



**Southern
Ontario
Library
Service**

SOLS' CONTRIBUTION TO LIBRARIES:

ANNUAL REPORT 2005-2006

STRONGER LIBRARIES

STRONGER COMMUNITIES



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Letter from the Chairperson and Chief Executive Officer

Fiscal year 2005/06 was a very difficult year for SOLS. Two months into the year we were informed that the Ministry was reducing our operating grant by almost 15%. As a result, much of 2005/2006 was spent on determining what changes were needed to balance the budget. We conducted a SOLS-wide consultation series with our client libraries and the Board reviewed SOLS' priorities in light of this information as well as input from the Minister of Culture. In the summer and fall, we implemented the following cuts:

- Elimination of province-wide research (two positions lost).
- Reduction in consortia/charitable purchasing (one position lost).
- Reduction in translation (half a position lost).
- Reduction in senior management and associated consulting service in space planning and facilities (one position lost).
- Elimination of specialist consulting in governance (one position lost).

At the same time as these cuts were being implemented, SOLS and OLS-N were consolidating various joint service initiatives. This effort follows a long tradition of partnering that uses models ranging from one organization providing the service province-wide (e.g., First Nations salary subsidy administered by OLS-N, Internet Connectivity Funding administered by SOLS), to coordinating development but providing delivery of a service separately (e.g., consulting support to First Nations). In 2005/06, the two organizations devoted energy to reviewing and rationalizing provision of several other services resulting in the following changes:

- SOLS now provides Help Desk services to both north and south for interlibrary loan.
- The two organizations funded a very basic level of access to ebooks for all Ontario Public Libraries under the COOL program (\$10,500 contribution from the SOLS 2005/2006 budget, all through fundraising).
- OLS-N has responsibility for new materials pools province-wide (e.g. literacy, book club materials).
- We combined our consortia purchasing initiatives to expand the buying power of libraries across the province.
- SOLS now coordinates the delivery of EXCEL, a certificate program in managing a small public library, in both languages province-wide.
- We collaborated on a joint web-based clearinghouse to provide information to libraries on trends and issues affecting them.
- OLS-N will extend its marketing program to include southern libraries.

In 2005/06, the Board continued its work to raise funds through individual donations. Following a successful pilot in the fall of 2004, the Board launched an expanded campaign for 2005 raising \$14,000 for a new Innovation Fund. It was this fund that provided the funding to subsidize the acquisition of ebooks. In SOLS, 56 (66%) of small libraries and 5 (25%) of First Nations libraries participated.



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*Financial support from the
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gratefully acknowledged.*

Charitable Registration #10779 8167 RR0001

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Letter from the Chairperson and Chief Executive Officer

We are most grateful to our donors for making this service possible and we would like to extend a special thank you to the following people for their generous contributions in 2005:

Leaders (\$1,000 or more)

Isabel Bassett
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CEO

"Whatever standard you use to judge the performance of the OLS - cost effectiveness, dedication, professionalism, or impact on the greatest number of Ontarians - the Ontario Library Service must surely be one of the most important folders in the Ministry's portfolio."
Wainfleet Twp. Public Library

Priority 1: Libraries collaborate to make the most effective use of resources.

a) Libraries are connected together in a network which enables access to a full range of information resources.

Information Network for Ontario

Southern Ontario Library Service provides INFO (Information Network for Ontario) through which Ontarians have access to information resources in public libraries throughout Ontario, across Canada and around the world. Over 10 million items found in Ontario public libraries are accessed through a combination of a union catalogue which contains the collections of 88 public libraries in SOLS and 55 separate library sites. The latter libraries are available as Z39.50 targets - software on these libraries' servers makes it possible to search their local catalogues directly. In total, the collections of 143 public libraries in SOLS are available. In addition, the collections of Toronto Public Library, 27 libraries in northern Ontario, 20 Ontario universities, the Bibliothèque Nationale du Québec and AMICUS (the national database) are available through INFO. Users can also search the web resources of Amazon, the Globe and Mail and the Virtual Reference Library.

