



**Vestavia Hills
Library Board of Trustees Agenda
August 27, 2025
4:00 PM**

Meeting Items

1. Call to Order - April Jackson MacLennan, Chair
2. Approval Of The Agenda
3. Approval Of Minutes from June 25, 2025
4. Director's Report - Taneisha Tucker

Library Board Packet Items

5. News Articles and Correspondence
6. Marketing Reports
7. Monthly Statistical Reports (April - July 025)
8. Current Budget Report
9. Balance Sheets, Funds 12 and 13

Unfinished Business

10.
 1. Pedestrian Bridge
 2. Eastside Library
 3. Fines - Daniel Tackett
 4. Study Room Policy - Erica Barnes

New Business

11.
 1. Notary Public Policy - Erica Barnes
 2. Board Meeting Schedule - Christopher Gerety
 3. City Council Meeting Attendance - Susan Swagler

Committee Reports

Friends Report

Foundation Report

Informational Items

12.
 1. ALA Report - Christopher Gerety
 2. ALA Written Report - Derek Anderson
 3. ALA Written Report - Wendy Bridges
 4. ALA Written Report - Lauren Headrick
13. NES Report - Vestavia Hills Staff Survey
14. Library Board Committee Assignments

Library Board Meeting Minutes June 25, 2025

I. Call to Order – April MacLennan, Chair

The Vestavia Hills Library in the Forest Board of Trustees met in regular session on Wednesday, June 25, 2025 at 4:06pm.

Present:

**Ms. April MacLennan – Chair
Ms. Susan Swagler – Vice Chair
Mr. Larry Cochran – Member
Dr. Jimmy Bartlett – Board Emeritus
Ms. Ann Hamiter – Foundation Chair
Ms. Taneisha Tucker – Library Director
Mr. Daniel Tackett – Deputy Director
Ms. Marie Nash – Administrative Assistant
Ms. Bethany Mitchell – Recorder**

Absent:

**Mr. Christopher Gerety – Member
Ms. Erica Barnes– Member
Mayor Ashley Curry – City Liaison
Ms. Elise Bodenheimer – Friends Chair
Mr. Todd Richardson – Marketing Department Head
Mr. Jeff Downes – City Manager**

II. Approval of Today’s Agenda

Ms. Swagler motioned to approve the June 25, 2025 agenda. Mr. Cochran seconded the motion. The agenda for today’s meeting was unanimously approved.

III. Approval of Minutes from Wednesday, April 23, 2025

Ms. Swagler motioned to approve the minutes from April 23, 2025. Mr. Cochran seconded the motion. The BOT minutes from April 23, 2025 were unanimously approved.

IV. Director’s Report – Ms. Tucker

Summer Reading has begun. Summer Reading registrations are higher than last year, particularly for the Children’s Department. Registrations thus far include 170 adults, 89 teens, and 1,565 children.

V. Unfinished Business

There was no unfinished business.

VI. New Business

a. *General Fund Proposed Budget 2025-2026 – Ms. Tucker*

The budget is provided in the board packet. Highlights from the proposed budget include:

- Request for a part-time custodian and a part-time marketing assistant.
- Request to promote staff member, Derek Anderson, to a new manager position.

- Request for a \$15,000 increase in the maintenance and building repair budget to accommodate for an aging building.
- Request for a \$7,000 increase in the Community Involvement budget to accommodate the Adult, Teen, and Children’s Departments increasing their programming. For example, the Adult Department will offer an outdoor concert in the spring, and the Teen Department is offering more paid programs and special events like the Teen Art Market.
- Request for \$180,000 for periodicals, which includes popular digital service subscriptions like Libby and Hoopla for digital items.
- Request \$190,000 for book purchases.

General budget adjustments totaled \$80,958.

b. State Aid Budget 2025-2026 – Ms. Tucker

Ms. Tucker is waiting to get the final figures from the state before drafting the budget. She expects the figures to be approximately \$35,000.

c. Fund 13 Proposed Donations Budget 2025-2026 – Ms. Tucker

The budget is provided in the board packet. Highlights from the proposed budget include the following projected revenue:

- *Passport Revenue*: \$75,000. This is the highest revenue category.
- *Friends’ Annual Donation*: \$10,000. The Friends will cover funds for a book drop.
- *Foundation’s Annual Donation*: \$10,000. The Foundation will cover funds for another book drop and provide the Summer Reading fundraising for Partners in Reading.
- *Interest Book Revenue*: \$20,000.
- *Claim on Cash*: Usage of funds will include fundraising (\$50,000), payment for a strategic planning consultant (\$10,000), and purchase of a new website (\$6,500).

The projected budget total is \$236,500.

Highlights of the projected expenses include:

- *JCLC Membership*: \$35,000.
- *Maintenance*: \$15,000. This is an \$11,000 increase to help maintain an aging building.
- *Professional Consultants*: \$65,000. This is a \$34,000 increase from last year to accommodate payment for a firm or part-time employee to assist with fundraising (\$50,000), payment for the strategic planning consultant (\$10,000), and funds allocated to supplement the General Budget (\$5,000) as needed.
- *Community Involvement*: \$6,000 increase to cover Summer Reading, programming, outreach, and more.
- *Purchase Office and Computer Equipment*: \$7,000. This is a \$900 increase.

d. Capital Fund Proposed Budget 2025-2026 – Mr. Tackett

The library has ten capital priorities. These total approximately \$115,000.

Priorities 1-3 pertain to staffing requests. Highlights of other requests include:

- *Interior and Exterior Light Replacements (Priority 4)*. The current lights downstairs are difficult to replace due to being outdated. New LED lighting will replace the current fixtures.
- *Interior Painting (Priority 5)*. Repainting the walls and floorboards in various areas of the facility to improve the look of the library.
- *Ice Machine Replacement (Priority 6)*. This will replace the broken ice machine in the Children's Department kitchen/programming space. It is often used for library programs.
- *Interior Water Valve Replacement (Priority 7)*. The valve is not functioning at full strength and needs replacing before it fails.
- *Exterior Siding Repair / Replacement (Priority 8)*. Repair / replace siding in various areas near the front and back of the facility.
- *Washer / Dryer Connection, Installation, and Purchase (Priority 9)*. This includes the installation of water, drainage, electricity, and ventilation for a washing machine and dryer as well as the washer and dryer purchase.
- *Patron Computer Replacement (Priority 10)*. This request includes the purchase of 10 Dell AIO desktop computers for patron use to replace aged machines.

Additional priority items are available in the board packet.

The board also discussed the frequency of birds hitting the library's windows. They decided to remove the library's bird feeders and set aside some money for adjusting the downstairs windows to help alleviate this concern.

Mr. Cochran motioned to approve the proposed budgets presented in the meeting. Ms. Swagler seconded the motion. The budgets were unanimously approved.

XII. Informational Items

There were no information items.

XIII. Adjournment

The meeting adjourned at 5:01pm.

Taneisha Tucker
Director’s Report to the Library Board of Trustees
May, June, July, August 2025
August 22, 2025

News and Correspondence

News Articles

July 18, 2025 APLS seeks to deem books promoting “gender ideology” as inappropriate for kids | Alabama Reporter – Jacob Holmes

July 18, 2025 State Library board moves to align state’s code with Trump executive order on gender identity | 1819 News – Craig Monger

Correspondence

July 15, 2025 **Letter from John Wahl, Chair Alabama Public Library Service Executive Board (APLS)**
 The letter encourages libraries to comply with new federal guidelines about gender ideology.

Statistics and Programming Overview

Please review reports for details.

