



Southern
Ontario
Library
Service

SOLS' CONTRIBUTION TO LIBRARIES:

ANNUAL REPORT 2007-2008

STRONGER LIBRARIES

STRONGER COMMUNITIES



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Letter from the Chairperson and Chief Executive Officer

Southern Ontario Library Service exists so that: The people of Ontario, as represented by the Minister with jurisdiction for public libraries, will have equitable access to library services at a sustainable cost. Our services are provided to the 192 library systems in southern Ontario with some services available province-wide. We work closely with our primary funder, the Ministry of Culture, and in cooperation with Ontario Library Service-North, our northern counterpart. This annual report provides an overview of our services and highlights for the fiscal year.

SOLS' overriding consideration is that the people of Ontario will have equitable access to library services. Equitable access means the availability of local public library services that:

- meet a defined minimum level/standard
- are supported by the municipality, and
- are connected to the resources of the broader library community.

SOLS' role focuses on Interlibrary Loan, standards and collaboration. In view of the focus on equitable access, there is a strong emphasis on standards and assisting libraries to meet those standards. Since libraries are established at the municipal level, there is an emphasis on grounding libraries within that context and assisting them to leverage municipal support. We also support the training and development needs of libraries since skilled staff and trustees are fundamental to library development.

We also have an explicit role in support of the Minister. There are two key components - delivery of services on behalf of the ministry and providing expert, credible information and advice. As part of the Ministry's fourth quarter investments in 2007/08, we were delighted to be the recipient of a \$15 million investment for public libraries. This is precisely the kind of role we envision for SOLS and we are looking forward to working with OLS-North in designing and delivering programs to fulfil the Ministry's vision for this investment.

It has been a pleasure working with our many stakeholders this year as we seek to ensure that Ontarians have equitable access to library services.



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Financial support from the Province of Ontario for SOLS is gratefully acknowledged.

Charitable Registration #10779 8167 RR0001

Brenda Carrigan
Acting Chair

Laurey Gillies
CEO

"We find SOLS to be extremely useful for our small library. In the past year alone, we have made use of SOLS consortia purchasing agreements, consulting (which were very helpful re: our new building project), workshops & clinics, and the information resources of SOLS website -- and, of course, interlibrary loan is becoming more and more important in our library. SOLS is a GREAT resource for small libraries!!!!"
Merriville Public Library

1: Libraries will be equipped to deliver equitable access.

1.1 *There will be a network for equitable access to worldwide library collections.*

INFO

The purpose of Interlibrary Loan (ILL) is to provide access to resources which are not available in one's own library. Through INFO (Information Network for Ontario), libraries search the collections of other libraries, locate needed resources and ask to borrow them. The INFO software moves requests from library to library, based on which libraries hold the requested items and starting with the nearest location, until a library fills the request and sends the material. While a search begins with the closest public libraries, it can be extended to university libraries, libraries outside of Ontario and even outside of Canada.

Resources available on INFO include the collections of 175 Ontario public libraries. These resources are accessed through a combination of a union catalogue which contains the collections of 70 public libraries and 105 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 145 public libraries in SOLS, the Toronto Public Library, 30 libraries in northern Ontario, 20 Ontario universities, the Bibliothèque et Archives nationales du Québec and AMICUS (the national database) are available. Users can also search the web resources of Amazon, the Globe and Mail and the Virtual Reference Library.

Our plans for 2008/09 include continuing to expand direct patron access to interlibrary loan. This service enables the public to search for resources outside their own libraries and issue ILL requests themselves. This is particularly valuable for researchers and other frequent users of ILL. To date, 26 libraries have made this option available to their users.

2007/08 statistics:

- Number of borrows: 215,009 (an increase of 6% over last year)
- Number of libraries borrowing: 173 (90%)
- Number of borrows from non-public libraries and libraries outside of Ontario: 18,424
- SOLS' Helpdesk responded to 1,175 inquiries from 200 libraries province-wide (63%)

Delivery

SOLS provides a service to deliver materials borrowed on Interlibrary Loan via thirteen routes across southern Ontario. 149 public libraries in southern Ontario receive between one and four courier deliveries a week (depending on ILL volume). Six of these are new this year plus we increased frequency of delivery for 29 libraries. We also connect to seven universities and Libraries and Archives Canada. For libraries not on the courier system, SOLS covers the expenses of mailing materials between libraries (over \$14,000 this year, an increase of 14%).

