use a volunteer to approve code requests, accept taxes and payments, run the transfer station or plow the roads? The thought of that is ridiculous and potentially dangerous. Why is it an acceptable risk for the library? What training would be acceptable to be a volunteer at the library? The American Library Association indicates the following legal issues should be considered before instituting a volunteer program.

- compensation for work-related injuries
- insurance coverage for risk and personal injury
- insurance coverage when operating a library vehicle
- procedures for reimbursing any work related expenses
- discrimination

- ADA compliance
- Confidentiality
- background checks

It is important to keep in mind that these are also concerns when volunteers are acting under the supervision of staff. What additional questions need to be asked when there is no supervision? Will volunteers be paid stipends like the volunteer firefighters? These are all questions that need to be thoughtfully answered.

Currently our two employees work together the majority of the time. This is for safety as well as organizational purposes.

Safety should be the town's first priority. The library is a place where the public are welcomed. Unfortunately, sometimes members of the public can be belligerent, or threatening. In addition, an emergency of any sort could happen. The library is often open when town hall is not and there are no other employees on the complex. Even if there are employees at town hall, if an emergency arises, with no other employee immediately available to help or report, the consequences could be disastrous.

Having two employees present allow for event planning, cataloging, ordering, shelving and a host of other day to day items that need to be done. If there is only one employee, that employee must stop what they are doing every time a patron enters and then restart it after they leave. The lack of continuity means these tasks will take longer and will be more prone to mistakes. The level of service provided by the library will suffer.

Having two employees also allows one staff member to run and oversee events without leaving the library unattended. A good example of this is the summer reading program events, where one employee is outside and another inside. One employee simply cannot be in two places at the same time.

Reducing the number of employees from two to one will have a further impact on the events and programming the library is able to offer, for the reason mentioned above, as well as for the lack of planning time. The library currently has an event budget of \$0. There has been history of town officials complaining about the lack of event programming at the library, but no budget is provided. In order to plan the events, staff often searches out grants, special offers, or organizations who will come for free. One employee will simply not have the time to put in the extra effort needed to provide programming.

People in town often talk about community. They come to New Gloucester because it is the type of community they desire. The town does not have a vibrant community or recreation center. Many of our families go to Gray for those services. What the town has is the library. The library is the public, town funded, community space that can be enjoyed by all. What will happen to the sense of community when that space is shuttered the majority of the time?

Let's look at some numbers that show the services provided by the library.

- The Maine State Library estimates that our library delivered \$241,708 worth of services to the residents of New Gloucester for the \$99,100 FY19 investment. The return on investment in the library is **\$142,608**.
- The library loans out an estimated 55 items per day open.

- The library saved residents **\$1,400** by providing passes to local attractions.
- The library placed approximately **\$18,200** worth of materials on the shelf with a **\$7,050** budget.

The trustees' initial request was that the library budget be increased from \$106,000 this fiscal year to \$116,112 for the upcoming budget. The requested increase was to raise the salaries of both employees. As discussed at one of the selectmen's budget workshops, the library employees are both at or towards the bottom of the pay scale in a job survey of towns in Maine. For an employee who has been with the town for 37 years to be at the bottom of the pay scale is disturbing.

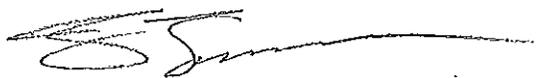
However, the trustees understand that this will not happen and are submitting a revised budget request of \$102,564. This request, from an already bare bones budget, represents the willingness of the trustees to work with the selectmen and budget committee in creating a reasonable town budget.

Let me explain where the cuts would come from and the effects it will have on service.

- Funding for wages is kept at the same level as last fiscal year. Staff has agreed that they would be willing to accept no raise this coming year. As indicated above, the trustees do not believe this is a good solution.
- Funding for educational services has been cut. Meetings attended by staff often result in new ideas for programming and possible funding for that programming. In addition, the meetings keep staff up to date on their professional roles and responsibilities.
- Funding for travel has been cut. With a reduction in education, not as much travel will be needed.
- Funding for periodicals has been cut by 1/3. The amount of periodicals the library offers patrons will be reduced by 1/3.
- The postage has been reduced by \$800. This amount is the annual subscription fee to use a van service provided by the Maine State Library to deliver interlibrary loan materials. Service is currently provided twice a week. The reduction in service will result in service once a week. This means it will take patrons longer to receive their materials and they will not be able to keep the materials as long because they will need to be returned earlier.

Thank you for taking the time and effort to read this letter. The trustees believe this is an important issue and ask that you allow the citizens of the town to choose between this version of the budget and the selectmen's version. The trustees would also welcome the chance to discuss these concerns directly with the committee.