April 2025		May 2025	
Total Visits	42,051 –.85% decrease	Total Visits	50,062 - 1.46% decrease
Program and Outreach Attendance	133% increase 78 programs 3,028 patrons	Program and Outreach Attendance	78% increase 79 programs 3,485 patrons
Circulation	36,108 items .98% increase	Circulation	38,452 items 2.92% decrease
June 2025		July 2025	
Total Visits	58,057 – .02% decrease	Total Visits	49,749 -2.45% increase
Program and Outreach Attendance	53% increase 73 programs 8,198 patrons	Program and Outreach Attendance	36% decrease 77 programs 2,830 patrons
Circulation	44,749 items .53% increase	Circulation	45,880 items 2.02% decrease

Budgets and Balance Sheets

Budget Reports as of August 2025

General Fund 01 Balance: \$700,845.68

Fund 12 / State Aid Balance: \$17,192.28

Fund 13 / Donations Balance: \$78,940.48

Balance Sheets as of August 2025

Fund 12 / State Aid Balance: \$4,078.49

Fund 13 / Donations Balance \$600,433.77

Director's Notes

APLS Administrative Code

- Articles and correspondence are included in the packet.

Summer Reading

Congratulations on a summer well read.

- Adults – 253 registered with 1,355 books read
- Teens – 134 registered with 1,188 books read
- Children's 2,228 registered with 4,727 attending programs – sponsored by Partners in Reading

Library Staff

- **Maggie Zaner** joined the staff as a part-time page, replacing David Matthews, who received a full-time job at Center Point Public Library.
- **Gregory Wallace** is retiring after 30 years of service. Congratulations, Greg. We will host a small going-away celebration on Wednesday, September 10 at 4:30pm.
- **Aaron Langston** has been selected as the Library's Cataloger/Circulation Assistant Manager. Mr. Langston previously worked at the Library in the Forest from 2013 to 2015 as a page. He recently received his Master's degree in Library Science from the University of Alabama and has worked for the past four years as the Acquisitions Manager and Cataloger at Bessemer Public Library.
- Congratulations to **Kara Anderson** and **Shelby Stafford** on receiving their Master's degrees in Library Science.
- **Staff Survey** – The library staff participated in a survey hosted by the City. Overall, responses were favorable; however, unfavorable responses from the library staff in specific areas prompted me to meet with the paraprofessionals and part-timers to address the concerns they raised in the survey. Concerns addressed included communication, appreciation, validation, mentoring, and effective supervision strategies. Following, I met with each Library Department Head to encourage them to develop and execute an action plan to address these matters. As library leaders become

aware of staff needs and make necessary adjustments, I am confident that the staff's sentiments will also change.

FY 2025/2026 Budget Hearing Highlights (Pending City Council Approval)

- **Derek Anderson** will be promoted from Grade 7 to Grade 10.
- Long-time volunteer, **Nick Lanzi** will become a paid member of the staff once again. He will be scheduled as usual, two to three hours per week, but the City has agreed to compensate him for his time. The estimated annual total will be approximately \$2,200 and will be paid from Fund 13.
- In September, we will conduct interviews to hire a **part-time custodian** to begin work by October 1, 2025.
- Funds were approved to hire a **fundraising team** to assist the Library Foundation with raising money for the East Side Branch Library.
- **Healthcare costs** for full-time staff will decrease. The state of Alabama has recommended a 4.75% increase in health insurance for government employees, but the City is proposing a reduction in the cost share for employees.
- I requested and received a second quote for **pressure washing** the facility. The second quote lowered the budget by more than \$10,000.
- The **new book drop** designated for the Fire Station at Liberty Park was tabled as the building will undergo renovations next fiscal year. The book drop for Cahaba Heights was approved.

Library Metrics / Goals for Budget Book 2026

- Documents are located in the packet.
- These documents share the mission and annual goals for the library. These departmental goals are presented, and priorities are tied to the library's annual budget allocation.
- The Budget Book outlines our plans, and the Library Metrics (Output and Outcome Measures) detail how we intend to achieve these goals.

Library Happenings

- **Better Basics** – This month's community initiative is Better Basics. Patrons are encouraged to pick up and donate a new book designated for preschool through 4th grade.
- **Pedestrian Bridge** – The elevator tower is scheduled to be installed in late September or early October. Construction is tentatively scheduled to be complete by the end of October. Since the date has not been solidified, the Foundation will begin work to plan and host a donor celebration this fall.
- **Eastside Library** – Doster Construction Company has been selected as the Construction Manager for the City's FY 2026 and 2027 capital projects. The Council will vote to finalize this selection at its meeting on August 26, 2025. Upcoming capital projects include:
 - **Phase 1 FY2026:** Liberty Park fire station renovation, pool heater, infrastructure for development at Siccard Hollow Sports Complex

- **Phase 2 FY2027:** Police station, Eastside library
Now is the time for BOT and Foundation representatives to begin attending City Council meetings to receive first-hand updates regarding plans for the new library.

Building and Technology Updates

BUILDING

- The Library will be closed to the public on Tuesday, August 26, 2025, from 9am – 1 pm to replace a pressure regulator valve. To replace the valve, water will be turned off from 8 am until noon.
- On May 3, 2025, a roof leak damaged parts of the library’s adult media collection. We eliminated most of the music collection and downsized audiobooks and DVDs. Once the repairs were made, we noticed another leak near the Acquisitions Workroom, which is underneath the Rooftop Garden. We are currently evaluating the cause and location of the leak to determine the necessary repairs.
- We are working with Trane to replace the outdated display on the library’s chiller. In addition, on August 8, fan motors on the HVAC became inoperable. Comfort Systems made temporary repairs and restored the chiller to 50% operational capacity. We anticipate that the parts needed to complete this repair will arrive in late August.
- Part of completing the Pedestrian Bridge involves installing the fiber communication tie into the library, which is tentatively scheduled to be done between September 2 and 12, 2025.

TECHNOLOGY

- New public computers have been replaced in the Children’s Department.
- Staff computers have been replaced in the Adult and Acquisitions and Circulation Departments.
- A new firewall was installed at Liberty Pharmacy, replacing the previous unit that may have been damaged due to lightning or a power surge.
- A touchscreen kiosk for patrons was installed in the Circulation Department. This upgrade replaces an outdated catalog and displays events and programming when it isn’t being used. We plan to upgrade additional catalogs over the summer.

Director’s Meetings, Events Schedule included:

- Daniel Tackett – facilities, library happenings, personnel updates
- Todd Richardson – marketing, publications, Friends, Foundation, strategic planning
- Library Department Heads (3)
- Alabama Standards Committee (2)
- APLS Administrators’ Meetings (2)
- APLS Board Meetings (2)
- City Department Heads (4)
- PLDAA Administrators’ Meeting
- JCLC Library Directors’ Meeting (3)

- Pam Parson – budgets and staff concerns
- Library Staff Meeting (2)
- JCLC Executive Board Meeting (2)
- Jeff Downes – monthly check-in (3)
- April Moon – employee matters, departmental concerns (2)
- Billy Conner – building maintenance
- Over the Mountain Library Directors (3)
- Records Retention and Ethics Training
- Library Budget Hearing
- Julie Reynolds – PALS Chair
- Ann Martha Corley and Courtney Moorehouse – Fundraising
- Construction Manager Presentations
- VH Candidate Forum
- School Media Specialists Luncheon
- Friends Appreciation Luncheon
- Meetings with para-professional staff (6)
- Individual meetings with Library Department Heads (6)
- Terri Leslie, April Moon, Lexie Rueve – Policies for teens and children
- Social Media Strategy Team
- Children Department Staff – orders, upcoming conference registrations, school visits
- Hoover Library – evaluate and review Tonies for Children’s Department collection
- Todd Richardson – fall outreach programs, social media strategy
- Lauren Headrick – training for sensory-friendly storytime

LIBRARY GOALS 2025 / 2026

The following information is updated and shared annually with the City as part of the library's budget process. The budget is reviewed and granted based on the goals and objectives as presented.

