What I Wish I Had Known

Reflections of a Public Library Director

Teresa Miniatt, Director of D. R. Moon Memorial Library
Change

❖ When staff and everything around you changes, you have to change, too.
❖ Very little goes according to plan.
Servant Leadership

- Being a leader takes many forms.
- Delegate to other talented people.
- You don’t have to have every talent.
Staff Leadership

- Try to heal past wounds.
- Begin with a project or team where they will be successful.
- Allowing for small failures is important, too.
- Have staff play to their strengths.
Example

- Programing
- Community Connections
- Local History
Responsibility

❖ Hold staff accountable.
❖ Root out who is responsible.
❖ Accept responsibility for yourself.
❖ Be empathetic.
❖ Document conversations.

Are you afraid of responsibility? If you are, then you have hypengyophobia.
-A Charlie Brown Christmas
Organization

❖ Seems intuitive to librarians.
❖ Don’t get bogged down.
❖ Don’t forget anything.
❖ Do the yearly tasks.

Einstein’s desk the day he died. Ralph Morse / Time
https://www.canva.com/learn/creative-desks/
Example

Cross County funding

Annual Report
Be Open to Collaboration

❖ Listen to the concerns of local groups.

❖ Never schedule during a Packers game or other local events.

❖ Your municipality is everything.
Pick 3 Things

❖ Don’t get overwhelmed or burnt out.
❖ Make a list.
➢ Then choose 3 items to make priorities.
Forgive Yourself

❖ Not every idea or program will work. That is OK.

❖ Before programming determine:

➢ Interest level
➢ Budget
➢ Space
➢ Intended outcomes
Use Your Space

❖ The public needs to be able to find things.
❖ Your staff needs to be happy.
❖ You need to be happy.
❖ Clutter is normal in a library, but keep it down.
Displays

- Books are checked out because of covers.
- Items on display get checked out.
- What do people see when they walk in?
- We also displayed our Library of Congress books.
Marketing

- Social media
- Local newspaper(s)
- Flyers around town
- Library Website

[Link to social media icons] https://www.iconfinder.com/social-media-icons?price=free
Grant Writing

- Pilcrow Foundation
- Library of Congress
- Donation from Packers
Donor Relations

❖ Be consistent.

❖ Show what you are doing.

❖ Write thank you notes.
Budget

- Be realistic.
- They don’t have to change very much.
- Go to meetings.
Annual Report

- Start early.
- Ask questions.
- Be ready for the next year. Keep better records if needed.
Do the Right Thing

- Politics are a part of what we do.
- We have many people to serve.
  - How do we handle this?
- Do what is right.
“All shall be well, and all shall be well and all manner of thing shall be well.”
— Julian of Norwich
Thank You!

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