



# Weekly Memo

Serving Member Libraries Since 1959

Robert Hubsher, Executive Director  
Ruth K. Daubenspeck, Newsletter Editor

Ramapo Catskill Library System • <http://www.rcls.org>

619 Route 17M • Middletown, NY 10940-4395 • 845.243.3747

March 25, 2019

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## Library Advocacy Alert

*Jeremy Johannesen, CAE, Executive Director,  
New York Library Association*

Thanks to the efforts of thousands of library advocates from across New York State, our voices were heard! The NYS Legislature has released their “one house” budget proposals for this year’s budget – and those bills reject the Governor’s proposed cuts to Library Aid and the Library Construction Aid programs.

Here are the details on the two “one house” budget bills as they relate to library funding:

### Assembly

- State Library Aid: +\$5M over Governor’s Executive Budget – total of \$96.62M, which would restore the Governor’s cut.
- State Library Construction Aid: +\$20M over Governor’s Executive Budget – total of \$34M
- 2020 Census Funding: \$40M for 2020 Census Activities, including language highlighting public libraries

### Senate

- State Library Aid: +\$6M over Governor’s Executive Budget – total of \$97.627M, which would restore the Governor’s cut and **ADD \$1M in funding**
- State Library Construction Aid: +\$20M over Governor’s Executive Budget – total of \$34M
- 2020 Census Funding: \$40M for 2020 Census Activities

Even though these proposals look very similar, they are simply the basis for three-way negotiations leading up to passage of the NY State Budget.

### Our work is far from done!

In order to ensure that these proposals arrive intact in the

final NYS Budget, we NEED YOU!

**Even if you have already sent in a letter via the NYLA Online Advocacy Center this year, now is the time to **DO IT AGAIN!****

**Take ACTION**



## News Worthy

### Regional

- [Local author to hold book signing March 30](#) | The Chronicle 3.17.19
- [Monroe Free Library to host Game of Thrones party](#) | The Photo News 3.14.19

### National

- [The bias hiding in your library](#) | TheConversation.com 3.20.19
- [‘A golden time for readers’ comes at a hefty cost](#) | Centre Daily Times 3.18.19
- [The New York Public Library Has a Human Google](#) | Daily Freeman 3.18.19
- [New York State Libraries Hoping To Influence The Public With Dedicated Going Green Initiatives](#) | CBS 3.11.19
- [College's break with the biggest academic publisher could shake up scholarly publishing for good](#) | TheConversation.com 3.7.19
- [Ditching the Gender Data](#) | American Libraries Magazine 3.1.19
- [Books: why the Internet hasn't killed them off](#) | TheConversation.com 1.23.19

## #FundLibraries

When [the White House released the budget proposal for FY2020](#), libraries were on the cutting room floor. While it feels like déjà vu, now is the time to reach out to Congress and urge your members to reject this short-sighted plan and request them to support federal funding for libraries.

This year's "Dear Appropriator" letters are circulating in the House, but the American Library Association (ALA) would like to see more Representatives to sign on. Right now, they have 43 signatures on the Library Services and Technology Act (LSTA), but last year they had more than 100 signatures. ALA has 40 signatures on the Innovative Approaches to Literacy (IAL) program, but last year ALA had more than 90 signatures.

[ALA is counting on advocates to let their representative know how important libraries are to their constituents.](#) Do not let them think their work is done!

Most members of the House will only sign a "Dear Appropriator" letter if their constituents ask them. Use [ALA's Action Center to send an e-mail now](#) and urge your representative to sign today. The deadline for signatures is Thursday, March 28.

Want to see if your representative has signed already? Check [ALA's appropriations letter tracker](#). Need more info? Read the [latest advocacy news in American Libraries](#) online.

## RCLS Board Talking Points

At its Monday, March 18 meeting, the RCLS Board of Trustees had the following Talking Points:



- NYLA Library Advocacy Day, Wednesday, February 27 was a resounding success. Albany was alive with library energy buzz and hopefully our combined efforts with Mid-Hudson Library System (MHLS), Four County Library System (4CLS) and Southeastern New York Library Resources Council (SENYLRC) will pay off.
- The RCLS Board reviewed and approved the 2018 State Annual Report.
- Grace Riario continues to be the driving force behind bringing awareness to the 2020 Census by stressing the importance of educating the public on the impact of not having a complete count and the impact on future funding. Getting the word out early is the key to success.
- Annual Meeting Award information has been distributed and the due date is Friday, June 14. Get your nominations in as soon as possible.