MISSION

As an innovative and vibrant community center, the Vestavia Hills Library in the Forest cultivates dynamic resources, environmentally conscious facilities, and opportunities for life-long learning, cultural enrichment, personal empowerment, and entertainment for all.

As a provider, the Library will:

- Circulate collections of current high-demand, high-interest materials in a variety of formats for all ages.
- Maintain collections in a variety of formats representing a broad spectrum of knowledge on a variety of subjects.
- Offer reference services providing timely and accurate information in a variety of formats with access from diverse sources.
- Plan and implement programs and services for all ages that encourage reading, learning, and cultural enrichment.
- Create environmental educational opportunities as the first "green" library in the state.

As a partner, the Library will:

- Coordinate the development of reference and informational collections, current reading lists, and other materials for the Vestavia Hills school system.
- Facilitate connections with local businesses and the Chamber of Commerce.
- Work with other agencies and organizations to provide pertinent community information.
- Foster the development of programs and services offered by local groups.

DEPARTMENTAL GOALS

Priority Area 3: Continue Improvements to Community Quality of Life Amenities:

- Maintain a safe space with quality programs, facilities, and services.
- Utilize all media outlets to enhance communication and increase awareness within the community and surrounding areas.
- Plan and initiate fundraising for the prospective East Side Branch Library.
- Continue to expand community engagement beyond the library through partnerships with local businesses, organizations, and community groups.
- Continue a strong collaborative partnership with the Jefferson County Library Cooperative.
- Continue to use innovative technology to create unique methods of engagement.

Priority Area 5: Continue to Prioritize a Safe Community Experience

- Maintain a safe space with quality programs, facilities, and services.

Priority Area 7: Provide Consistent Exceptional Customer Service:

- Provide exemplary customer service at all Library touchpoints.
- Continue to increase community engagement outside the library through partnerships with area businesses, organizations, and community groups.
- Continue a strong collaborative partnership with the Jefferson County Library Cooperative.
- Continue to use innovative technology to create unique methods of engagement.

Library	Strategic Priority Area	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 YTD (07.2025)	2026 Goal
OUTPUT MEASURES							
Building usage (in-person visits)	3	145,481	282,470	321,941	328,862	208,678	341,209
Collections & materials circulation (physical & digital)	3	377,642	475,725	468,655	464,097	291,738	481,950
Events & outreach attendance	3	24,775	14,363	23,217	27,714	27,185	29,070
Program attendance	3 & 5	16,351	19,744	18,237	20,863	18,084	21,706
Tech usage (PCs/Wi-Fi/website)	3	166,486	230,209	290,950	301,541	202,106	314,415
OUTCOME MEASURES							
Maintain a safe space with quality programs, facilities and services	3 & 5	Yes	Yes	Yes	New custodial staff, HVAC upgrade, water refill, servers	Continued service & facility upgrades	Fully establish in-house custodial services and facility improvement plan
Use all media outlets to increase communication and awareness within the community and surrounding	3	Yes	Yes	Yes	Active on Facebook, Instagram and other media outlets	Remain active, increase posting and vivid content	Yes
Plan and initiate fundraising for prospective east side branch	3				Assisted Foundation with promotion & planning	Worked with Foundation to expand donor base	Hire fundraising consultant and facility design team
Continue to increase community engagement outside the library through partnerships with area businesses, organizations and community groups	3 & 7	Yes	Yes	Yes	Increased partnerships, PALS recruitment, new events and volunteerism	Build volunteers, interns, community partners and engagement	Yes
Continue a strong collaborative partnership with the Jefferson County Library Cooperative	3 & 7	Yes	Yes	Yes	Continue support and participation	Continue support and participation	Yes
Continue to use innovative technology to create unique methods of engagement	3 & 7	Yes	Yes	Yes	Upgrade teen staff & MS hours, Interactive table, kiosk, robot	Grow Makerspace usage, explore robotics and other new technologies	Introduction of a Makerspace Manager
Provide exemplary customer service at all library touchpoints	7	Yes	Yes	Yes	Completed Service Stars training Membership increased 18%	Continued customer service growth and best practices	Yes



TO: Public Library Directors
FROM: John Wahl, Chair *JW*
APLS Executive Board
SUBJECT: Federal Grant Funding and Compliance with Executive Order on Gender Ideology
DATE: July 15, 2025

At a previous meeting, the APLS Executive Board requested that I send this letter informing you of **federal** policy changes that will directly impact the eligibility of Alabama's public libraries for all future **federal** grant funding. After taking office President Donald J. Trump signed an executive order titled "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government". This executive order explicitly states: *"Federal funds shall not be used to promote gender ideology. Each agency shall assess grant conditions and grantee preferences and ensure grant funds do not promote gender ideology"* (Section 3, Part G).

As Chairman of the Alabama Public Library Service (APLS), it is my duty to ensure that our state's libraries remain compliant with all **federal** requirements in order to maintain access to critical grant funding. In light of this executive order, all Alabama public libraries must take immediate steps to review their collections, programming, and policies to ensure that no **federal** grant funds are used to promote gender ideology in any form.

Failure to comply with these new **federal** guidelines will result in the loss of grant eligibility, which could significantly impact library funding and operations. To avoid any disruption of grants, I strongly urge all library directors to conduct a thorough review of their library's policies, collections, and programming to ensure full compliance with this executive order.

Thank you for your attention to this important matter. Your cooperation is essential in ensuring that our libraries continue to serve the people of Alabama while remaining in full compliance with **federal** funding requirements.

Sincerely,
John Wahl

ALABAMA PUBLIC LIBRARY SERVICE
ADMINISTRATIVE CODE

CHAPTER 520-2-2
SUPPLEMENTAL STATE AID TO PUBLIC LIBRARIES

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520-2-2-.08 State Aid Forfeiture

520-2-2-.03 Library Establishment, Policy and Service Requirements.

To qualify for state aid, public libraries (whether or not they are members of systems) and public library systems must comply with the appropriate requirements as follows.

(2) In order to receive state aid, a library board must:

(i) approve written guidelines that ensure library sections designated for minors under the age of 18 remain free of material containing obscenity, sexually explicit, or other material deemed inappropriate for children or youth. **Under this section, any material that promotes, encourages, or positively depicts transgender procedures, gender ideology or the concept of more than two biological genders shall be considered inappropriate for children and youth.** Age-appropriate materials regarding religion, history, biology, or human anatomy should not be construed to be against this rule.

State Library board moves to align state's code with Trump executive order on gender identity

1819 News

[Craig Monger](#) | 07.18.25

The Alabama Public Library Service (APLS) approved on Thursday to begin the process of aligning the state's administrative code with President Donald Trump's executive order, mandating that no federal monies be given to entities that promote gender ideology.

APLS chairman John Wahl sent a letter to every public library in the state the day before the meeting, demanding submission to the order or risk losing funding. APLS is responsible for doling out federal dollars to local libraries. Trump's order, titled "The Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government," mandates that no federal funds be used to promote gender ideology.

After an hour of public comment, which presented a fascinating array of personalities railing against the perceived censorship by the APLS board, former APLS chairman Ron Snider complained that the board was adopting policies on 'gender ideology' without a definition existing in the state's administrative code.

Wahl agreed with Snider, stating he believed any rule changes should go through the proper format, allowing input from members of the public.

"[A]dding language saying 'gender ideology I believe that does, in my opinion, add to state code,'" Wahl said. "And so, I would not be supportive of just passing something today. I think that's something that would have to go through that review process and amend state code, rather than the board just passing it."