Sincerely,



Timothy Terranova, Chair  
Town of New Gloucester Library Trustees

FY 2020 Budget Worksheet

Library - 123

	FY 2019 Approved	FY 2020 Approved	FY 2021 Trustees	FY 2021 Trustees amendment	FY 2021 Budget Comm	FY 2021 Final
<b>COMPENSATION</b>						
1-01 Wages	\$ 76,290.00	\$ 78,517.00	\$ 90,500.00	\$ 78,517.00		
1-02 Professional Education						
Bangor Public Library Seminar	\$ 75.00	\$ 75.00	\$ 75.00	\$ -		
Bangor Public Library Seminar	\$ 120.00	\$ 120.00	\$ 120.00	\$ -		
Booklist	\$ 147.00	\$ 147.00	\$ 147.00	\$ 147.00		
Maine Librarian Membership	\$ 105.00	\$ 105.00	\$ 105.00	\$ 105.00		
BPL - Annual Directors Inst	\$ 70.00					
PPL/SMLD meeting	\$ -	\$ 70.00	\$ 70.00			
Maine Library Conference/NE Lib Conf	\$ 150.00					
Trustee Fundraising Ed	\$ 200.00	\$ 200.00	\$ 200.00			
1-03 Mileage	\$ 400.00	\$ 400.00	\$ 400.00	\$ 200.00		
<b>PROFESSIONAL SERVICES</b>						
2-03 Computer						
Tiger Technology - Web Hosting	\$ 85.00	\$ 85.00	\$ 85.00	\$ 85.00		
Computer Hardware & Atrium Software	\$ 1,000.00	\$ 4,717.00	\$ 1,500.00	\$ 1,500.00		
Follett Software - Support	\$ 50.00	\$ 60.00	\$ 60.00	\$ 60.00		
2-07 Equipment Maintenance						
IKON - copies	\$ 408.00	\$ 410.00	\$ 450.00	\$ 450.00		
<b>SUPPLIES</b>						
3-01 Operating	\$ 2,000.00	\$ 1,944.00	\$ 2,000.00	\$ 2,000.00		
3-42 Periodicals	\$ 300.00	\$ 300.00	\$ 300.00	\$ 200.00		
3-43 Audio/Visual	\$ 1,050.00	\$ 1,050.00	\$ 1,100.00	\$ 1,100.00		
3-44 Books	\$ 6,000.00	\$ 6,000.00	\$ 6,500.00	\$ 6,500.00		
<b>TOWN EXPENSE</b>						
5-01 Telephone	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00		
5-02 Electricity	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00		
5-03 Heating Cost (2300 gal @ \$3)	\$ 5,750.00	\$ 6,900.00	\$ 6,900.00	\$ 6,900.00		
5-04 Postage	\$ 1,800.00	\$ 1,800.00	\$ 2,500.00	\$ 1,700.00		
<b>TOTALS</b>	\$ 99,100.00	\$ 106,000.00	\$ 116,112.00	\$ 102,564.00		

NOTES:  
See documentation provided by trustees

To whom it may concern,

I am writing to express my support of the before and after school program proposed by the recreation director. I feel that cutting it is very short sighted. The community room is more than ample to hold 10 children and a staff member. There is also space inside the garage connected to the community building which would make a great space to get energy out on days too cold to go outside. The proximity of the library and its outdoor area for "field trips" is also ideal. If 10 children sign up for the program at \$100 each for 40 weeks, we will have, not only recouped the \$30,000 budget expense, but made another \$10,000. Good, affordable, safe, before and after school care is in great demand. If it is marketed at the correct time of year -now and the next few months when people are planning for next school year-it could be a great asset to our town and a way to add revenue into the recreation budget making it more self supporting.

Sincerely,

Rebeca Norton

19 Lily Lane New Gloucester

Grace Christian, 5 McIntire Road.

I have been a volunteer at the library for over 20 years. Each Friday morning I shelve items and help with the circulation desk. This has been a wonderful social interaction for me as I am retired and enjoy seeing the librarians, my fellow volunteer and the patrons who come into the library. I also enjoy being of assistance in a civic way.

I have been a witness to how busy Suzan and Carla can be with the circ desk, the phone ringing, running StoryTime, help with the computers and a number of other tasks that they are called upon to do, and these are without taking into account what happens behind the scenes such as deciding what items to buy for the library, cataloging, attending seminars and programs outside of the library, and on and on with many things of which I and probably you are not aware.

The American Library Association strongly recommends that there be at least two people working in the library at all times. Patrons can become angry, aggressive, and difficult to deal with and having two librarians on hand can help defuse the situation or allow one librarian to summon assistance should it be needed.

On December 11<sup>th</sup>, 2018, Amber Fawn Clark of the Natomas branch of the Sacramento Public Library was fatally shot allegedly by a man she had banned from the library two months earlier for behaving aggressively toward staff and customers. Just a month before she was killed, she was accosted by a group of teens who had been asked to control their loud and vulgar language; one of them verbally threatened her with physical harm.

- A teen was convicted of murdering two librarians and injuring four others at a library in Clovis, New Mexico, on August 28, 2017.
- A man diagnosed with schizophrenia stabbed another library customer to death at a public library in Winchester, Massachusetts, on February 24, 2018.
- A library customer made hostile threats at a library in Norfolk, Virginia, in July 2018, prompting an investigation and the addition of armed security.
- In Phoenix earlier this year, a fight occurred between security guards and an armed man in the public library's elevator.
- And on January 20, 2019, the director of the Fort Myers Beach (Fla.) Library was stabbed to death.

One might think that things like this would never happen in New Gloucester, but one never knows. Our librarians recently attended a program which included a class on what to do in an active shooter situation. Sadly, this is what our society has come to.

I would ask the committee and the selectmen to take safety into account while deliberating about the library budget and staff coverage.

To: Members of the Board of Selectman  
Paul First, Town Manager

From: New Gloucester Citizens for a Town Charter

Date: March 21, 2020

Re: Comments on 2020-2021 Town Budget  
Appropriation for Charter Referendum in November 2020  
Update on Charter Petition Process

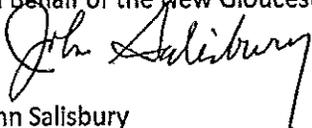
We note that one of several budget recommendations submitted to the Board of Selectmen by a NG voter suggested cutting the proposed appropriation of \$4,000 for the preparation of ballots for a second referendum on whether the Town should approve the creation of a Charter Commission. We do not agree with that recommendation and would urge the Board of Selectmen to include the \$4,000 in the budget.

The petitioners and their designees have already secured 307 voter signatures for placing the question of whether or not the Town of New Gloucester voters what to create a charter commission. That is more than 50% of the required number of signatures to get the question on the November ballot. The petitioners believe they will be able to secure the required signatures should the issues with COVID-19 be resolved in a timely manner. Assuming the petitioners' efforts are successful, the \$4,000 of funding will be required.

The New Gloucester Citizens for a Town Charter feel the November 2020 will have greater voter participation and will better reflect the views of the Town. Previously the question of creating a charter commission lost by only 4 votes. Less than 800 persons voted at that election. We are confident that there will be greater voter turnout in November.

Your consideration of our view is appreciated.