1.2 Libraries will provide services according to minimum standards.

1.2.1. Libraries will have a mechanism for collaboration on the development and achievement of common standards.

Consulting

In the absence of mandatory standards for library services in Ontario, the public library community developed the Ontario Public Library Guidelines. The Guidelines provide a framework for improvement for libraries which do not meet basic norms of library practice and service. They also provide a process for accrediting those libraries that do meet the standards. There are fifteen libraries in southern Ontario that are accredited and we are working with others to bring them to this level.

Through a self-assessment tool based on the Ontario Public Library 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. The major gap for these libraries remains the absence of a proper policy framework. For 2008/09, SOLS' Guidelines Group will be focused on assisting libraries to identify and complete missing policies.

SOLS provides information, advice and assistance on sound library, management and governance practices and to assist libraries to position themselves more effectively within the municipal context. 78% of our libraries used this service in 2007/08 with a total of 693 inquiries.

"I am sure SOLS keeps statistics on number and type of Staff/Client contacts but I would like to comment on the quality of those contacts. My job would be a lot lonelier if I was not able to call SOLS for advice and support. I have always received an excellent response to help me do a better job for my library. The SOLS CEO meetings with the clinics and the opportunity to network are always worth attending."
Essa Public Library

"I have found SOLS to be an invaluable resource during my first year as Chief Librarian. I know without your knowledgeable staff 2007 would have been a difficult year for me!"
Arnprior Public Library

Training

SOLS provides a variety of training opportunities for library staff and trustees.

SOLS supports basic library skills training through EXCEL: A Certificate Program in Managing a Small Public Library. To receive the certificate, students must complete ten courses which generally takes two to three years. In 2007/08, 114 libraries province-wide (36%) had staff registered in EXCEL with a total of 384 registrations over the year. Since the program inception in 1987, there have been 665 graduates (32 this year).

SOLS also supports the continuing education needs of library staff through a cycle of workshops, webinars and a residential program at the Kempenfelt Centre for the staff of ARUPLO (Administrators of Rural/Urban Public Libraries of Ontario). Input from clients is used in determining topics each year and a mix of frontline, management and trustee training is available. In 2007/08, 132 libraries (69%) participated in training events with 1,753 registrations. Registrations are up 110% over last year mostly due to the increase in webinars, "live" training sessions in which participants view the presentation through their Web-browser and listen to the audio through their telephone.

SOLS has identified two important new initiatives to support the training needs of staff. They are both being developed as certificate programs and will be launched in fall 2008.

1. Advanced EXCEL

Advanced EXCEL is a new program of study which builds on the knowledge and skills acquired through the basic EXCEL program, going into greater depth in a number of key areas. The courses will be delivered in the same manner as existing EXCEL courses - through distance education using tutors from libraries. Following completion of six advanced courses (three of which are mandatory), students will receive an Advanced EXCEL certificate. The focus will remain on training staff and CEOs of rural, small and medium sized public libraries.

2. Advancing Public Library Leadership Institute (APLL)

The Advancing Public Library Leadership (APLL) Institute is designed to expand and advance the leadership capacity of public library CEOs and managers. The APLL Institute's certificate program will take approximately two years to complete, with participating library staff undergoing independent course work in 12 key areas, complemented by highly interactive classroom sessions. Aimed at public library staff with leadership aspirations, with and without the M.L.I.S. degree, the program consists of an introductory course followed by courses in two streams: Organizational Leadership; and Leading in the Municipal Environment.

Clearinghouse and Publications

Consulting staff also maintain a clearinghouse which is a comprehensive topical index to information relevant to public libraries. This resource is maintained jointly by SOLS and OLS-N. It contains links to selected SOLS information, OLS-N information, as well as links to external sources. There were over 193,000 hits on our website this year (an increase of 14%) and 93% of our libraries report using SOLS-authored materials. Eleven libraries also reported using SOLS information in their fundraising efforts, raising over \$383,000.

*"We find SOLS a very valuable source of information and help in running our library. We couldn't offer the level of service we do without SOLS. Thanks for all your help."
Prescott Public Library*

1.3 *Libraries will have a mechanism for collaboration on the cost-effective acquisition and use of resources.*

COOL

SOLS works within a consortium of university, college and school libraries to negotiate licenses and prices for electronic resources. We currently offer twenty-nine products from nine vendors. Participation in 2007/08 was 78 libraries province-wide spending just under \$460,000 and saving over \$119,000 by working together. Purchases through COOL represent about 16% of libraries' electronic products. The number of products and participating libraries dropped this year as Knowledge Ontario launched the Resource Ontario project. Through a grant from the Ministry of Culture, Knowledge Ontario was able to secure a two year license for a number of database products from Thomson Gale and Ebsco.