This is not the first time Wahl and the APLS board have sought to change the administrative code. Early last year, the board underwent a lengthy review process to enact rule changes proposed by Gov. Kay Ivey. A ninety-day public comment period garnered nearly 6,500 letters from those supporting and opposing the changes.

The proposed rule changes will require 45 days of public comment and further administrative actions, meaning any changes to the code will not take effect for several months.

The board approved beginning the review process, with Snider being the only "no" vote.

"We have a duty to protect children from radical ideologies that seek to confuse them about who they are," Wahl said following the meeting. "Parents should decide what their children are exposed to when it comes to sexual content, not transgender activists. Alabama families deserve the peace of mind that when their kids walk into a public library, they won't be confronted with social agendas or materials that contradict science and common sense. It's time

to let children be children again. Libraries should be a place for learning and literacy — not a battleground for social experiments."

"Gender ideology isn't about politics — it's a direct assault on truth and the innocence of our children," he continued. "It denies the fundamental reality of male and female, replaces science with confusion, and pushes controversial narratives onto young, impressionable minds. We are going to stand up for parents and Alabama families when it comes to this issue."

Clean Up Alabama, a group that started to oppose sexually explicit books in libraries, was swift to praise the board's actions.

"This move empowers local libraries across the state to use a stricter and more practical standard than the outdated federal *Miller test* when evaluating content in children's and teen sections," the group said in a statement. "Thanks to APLS's leadership, books containing sexually explicit words or themes can now be reviewed and relocated based solely on the presence of that material—without needing to be evaluated as a whole."

"This action reflects what we've always believed: protecting minors is not censorship—it's common sense and constitutional responsibility. And now, recent federal rulings like *Free Speech Coalition, Inc. v. Paxton* affirm that states have the right—and the duty—to go further in shielding children from harmful content," the group added.

APLS seeks to deem books promoting “gender ideology” as inappropriate for kids

If the code changes were to be ultimately approved, local libraries would not be allowed to shelve such materials in children or youth sections.

By **JACOB HOLMES**

Published on July 18, 2025 at 7:50 am CD

The Alabama Public Library Service is once again pursuing changes to its administrative code, this time to classify materials promoting gender ideology or the concept of more than two genders as inappropriate for children.

If the code changes were to be ultimately approved, local libraries would not be allowed to shelve such materials in children or youth sections without risking state funding.

Former APLS board chair Ron Snider cast the lone dissenting vote against pursuing the changes, and harshly criticized current chair John Wahl and member Amy Minton.

“It appears that what we have going on is ... we have one board member (Minton) that has officially announced she is running for political office and John, you’re thinking about running for political office,” Snider said. “I’m afraid what is happening is the APLS is being used as a platform to boost your positions off the backs of libraries in this state.”

Wahl began the APLS board meeting on Thursday by emphasizing his commitment to the First Amendment and his hatred of censorship, reiterating his stance that both sides of the library debate simply want to protect children from inappropriate materials. Snider took issue with Wahl’s statement.

“You make an eloquent statement that you’re not in favor of censorship, but in fact, the majority of what you have done is censorship,” Snider said.

Once the proposed code changes are published, there will be a 45-day comment period before the board can consider whether to ultimately adopt the changes. The last code change process had a 90-day comment period and the agency received more than 6,000 public comments.

The other major question looming before the APLS board on Thursday was whether to restore state funding to the Fairhope Public Library after it moved some challenged books and declined to move others. With one book still left to review, Wahl suggested putting off that decision until the next meeting.

Critics continue to charge that the library is ignoring APLS requirements with its refusal to move books they feel meet the definition of “sexually explicit” as formally laid out by the APLS at its May meeting.

Snider criticized the board's passage of the definition, arguing that it holds no weight on state funding as it is not part of the actual administrative code.

"Now by fiat, without process, we have now defined requirements that are not in the code, and I think that is highly improper," Snider said.

Wahl disagreed and claimed that the definition was originally sent to libraries soon after the code changes passed, and that the official memo from the board came because some libraries did not receive that definition initially. Wahl also claimed that the definition can be found in other state and federal codes, although he has only been able to point to a federal statute with two definitions of sexually explicit conduct meant for defining child pornography.



MARKETING REPORT

APRIL 2025

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PARTNERS *in Reading*

VESTAVIA HILLS LIBRARY



Become a partner today and help sponsor Summer Reading at the Library in the Forest. Your support directly impacts thousands of children and their families. It helps children retain and enhance their reading skills over the summer while providing fun and exciting library programs, events and prizes.

If you have any questions or need additional information, please email us at foundation@vestavialibrary.org.

We thank you for your valuable partnership. The families in our community truly appreciate your generosity and support!



Summer Statistics

Summer Signups

1,600 - 2,500

Summer Visits

25,000 - 30,000

Summer Program Attendance

4,500 - 5,000

SPONSORSHIP LEVELS

The Classics \$250 - \$499

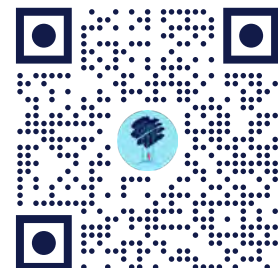
- Social Media Recognition
- Promotional Information in Summer Reading Bags
- Listing on Website & Library Poster
- Access to Talk Business Tuesday's during May & July

Science Fiction & Fantasy \$500 - \$749

- Same as *The Classics* plus:
- Table & Informational Material at SR Kick-Off Event
- Listing on Digital Signage at the Library & Liberty Pharmacy

Epic Adventures \$750 - \$1,000+

- Same as *The Classics*, *Sci-Fi & Fantasy*, plus:
- Recognition as **Title Sponsor** in all SR Advertising



Vestavia Hills Library Foundation, 1221 Montgomery Hwy, Vestavia Hills, AL 35216

Checks payable to Vestavia Hills Library Foundation

Pay Online: vhlibraryfoundation.org/partnersinreading

To be included in the summer calendar, please make your donation by April 24.

BLACK HOMESCHOOLERS OF BIRMINGHAM

Field Trip



EASTER EXTRAVAGANZA

Wald Park



BUNNY HOP

Sicard Hollow Athletic Complex



COMMUNITY IN ACTION

Grace Klein Communities - 200+ Shoes Collected



**COMMUNITY
IN ACTION**
Series

GRACE KLEIN
< COMMUNITY >



APRIL 2025

For the month of April, we are
accepting new and gently used
shoes of all sizes on behalf of
Grace Klein Community



MARKETING REPORT

May - July 2025

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I LOVE AMERICA NIGHT



SUMMER READING

Events & Programs



SUMMER READING

Events & Programs



SUMMER READING

Events & Programs







Epic Adventures & Sci-Fi Fantasy Levels



VESTAVIA HILLS LIBRARY
FOUNDATION
JUNIOR BOARD



CULTIVATE
Wellness Initiatives For The Corporate Client



PROUD SPONSOR
of Summer **READING**

Epic Adventures & Sci-Fi Fantasy Levels



John Henley, Agent

COCHRUN & SEALS
LAW FIRM



VESTAVIA HILLS
BEAUTIFICATION
BOARD

BRASFIELD
& GORRIE



AmFirst



PROUD SPONSOR
of Summer READING

The Classics Level



the lili pad
children's boutique



TANEISHA TUCKER
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SUSAN & RICK
SWAGLER