The Talking Points will be elaborated on in the Minutes of the March Board meeting, which will be posted to the [RCLS website](#) about a week before the next regular meeting on Monday, April 15 at RCLS. The current materials are available on the website ([Minutes/Financial Reports](#), [Executive Director's Report](#) and [Assistant Director's Report](#)). If you have any questions about the Talking Points, contact Robert Hubsher (243.3747, ext. 242 or [e-mail](#)).

## Photo of the Week



On Thursday, February 21 the Newburgh Free Library had its first ever "Love Your Library Day" open house. The library hosted interactive displays throughout the building highlighting the resources offered to the community. Among the visitors that day were Newburgh Enlarged City School District Superintendent Dr. Roberto Padilla (who got a new library card). Pictured above are Elijah Reichlin-Melnick, Legislative Director for Senator James Skoufis' office; Mary Lou Carolan, Assistant Director of the Newburgh Free Library; Dr. Roberto Padilla; Chuck Thomas, Director of the Newburgh Free Library; Andrew Zink, Legislative Aide to Assemblyman Jonathan Jacobsen; Anthony Grice, Newburgh City Councilman and Robert Hubsher, RCLS Executive Director.

*Share a library-related photo, include a brief caption, your name, position and the library's name. A photo release is required from recognizable individuals in the photo. [Click here](#) for the RCLS photo release. Submit the picture to [rclsmemo@rcls.org](mailto:rclsmemo@rcls.org) with 'Photo of the Week' in the subject line.*



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RCLS Weekly Memo.  
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## April Workshops and Events — All are Free, unless otherwise noted

### ✓ 2020 Census Training

- Sullivan County:** Tuesday, April 2, 2019, from 10:00 a.m. to 12:00 p.m. @ Mamakating [Register here](#)  
**Orange County:** Wednesday, April 3, 2019, from 2:00 p.m. to 4:00 p.m. @ RCLS [Register here](#)  
**Rockland County:** Tuesday, April 9, 2019, from 10:00 a.m. to 12:00 p.m. @ Pearl River [Register here](#)  
**Orange County:** Wednesday, June 5, 2019, from 6:00 p.m. to 8:00 p.m. @ RCLS [Register here](#)  
**Rockland County:** Thursday, June 6, 2019, from 10:00 a.m. to 12:00 p.m. @ Pearl River [Register here](#)

Once a decade, America comes together to count every resident in the United States. Counting an increasingly diverse and growing population is a massive undertaking. Ultimately, the success of the census depends on everyone's participation. Libraries, as always, will be playing a pivotal role in educating community members about the impact the Census data will have in our lives for the next ten years.

The 2020 Census data will be essential for you and your community. Please join us at one of the 2020 Census training sessions below. As library staff, you will face many questions about the 2020 Census; people will be coming to the libraries seeking help on filling out the online form. We want to be prepared!

**Presenter:** Mario Garcia, Partnership Specialist - Lower Hudson Valley Region/U.S. Census Bureau

### ✓ Mother Goose on the Loose

**Tuesday, April 9 from 9:00 a.m. to 4:00 p.m.**

**Location:** RCLS Headquarters

Created by Mother Goose on the Loose Executive Director, Dr. Betsy Diamant-Cohen, this innovative program is based on research which shows that children learn best through routine and repetition in a nurturing environment. Mother Goose on the Loose uses a variety of activities, such as rhymes, songs, puppets and instruments to foster speech development, motor coordination, self-confidence and sensitivity to others.

**CE Credits:** 5 Children's Services CE hours

**Presenter:** Dr. Betsy Diamant-Cohen, Executive Director of Mother Goose on the Loose

**Register:** [RCLS Calendar](#)

### ✓ Get Ready for an Emergency @ your library

**Wednesday, April 10 from 10:00 a.m. to 12:00 p.m.**

**(immediately following the Directors Association meeting)**

**Location:** RCLS Headquarters

Being prepared for a disaster or an emergency is the best tool to successfully manage the event. This program will show you how to train library staff in several safety and emergency scenarios.