*"In rural libraries, the interlibrary loan system is particularly valuable, giving us access to books which our limited budget and collection could not possibly provide."
Rideau Lakes Public Library*

While libraries have had access to INFO for many years, direct patron access is a new thrust. Currently eight libraries offer their users the opportunity to manage their own interlibrary loan requests directly. This service will be phased in through other libraries based on their expressions of interest.

2005/06 statistics:

- Number of borrows: 192,411
- Number of libraries borrowing: 170 (89%)
- Number of borrows from non-public libraries and libraries outside of Ontario: 21,850
- SOLS' Helpdesk responded to 1,421 queries from 189 libraries province-wide

Delivery

SOLS delivers materials borrowed on interlibrary loan via thirteen routes across southern Ontario. 143 public libraries in southern Ontario receive between one and four courier deliveries a week (depending on interlibrary loan volume). We also connect to seven universities and Libraries and Archives Canada. For libraries not on the courier system, SOLS covers the expenses (over \$10,400 this year) of mailing materials between libraries.

*"Interlibrary loan and the courier delivery service that connect public libraries across the province is the backbone of our public library service. It is efficient and successful due to the coordination and courier service provided by SOLS and the cooperative, resource-sharing spirit of libraries."
Owen Sound & North Grey Union Public Library*



b) Libraries can acquire a wide range of goods and services cost effectively.

COOL (Consortium of Ontario Libraries)

In the area of electronic resources, we work within a consortium of university, college and school libraries, to negotiate licenses and prices for public libraries. We currently offer 59 products from thirteen vendors. Participation in 2005/06 was 110 libraries (57%), spending \$1,073,026 and saving \$228,176. Purchases through COOL represent a significant proportion of libraries' electronic products. In response to a survey,¹ libraries reported that 87% of their electronic products were secured through COOL. Without COOL, 37% of these libraries state that they would not subscribe to all the products they do now. Another 25% report that they do not know if they would continue to subscribe.

Ebooks

In the spring of 2005, OLS-N and SOLS initiated a joint project to encourage public library participation in the COOL shared ebook collection by offering a \$100 subsidy to all libraries. All First Nations libraries and libraries serving populations of less than 15,000 could automatically gain access to this collection. In December 2004, SOLS reported 69 libraries participating in this initiative. By December 31, 2005, this number had more than doubled with 149 public libraries participating (of which 107 were SOLS' libraries). Overall provincial participation reached 44% (56% for SOLS).

The ebook collection was developed as a joint initiative with the universities and colleges. Each sector contributes funds. In 2005/06, public libraries contributed \$65,525 with another \$75,000 coming from the other sectors. Depending on the year that a library joined, the ebook collection numbers between 2,388 and 4,858. The shared ebook collection represents almost 100% of ebooks available in Ontario public libraries.

Pools

SOLS coordinates buying pools for specialized materials such as talking books, large print books, DVDs and multilingual books and videos. Materials are rotated among participating libraries providing their users with fresh collections every few months. We run seven pools which rotate approximately 51,653 items annually for 102 public libraries. Some of these libraries participate in more than one pool. For libraries participating in pools, these collections represent a significant proportion of the total collection of that type available to their users:

- Large print: 40%
- Video: 47%
- Talking book: 41%
- Multilingual materials: 39%
- DVD: 34%

In 2005/06, SOLS began working with OLS-N to develop new pools. A committee was created, with representatives from both organizations and from existing pool members, to map out how new pools, managed by OLS-N, will function on a provincial basis.

Consortium/Charitable Purchasing Agreements (CPAs)

CPAs are economies of scale discounts. SOLS is able to secure much cheaper prices than libraries can on their own, as our bargaining power comes from the potential economies of scale we represent with all libraries. This is a project that we offer jointly with OLS-N, together making our expertise available province-wide. We currently offer thirteen CPAs in the areas of Internet connectivity, extended health insurance, collections, library automation, library supplies, office products, materials moving, and promotional materials. In 2005/2006, 135 SOLS libraries (70%) participated in CPAs spending \$480,500 and saving \$81,245.