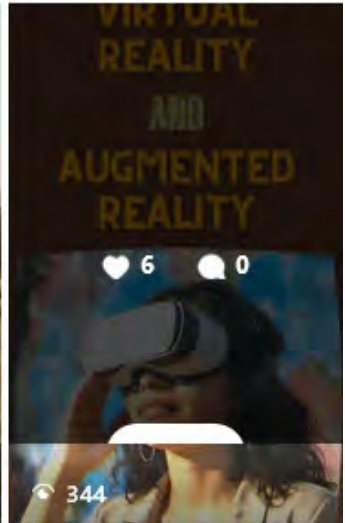
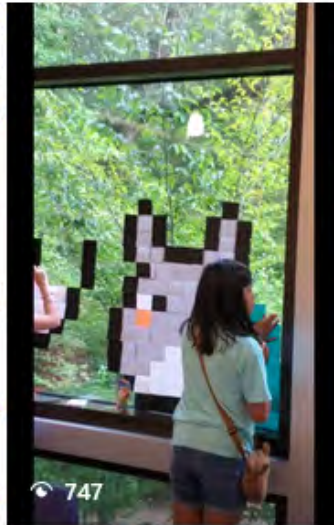
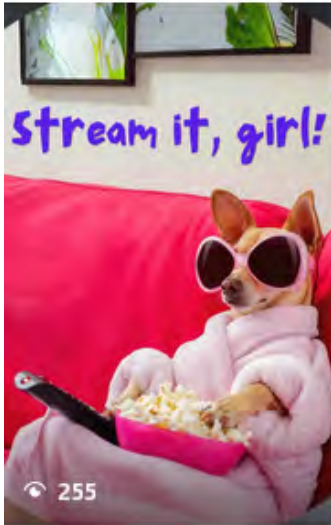
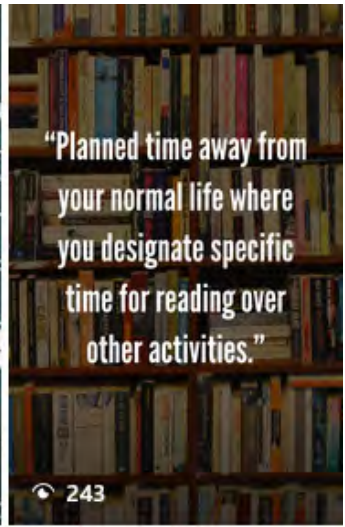
ANN & WES
HAMITER