On Behalf of the New Gloucester Citizens for a Town Charter,

  
John Salisbury

## Town Manager

---

**From:** Deborah G. Chandler <dgchandl@megalink.net>  
**Sent:** Sunday, March 22, 2020 9:04 PM  
**To:** Town Manager  
**Subject:** Library budget

Since 1888, the New Gloucester Public Library has grown with the town. When it finally burst its seams in the 1990's, the town voted its approval of the move to and expansion of the old high school. This decision was made with the full understanding that it would require 2 librarians to staff it properly.

In 2020, we have in this library a vibrant community center that is freely open to all ages and walks of life for a range of activities as wide as the variety of its patrons. It is run by 2 dedicated librarians who work hard for us every day, even though their salaries are at the bottom of the salary range of equivalent Maine libraries. They work wonders with a minimal, essentially flat funded budget. And have done for many years.

The active Friends of the Library are able to supplement this bare bones budget through our book sales and volunteer activities. Without this assistance there would be fewer programs offered and many fewer new books on the shelves. But it still takes 2 librarians to make it all work.

The Library provides much more value to the town than it costs us in expenditures. New Gloucester needs to continue to fully fund its Library at no less than the FY2020 funding.

Sincerely,

Deborah G. Chandler  
146 Morse Road

## Town Manager

---

**From:** David Jefferson <dajdvm@maine.rr.com>  
**Sent:** Sunday, March 22, 2020 9:39 PM  
**To:** Town Manager  
**Subject:** The library

We have lived on the Estes Rd in New Gloucester for about 25 years. One of the things about the town that I have always appreciated is the library. For the size of the town it is outstanding. We have taken out many books, DVD's and CD's over the years. When either of us has something to research we have found both Suzan and Carla more than willing to help. On occasion they have been able to get us requested books or materials from other libraries in the state. When I wrote a book of my own, Suzan and Carla offered me a place and an audience to present the book and answer questions about it. That was unsolicited and a wonderful offer that I deeply appreciated. Because of the many functions and activities at the library I fear that cutting hours for the library or the staff will greatly reduce its effectiveness in and for the town.  
David A Jefferson, DVM



Dr. David A. Jefferson

207.416.2700 mobile

207.782.8318 office

31 Estes Rd. New Gloucester, ME 04260

## Town Manager

---

**From:** dajdvm <dajdvm@maine.rr.com>  
**Sent:** Sunday, March 22, 2020 9:42 PM  
**To:** Town Manager  
**Subject:** our library

We have lived in New Gloucester for more than 20 years, and on an almost daily basis, I drive down Rte 231 toward Gloucester Hill Rd, headed somewhere. Each time I pass the library, I experience a feeling of pride and a feeling of being anchored to a community. I notice the cars there and quietly acknowledge the children, youth, and adults who are enjoying the library's space, resources, and activities. We, the Jeffersons, are a family of readers, and I was an elementary school teacher. I cannot imagine not having books around, nor raising our children without reading stories to them and to the children I taught. Not all children have access to books, but our library offers them this world of literature, resource tools as they grow up, and book clubs as we become senior citizens. It is a safe community of learners, and without learners, we would lose an educated population. Notice that I put "our library" as the subject of this email. It is ours, all of ours, and, in my opinion, a living, vital part of New Gloucester. Sincerely, Bonnie Jefferson

## Town Manager

---

**From:** David Jefferson <dajdvm@maine.rr.com>  
**Sent:** Sunday, March 22, 2020 10:05 PM  
**To:** Town Manager  
**Subject:** the library

My wife and I have lived in New Gloucester for about 25 years. Since our first week here I have been impressed by the activities of the library and the helpfulness of Suzan and Carla. I am a writer and have always had my questions answered in searching for material. I have never felt the need to skip over New Gloucester and go to the Auburn or Portland larger libraries for help. If our town library doesn't have something the staff has always been able to get it for me from other libraries in the state. When I wrote my first book, without solicitation I was offered the opportunity and the space to speak about it here in my home town at the library. That was pretty special. I don't see how the library will be able to offer the outstanding services that it does if the hours or staff hours are reduced. Please fully fund this remarkable place.

Sincerely,

David A Jefferson, DVM



Dr. David A. Jefferson

207.415.2708 mobile

207.782.8318 office

31 Estes Rd. New Gloucester, ME 04260

## **Town Manager**

---

**From:** Thomas Halstead <t.rex.halstead@gmail.com>  
**Sent:** Monday, March 23, 2020 8:39 AM  
**To:** Town Manager  
**Subject:** Budget cuts

To whom it may concern,

I am writing to you, as I hope many of my neighbor's are as well, to ask you to reconsider the library and parks and recreation cuts you are intending.

The library has been a constant companion to my family since we moved to New Gloucester. We have involved ourselves in all the activities and events BOTH librarians have helped offer. We never would have met so many wonderful people, or been involved in so much fun without them. To cut the budget and eliminate a position would surely bring an end to this.

A town without a library, is a town without heart. A library is a source of comfort and camaraderie, a place for friends and learning. To cut the library budget is to cut the soul of our town.

I also would ask you to consider not cutting the budget to the Parks and Recreation department.

Morgan is attempting to breathe some fresh air into the town, while supporting the community and attempting to bring in funds. To cut any program off at the knees before it gets a chance to walk is setting it up for defeat.

I won't pretend that I have answers as to where the money will come from. That is not my job. My job is to be a good community member, neighbor and parent. I employ you to be the same.

Thomas.

New Gloucester Selectmen's Meeting  
March 22, 2020

Public Comment

Beginning in the 1980's my daughter began volunteering at the library. She was about five years old, and could barely read, but Sue was very patient with her and had her begin by neatening up the magazine section. We, like many families, were sure to bring a big two-handled canvas bag on each visit to exchange borrowed books we'd read for new selections to enjoy. Miss Sue seemed magical the way she could remember what you'd already borrowed and had exciting suggestions for new offerings! Bedtime always involved reading aloud, and it doesn't take fancy research to realize how beneficial that is for children (parents too).