**Presenter:** Jane Marino, Director of Nyack Library

**CE Credits:** 2.5 Management CE Hours

**Register:** [RCLS Calendar](#)

### ✓ 101 Basic Library Trustee Education

**Wednesday, April 10 from 6:00 p.m. to 8:30 p.m.**

**Location:** New City Library

This session is designed to give new trustees a basic understanding of their duties and responsibilities.

It will cover basic financial practices, essential laws and other critical information you may need to ensure your confidence in serving as a Board member of a Library and the voice of your community. The items covered in this session are limited; it is advised that you familiarize yourself with the New York State Trustee Handbook, which will be distributed to each attendee at the program.

Light dinner will be served at 5:30 p.m.

**Presenter:** Grace Riario, RCLS Assistant Director and Outreach Coordinator

**Register:** [RCLS Calendar](#)

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✓ **LARC 2019 Conference: Stronger Together**

Friday, April 12, from 8:30 a.m. to 4:00 p.m.

**Location:** [Crestview Conference Center](#), West Nyack, NY

[Click here for brochure.](#)

**Keynote Speaker:** [Josh Hanagarne](#), author of the memoir, *The World's Strongest Librarian*.

**Register:** [LARC website](#)

**Fee:** [See LARC website](#)

✓ **What the Internet Knows About You (And Why You Should Care)**

Tuesday, April 16 from 9:00 a.m. to 1:00 p.m.

**Location:** RCLS Headquarters

Many of the online applications we have come to know and love trade their free services for access to your personal data. And whether we know it or not, the data we create has become an extremely valuable commodity. This workshop will provide a gentle introduction to how the internet works so that we can identify how and why our information can be collected, both with and without our knowledge.

**Presenter:** Davis Erin Anderson, Program Manager for Technology, Culture, and Libraries as well as project lead for NYC Digital Safety.

**CE Credits:** 4 Technology CE Hours

**Register:** [RCLS website](#)

✓ **System Orientation**

Wednesday, April 17 from 10:00 a.m. to 12:00 p.m.

**Location:** RCLS Headquarters

Attendees will first meet with the RCLS Executive Director to gain an overview of the System. Visitors will then walk through the building and meet with department supervisors who will explain the services their departments provide to member libraries. Attendees will also have ample opportunity to ask questions.

**Presenter:** Robert Hubsher, RCLS Executive Director

**Register:** [RCLS Calendar](#)

✓ **Using effective communication to master conflict in the workplace**

Thursday, April 18 from 10:00 a.m. to 1:00 p.m.

**Location:** RCLS Headquarters

Effective communication is a two-way street, particularly important when dealing with conflict. Each of us has a communication style. When you understand your communication style, it can help you know yourself, creating more effective communication with patrons, colleagues, and teams.

**Presenter:** Evelyn Neale, owner of Successful Change, Inc. and the Executive Director of the William K. Sanford Town Library in Colonie, NY.

**Register:** [RCLS Calendar](#)

✓ **102: Intermediate Trustee Education**

Tuesday, April 23 from 6:00 p.m. to 8:30 p.m.

**Location:** West Nyack Free Library

If you have served as a Board member of a library for more than three years, you are encouraged to attend this session. This is not an introductory course. A basic knowledge of the role and responsibilities of a library trustee in the State of New York (session 101) is advised.

This session will cover some of laws and regulations that libraries must comply with, financial reports, motions and fiscal issues you need to be aware of as a Board member. It will also consist of a review of the best practices for running an effective Board meeting, including the role of a Board President.

A light dinner will be served at 5:30 p.m.

**Presenter:** Grace Riario, RCLS Assistant Director and Outreach Coordinator

**Register:** [RCLS Calendar](#)

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## ✓ Copies, Subpoenas, and Contract Clauses: A Practical Workshop

**Thursday, Apr 25 from 1:00 p.m. to 4:00 p.m.**

**Location:** Southeastern New York Library Resources Council (SENYLRC)

Designed to be interactive while conveying essential information, practical skills, and useful material, this workshop will take attendees through the real-world steps for taking full advantage of the laws that protect libraries and their patrons. Come prepared to work, ask questions, and learn.

In addition to the workshop (9:00 a.m. to 12:00 p.m.), Stephanie will be available for a limited number of 30-minute sessions for one-on-one consultations. While these meetings are not meant to solve big issues, she can help you address a concern and if needed, identify some goals and steps forward.