EMILY
Lawrence
& STEVE
Reynolds



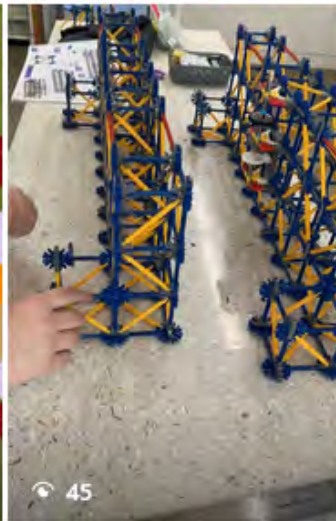


New Focus: More Engaging Content with Reels



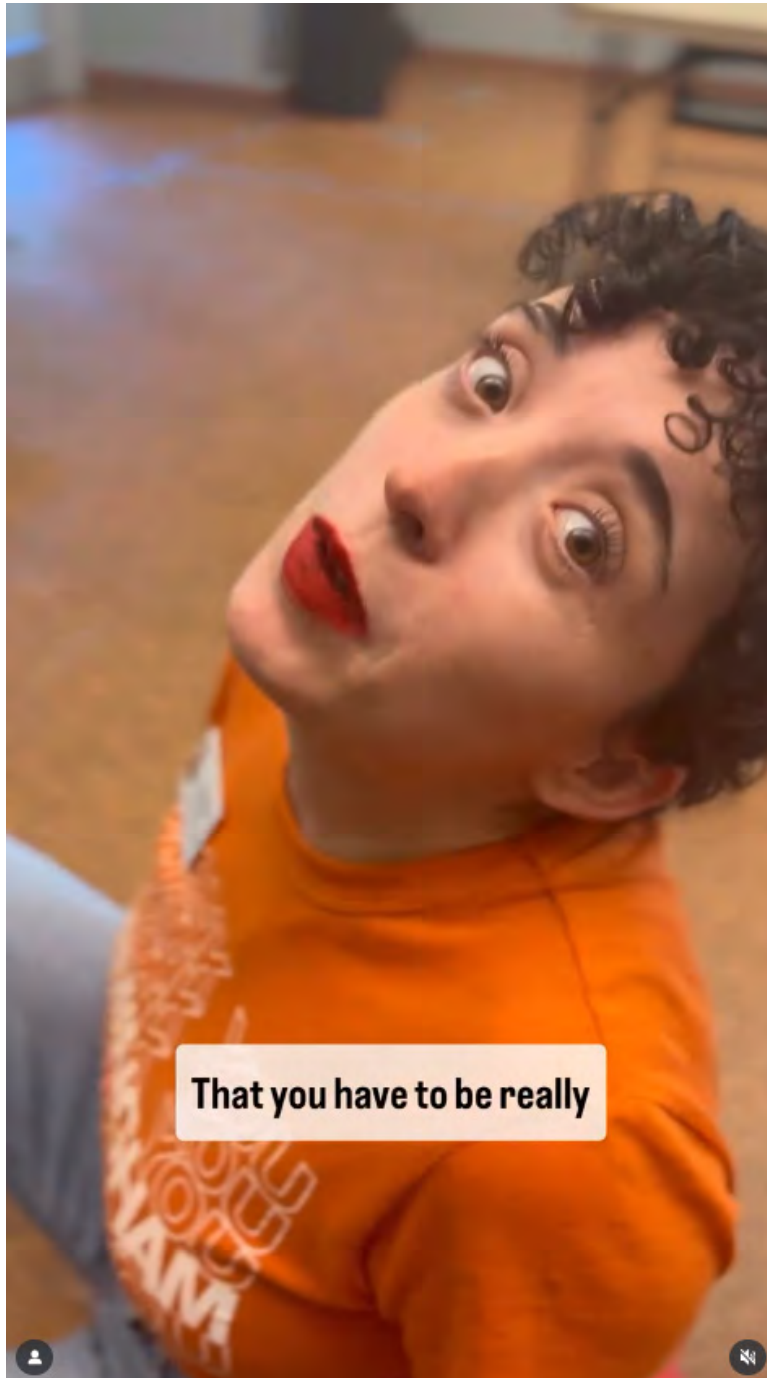


New Focus: More Engaging Content with Reels



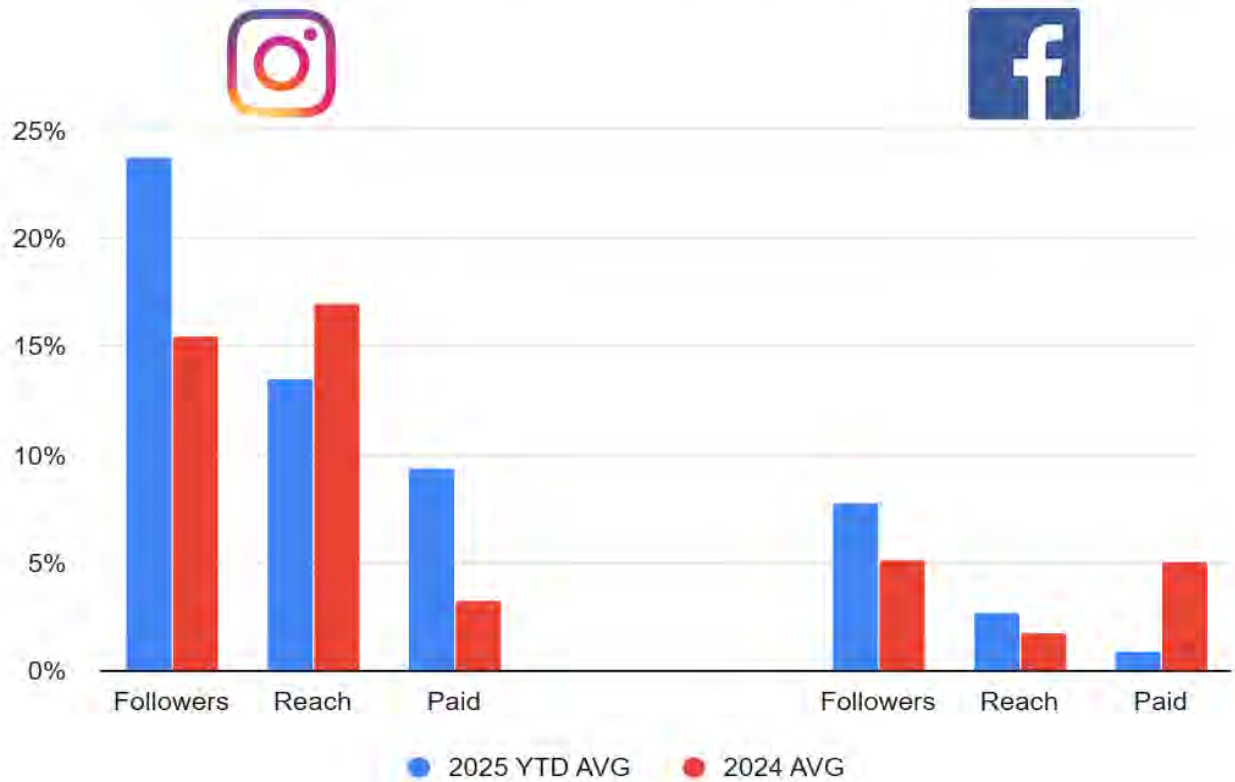


Most Popular Reel YTD: 10,049 Views





Engagement Rate: 2025 YoY Growth



The Engagement Rate is measured by dividing monthly engagement by total followers, organic account reach and paid account reach through boosted posts.

2025 YTD AVG = Jan - July 2025

2024 AVG = Jan - Dec 2024



DONATE NEW BOOKS

Preschool to 4th Grade

vestavialibrary.org/community



VHLF Statistics Report April 2025

April

April	April	% Month	# Month	FYTD	FYTD	% FYTD	# FYTD
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Hours

	2025	2024	2025	2025	2025	2024	2025	2025
Total Days Open	29	30	-3.33%	-1	201	199	1.01%	2
Total Hours Open	254	270	-5.93%	-16	1,783	1,781	0.11%	2

Library Visits

Gate Count	28,837	28,642	0.68%	195	179,429	178,631	0.45%	798
Curbside Appointments	3	8	-62.50%	(5)	49	78	-37.18%	-29
Website Visits	12,488	12,694	-1.62%	(206)	89,643	93,647	-4.28%	-4,004
Mobile App Sessions	723	1,068	-32.30%	(345)	4,919	7,679	-35.94%	-2,760
Total Library Visits	42,051	42,412	-0.85%	(361)	274,040	280,035	-2.14%	(5,995)

VHLF Statistics Report April 2025

Programs and Events

	2025		2024		2025 FYTD		2024 FYTD	
	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
Adult								
In person	8	141	11	164	65	1,487	66	1,223
Outreach (Remote Book Clubs)	2	42	0	0	9	71	5	14
Virtual and Passive	0	0	0	0	2	131	0	0
Total Adult Programs	10	183	11	164	76	1,689	71	1,237
YoY % Change & # Value	-9%	12%	-1	19	7%	37%	5	452
Teens								
In person	12	76	12	87	99	1,152	99	897
Outreach (School Visits)	0	0	0	0	0	0	0	0
Virtual and Passive	0	0	0	0	0	0	0	0
Total Teen Programs	12	76	12	87	99	1,152	99	897
YoY % Change & # Value	0%	-13%	0	-11	0%	28%	0	255
Children								
In person	36	1,694	32	767	214	6,613	198	6,663
Outreach (School Visits)	1	20	0	0	2	20	3	0
Virtual and Passive	0	0	0	0	7	542	2	321
Total Children's Programs	37	1,714	32	767	223	7,175	203	6,984
YoY % Change & # Value	16%	123%	5	947	10%	3%	20	191
Makerspace								
In person	12	18	6	16	76	160	42	111
Virtual and Passive	0	0	0	0	0	0	1	198
Total Makerspace Programs	12	18	6	16	76	160	43	309
YoY % Change & # Value	100%	13%	6	2	77%	-48%	33	-149
Technology								
In person	4	36	4	19	27	219	29	210
Virtual and One on one	1	26	1	27	7	205	7	230
Total Technology Programs	5	62	5	46	34	424	36	440
YoY % Change & # Value	0%	35%	0	16	-6%	-4%	-2	-16
Circulation								
Passive	0	0	0	0	0	0	0	0
Tours	0	0	0	0	1	20	0	0
Total Circulation	0	0	0	0	1	20	0	0
YoY % Change & # Value	0%	0%	0	0	0%	0%	1	20
Outreach Events								
Birmingham (Location)	0	0	0	0	2	20,800	2	3,700
City of VH (Sponsor & Location) Egg Hunt Wald Park	1	750	1	220	3	3,000	5	927
Chamber of Commerce (Sponsor)	0	0	0	0	2	1,900	3	6,950
Cabaha Heights (Focus & Location)	0	0	0	0	0	0	2	2,175
Liberty Park (Focus & Location) Bunny Hop	1	225	0	0	2	1,225	2	350
Library (Sponsor & Location)	0	0	0	0	6	260	0	0
Neutral (Location)	0	0	0	0	0	0	0	0
Other (Sponsor & Location)	0	0	0	0	0	0	3	3,775
Total Outreach	2	975	1	220	15	27,185	17	17,877
YoY % Change & # Value	100%	343%	1	755	-12%	52%	-2	9,308
Total Programs and Events								
	78	3,028	67	1,300	524	37,805	469	27,744
YoY % Change & # Value	16%	133%	11	1,728	12%	36%	55	10,061

VHLF Statistics Report April 2025

Services

	April 2025	April 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Borrowed from Other Libraries	2,060	1,894	8.76%	166	13,819	14,085	-1.89%	-266
Coffee	103	42	145.24%	61	445	523	-14.91%	-78
Holds for Liberty Park Lockers	394	218	80.73%	176	1,693	1,464	15.64%	229
Interlibrary Loans	45	32	40.63%	13	228	196	16.33%	32
Loans to Other Libraries	2,101	1,787	17.57%	314	14,164	12,685	11.66%	1,479
Notary Service	6	10	-40.00%	-4	82	46	78.26%	36
Passports	160	129	24.03%	31	1,061	739	43.57%	322
Public Computer Usage	6,918	5,316	30.14%	1,602	40,039	35,438	12.98%	4,601
Reserves	287	354	-18.93%	-67	2,516	2,643	-4.81%	-127
Self-Checkout Machine Usage	8,876	8,542	3.91%	334	64,705	67,788	-4.55%	-3,083
Test Proctoring	1	3	-66.67%	-2	16	74	-78.38%	-58
Voter Registration	0	2	-100.00%	-2	1	14	-92.86%	-13
Wireless Network Usage	6,033	4,278	41.02%	1,755	34,486	28,798	19.75%	5,688
Reference Questions Total (Department Breakdown)	2,875	2,575	11.65%	300	2,875	2,575	11.65%	300
Adult	1,005	1,068	-5.90%	-63	6,865	7,064	-2.82%	-199
Teens	840	625	34.40%	215	6,448	4,667	38.16%	1,781
Children	620	575	7.83%	45	3,638	3,827	-4.94%	-189
Technology	278	250	11.20%	28	1,658	1,617	2.54%	41
Makerspace	132	57	131.58%	75	779	461	68.98%	318
Total Services	29,859	25,182	18.57%	4,977	195,518	184,704	5.85%	10,814