¹ SOLS asks its client libraries to provide data in a variety of areas each year. This year, 117 (61%) of libraries in SOLS responded to the survey.

Priority 2: Libraries are equipped to meet future challenges and opportunities.

a) Libraries are able to meet the Ontario Public Library Guidelines for Accreditation.

Library professionals guide libraries in developing plans to implement the *Ontario Public Library Guidelines*. They provide information, advice and assistance to support these pre-accredited libraries as they put in place the fundamentals of good library service. Through a self-assessment tool based on the *Guidelines*, we know that about half of our client libraries are unable to meet basic standards for library service. These libraries are mostly small libraries under 30,000 population.

In our second year of focus on standards, we continued to raise awareness of the *Guidelines* as a planning tool. From the self-assessments completed last year, we knew that policy development was the most common gap. In addition to expanding the clearinghouse section on policies, we held workshops entitled "Jumpstart your Policies". We also offered workshops in planning, "Know where you are: Understanding your library's current reality by means of a Situational Analysis", to assist with the *Guidelines* requirements for service planning. 70% of the target libraries participated in at least one of these training sessions. 2005 also saw two libraries from southern Ontario awarded accreditation certificates - Barrie was re-accredited and County of Prince Edward (all six branches) received accreditation for the first time.

"SOLS provides us with van delivery service for Interlibrary Loans, with continuing education for Library staff. SOLS facilitates cooperation and sharing between libraries, supports the accreditation program and overall plays an important part in our meeting Provincial objectives for public library service: access to information, continuing education/lifelong learning, literacy."
Middlesex County Library

b) Library trustees and staff have the skills, information and guidance they need to govern, advocate, plan and operate effectively.

Information and Guidance

A new thrust for SOLS has been to develop process guides designed for libraries to either self-implement or to work with SOLS' assistance. Guides were slated for five areas of specialization: Board Development, Funding Development, Facilities Planning, Service Planning and Collection Evaluation. Unfortunately, as a result of the budget cut, several guides will not be completed and the others were postponed to next year.

Despite financial setbacks, SOLS and OLS-N joined forces to create and maintain the OLS clearinghouse. In order to expand the information available to libraries for planning and assessment, OLS-N and SOLS maintain a clearinghouse which is a comprehensive topical index to information relevant to public libraries. Links to selected SOLS information, OLS-N information, and links to external sources, are provided. Some of the topics in this list also support the EXCEL program. Consultants from both SOLS and OLS-N are responsible for maintaining specific topics in the clearinghouse.

Libraries report very high usage of material authored by SOLS. In response to a survey, 93% of responding libraries reported consulting SOLS' print and web-published materials in 2005/06. Forty-seven of these libraries also reported using SOLS' information in their fundraising efforts and raised \$975,012.

In addition in 2005/06:

- SOLS' Consultants provided advice or assistance to 116 libraries (60%).
- There were almost 300,000 visits to SOLS' website.

Skills Development

SOLS provides a number of options for general skills development for library staff. EXCEL: a certificate program in managing a small public library, is run by SOLS and provided province-wide. This year, there were 485 registrations from 110 libraries province-wide (408 registrations from 87 libraries in SOLS). Of these, eight registrations (four from SOLS) were for courses offered in French. The EXCEL certificate was awarded to 71 students (39 from SOLS) this year, upon successful completion of the course requirements. Total graduates since the program began: 594.

Skills development opportunities were provided at workshops in various locations. 716 participants from 148 (77%) libraries attended workshops offered in 58 locations on sixteen topics. Input from clients is used in determining topics presented each year. This year topics included: children's services, teen services, reference services, various reader's advisory topics, working alone safely, fundraising, policy-writing, time and stress management, ebook selection, community outreach, situational analysis, and legislation updates (e.g. end to mandatory retirement/civil, respectful workplace).

The loss of the position of Manager of Trustee Development this year will limit SOLS' ability to meet trustee training needs in future. There is, however, the Ontario Library Boards Association with an interest in trustee development and we will continue to work with it.