**Trainer:** Stephanie "Cole" Adams, Ask The Lawyer

**Registration Fee:** \$25 for members (including affiliate members) and \$40 for non-members. One-on-one consultations are available to member registrants at no extra charge.

**Register:** [SENYLRC website](#)

## ✓ Data Analysis Workshop

**Thursday, April 25 from 2:00 p.m. to 3:30 p.m.**

**Location:** RCLS Headquarters

The Census Bureau collects a lot of different data every year, not just every ten years. All of that data is available, but the problem is most of us do not know how to retrieve, interpret and use it to apply for a grant, to develop a new program or to create or cancel a service. This session will be hands-on; space is limited.

**Presenter:** Megan Tennermann, AICP, Planner from the Orange County Planning Department

**CE Credits:** 1.5 Planning and Evaluation CE Hours

**Register:** [RCLS Calendar](#)

## April Webinars — All are Free, unless otherwise noted

### ✓ Enhancing Your Summer Programming with Out of This World Family Programs

**Tuesday, April 2 from 2:00 p.m. to 3:00 p.m.**

From escape rooms to trivia nights, cooking competitions to outdoor movie nights, learn some tried and true family programming tips for any budget. Over a dozen different ideas will be discussed to hold events that both tie into the summer theme and add a jolt of excitement to the annual panic that is creating a summer programming lineup.

**Presenters:** Daniel Barbour, former Youth Librarian and current Circulation Supervisor and Jen McGrath, Young Adult Librarian from the Westborough Public Library in Westborough, MA.

**Register:** [NYLA website](#)

### ✓ For NOVELNY: Gale's Educator's Reference Complete Webinar

**Thursday, April 4 from 10:00 a.m. to 10:30 a.m.**

This collection of more than 1,100 periodicals and 200 reports is a great resource for any educator from the school teacher and administrator to those studying in the field at the collegiate and graduate level. Educator's Reference Complete seeks to provide full text for titles in the ERIC database and covers multiple levels of education from preschool to college, and every educational specialty such as technology, bilingual education, health education, and testing. It also provides insight on issues in administration, funding, and policy. In this webinar, we'll share best practices for putting this resource to work and how you can save time and money by using it to subscribe to your professional development journals! A continuing education certificate will be provided upon completion.

**Register:** [GoToWebinar](#)

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## ✓ Celebrating Diversity & Multiculturalism through Crafts

**Thursday, April 4 from 3:00 p.m. to 4:00 p.m.**

Celebrating diversity means being accepting of all people, regardless of their race, culture, or religion. Learning about different cultural aspects offers unique and new experiences for children. Hands-on craft activities provide an interactive and fun way to introduce children to the concept of diversity and multiculturalism.

**Presenters:** [Kimberli Buckley](#) and [Dunyau Maqsoudi-Moreno](#)

**Register:** [Infopeople website](#)

## ✓ Free Tools for Working with Graphics and the Web

**Tuesday, April 9 from 3:00 p.m. to 4:00 p.m.**

The web is filled with tools vying for your attention, but some of the best lie waiting under the radar. Learn about these online gems, which you can use to improve your workflow, create new content, or share with your friends and colleagues. Discover a plethora of online tools that you probably haven't heard of but will be glad that (now) you have. This session will be full of tools and services that make you go "AHA!"

**Presenter:** Laura Solomon

**Register:** [Infopeople website](#)

## ✓ The Power of Small: How Rural Libraries Help Their Communities Thrive

**Thursday, April 18 from 3:00 p.m. to 4:00 p.m.**

All libraries provide vital services to their communities, but libraries that serve small, rural populations have the potential to go beyond providing information and access—they can inject the vitality that will help their communities thrive. Addressing the challenges faced by rural areas may seem daunting to a library with few staff and limited resources, but any tiny library can find more ways to support the needs of their community by thinking strategically and creating new connections with their stakeholders, patrons, and other library staff. Learn how small library director and 2018 Library Journal Mover & Shaker, Allie Stevens, applied the concept of growth mindsets to set her priorities, use resources and volunteers smartly, and avoid burnout as a solo librarian. Follow her lead to turn your library into a powerhouse for your community.