Memberships

Adult Residents	51	71	-28.17%	-20	435	536	-18.84%	-101
Child Residents	12	9	33.33%	3	79	81	-2.47%	-2
Adult Non-Residents	49	37	32.43%	12	364	402	-9.45%	-38
Child Non-Residents	1	2	-50.00%	-1	15	12	25.00%	3
Out of County	3	3	0.00%	0	12	13	-7.69%	-1
Total Memberships	116	122	-4.92%	-6	905	1,044	-13.31%	15,134

Meeting Room Use

	Rented 2025	Attend. 2025	Rented 2024	Attend. 2024	R. FYTD 2025	A. FYTD 2025	R. FYTD 2024	A. FYTD 2024
Community Room	10	455	8	373	62	3,067	58	3,015
Historical Room	0	0	1	10	6	53	4	34
Tree House	2	25	0	0	12	142	13	105
Children's Program	5	91	4	65	41	697	24	410
Outdoor Classroom	0	0	0	0	0	0	0	0
Rooftop Garden	0	0	0	0	0	0	1	50
Total Rental Usage	17	571	13	448	121	3,959	100	3,614

Study Room Use

	Reserved 2025	Users 2025	Reserved 2024	Users 2024	R. FYTD 2025	U. FYTD 2025	R. FYTD 2024	U. FYTD 2024
All Rooms	382	580	392	600	2,489	3,841	2,376	3,715
Total Study Room Usage	382	580	392	600	2,489	3,841	2,376	3,715

VHLF Statistics Report April 2025

Library Materials Usage - Physical

	April 2025	April 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Physical Book Circulation								
Adult Books	5,600	5,210	7.49%	390	38,243	36,559	4.61%	1,684
Adult Large Print	1,345	1,255	7.17%	90	9,145	8,636	5.89%	509
Teen Books	1,617	1,543	4.80%	74	11,053	10,460	5.67%	593
Children's Books	8,092	8,892	-9.00%	-800	60,252	65,488	-8.00%	-5,236
Total Physical Books	16,654	16,900	-1.46%	-246	118,693	121,143	-2.02%	-2,450
Adult Physical Non-Book Circulation								
Non-Fiction DVDs / Roku	101	77	31.17%	24	557	788	-29.31%	-231
Audiobooks	258	282	-8.51%	-24	1,456	1,852	-21.38%	-396
Blu-rays	499	471	5.94%	28	3,188	2,643	20.62%	545
DVDs	1,354	1,389	-2.52%	-35	9,670	10,964	-11.80%	-1,294
Games and Puzzles	15	18	-16.67%	-3	180	157	14.65%	23
Launchpads	0	2	-100.00%	-2	13	32	-59.38%	-19
Magazines	48	39	23.08%	9	439	262	67.56%	177
Mixed Media	11	5	120.00%	6	52	40	30.00%	12
Muisc - Discontinued 6-1-25	246	183	34.43%	63	1,494	1,329	12.42%	165
WiFi-Hotspots	44	78	-43.59%	-34	333	441	-24.49%	-108
Other: Kits	1	2	-50.00%	-1	6	7	-14.29%	-1
Other: Hammocks	1	0	1.00%	1	2	2	0.00%	0
Other: Walking Sticks	0	0	0.00%	0	0	0	0.00%	0
Total Adult Physical Non-Book Circulation	2,578	2,546	1.26%	32	17,390	18,517	-6.09%	-109
Teen Non-Book Circulation								
Teen Audiobooks - Discontinued	0	13	-100.00%	-13	29	60	-51.67%	-31
Teen Blu-rays	94	114	-17.54%	-20	602	555	8.47%	47
Teen DVDs	219	127	72.44%	92	1,314	1,461	-10.06%	-147
Teen Games	562	447	25.73%	115	3,730	3,225	15.66%	505
Total Teen Physical Non-Book Circulation	875	701	24.82%	174	5,675	5,301	7.06%	374
Children's Non-Book Circulation								
Audiobooks	35	39	-10.26%	-4	224	319	-29.78%	-95
Augmented Reality	5	23	-78.26%	-18	32	100	-68.00%	-68
Blu-rays	54	28	92.86%	26	361	293	23.21%	68
DVDs	524	422	24.17%	102	4,116	4,124	-0.19%	-8
Launchpads	26	31	-16.13%	-5	205	271	-24.35%	-66
Magazines	12	26	-53.85%	-14	158	140	12.86%	18
Mixed Media	483	557	-13.29%	-74	3,536	3,909	-9.54%	-373
Music	12	25	-52.00%	-13	98	132	-25.76%	-34
Self-playing Audio	21	21	0.00%	0	177	172	2.91%	5
Views	0	5	-100.00%	-5	11	72	-84.72%	-61
Other: Kits	4	2	100.00%	2	16	18	-11.11%	-2
Total Children's Physical Non-Book Circulation	1,176	1,179	-0.25%	-3	8,934	9,550	-6.45%	-616

VHLF Statistics Report April 2025

Library Materials Usage - Digital

	April 2025	April 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Adult Digital Usage								
eBooks (Overdrive & Hoopla)	4,000	4,140	-3.38%	-140	29,908	29,220	2.35%	688
Graphic Novel Downloads (Hoopla)	45	65	-30.77%	-20	362	314	15.29%	48
Audiobook Downloads (Overdrive & Hoopla)	6,211	6,111	1.64%	100	42,472	40,194	5.67%	2,278
Downloadable Music (Hoopla)	67	79	-15.19%	-12	422	447	-5.59%	-25
Movies/Documentaries/TV Downloads (Hoopla & Kanopy)	471	553	-14.83%	-82	3,157	3,341	-5.51%	-184
Magazine Downloads	1,465	988	48.28%	477	9,246	10,050	-8.00%	-804
Adult Digital Usage Total	12,259	11,936	2.71%	323	85,567	83,566	2.39%	2,001
Teen Digital Usage								
Teen eBooks (Overdrive)	559	552	1.27%	7	3,552	4,103	-13.43%	-551
Teen Audiobook Downloads (Overdrive)	395	408	-3.19%	-13	2,525	2,896	-12.81%	-371
Teen Digital Usage Total	954	960	-0.63%	-6	6,077	6,999	-13.17%	-922
Children's Digital Usage								
eBooks (Overdrive & Hoopla)	904	980	-7.76%	-76	5,835	7,821	-25.39%	-1,986
Graphic Novel Downloads (Hoopla)	43	25	72.00%	18	270	191	41.36%	79
Audiobook Downloads (Overdrive & Hoopla)	639	491	30.14%	148	4,593	3,763	22.06%	830
Downloadable Music (Hoopla)	4	12	-66.67%	-8	30	55	-45.45%	-25
Movies/TV Downloads (Hoopla)	22	27	-18.52%	-5	222	265	-16.23%	-43
Children's Digital Usage Total	1,612	1,535	5.02%	77	10,950	12,095	-9.47%	-1,145
Circulation Totals (By Category)								
Books	16,654	16,900	-1.46%	-246	118,693	121,143	-2.02%	-2,450
Adult Non-Books	2,578	2,546	1.26%	32	17,390	18,517	-6.09%	-1,127
Teen Non-Books	875	701	24.82%	174	5,675	5,301	7.06%	374
Children's Non-Books	1,176	1,179	-0.25%	-3	8,934	9,550	-6.45%	-616
Adult Digital Usage	12,259	11,936	2.71%	323	85,567	83,566	2.39%	2,001
Teen Digital Usage	954	960	-0.63%	-6	6,077	6,999	-13.17%	-922
Children's Digital Usage	1,612	1,535	5.02%	77	10,950	12,095	-9.47%	-1,145
Total Library Materials Usage	36,108	35,757	0.98%	351	253,286	257,171	-1.51%	-3,885