As time went on, Morgan taught herself to read and became enthusiastic about school and learning. She was selected for special gifted and talented programs during middle school, and took advanced courses in high school as well. She was awarded several scholarships and helped to put herself through college with part-time jobs at Borders and in the college library.

I want to share this story with you to offer one illustration of some of the quiet benefits this community institution provides, free of charge. At a very young age my child was learning about teamwork, how to follow directions, good manners and public service, interacting with all age groups, tolerating differences and quiriness at times...all because she was volunteering at our local library and the people there were willing to teach her. She has gone on to become an excellent nurse at a major Boston hospital and is adding more skills.

The New Gloucester Public Library is just that – a library for the public! It is important for this board and the Budget Committee to grasp what the library does. This library has changed lives. There is a true story of someone who was able to go from being homeless to having a good job and even a place to live because they could access the library computer...but that is not my story to tell. You'll have to stay tuned and see if someone else will share it!

Sincerely,

Mary Bickerstaff

March 22, 2020

To the elected officials (Board of Selectmen and Interim Town Manager Paul First) of the Town of New Gloucester:

I, Tim Rice of 585 Shaker Road, am extremely concerned about your proposed budget cuts to the library. Watching your Selectboard Budget Workshops on television, I find myself thinking, these town officials have no idea how important the public library is, not only to the town of New Gloucester but to surrounding towns including Pownal, Durham and Gray. To eliminate the assistant librarian position is the equivalent of shutting down the library completely. The director of the library cannot run the library alone. She will try and fail and within a year and a half it will be decided by the elected officials of the town to close the New Gloucester Public Library.

You, Linda Chase, Karen Gillis, Tammy Wayboer, Joe Davis, George Colby and Paul First, selectboard members and interim town manager will be responsible for and remembered as the selectboard that dismantled and eliminated one of the town's most prized and vital organizations, The New Gloucester Public Library. I myself would not want to be remembered as an individual who was instrumental in the elimination of an organization which was established in this town in 1888.

The Public Library should be realized by the town officials as a place of free learning, crucial town infrastructure, and a warm and inviting gathering place where any person can go. Town officials should promote, stand behind, and encourage the public to access the resources of their library. Towns and cities whose officials promote them have vibrant libraries.

I sincerely hope that, as officials of the Town of New Gloucester, you collectively get behind and support our precious library with the necessary funding it deserves.

In the interest of full disclosure, I am the husband of the assistant librarian.

Tim Rice

## Town Manager

---

**From:** Carol Gillis <carol.f.gillis@gmail.com>  
**Sent:** Monday, March 23, 2020 12:01 PM  
**To:** Town Manager  
**Subject:** Proposed Library Budget  
**Attachments:** Friends of New Gloucester Library - who we are and what we do.docx

Dear Mr. First and Selectmen,

I am writing to support the revised library budget as submitted by the Library Board of Trustees in the letter written by Timothy Terranova, dated Feb. 20, 2020, that is included in your packet.

I sincerely hope that you will recognize the importance of the library to the community and the need to maintain the library hours, services and current staffing.

I am forwarding the Friends of the New Gloucester Public Library information sheet that I had prepared to present during the public comment period at the March 2, 2020 meeting. The data illustrates that with community support, through donations and purchases, the Friends are able to provide funding to support specific needs and programs for the New Gloucester Public Library.

*Please note that the Friends' support supplements Town funding. It cannot replace any budget shortfalls. The volunteer work we do supplements, but cannot replace, the work of our two valued librarians.*

I believe the Library is a critical part of being a healthy, vibrant, attractive community as well as a valuable resource for people of all ages and from all walks of life. It should be funded so that the current hours, staffing and services remain.

Sincerely,  
Carol Gillis,  
45A Sunset Shores Road  
New Gloucester, ME 04260

## Friends of the New Gloucester Public Library – Who we are and What we do

Introduction: During recent discussions regarding the proposed Library budget for 2021, assumptions were made about the role that volunteers could play in staffing the library. It is apparent that there is a misunderstanding about the Friends of the New Gloucester Public Library and what we do.

The Friends of the New Gloucester Public Library is a non-profit organization whose primary purpose is to raise and distribute funds to support library programs and materials that are not funded through the Town budget. For example, there is no budget for programs and a limited budget for book, movie and digital media collections.

The primary fundraising sources are two book and bake sales, held annually in October and February, and modest membership dues. We currently have 35 members.

- Over \$58,000 has been raised to support the Library over the past 16 years, with an average of \$3,630 per year. These funds have been used for:
  - 43% - Buildings and Grounds projects including:
    - Building Improvements
    - Engineering Study of Library Building
    - Library Furniture
    - Gazebo Fund
    - Garden Storage Shed
    - Library and Town Hall Gardens
  - 31% - Collections
    - Books, Movies, Digital Media
  - 26% - Programs and Educational Passes
    - Speakers/ Author Visits
    - Kindergarten Kick-Off
    - Summer Reading Program
    - Summer Play Performance
    - Pet Show and book prizes
    - 4-H program
    - Young Adult Reading Groups
    - Family Passes to Maine Wildlife Park, Children's Museum of Maine
- A portion of high quality Books and A/V items donated to the Book Sales are used to augment the Library's collection (for which the annual budget is \$6,000). The average value of these donated books has been \$15,350 for each of the past three years.
- Other Services:
  - Hold First Dibs for Kids to encourage reading
  - Improve and maintain the Library and Town Complex gardens
  - Provide delivery of library materials to home-bound community members
  - Friends assist with the annual library inventory
  - Although Friends occasionally assist with other tasks, under the direction of the librarians, we are not qualified to perform librarian duties and would not be able to step in to do so. We are able to supplement but not substitute for the professional staff.