Province-Wide Research

This service was eliminated due to the budget cut this year.

c) Libraries work together to achieve shared goals.

In order for libraries to work together, they need to know more about each other, and how other libraries are dealing with challenges and opportunities. SOLS provides opportunities for staff and trustees to make contact with each other and to discuss problems and share solutions. This support is provided electronically through a variety of listservs housed on SOLS' website and in-person through networking meetings. Held twice a year in eight locations, Trustee Councils provide an opportunity for trustees to meet their neighbours and share ideas. Library Committee meetings, offered twice a year in nine locations, give library CEOs and senior staff an opportunity to discuss common issues. First Nation Gatherings provide skills development and networking opportunities for First Nation library staff. In addition, a Fundraising Interest Group meets twice a year.

*"The library service that we deliver to our thousands of clients improves their lives and contributes to the overall educational, social, cultural and economic health of the province. The services provided by SOLS play a vital role in helping us to deliver that service."
Orillia Public Library*

In addition in 2005/06:

- SOLS sponsored 32 networking meetings attended by 355 participants from 136 (71%) libraries.
- There were 3,665 subscribers to the 52 listservs hosted by SOLS.

Priority 3: Stakeholders are kept informed of the value of libraries.

Stakeholders are defined as provincial, municipal and band council decision-makers and the public for whom library service is provided. This is essentially an unfunded priority and one that the Board has agreed cannot be fulfilled in the context of the budget cut.

SOUTHERN ONTARIO LIBRARY SERVICE
Statement of Financial Position
March 31, 2006

	Total 2006	Total 2005
ASSETS		
Current assets		
Cash	\$ 354,455	\$ 576,303
Accounts receivable	86,169	175,904
Prepaid expenses	131,144	127,625
	571,768	879,832
Equipment and leasehold improvements		
	269,772	298,339
	841,540	1,178,171
LIABILITIES AND FUND BALANCES		
Current liabilities		
Accounts payable & accrued liabilities	263,099	165,984
Deferred revenue	324,408	669,187
	587,507	835,171
Deferred capital contribution		
	223,948	135,334
Deferred lease inducement		
	129,655	106,836
	941,110	1,077,341
Fund balances		
Invested in equipment and leasehold improvements	45,824	163,004
Unrestricted	² (145,394)	(62,174)
	(99,570)	100,830
	\$ 841,540	\$ 1,178,171

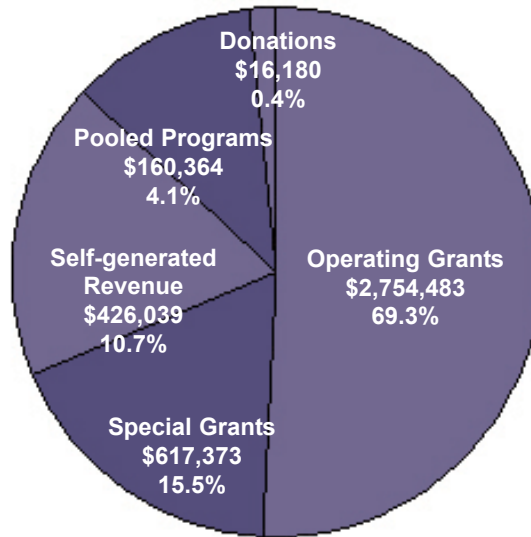
These condensed financial statements are extracted from the annual financial statements of Southern Ontario Library Service for the year ended March 31, 2006. A complete set of financial statements, together with the report of our auditors, Clarke Henning, LLP, is available on SOLS' website at www.sols.org under the heading "About SOLS".

² Post-employment benefits for staff reductions related to a cut in provincial funding amounted to \$369,000. Following severance agreements with former staff, \$233,000 was paid out in 2005/2006, with the balance due in 2006/2007. However Canadian generally accepted accounting principles require that the entire amount be accrued as an expense in 2005/2006, increasing the in-year deficit and year-end liability significantly. To assist SOLS, the Ministry paid a severance grant of \$102,000 in 2005/2006 and has agreed in principle to assist with the balance in 2006/2007, which would fully retire the significant portion of the deficit created by the required accounting treatment for 2005/2006.