The ebook/audiobook collection was developed under the COOL umbrella as a joint initiative with the universities and colleges. Depending on the year a library joined, the collection ranges from 3,637 to 7,989 ebook titles and 761 audiobook titles. In 2007/08, 159 public libraries province-wide (50%) participated in this collection. They spent over \$57,000 on new titles. SOLS continued to subsidize small and First Nations participation through the fundraising efforts of the Board. \$6,800 were contributed to support the participation of sixty-eight small libraries and five First Nations libraries.

Pools

SOLS coordinates buying pools for specialized materials. We run seven pools which rotate approximately 50,000 items annually for 100 public libraries providing their users with fresh collections every few months. 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: 46%
- Talking book: 65%
- Multilingual materials: 45%
- DVD: 30%



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 CPAs with twelve vendors in the areas of extended health insurance, collections, library automation, library supplies, office products, materials moving, and promotional materials. In 2007/08, 137 SOLS libraries (71%) participated in CPAs spending almost \$692,000 and saving over \$158,000.

"We value SOLS & its services very highly. We are too small to obtain competitive pricing and we value SOLS' consultation services as well."
Barry's Bay

Networking

SOLS organizes networking opportunities for trustees, library CEOs, and First Nations library staff as well as interest groups and online discussion forums (the "listservs"). The purpose of the meetings is to share information and learn from peers. In 2007/08, SOLS facilitated forty-one meetings for a total of 371 participants from 153 libraries (80%). SOLS also hosts electronic discussion groups. We currently have forty-nine such groups with 3,500 subscribers.

"Without the assistance from our Library Development Consultant and the informative Library Committee Meetings our library would not be enjoying our current rate of growth."
Addington Highlands

Collaborative Projects

SOLS participates in a number of projects to help other organizations reach their intended audiences. For example, SOLS has supported the TD Summer Reading Program since 2000 when it was first expanded beyond Toronto. Each year, we organize the ordering process for libraries in southern Ontario, deliver all of the materials to SOLS' libraries, post information about booklists, clip art and other program ideas on our website, as well as organize a number of orientation sessions. In 2007/08, 169 libraries (88%) participated in the program ordering 142,000 program kits (an increase of 7% over last year).

We have supported Knowledge Ontario's implementation of its Resources Ontario project. In all, 349 attendees participated in fourteen training sessions for EBSCO and Thomson Gale electronic resources. Training addressed registration processes, options for improved connectivity through the Ministry's Connectivity Fund, basic training on content and searching the databases, and training on the more advanced features of the products.

2: The Minister will be equipped to deliver equitable access.

2.1 *The Minister will have expert, credible information and advice about the sector.*

Contact Management

SOLS is consolidating a variety of data about libraries in Ontario to create a single database of current library information that is easily accessible to all SOLS staff, and that can also be shared where appropriate with our libraries and stakeholders. The main focus of the database will be information on our client libraries including basic directory information (e.g. address, telephone), use of SOLS services, and annual survey data. Future steps include online registration for events and direct payment.

CEO Salary Survey

SOLS conducted a survey of CEO compensation this year. The purpose of this survey was to provide a database enabling libraries to compare compensation on a variety of different factors. 133 libraries (70%) responded to the survey and the results were posted in February.



2.2 *The Minister will have a mechanism for delivery of core information and services that need to reach all libraries.*

Internet Connectivity

SOLS manages the Internet Connectivity project on behalf of the Ministry of Culture for libraries province-wide. We have been working this year to improve connectivity in all branches to a minimum speed of 512k and have also extended funding to libraries seeking improvements in excess of 512k. In all, we have added 147 new participants this year and are now funding 203 library systems province-wide (63%) improving connectivity in 287 branches (34%) including 100% of First Nations libraries.

First Nations

First Nation Public Libraries are eligible for all services provided by SOLS, and in addition receive specialized support through a special Ministry of Culture grant. This support focuses on assisting First Nations in the development of library services and to communicate with organizations concerned with the development of library service to Aboriginal people, including other governments and the private sector. Specific initiatives include:

- Consulting on First Nation and Aboriginal issues to First Nation band councils and library staff, as well as to non-native libraries.
- Coordinating the First Nation Communities Read program. With the support of a grant from Canadian Heritage, we invite publishers to nominate recent children's books written, illustrated by, or dealing with Aboriginal cultures and peoples. A jury selects a winning title which is then promoted to First Nations and municipal public libraries.
- Assisting First Nations libraries in their advocacy projects. This year, all southern First Nations librarians received one-on-one training in the use of the new advocacy kit. Material was sent to ten, and meetings held with six, provincial/chiefs organizations.