**Presenter:** Allie Stevens, Director, Calhoun County Library & Museum, Hampton, AR

**Register:** [WebJunction website](#)

## ✓ The Library as Social Connector: Forging Community Connection

**Thursday, April 25 from 3:00 p.m. to 4:00 p.m.**

Strong social cohesion is a crucial factor in a community's resilience in times of stress and disruption. Unfortunately, studies show that our communities are experiencing a steady erosion of social cohesion, pointing to an increase in loneliness, depression, and separation because of too much time spent online and too little time spent in community. Libraries have the position and the power to rebuild social bonds, offering that sense of community and shared place that humans crave. Active learning programs that bring people together for participatory, shared experiences are a boost to community strength, but they could go even further to amplify social connection and build social infrastructure. Join us as we explore library programs through the lens of social possibilities and devise strategies to be more intentional about forging stronger community bonds.

**Presenters:** Betha Gutsche, WebJunction Programs Manager, OCLC; and Jennifer Peterson, WebJunction Community Manager, OCLC

**Register:** [WebJunction website](#)

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# Forthcoming Bestsellers

Grace Riario,  
RCLS Assistant Director  
and Outreach Coordinator

The Spring 2019 issue of [Forthcoming Bestsellers](#), a handy guide to up-and-coming new books, is now online. Member libraries' staff can duplicate or direct their patrons to the PDF.

This list is one of four produced during the year as predicted and derived from *Publisher's Weekly*, *Library Journal*, *Booklist*, Brodart or Baker & Taylor lists, etc. According to the publishers' schedules, the titles will be released during the upcoming three months.

For best results, place copies of the list near your New Books area or at the Circulation Desk.

The Editors for this edition are Rena Gewirtz, Finkelstein Memorial Library – Spring Valley and Eileen Acosta, RCLS.



# System Calendar

For a complete and up-to-date list of events, including links to additional information, see the [RCLS Calendar](#). To add information, contact [Ruth Daubenspeck](#).

## March

### Monday, 25

ANSER Committee, RCLS – 9:30 a.m.

### Monday, 25

CLOUSC, Chester – 9:30 a.m.

### Monday, 25

RCLS Personnel and Finance Committee/Search Committee, RCLS – 5:30 p.m.

### Wednesday, 27

RCLS Managers Meeting, RCLS – 10:00 a.m.

### Thursday, 28

LARC-AS, Suffern – 10:00 a.m.

## April

### Tuesday, 2

[2020 Census Training](#), Mamakating – 10:00 a.m.

### Wednesday, 3

[2020 Census Training](#), RCLS – 2:00 p.m.

### Monday, 9

[Battle of the Books Information Session](#), RCLS – 10:00 a.m.

### Monday, 8

RCLS Personnel and Finance Committee, RCLS – 5:30 p.m.

### Tuesday, 9

[Mother Goose on the Loose](#), RCLS – 9:00 a.m.

### Tuesday, 9

[2020 Census Training](#), Pearl River – 10:00 a.m.

### Tuesday, 9

RUG, Suffern – 10:00 a.m.

## RCLS Headquarters E-mail and Extension Directory (845.243.3747)

<a href="#">Robert Hubsher</a>	Executive Director	242
<a href="#">Chuck Conklin</a>	Delivery & Building Maintenance Supervisor	226
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Ramapo Catskill Library System  
*presents*



# Mother Goose on the Loose

**Tuesday,  
April 9, 2019**

**8:30 a.m. Coffee & Sign-in  
9:00 a.m. Program Starts  
4:00 p.m. Program Ends**

**Ramapo Catskill  
Library System**

619 Route 17M • Middletown, NY  
845.243.3747

## Workshop

*Created by Mother Goose on the Loose Executive Director, Dr. Betsy Diamant-Cohen, this innovative program is based on research which shows that children learn best through routine and repetition in a nurturing environment. Mother Goose on the Loose uses a variety of activities, such as rhymes, songs, puppets and instruments to foster speech development, motor coordination, self-confidence and sensitivity to others .*

*For more information, visit the Mother Goose on the Loose website at <http://www.mgol.net/>*

## Presenter

*Providing interactive training workshops across the country, and beyond, **Dr. Betsy Diamant-Cohen, MLS, DCD** is known for educating children's librarians and early childhood professionals by combining research findings with practical programming.*

## CE Credit

*This is a Young Adult & Youth Services Workshop; participants will receive 5 Contact Hours.*

## Registration

*Registration is required by Friday, April 5. Use the [RCLS Calendar](#) to guarantee your seat today.*



Ramapo Catskill Library System  
presents



# Get Ready for an Emergency @ your library

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**Wednesday**  
**April 10, 2019**

10:00 a.m.-12:00 p.m.