*We would be happy to provide a tour of the book sale area or talk to you further about what we do.  
New members are always welcome.*

## Town Manager

---

**From:** Yvette Knight <yknight@maine.rr.com>  
**Sent:** Monday, March 23, 2020 12:03 PM  
**To:** Town Manager  
**Subject:** Library budget

Dear Town Manager and Selectmen,

It is unfortunate that the public cannot be present for public comment this evening as you finalize the budget for the coming fiscal year; so, here is another letter in support of the Trustees' and Budget Committee's recommendations. In your positions serving this town you obviously must rely on the advice of many people who are involved in the many departments and committees and who are "in the know". As a citizen who has been involved in the library as a volunteer, trustee and Friend for 39 years and since the selectmen are not library users, I have a final thought I hope you will consider.

Over the past few months the library budget has been talked about within and outside of the "library family". As Friends of the New Gloucester Library it is one of our responsibilities to be a voice for the community. No one has thought that reduced hours (services) and elimination of the assistant position is acceptable. The bottom line here is that the community will not support the selectmen's recommended budget for the library if those items are upheld in the final budget. In your deliberation it is my hope that you will hear the voice of the community and make a choice that is in the best interest of this town and all of its citizens.

Sincerely,

Yvette Knight

Member of the Friends of the Library

"I could not live without books" - Thomas Jefferson

## Town Manager

---

**From:** lsturgis@securespeed.us  
**Sent:** Monday, March 23, 2020 12:47 PM  
**To:** Town Manager  
**Subject:** Library

Dear Paul,

I am writing to beg you and the board to keep our library open and retain our assistant librarian. They provide an invaluable service to our town, especially to senior citizens and the youth of our community. It breaks my heart to even think of our little library no longer being able to function the way it always has been. Both women are totally dedicated to learning and the love of reading. Cutting it back so harshly gives the impression that literacy, research, community resources for those who cannot afford the internet or to purchase their own books are not important to the residents of our town. Culture matters and a love of learning should not be tossed aside.

I pay some pretty steep taxes but I do not resent the amount that goes to the Library (which is the building where my late husband went to high school) or to our schools. Learning is very important and it should be a part of one's total lifetime. As a member of one of the library's book clubs as well as the cribbage group, I am pleading for you not to curtail this important town program.

Sincerely,  
Jane Sturgis

## Town Manager

---

**From:** Lynae Maxim <lynae.maxim@outlook.com>  
**Sent:** Monday, March 23, 2020 12:55 PM  
**To:** Town Manager  
**Subject:** Fw: Our Magical Library

---

**From:** Lynae Maxim  
**Sent:** Wednesday, March 4, 2020 10:39 AM  
**To:** townmanager@newgloucester.com <townmanager@newgloucester.com>  
**Subject:** Our Magical Library

Dear Town Manager,

Being an avid Bookworm AND now a recently published Maine author, the library is such an essential part of my life and that of many others.

My husband and I looked high and low for a beautiful spot to live when we came to Maine, just over a year ago and we found it in New Gloucester. All I have ever wanted is to be in a quaint, small town with a Village Store and a beautiful library. Well, we have found both.

The library is such an important part of 'community' and it is so essential that the town people and their children have access to this as much as possible. After all, a library is a receptacle of knowledge, a gathering place and so much more.

On top of that, it could not be staffed with two more dedicated and knowledgeable women, such as Suzan Hawkins and Carla McAllister. They are part of what makes New Gloucester the gem that it is.

My husband will be at the meeting to offer support, but I will be out of town that week, so I felt it was important that I give my support where needed.

Your Sincerely,

Lynae Maxim  
The Lure of Books and Other Stories  
Maine Author's Publishing

## Town Manager

---

**From:** Steve Rogers <derholzer@aol.com>  
**Sent:** Monday, March 23, 2020 1:06 PM  
**To:** Town Manager  
**Subject:** Support for the New Gloucester Public Library

To: The Town Manager and Board of Selectmen / Town of New Gloucester, Maine  
From: Steven B. Rogers, PhD, Historian / Research Consultant

I am writing to you as a long time summer resident of New Gloucester. I am disturbed to learn that the Town of New Gloucester is considering a serious reduction in the services provided by the town library, its two dedicated librarians, and its many friends, volunteers, and supporters. Perhaps you do not fully comprehend the level of service they provide to the town's citizens, as well as to those of us who are lucky to call New Gloucester home for a few months each year:

- \* It is a treasury of books and magazines provided to the community free of charge.
- \* It is a safe place for children and young adults to assemble in a friendly learning environment.
- \* It provides access to the Internet and social media for those who do not have access in their homes.
- \* It is a place where community groups can meet, including various programs throughout the year that brings the community together (book sales, summer reading program and awards/end of summer play, community pet show, poetry and literature readings, craft evenings, etc.).
- \* It serves as a cheerleader for other events going on in the community.

I think you get the point I am trying to make.

It would be a sad day indeed to see these types of services curtailed when, in fact, the Town of New Gloucester is receiving a good "bang for the buck" when one considers all the library and its dedicated librarians do . . . including on their own time and at their own expense. Now is the time to hold them up as an example of good citizenry rather than threatening them with job insecurity while degrading one of the town's leading cultural institutions.

And let me just add a personal note. As a part-time summer resident, it was the library and the two librarians who helped us integrate with the community and made us feel at home away from home.

I urge the Town and its leaders to continue to fund the New Gloucester Public Library at a level that will not necessitate a cut in services and a potential reduction in staffing. When it ain't broke, don't fix it.

Respectfully Submitted,  
Steven B. Rogers, PhD  
3201 Taylor Street  
Mount Rainier, MD 20712  
301.367.3905

O, ein Gott ist der Mensch, wenn er traumt, ein Bettler, wenn er nachdenkt.

## Town Manager

---

**From:** Elizabeth Klotzle <elizabeth.klotzle@gmail.com>  
**Sent:** Monday, March 23, 2020 1:34 PM  
**To:** Town Manager  
**Subject:** Budget cuts

To whom it may concern,

I am writing to express my concern about cuts to the library budget. The library is an invaluable resource in our community. Cutting the personnel and the hours of operation will drastically affect its usefulness in our community. Furthermore, the people it will impact are our most vulnerable community members.