Plans for next year include piloting an alternative method of delivering the EXCEL program to First Nations library staff. We will also launch the Speak Up for First Nations program to raise awareness of the role of First Nations libraries in supporting literacy and reading skills.



Club Amick

Club Amick is a book club for children in Ontario's remote First Nation communities. Club Amick is the fourth phase of the Lieutenant Governor's Aboriginal Literacy initiatives which targeted the needs and interests of First Nation youth in remote northern communities. The goal for Club Amick is for young Native children to create their own home libraries, to receive packages addressed in their names featuring a newsletter together with a special book selected just for them, and to keep the literacy light burning. The approximately 3,700 children in kindergarten to Grade 6 participating in the program each receive four children's books and activities-oriented newsletters a year. For 2008/09, we are extending to the program to all Nishnawbe Aski Nation communities, adding another 500 children.

SOLS administers the project in conjunction with OLS-N. The Government of Ontario is the lead funder through the Ministries of Citizenship, Children and Youth Services, and Training, Colleges and Universities. SOLS also received a multi-year grant from the Ontario Trillium Foundation for Club Amick. In addition, over 180 individuals and organizations have stepped forward with donations of money this year. While all donors are listed on Club Amick's website at www.clubamick.ca, the lead donors are also listed here:

\$20,000 - \$50,000

Bennett Family Foundation
Aboriginal Achievement Foundation
Paul McPherson
Wittington Properties Ltd.

\$5,000 - \$20,000

JP Morgan Case Foundation
Nirvana Cultural Society
Rotary Club of Toronto Eglinton
Warren and Maureen Spitz
W. Garfield Weston Foundation

We also have the support of several organizations that have made in-kind donations. The Library Services Center has donated space for receiving and sorting the books and newsletters for each distribution. Several transportation companies have graciously donated the cost of transport including Air Creebec, Bamaji Airways, The Erb Group of Companies, Gardewine Group - Gardewine North, Manitoulin Transport, Nakina Air Service, Wasaya Airways.

We are grateful to all Club Amick supporters and donors for their generous contributions to this important program.

SOUTHERN ONTARIO LIBRARY SERVICE
Statement of Financial Position
March 31, 2008

	Operating Fund	Equipment Fund	Restricted Funds		Total 2008	Total 2007
			Connectivity	Other		
ASSETS						
Current assets	\$ 106,033	\$ -	\$ 617,903	\$ 868,382	\$ 1,592,318	\$ 2,056,367
Cash	-	-	-	10,062	10,062	-
Grant receivable	82,359	-	-	8,702	91,061	103,348
Accounts receivable	93,970	-	-	2,452	96,422	77,582
Prepaid expenses	282,362	-	617,903	889,598	1,789,863	2,237,297
Equipment and leasehold improvements	-	338,435	-	-	338,435	369,386
	282,362	338,435	617,903	889,598	2,128,298	2,606,683
LIABILITIES AND FUND BALANCES						
Current liabilities						
Accounts payable & accrued liabilities	155,430	-	126,823	8,230	290,483	353,913
Deferred revenue	-	-	491,080	881,368	1,372,448	1,730,475
	155,430	-	617,903	889,598	1,662,931	2,084,388
Deferred capital contributions	-	228,518	-	-	228,518	244,793
Deferred lease inducement	100,809	-	-	-	100,809	115,232
	256,239	228,518	617,903	889,598	1,992,258	2,444,413
Fund balances						
Invested in equipment and leasehold improvements	-	109,917	-	-	109,917	124,593
Unrestricted	26,123	-	-	-	26,123	37,677
	26,123	109,917	-	-	136,040	162,270
	\$ 282,362	\$ 338,435	\$ 617,903	\$ 889,598	\$ 2,128,298	\$ 2,606,683