This program will  
immediately follow the  
Directors Association meeting

**Ramapo Catskill**  
**Library System**

619 Route 17M  
Middletown, NY  
845.243.3747

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## Workshop

Being prepared for a disaster or an emergency is the best tool to successfully manage the event. This program will show you how to train library staff in several safety and emergency scenarios including

What is an “Incident” and how to respond to:

- Code Adam
- Lock down
- Evacuation
- Fire
- Medical Emergency

The program presenter will share her experiences in coping with these scenarios and in ways to effectively train staff in what to do when an emergency occurs. She will also share her Emergency Binder developed by the Nyack Library as well as the Incident Reporting procedure developed by the library.

## Presenter

Jane Marino, Director Nyack Library

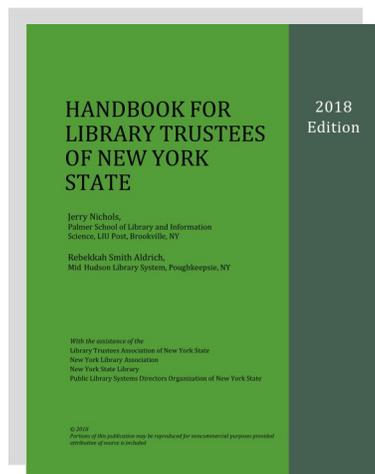
## CE Credit

This is a Management Workshop; participants will receive 2.5 Contact Hours.

## Registration

Registration is required. Use the [RCLS Calendar](#) to guarantee your seat today.





Ramapo Catskill Library System  
presents

# 101: Basic Library Trustee Education

**Wednesday,  
April 10,  
2019**

5:30 p.m. - 8:30 p.m.

**New City  
Library**

220 North Main Street  
New City, NY  
845.634.4997

This session is designed to give new trustees a basic understanding of their duties and responsibilities.

It will cover basic financial practices, essential laws and other critical information you may need to ensure your confidence in serving as a Board member of a Library and a voice of your community. The items covered in this session are limited; it is advised that you familiarize yourself with the New York State Trustee Handbook, which will be distributed to each attendee at the program.

Light dinner will be served at 5:30pm.

## Presenter

Grace Riario, RCLS Assistant Director and  
Outreach Coordinator

## Registration

Registration is required by 8 a.m. Tuesday, April 9. Use the [RCLS online calendar](#) to guarantee your seat today.



Ramapo Catskill Library System  
presents



# What the Internet Knows About YOU (And Why YOU Should Care)

**Tuesday  
April 16,  
2019**

9:00 a.m.-1:00 p.m.

**Ramapo  
Catskill  
Library  
System**

619 Route 17M  
Middletown, NY  
845.243.3747

## Workshop

Many of the online applications we have come to know and love trade their free services for access to your personal data. And whether we know it or not, the data we create has become an extremely valuable commodity.

This workshop will provide a gentle introduction to how the internet works so that we can identify how and why our information can be collected, both with and without our knowledge.

We will take a tour of the online information flow, discuss the ways in which our information is used, and describe how even our smallest actions – like which posts we stop to read and which links we click – amount to data so valuable that internet companies will do almost anything to keep your attention.

We will explore the ways in which internet companies make their products compelling and provide steps to take to reduce your contributions (should you choose) to companies that grow rich based on your time and attention.

By the end of this workshop, you will have a better sense of the data that is being collected about you, why it is being collected, and what we can do to protect ourselves from this relentless surveillance.

## Presenter

As Program Manager for Technology, Culture, and Libraries, Davis's work focuses on understanding the impact of technology on culture at large, translating these challenges into real solutions for library staff. She is project lead for NYC Digital Safety, an NYC-funded program that keeps library staff informed about evergreen topics in data privacy and digital security.

Davis worked with Mozilla Foundation to review and update their web literacy curriculum, resulting in the launch of Mozilla's Core Curriculum for Web Literacy in March 2018. In addition to planning and emceeding METRO's symposia series, Davis has designed and facilitated workshops on data privacy and security, web mechanics, and personal networking skills for library staff.

## Registration

Registration is required. Use the [RCLS Calendar](#) to guarantee your seat today.



This is a Technology Workshop; participants will receive 4 Contact Hours.