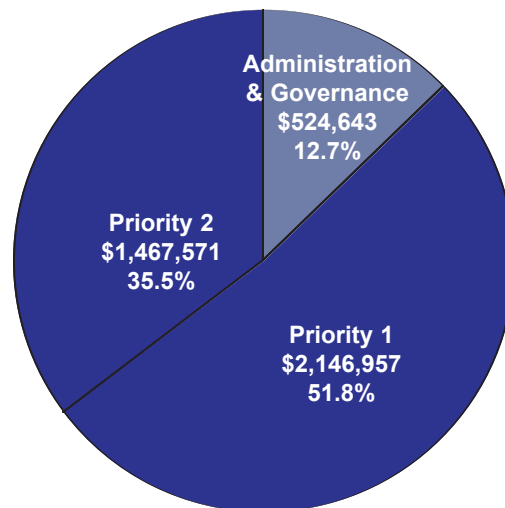
SOUTHERN ONTARIO LIBRARY SERVICE
Statement of Operations and Fund Balances
Year Ended March 31, 2006

	Total 2006	Total 2005
Revenue		
Province of Ontario operating grants	\$ 2,754,483	\$ 3,217,854
Special grants	617,373	1,029,597
Self-generated revenue	426,039	458,625
Donations	16,180	9,776
Pooled programs	160,364	115,917
	<hr/> 3,974,439	<hr/> 4,831,769
Expenditures		
<i>Priority 1 - Libraries collaborate to make the most effective use of resources</i>		
Resource sharing - delivery	909,686	914,219
- information services	633,427	742,345
Experience	5,957	6,845
Connectivity fund expenditures	423,523	954,488
Pooled programs expenditures	174,364	115,917
	<hr/> 2,146,957	<hr/> 2,733,814
<i>Priority 2 - Libraries are equipped to meet future challenges and opportunities</i>		
Library development consulting	1,348,277	1,310,992
First nations consulting	91,157	89,548
First nations reading programs	28,137	17,466
	<hr/> 1,467,571	<hr/> 1,418,006
<i>Priority 3 - Stakeholders are kept informed of the value of libraries</i>		
SDC linkage	-	1,554
<i>Administration and governance</i>	<hr/> 524,643	<hr/> 610,297
Total operating expenditures	4,139,171	4,763,671
Amortization of equipment and leasehold improvements	99,054	128,550
Amortization of deferred capital contribution	(63,386)	(52,166)
	<hr/> 4,174,839	<hr/> 4,840,055
Total expenditures	4,174,839	4,840,055
(Deficiency) of revenue over expenditures for the year	(200,400)	(8,286)
Fund balances - at beginning of year	100,830	109,116
	<hr/> \$ (99,570)	<hr/> \$ 100,830
Fund balances - at end of year	<hr/> <hr/> \$ (99,570)	<hr/> <hr/> \$ 100,830

Source of Funds



Expenditures by Board Ends Priorities



Board Members

Lynne Baxter. North Grenville, Trustee Council 8. Lynne is currently Chair of the North Grenville Public Library Board and is in her fifth year as a Board trustee. She is also Chair of Trustee Council 8. She is on the working group to find a new building for the Kemptville Branch and ultimately a central library. Lynne is a Registered Plan Analyst for the Registered Plan Directorate of Canada Revenue Agency.

Brenda Carrigan. Clarington, Trustee Council 5. Brenda is Vice-Chair of the Clarington Public Library Board. She is also Chair of Trustee Council 5. Her career spanned several countries (including Australia, the United Kingdom and Canada) and culminated with 29 years at the Oshawa Public Library from which she is currently retired.

David Daubney. Ministerial. David is a former Chair of the Ottawa Public Library Board. He served as a Member of Parliament for Ottawa West from 1984 to 1988. His volunteer activities are wide-ranging and include work in Justice, human rights, youth and health. A lawyer, David is currently with the Canadian Department of Justice.