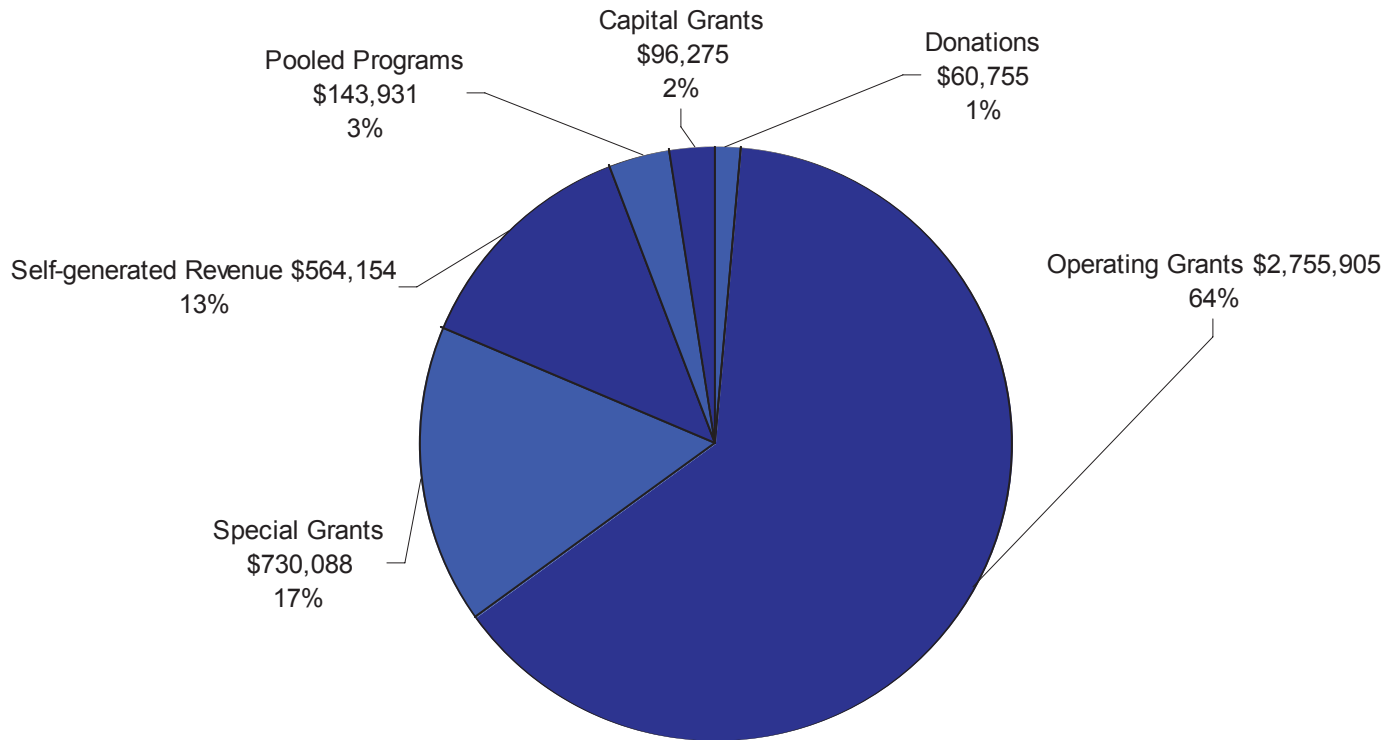
These condensed financial statements are extracted from the annual financial statements of Southern Ontario Library Service for the year ended March 31, 2008. A complete set of financial statements, together with the report of our auditors, Clarke Henning, LLP, is available on SOLS' website at www.sols.org under the heading "About SOLS".