Ramapo Catskill Library System  
presents



# System Orientation

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**Wednesday,  
April 17,  
2019**

10:00 a.m. - 12:00 p.m.

**Ramapo Catskill  
Library System**

619 Route 17M  
Middletown, NY  
845.243.3747

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Join RCLS staff for System Orientation at RCLS. Any member library's employees, trustees or Friends are invited. Attendees will meet with the RCLS Assistant Director to gain an overview of what position RCLS plays with its member libraries. Then visitors will walk through the building and meet with the department supervisors who will explain the services their areas provide to get a total picture of what RCLS does.

## Registration

Registration is required by 8 a.m. Monday, April 15. Use the [RCLS online calendar](#) to guarantee your seat today.



Ramapo Catskill Library System  
presents



## Using effective communication to master conflict in the workplace

**Thursday,  
April 18,  
2019**

10:00 a.m. - 1:00 p.m.

**Ramapo Catskill  
Library System**

619 Route 17M  
Middletown, NY  
845.243.3747

Effective communication is a two-way street, particularly important when dealing with conflict. Each of us has a communication style. When you understand your communication style, it can help you know yourself, creating more effective communication with patrons, colleagues, and teams.

This half-day workshop will cover:

- Identify their communication style
- Understand each communication style's preferences to communicate more effectively
- Conflict: What is it and the factors that affect it?
- Strategize how to use this knowledge to resolve conflict
- Individual Scenarios

We invite participants to submit their own issues and situations before the program for discussion. Identifying details in the submitted scenarios will be changed to help ensure anonymity.

The workshop will be a combination of lecture, discussion, activities, questions, and answers, as well as discussion of scenarios or problems submitted by participants. For full consideration of your scenario, please submit it by Friday, April 12, 2019. It can be submitted through [griario@rcls.org](mailto:griario@rcls.org)

### Presenter

Evelyn Neale is an experienced and innovative leader; she is the owner of Successful Change, Inc. and the Executive Director of the William K. Sanford Town Library in Colonie, NY. She works with individuals and organizations on effective communication, healthy workplace culture as well as growth and change. She has a Masters Level Library, Certified Teacher, Coach, and DiSC Facilitator.

### Registration

Registration is required by 8 a.m. Wednesday, April 17. Use the [RCLS online calendar](#) to guarantee your seat today.





Ramapo Catskill Library System  
presents

# 102: Intermediate Trustee Education

**Tuesday,  
April 23,  
2019**

5:30 p.m. - 8:30 p.m.

**West Nyack  
Free Library**

65 Strawtown Road  
West Nyack, NY  
845.358.6081

If you have served as a Board member of a library for more than three years, you are encouraged to attend this session. This is not an introductory course. A basic knowledge of the role and responsibilities of a library trustee in the State of New York (session 101) is advised.

This session will cover some of laws and regulations that libraries must comply with, financial reports, motions and fiscal issues you need to be aware of as a Board member. It will also consist of a review of the best practices for running an effective Board meeting, including the role of a Board President.

Light dinner will be served at 5:30pm.

## Presenter

Grace Riario, RCLS Assistant Director and Outreach Coordinator

## Registration

Registration is required by 8 a.m. Monday, April 22. Use the [RCLS online calendar](#) to guarantee your seat today.



Ramapo Catskill Library System  
presents



# Data Analysis Workshop

**Thursday,  
April 25,  
2019**

2:00 p.m. - 3:30 p.m.

## Ramapo Catskill Library System

619 Route 17M  
Middletown, NY  
845.243.3747

### Workshop

“The Census Bureau is dedicated to providing current facts and figures about America’s people, places, and economy”  
Census.gov

The Census Bureau collects a lot of different data every year, not just every ten years. All of that data is available, but the problem is most of us do not know how to retrieve, interpret and use it to apply for a grant, to develop a new program or to create or cancel a service.

The session will be hands-on; space is limited.

### Presenter

Megan Tennermann, AICP, Planner from the Orange County Planning Department will go over the data the census collects, how she uses the data to support County programs, non-profit organizations, governments, and businesses, and what type of data can be most useful to you.

### CE Credit

This is a Planning and Evaluation Workshop; participants will receive 1.5 Contact Hours.

### Registration

Registration is required by 8 a.m. Wednesday, April 24. Use the [RCLS online calendar](#) to guarantee your seat today.