Robin Dunbar. Ministerial. Robin is a former chair of the Huron County Library Board and former president of the Ontario Library Trustees Association. He has served in municipal politics for twelve years. He farmed in Huron County. Robin's teaching career spans all levels from primary to university. He has produced educational films and television. He has a BA and a MS in Television-Radio.

Paul Elgie. Huron County, Trustee Council 3. Paul was born in Fort William, Ontario, (Thunder Bay), and raised in London, Ontario. Extensive experiences during his lifetime have included - pilot in the RCAF (URTP), world traveller, high school English and Drama teacher, Adult Education Principal, lay pulpit supply for church ministry, musical composer, actor, municipal councillor, and farmer.

Bob Ernest. Waterloo, Trustee Council 3. Bob is vice-chair of the Waterloo Public Library Board and is also a member of the provincial executive of the Ontario Library Boards Association. He is a retired teacher and education consultant. He was also involved with his teachers' federation and is now an honorary member of the Waterloo Local of the Elementary Teachers' Federation of Ontario. He is active with the Waterloo branch of the Retired Teachers of Ontario serving on the local executive. Bob also serves on the provincial executive for an Ontario political party. He is a part-time produce vendor at the Goderich Farmers' Market during the summer.

Sandy French. Halton Hills, Trustee Council 2. Sandy has been involved with his local libraries from an early age. Having drifted away from the library after finishing his education (Electronics Engineering Technician), he returned to the library after his daughter was born and needed books for bedtime stories. As an award winning community television producer, Sandy covers politics and local events in Halton Region. Knowing the importance of the library service, he volunteered to be a director of the Halton Hills Public Library Board. Sandy is a member of the Georgetown Kinsmen Club and president of Halton Condominium Corporation #20.

Jackie Houde. Cornwall, Trustee Council 8. Jackie is the Chair of the Cornwall Public Library Board. She is a retired teacher who taught for 34 years at the elementary level.

Board Members

Susannah Ketchum. Ministerial. (SOLS Board Chair) Susannah, a retired teacher-librarian, spent over 25 years in a variety of school systems. During her career, she served twice on the executive of The East York School Librarians' Association, and was instrumental in founding the Canadian Independent School Librarians' Association. Currently she serves on the Selection and the Steering Committees for the Ontario Library Association's Red Maple Program. She has an Ontario Teacher's Certificate and Master of Library Science degree.

Audrey Lawrence. Ministerial. Audrey was Chair of the Cumberland Public Library Board (prior to its amalgamation with Ottawa), and is Past President of the Ontario Library Boards Association. She is a former Head Teacher and has worked in government, health care and the non-profit sector focusing on organizational development, human resources and change management. She currently is a Director with Donna Cona Inc., an Aboriginal Information and Communications Technology company. She has an MA in Sociology and an MBA.

Vince Marchesano. Norfolk, Trustee Council 1. Vince has been a library trustee for 26 years, four years as Chair for the Simcoe Library Board and four years for the new Norfolk Public Library Board (presently Vice-Chair). He is also Chair of Trustee Council 1. He has worked for STELCO for 37 years, first as a machinist, later as shop supervisor, and for the past 3 1/2 years, Quality Assurance Coordinator and Quality Control. He served on several boards and committees including the school board, minor hockey and soccer associations, and church council. He has been a member of the Knights of Columbus for the past 25 years and has held all the top positions in the 3rd and 4th degree. He will be retiring this year and hopes to spend more time with his four grandchildren and take part in more community services.

Jane Marlatt. North Kawartha, Trustee Council 5. Jane Marlatt is Vice-Chair of the North Kawartha Public Library Board and is in her second term. Jane retired in 1999, after twenty-nine years with the Ontario Government including seven years as Assistant Deputy Minister of Culture. Since retiring, Jane has been studying art history, opera appreciation and drawing. She holds an Honours B.A. in Economics.