STRONGER LIBRARIES STRONGER COMMUNITIES

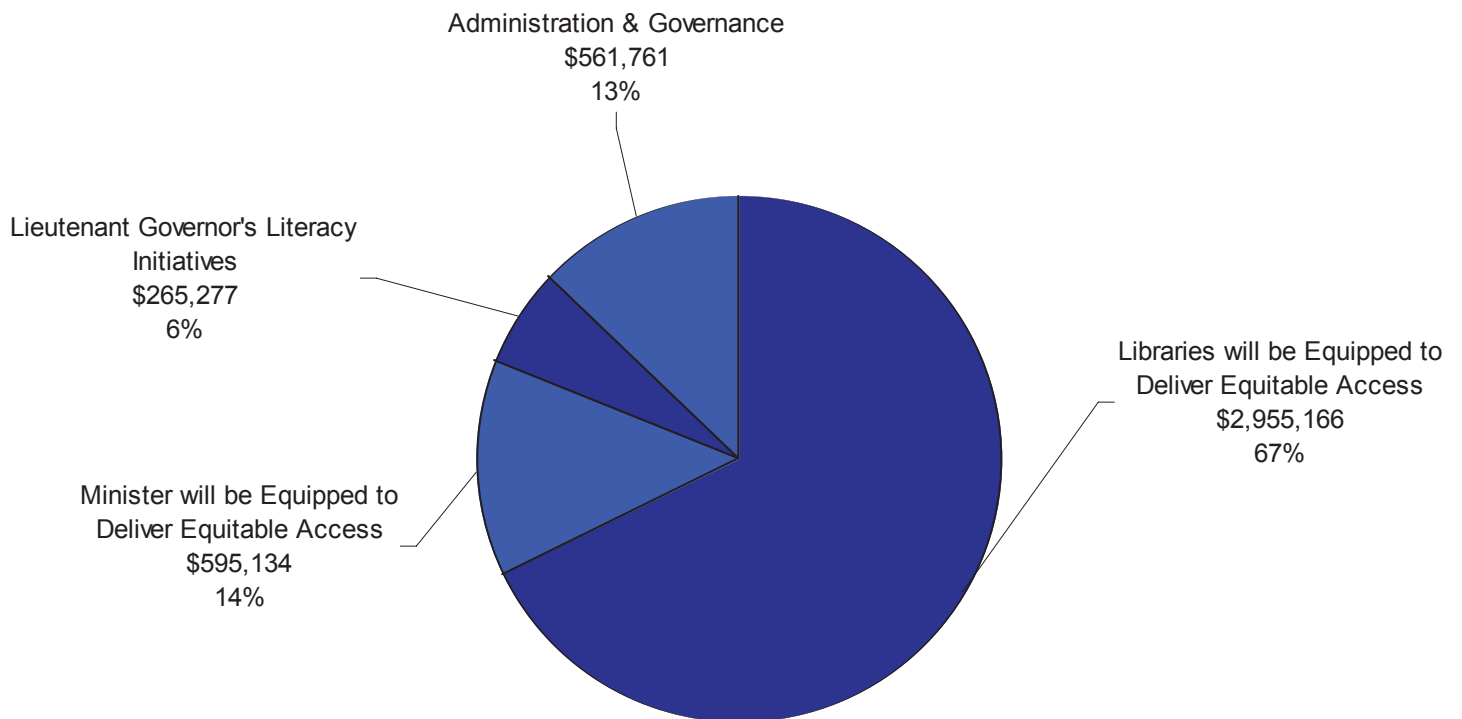
SOUTHERN ONTARIO LIBRARY SERVICE Statement of Operations and Fund Balances March 31, 2008

	Operating Fund	Equipment Fund	Restricted Funds		Total 2008	Total 2007
			Connectivity	Other		
Revenue						
Province of Ontario operating grants	\$ 2,755,905	\$ -	\$ -	\$ -	\$ 2,755,905	\$ 2,755,905
Province of Ontario capital grants	-	96,275	-	-	96,275	59,155
Special grants	5,805	-	419,846	304,437	730,088	634,225
Self-generated revenue	503,667	-	32,003	28,484	564,154	557,509
Donations	7,366	-	-	53,389	60,755	29,392
Pooled resources from public libraries	-	-	-	143,931	143,931	230,281
Total revenue	3,272,743	96,275	451,849	530,241	4,351,108	4,266,467
Expenditures						
Libraries will be equipped to deliver equitable access						
Access to worldwide library collections						
Information services	621,783	28,924	-	-	650,707	697,179
Delivery	988,805	80,968	-	-	1,069,773	967,459
	1,610,588	109,892	-	-	1,720,480	1,664,638
Services according to minimum standards						
Consulting and training	1,070,502	-	-	-	1,070,502	994,468
Mechanism for collaboration						
Experience	6,653	-	-	-	6,653	4,444
Pooled materials and databases	-	-	-	157,531	157,531	236,881
	6,653	-	-	157,531	164,184	241,325
The Minister will be equipped to deliver equitable access						
Contact database	16,144	4,333	-	-	20,477	-
CEO salary survey	15,375	-	-	-	15,375	-
Library internet access	-	-	451,849	-	451,849	343,160
First Nations consulting	-	-	-	94,347	94,347	62,916
First Nations advocacy kit	-	-	-	4,422	4,422	27,353
First Nation communities read program	-	-	-	8,664	8,664	7,618
	31,519	4,333	451,849	107,433	595,134	441,047
Lieutenant Governor's literacy initiatives						
Club Amick	-	-	-	195,685	195,685	118,343
Other initiatives	-	-	-	69,592	69,592	2,256
	-	-	-	265,277	265,277	120,599
Administration and governance	535,486	26,275	-	-	561,761	542,550
Total expenditures	3,254,748	140,500	451,849	530,241	4,377,338	4,004,627
(Deficiency) excess of revenue over expenditures for the year	17,995	(44,225)	-	-	(26,230)	261,840
Fund balances - at beginning of year	37,677	124,593	-	-	162,270	(99,570)
Interfund transfers	(29,549)	29,549	-	-	-	-
Fund balances - at end of year	\$ 26,123	\$ 109,917	\$ -	\$ -	\$ 136,040	\$ 162,270