Whenever I drop into the library, I see other patrons taking advantage of all the library has to offer. Whether it is senior socializing over a puzzle, tutors helping their students study or children engaging in story hour.

My family has frequented the library ever since we moved to New Gloucester. It is through the library's story hour that my child and I first made friends in town. Offering a story time with only one librarian is simply not feasible. However, story time plays a vital role in our community. It allows parents to interact with other parents, it gives children a free space to socialize and of course it gets kids interested in reading. It's one of the few free things offered for toddlers outside the home. It certainly was a savior for us during those long winter months when my children were younger.

Now that my children are older we participate in other activities, like book group and 4H. Again, I don't see how these activities can continue if the library hours are shortened.

I have lived in many towns and I have to say that the New Gloucester Library is hands down my favorite library. And that's in no small part owing to Sue and Carla. They know all the patrons. They are there to help people find correct forms, discover new books, or just find old favorites. I know a lot of people drop into the library because they live alone and talking to Sue or Carla provides that social interaction they need for the day. The library is the heart of our community.

On a related note, I was disappointed to see the Rec department seems to be losing funding too. Morgan has done a wonderful job introducing new activities for our community. We love that he's thinking outside the box and offering things like crafts and snowshoe hikes. The rec is also helping build a sense of community in our rural town. Cutting funding to the program sends the message that we don't appreciate all the hard work that's been done to grow the rec department into what it is today. Cutting funding to both the library and the rec department sends the message that we are a town that doesn't care about fostering a sense of community - and I know that isn't true.

Please take the time to rethink the budget.

Thank you,  
Elizabeth Klotzle

## Town Manager

---

**From:** Elizabeth Klotzle <elizabeth.klotzle@gmail.com>  
**Sent:** Monday, March 23, 2020 1:34 PM  
**To:** Town Manager  
**Subject:** Budget cuts

To whom it may concern,

I love the library for all of its books and special activities. It is fun for the visitors and citizens of New Gloucester. I would like the library to keep the same hours so all of New Gloucester can have good books.

I visit the library a lot because I am in 4H, the Library Players and Book Group. We also go to all the summer events like the pet show that Ms. Carla organizes. I also like to go there to get lost in a book.

We have the best librarians - Ms.Sue and Ms. Carla. Ms.Carla lets me know when a new book in my favorite series is released. Even though a lot of people go to the library, she remembers people's favorite books. She's a hard worker and we don't want to lose her.

Ms.Sue and Ms. Carla are friendly to everyone who comes into the library. I love to hear stories about their cats.

Sincerely,  
Serenity Klotzle, age 9

## Town Manager

---

**From:** Elizabeth Klotzle <elizabeth.klotzle@gmail.com>  
**Sent:** Monday, March 23, 2020 1:35 PM  
**To:** Town Manager  
**Subject:** Budget cuts

To whom it may concern,

I think all the kids should do a lemonade stand to pay Ms. Carla. Because I love the library the way it is.

From,  
Haven Klotzle  
age 7

## Town Manager

---

**From:** Jennifer Bradstreet <jenbradstreetdesign@gmail.com>  
**Sent:** Monday, March 23, 2020 2:41 PM  
**To:** Town Manager  
**Subject:** Letter for selectmen  
**Attachments:** Bradstreet\_Library\_Letter\_2020.pdf; ATT00001.txt

Hi Paul

I'd like to submit a letter in support of the library to be shared with the selectmen prior to their budget decision. It is my understanding that you could get this to them in time?

I will print off a copy and put it in the mail slot at town hall, but I also wanted to attach a PDF version to email, here, just in case that gets lost. (I'm not what the logistics of remotely working staff is these days.)

Please let me know you are in receipt of this letter? And if I need to do anything else to make sure the people who need to read it can do so?

I appreciate your help and hope you and your family are staying healthy and well.

Many thanks,

Jen

+

Jen Bradstreet (Design)  
jenbradstreetdesign@gmail.com  
207 251 9035  
jenbradstreetdesign.com

**To:** The Town Manager of New Gloucester  
The Selectmen of New Gloucester  
Budget Committee of New Gloucester

**From:** Jennifer Bradstreet  
288 Rowe Station Road  
New Gloucester, ME 04260

**Re:** Proposed Reduction of Library Staff and Hours

**Date:** March 23, 2020

Dear Friends,

**I am writing this letter is to express my profound support for the New Gloucester library and to vehemently reject the current proposal to cut the library budget, effectively eliminating the Assistant Librarian position and reducing library hours substantially.**

I had hoped to share my story in person at the public hearing (despite my dread of public speaking), but I appreciate you taking this letter as a substitute given appropriate COVID-19 precautions.

Admittedly, my family and I are fairly new residents to New Gloucester — we purchased our home in December 2017. I normally wouldn't get involved in things like this, thinking it isn't my place as a newcomer. However, I've read several letters in support of the library recently from more established residents and **I think it's important that the town understand how this decision would effect young families like mine — and those who may consider moving here in the future.**

My husband, Evan, and I started seriously considering New Gloucester as a potential residence in the fall of 2017. I was pregnant with our first child, he had just started a new job at Pineland, and we wanted to find a good, safe, rural community to raise our family. When I drove out to New Gloucester to see what it was like, I was charmed by the Village Store, of course, but my very next stop was the library. **I was so impressed with all the resources this small town library had to offer and it was this positive visit that cemented our decision to move to this town.**

Fast forward a few months later, our first son, Jonah was born. My husband went back to work and I was feeling very alone in a new town with a new baby, miles from friends and family. I was desperate for community and very lonely, so, even though Jonah was just an infant, I decided to attend the children's storytime at the library. I felt silly bringing a baby for what was clearly not a baby event, but I was welcomed warmly by Sue and Carla and the families they brought together there. **Being able to meet and talk with other parents**