Alan McEwen. St. Catharines, Trustee Council 2. Alan is one of the leading payroll consultants in Canada, having spent over 15 years working in all facets of the industry. As a payroll practitioner, he has implemented and managed outsourced payroll operations for both large and small employers. He has consulted with many organizations, public and private, on HR/payroll process reengineering and strategic systems decisions. As a noted public speaker, Alan has provided payroll training in a variety of formats, from short sessions at conferences and trade shows, to one-day training sessions and college-based professional certification courses. Alan has also written extensively for all of the major publications read by payroll professionals in Canada.

Stephanie Murray. Lambton County, Trustee Council 1. Stephanie has been a non-elected member of the committee of council that governs the Lambton County Library since 2001. Her lifelong involvement in libraries began in her home town of Corner Brook, Newfoundland where she was the first juvenile patron assigned a library card, and continued with her first job at the Sarnia Public Library, Children's Branch. Following a number of years in Corporate Customer Service and Marketing Management, and a complete career sea change in the late 1990s to Microsoft Networking Professional, Systems Engineer and Certified Trainer, she is now semi-retired and waiting for her third career direction to make itself known. In the interim she is an active volunteer with local seniors' programs, as well as a member of the Bluewater Health Community Advisory Panel.

Board Members

Jim Neill. Kingston-Frontenac, Trustee Council 6. (SOLS Board Vice-Chair) Jim is a former Chair of the Kingston Frontenac Public Library Board and has been on the board for eleven years. Jim was also a member of Kingston City Council for six years. He is a high school drama teacher and a Teacher-Librarian with Upper Canada School Board.

Jane Van der Kraan. Huntsville, Trustee Council 4. Jane is a former Chair and Vice-Chair of the Southern Ontario Library Service Board, as well as the Huntsville Public Library Board. Jane is the recipient of the Province of Ontario's 15 year volunteer service recognition program, acknowledging her commitment to public library service. Other interests have included the Boy Scouts and Girl Guides of Canada, minor sports programs and congregational and regional work on behalf of the United Church of Canada. She holds an Honours B.A. in English Literature from Trent University, and currently works for Bell Canada.

Patricia Waters-Holst. Petawawa, Trustee Council 7. Patricia was a trustee and Vice-Chair of the Petawawa Public Library Board. She has been a volunteer school librarian, a girl guide leader and Sunday school teacher. She was on the Renfrew County Catholic District School Boards Special Education Advisory Committee from 1997 until March 2006. In 1997 she established the Pet Therapy Program at the Pembroke General Hospital, where she brought in her pets to visit patients until December 2003. She was also a substitute educational assistant and a professional photographer, owning her own studio from 1997 to 2006. She was the Representative Advocacy resource for the Association for Bright Children in Renfrew County from 1997 to 2006. Her award winning photographs have been displayed at National Defence Headquarters in Ottawa, and various galleries in Renfrew County and the Petawawa Library.

"Public libraries have a long tradition of working collaboratively, and the resource-sharing activities that are supported by OLS are the cornerstone of this collaborative approach. Last year, the Waterloo Public Library borrowed over 1,200 books from other libraries in the province in order to meet the informational and recreational needs of our community. We loaned a similar number of books to other libraries. The interlibrary loan and courier service are a vital element in extending local collections and maximizing the buying power of public libraries in the province, regardless of size and budget.

OLS provides other valuable services to the library community, in addition to resource-sharing. Its training and consulting programs are used extensively by libraries to ensure that staff and trustees deliver a strong and accountable public service to the community. OLS provides policy advice, technology planning, and support for marketing and fundraising activities for libraries that do not have access to these resources independently. The EXCEL program ensures that small libraries are capably staffed by trained non-professional library workers. Consortium purchasing leverages the participation of libraries across the province in the acquisition of computers, databases, marketing materials and a whole range of other services."

Waterloo Public Library

Section 3(5) of the **Public Sector Salary Disclosure Act (1996)** requires disclosure of Ontario public sector employees who were paid an annual salary in excess of \$100,000 in calendar year 2005. For Southern Ontario Library Service, this disclosure is as follows:

Name	Title	Salary	Taxable Benefits
Laurey Gillies	Chief Executive Officer	\$110,348.56	\$395.67



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Library
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