Source of Funds



Expenditures by Board Ends



Donors to SOLS' Programs

We would like to extend a special thank you to the following people for their generous contributions to SOLS in 2007:

Leaders (\$1,000 or more)

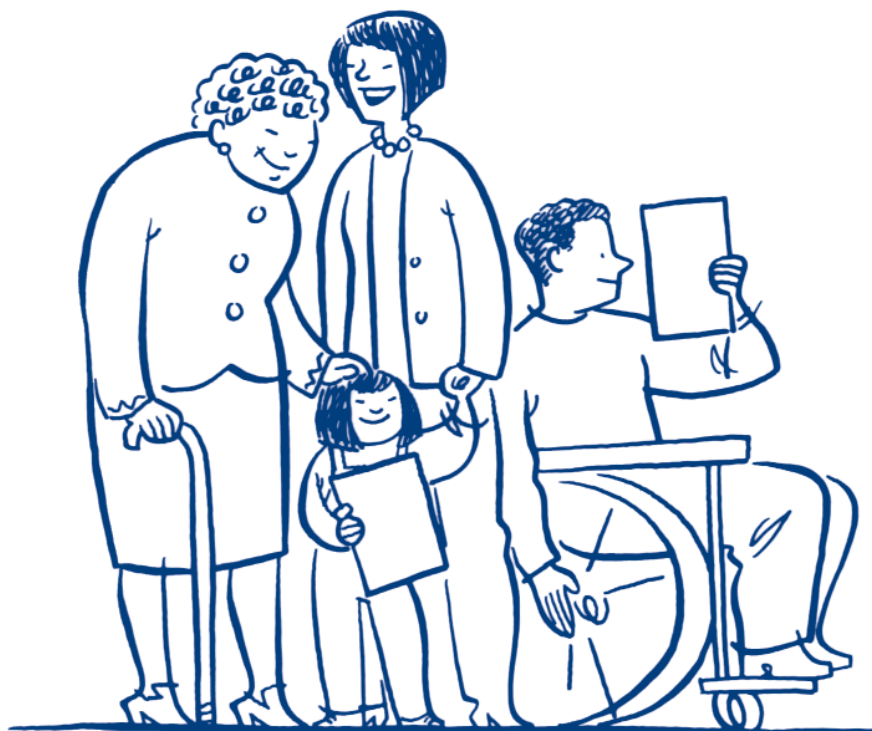
- Anthony Fell
- Laurey Gillies
- George Hodgkinson
- Susannah Ketchum
- Jim Neill
- Jill Pangborne
- Anonymous Donation

Supporters (\$500-\$999)

- Brenda Carrigan
- Barbara Franchetto
- Jane Marlatt
- John D. Seagram

Connectors (up to \$500)

- Claire Anderson
- Lynne Baxter
- Ian Brebner
- David Daubney
- Rudi Denham
- Marcel Giroux
- Jackie Houde
- Renate Humphries
- Donna Kenwell
- David Klebanoff
- Rob Lavery
- Audrey Lawrence
- Vince Marchesano
- Karen McGrath
- Meaford Public Library
- Stephanie Murray
- Daryl Novak
- Beverley Rix
- Anonymous Donation
- Anonymous Donation
- Anonymous Donation



Board Members

Lynne Baxter. North Grenville, Trustee Council 8. Lynne is currently Chair of the North Grenville Public Library Board and is in her seventh year as a board trustee. She is also Chair of Trustee Council 8. Lynne is a Registered Senior Technical Advisor for the Registered Plan Directorate of Canada Revenue Agency. She is also currently working on her EXCEL certificate.

Lorraine Bourdeau. Ministerial. Lorraine Bourdeau is a retired teacher with 28 years of experience at the secondary level in Stormont, Dundas & Glengarry. Her majors were geography and library science. After retirement she was chair of the Friends of the Chrysler Library until January 2007.