**and residents was so important — it really helped my survival as a new mom. It also helped me start to feel part of the town we moved to for the first time. Not being a part of the local school system yet and also working from a home office can be isolating. As such, the library has really been my single source of community.**

Jonah and I have been going to the library storytime for two years now (and counting!). We aren't able to come every week, but when we do, we are both greeted by name by both Carla and Sue when we enter the door. Jonah knows and loves them both and it's a joy to see him toddle around the place as if he owns it! I visit the Village Store, town hall, Hannaford, and the post office all on a regular basis... yet **the library is the *only place in town* where my son and I are greeted by name and I feel like I am known and valued as a member of the community.**

**The library has also been an amazing resource for my husband and I.** As recently as this past Christmas, when being home with a toddler was just too much, I visited the library alone during their late hours and worked on the puzzle for a bit, chatting with Carla and just having some time to relax. Even my husband, who is not natural "joiner" of activities, participated in the recent Cribbage Night after work. He really enjoyed it and it's now on our regular event calendar! **Having extended hours means that we are able to go to the library after work or after Jonah is in bed.** Too many local places are only open during "bank hours," which significantly reduces the time with "9 to 5's" are able to use them.

**Having two librarians with such different and complimentary personalities is key to the chemistry of the place.** I can't imagine eliminating the Assistant Librarian position, not only because I like Carla, but because I don't see how the library could do as much as they do now with just one staff member. **Both librarians are integral to the programs like Cribbage Night and the Summer Reading Program — programs that bring residents of all ages together in a positive way.**

Our town is growing with young families every year — on my dirt road alone, there are currently no less than three new family homes being built. **We would do these families and our community an extreme disservice to cut our library funding in the manner that has been outlined. Quite simply, I find this decision to be extremely short-sighted as we look to grow our community.**

I sincerely hope that the town staff can put their heads together to figure out another way to meet our budget needs without cutting this vital community resource in such a drastic way.

Respectfully,

Jennifer Bradstreet  
(207) 251-9035

My name is Bill Wilbur. I am a writer, but even more importantly I am a reader, have been my whole life. Until the age of seven, I lived in a financially depressed small town in Massachusetts, there wasn't much disposable income floating around, in the town or in my home. My parents were both readers as well, so we had books, as most households did, but after having read them all several times over, I switched to cereal boxes. We just did not have money for new books. What saved us was our public library. As a family we'd walk to the town library once a week and spend the day perusing the shelves, visiting with the librarians and whatever friends were there. My father always found a willing victim to challenge in a chess match and once in a while found a worthy opponent. The library was always more than a repository for books, it was the pulse of the town. The library is the place you go to find out what's happening in your community. It was a warm place of knowledge, comradery, and information. I am fifty-five now but I still have that library card.

A library is a place for the vulnerable. From the elderly whose only remaining human interaction is with library staff, to the isolated young mother who relishes the support and friendship that grows from a baby rhyme time session, to a slow moving 30-something woman collecting her CD's. Libraries are a haven in a world where community services are being ground down to nothing. Libraries, and indeed the people who choose to serve in them, are vital. Their worth cannot be measured in books alone.

A few years ago, I moved to New Gloucester to care for a sick relative. Coming from Los Angeles, it was a big change of pace for me. I found myself alone in a town where I knew nobody. The day I stepped into the New Gloucester Public Library was the day the town began to feel like home. Sue and Carla are the heart and soul of the place and I spent many hours learning from them, not just about books and authors, but also about the town and its happenings. Your library saved me, it is the lifeblood of your community and an important resource for the people you serve.

Thank you for your time,

Bill Wilbur

## Town Manager

---

**From:** Theresa Lacadie <theresalacadie@maine.rr.com>  
**Sent:** Monday, March 23, 2020 3:33 PM  
**To:** Town Manager  
**Subject:** in support of our wonderful NGPL

I'm writing to share my support of our wonderful New Gloucester Public Library.

The proposed budget cuts would decimate an institution that lies as the very heart of our community.

I'm respectfully asking you to reconsider the budget cuts to our library and please find an alternative place to make your cuts.

Theresa R. Lacadie  
59 Bluff Circle  
New Gloucester, ME 04260

To New Gloucester Selectmen Linda D. Chase (Chairman), George W. Colby, Joseph S. Davis, Tammy L. Donovan, and Karen L. Gilles (Vice-Chairman), and Interim Town Manager, Paul First:

I have lived in New Gloucester for 33 years, served on and as chair of the CIP Committee for 3 terms. I belong to the Friends of the Library, but I am speaking today as a citizen and taxpayer.

In finalizing the FY21 Budget and preparing the warrant articles for the 2020 Town Meeting I ask that you consider the following:

- Our Town has Budget problems. These are not new problems, and they seem to be getting worse each year. Obviously, we cannot continue to annually "borrow" more from the "undesignated fund" then we put into it to augment our revenue and keep our tax rate under control. However, we also cannot continue to subsidize our Fire and Rescue Department (specifically inhouse transport) or any department by "borrowing" from the budgets of other departments thereby cutting the vital services they provide for the Town and our citizens...whether those services be from the Library, or the Recreation Department, or paving our roads.
- I ask you to think carefully about the 100% stipend increase you proposed for yourselves. This proposal is not only arrogant but just plain wrong in a year when you are proposing job and hour cuts for Town employees. Whether you should be compensated more for what you do is not the issue here, but I would hope your

choice to run for selectmen was not driven by money! Please delete any proposed increase in this line item.

- The Selectmen and the Budget Committee are between "a rock and a hard place", but each needs to listen to the other for potential solutions...and both need to listen to the citizens of New Gloucester. To that end, I ask that the Selectmen include the Budget Committee's recommendations, if different from the Selectmen's, for each budget article on the warrant for Town Meeting. By offering this choice, you will give the citizens a chance to have a true voice in the budget !!

Thank you.

Beverly Cadigan

85 Gloucester Hill Road

03/23/2020

Dear Town Manager and Selectmen,

I am writing you today with great concern about the proposed library cuts. As a seventeen year old, I have grown a deep love for the New Gloucester Public Library and its people throughout my lifetime. I have been a Volunteer since I was twelve years old, and a Youth Trustee since I turned sixteen. My involvement in this special community has been filled with impeccable experiences and life long lessons. It has taught me so much and provided me with opportunities I would not have received otherwise. I have learned to be compassionate, professional, and well-spoken. In order for youth in our town to gain this same level of extreme benefit of this unique town facility, it is critical for it to be fully staffed, with maximum hours of operation.

Both librarians are incredibly passionate about their obligations, to the town, to the patrons and to the libraries across the state. From coordinating events, to greeting patrons and shadowing each librarian, I truly understand the interworking of the library and all it takes to remain in such efficient operation. Just one instance of the duty of the assistant librarian, who's position is in jeopardy, is the maintenance of the inter library loan program. The desire to satisfy each and every patron is demonstrated by the membership of the state book exchange program. This is a vital service, in which provides patrons with the maximum level of resource access. Such a system, requires diligence, time, and accountability, making it a task in which a single employee operating the entire library would simply not be able to fulfill. This interworking system is just one example of the services in which would be likely lost with the cut of the already incredible small staff base in the town's library.

For the deep value inherited in the preservation of the captivating essence of the New Gloucester Public Library, I respectfully request you to accept the Budget recommendations presented from the Budget Committee.

Thank you,

Cecilia Keddy

New Gloucester Public Library Volunteer and Youth Trustee

Dear selectmen

Hi my name is Brady I am

9 years old and I have been

going to the library since

I have been 9 months old.

We use the library for

movies, books, and activities.

Ms. Carla is a very

important person at

the library. We need

her there to help us.

DEAR SPECT MEN MY NAME IS

WESTON AND I HAVE BEEN GOING

TO THE LIBRARY SENS I WAS A

BOY I LIKE IT BECAUSE I CAN

GET BOOKS AND MISS CARTER

PLEASE DONT CUT MONEY FOR THE  
LIBRARY. Sincerely,

WESTON CHIOINE

I MY NAME IS FATE!

I started to go to the library

since F. was six weeks

old. We use the library for

movies and books for

activities. Miss is

impatient to love the book.

We then have a book

stand open 4 weeks.

I hope! Sincerely, Foster  
Chaire

## **Town Manager**

---

**From:** Annemarie Salzberg <annemarie.salzberg@gmail.com>  
**Sent:** Monday, March 23, 2020 4:49 PM  
**To:** Town Manager  
**Subject:** Thoughts for Public Comment Meeting Tonight

**Dear Town Manager and Selectmen,**

**My family has lived in New Gloucester for over 20 years. The library was our first connection in our new town. Unfortunately, in the current situation I can not be present for the public comment at tonight's meeting. I want you to know that I am in complete support of the Library Trustees' and Budget Committee's recommendations. In so many ways, the library forms the hub of New Gloucester. This is a time to be forward thinking about our community. The New Gloucester Library plays a critical role in helping all the members of our community move forward.**

**Sincerely,  
Annemarie Salzberg  
295 Woodman Rd  
New Gloucester, ME 04260**

## Town Manager

---

**From:** Deborah Hall <dah04102@aol.com>  
**Sent:** Monday, March 23, 2020 4:38 PM  
**To:** Town Manager  
**Subject:** Support for our library

Dear Mr. First, Select Board and Budget Committee

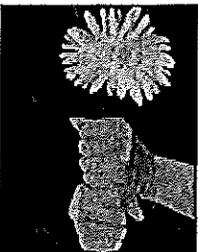
I am writing this email to voice my support of restoring the assistant librarian's position and library hours in the proposed fiscal year 2021 budget. I suggest that the well considered and comprehensive letter of February 20 to the Budget Committee by the Chair of the Library Trustees be read, and read again by the Select Board and the Budget Committee. What I can add is my own personal perspective. Libraries are invaluable at every single age. My mother took me down to our local library to get my library card, I suspect, even before I could read. Picking out books taught me how to make good choices. Taking care of them taught me to be considerate of others. Remembering to return them on time taught me personal responsibility. The Saturday story hours taught me about socializing. And librarians taught me that there are some wonderful, caring and approachable human beings who really know their stuff and can guide us to exactly what we need. Libraries level the playing field for those who cannot afford to buy books. They can expand anyone's world view, give insight into human nature, teach us anything we want to learn.... When empathic thought seems almost obsolete, books show us how others think and feel, and bring us into their worlds. The easy availability of our local library is essential and the knowledge base, and love of books and people of our librarians is immeasurable. Please restore the library hours and assistant librarian position in the proposed budget.

I appreciate the difficulty of trying to keep taxes down, maintain needed services and respond to the wishes of members of the community. I also recognize that loud voices do not always correlate to majority views. Maybe one unexpected result of this tremendously trying time where a public hearing on the budget cannot be held is that the softer voices are heard as strongly as the loud.

May you all stay safe and well.

Deb

Deborah Hall  
[dah04102@aol.com](mailto:dah04102@aol.com)



TO: New Gloucester Select Board Members

FROM: Sally Greene and David Chapman  
182 Meadow Lane

DATE: March 23, 2020

RE: Proposed Cuts to New Gloucester Library Staff and Budget for Upcoming Fiscal Year

We strongly oppose any cuts to the library budget that would materially affect staffing and hours of operation. Our library is vital to a sense of community and connection, with one another and with the larger world—both especially relevant in times of isolation. It offers knowledgeable and free access to wisdom and experience of the past, to dreams of the future, and to the best thinking and ideas of the present. It is a pleasant, warm space where anyone in our town can linger as long as they like, where children are most welcome, where the digitally challenged can get help and instruction to use 21st century electronic library tools, and where we meet our friends and neighbors. The Budget Committee has offered a revised library budget that requires reasonable measures on the library's part to counteract the town's shortfall without endangering the quality of its operation. We urge you to approve it as submitted.