Ian Brebner. Ministerial. Ian is a cash crop farmer in North Middlesex in partnership with his brother. He is Deputy Mayor on the North Middlesex council as well as serving on the Middlesex County council. He was warden for Middlesex County in 2004 and has been Chair of the Middlesex Library Board for the past four years and also served as Chair in 1999. He also works part time for Agricorp which administers crop insurance for Ontario. He has been a long time member of his local library which is one of the few Carnegie libraries still in its original condition. He enjoys watching and attending Nascar races in his spare time and looks forward to his annual trip to the race in Bristol Tennessee. Books have always been a big part of his life and serving on the SOLS Board is a pleasure.

Jill Cameron. Ministerial. Jill has worked as an editor, specializing in the environment and the law for 20 years. She is a long-term advocate for public libraries. She has volunteered for local libraries and is a board member of several sports and community organizations. She has a B.A in English, attended the OCAD, and has a keen interest in the architecture of rural Ontario.

Brenda Carrigan. (SOLS Board Vice-Chair) Clarington, Trustee Council 5. Brenda is Vice-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.

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, Councillor Town of Goderich, and farmer.

Bob Ernest. Waterloo, Trustee Council 3. Bob is Vice-Chair of the Waterloo Public Library Board and served for several years as 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.

Board Members

Sandy French. Halton Hills, Trustee Council 2. Knowing the importance of the local library as a centre for early literacy, Sandy volunteers as a director of the Halton Hills Public Library Board. He is also a member of the branch re-development committee for Georgetown. From there, Sandy has extended his participation in the library world as a SOLS director. As a community television producer, Sandy covers politics and local events in Halton Region.

George Hodgkinson. Laurentian Valley Twp, Trustee Council 7. George is a Trustee on the Pembroke Public Library Board and Chair of Trustee Council 7. He is serving his second term as a Municipal Councillor in Laurentian Valley. George retired in 1993 after thirty six years with the Canadian Forces Medical Service. He retired with the rank of Chief Warrant Officer (CWO). He is the recipient of the Order of St John of Jerusalem, the Special Service Medal, Queen's Jubilee Medal, Canadian Forces Decoration, 2nd class as well as having received two Ontario Volunteer Service recognition Awards. He has been actively involved with the local VON as well as having served as an advisory councillor for TV Ontario.

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. She is also on the District 25 Board of the Retired Teachers of Ontario and, related to that, she is part of the provincial communications committee.

Donna Kenwell. Ministerial. Donna retired in June 2007 after having been a teacher-librarian for more than 33 years. She holds a Master of Library Science from U.W.O. Donna is spending her retirement gardening, reading mysteries and renovating a century-old farmhouse. She is also a member of the Springwater Public Library Board and Chairperson of the Gryphon Theatre Foundation.

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. He is also past 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 recently retired from Stelco and opened his own consulting company. He enjoys daily playing golf early in the mornings, visits with his grandchildren and some consulting as requested. He also retired from the local library board but keeps in touch and helps with any requests from the board. In the future he hopes to be elected to the local Hospital Board and the Police Service Board.

Jane Marlatt. North Kawartha, Trustee Council 5. Jane Marlatt has completed two terms on the North Kawartha Public Library Board where she served as Chair and Vice-Chair several times. She did not seek reappointment again so 2007 will be her last year on the SOLS Board. 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.

Board Members

Alan McEwen. St. Catharines, Trustee Council 2. Alan is one of the leading payroll consultants in Canada, having spent over 16 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.

Karen McGrath. Ministerial. Karen is currently the Manager of Library Services at Niagara College. With an undergraduate degree in French language and literature from Wilfrid Laurier University and an MLS from Toronto, it seemed natural to head to Ottawa to begin her library career. For the next 20 years, she worked in federal government libraries finishing up at the National Library of Canada in the Office of the National Librarian as Roch Carrier's Executive Advisor. In 2003, she made the leap to Ontario public libraries, first to Lincoln and then to Niagara-on-the-Lake in 2005. She is currently past-President of the Ontario Public Library Association.

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.

Jim Neill. (SOLS Board Chair) Kingston-Frontenac, Trustee Council 6. Jim is a former Chair of the Kingston Frontenac Public Library Board. He has just recently retired from the Board after serving for 15 years, both as a community appointee and as a City Councillor. He is a Teacher/Librarian and Drama Teacher in Gananoque.

Jane Van der Kraan. Huntsville, Trustee Council 4. Jane is a former Chair and Vice-Chair of SOLS 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 Aliant.



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