VHLF Statistics Report April 2025

Electronic Retrieval Sessions / Database Usage

	April 2025	April 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Alabama Virtual Library	0	0	0.00%	0	0	0	0.00%	0
Ancestry	0	0	0.00%	0	0	0	0.00%	0
Creative Bug	12	9	33.33%	3	124	251	-50.60%	-127
Niche Academy	0	12	-100.00%	-12	0	37	-100.00%	-37
Reference USA	0	0	0.00%	0	0	0	0.00%	0
Universal Class	0	42	-100.00%	-42	274	251	9.16%	23
Other Databases	779	575	35.48%	204	3,678	6,382	-42.37%	-2,704
Total Electronic Retrieval Sessions	791	638	23.98%	153	4,076	6,921	-41.11%	-2,845

Marketing

Facebook Reach: Main	12,253	26,600	-53.94%	-14,347	80,553	90,870	-11.35%	-10,317
Facebook Reach: Kids	1,900	153	1141.83%	1,747	3,839	763	403.15%	3,076
Instagram Users: Main	2,443	2,062	18.48%	381	16,645	14,185	17.34%	2,460
Instagram Users: Kids	123	70	75.71%	53	703	411	71.05%	292
TikTok: Teens	1,084	2,051	-47.15%	-967	8,203	22,694	-63.85%	-14,491

Library Holdings

Book Volumes	67,399	67,203	0.29%	196	471,778	476,800	-1.05%	-5,022
Serial Volumes	94	86	9.30%	8	632	602	4.98%	30
Audiobooks	3,205	3,617	-11.39%	-412	23,246	25,091	-7.35%	-1,845
Digital Collections	143,097	123,832	15.56%	19,265	980,587	847,811	15.66%	132,776
Music CDs	2,375	2,382	-0.29%	-7	16,632	16,649	-0.10%	-17
DVDs and Blu-rays	10,336	10,205	1.28%	131	72,802	72,039	1.06%	763
Other	179	197	-9.14%	-18	1,275	1,367	-6.73%	-92
Library Holdings Total	226,685	207,522	9.23%	19,163	1,566,952	1,440,359	8.79%	126,593

Volunteers

	Volunteers 2025	Hours 2025	Volunteers 2024	Hours 2024	FYTD Vol. 2025	FYTD Hrs 2025	FYTD Vol. 2024	FYTD Hrs 2024
Acquisitions	0	0	0	0	6	1	0	0
Adult	0	0	0	0	2	4	0	0
Children's	21	63	2	2	44	133	4	10
Circulation	0	0	0	0	0	0	0	0
Outreach	23	52	0	0	46	88	0	0
PALS	0	0	0	0	0	0	0	0
Technology	1	8	1	4	6	107	6	35
Teens	6	30	5	42	20	80	20	114
Volunteers Total	51	153	8	48	124	413	30	159

Staff Training By Department

	Staff 2025	Staff 2024	% Month	# Month	FYTD 2025	FYTD 2024	% FYTD	# FYTD
Acquisitions	2	7	-71.43%	-5	18	31	-41.94%	-13
Administration	0	2	-100.00%	-2	5	4	25.00%	1
Adult	2	6	-66.67%	-4	20	34	-41.18%	-14
Children's	0	3	-100.00%	-3	12	23	-47.83%	-11
Circulation	6	6	0.00%	0	53	73	-27.40%	-20
Technology	2	2	0.00%	0	27	25	8.00%	2
Teens	0	2	-100.00%	-2	9	10	-10.00%	-1
Staff Training Total	12	28	-57.14%	-16	144	200	-28.00%	-56

VHLF Statistics Report May 2025

May	May	May	% Month	# Month	FYTD	FYTD	% FYTD	# FYTD
Hours	2025	2024	2025	2025	2025	2024	2025	2025
Total Days Open	29	29	0.00%	0	230	228	0.88%	2
Total Hours Open	261	265	-1.51%	-4	2,044	2,046	-0.10%	-2

Library Visits

Gate Count	29,267	30,047	-2.60%	(780)	208,696	208,678	0.01%	18
Curbside Appointments	5	9	-44.44%	(4)	54	87	-37.93%	-33
Website Visits	20,046	19,785	1.32%	261	109,689	113,432	-3.30%	-3,743
Mobile App Sessions	744	965	-22.90%	(221)	5,663	8,644	-34.49%	-2,981
Total Library Visits	50,062	50,806	-1.46%	(744)	324,102	330,841	-2.04%	(6,739)

VHLF Statistics Report May 2025

Programs and Events

	2025		2024		2025 FYTD		2024 FYTD	
	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
Adult								
In person	5	116	4	74	70	1,603	70	1,297
Outreach (Remote Book Clubs)	2	51	0	0	11	122	5	14
Virtual and Passive	0	0	0	0	2	131	0	0
Total Adult Programs	7	167	4	74	83	1,856	75	1,311
YoY % Change & # Value	75%	126%	3	93	11%	42%	8	545
Teens								
In person	22	284	22	264	121	1,436	121	1,161
Outreach (School Visits)	0	0	0	0	0	0	0	0
Virtual and Passive	0	0	0	0	0	0	0	0
Total Teen Programs	22	284	22	264	121	1,436	121	1,161
YoY % Change & # Value	0%	8%	0	20	0%	24%	0	275
Children								
In person	27	1,081	20	1,537	241	7,694	218	8,200
Outreach (School Visits)	5	1,875	0	0	7	1,895	3	0
Virtual and Passive	0	0	0	0	7	542	2	321
Total Children's Programs	32	2,956	20	1,537	255	10,131	223	8,521
YoY % Change & # Value	60%	92%	12	1,419	14%	19%	32	1,610
Makerspace								
In person	13	17	6	25	89	177	48	136
Virtual and Passive	0	0	0	0	0	0	1	198
Total Makerspace Programs	13	17	6	25	89	177	49	334
YoY % Change & # Value	117%	-32%	7	-8	82%	-47%	40	-157
Technology								
In person	4	24	4	35	31	243	33	245
Virtual and One on one	1	37	1	20	8	242	8	250
Total Technology Programs	5	61	5	55	39	485	41	495
YoY % Change & # Value	0%	11%	0	6	-5%	-2%	-2	-10
Circulation								
Passive	0	0	0	0	0	0	0	0
Tours	0	0	0	0	1	20	0	0
Total Circulation	0	0	0	0	1	20	0	0
YoY % Change & # Value	0%	0%	0	0	0%	0%	1	20
Outreach Events								
Birmingham (Location)	0	0	0	0	2	20,800	2	3,700
City of VH (Sponsor & Location)	0	0	0	0	3	3,000	5	927
Chamber of Commerce (Sponsor)	0	0	0	0	2	1,900	3	6,950
Cabaha Heights (Focus & Location)	0	0	0	0	0	0	2	2,175
Liberty Park (Focus & Location)	0	0	0	0	2	1,225	2	350
Library (Sponsor & Location)	0	0	0	0	6	260	0	0
Neutral (Location)	0	0	0	0	0	0	0	0
Other (Sponsor & Location)	0	0	0	0	0	0	3	3,775
Total Outreach	0	0	0	0	15	27,185	17	17,877
YoY % Change & # Value	0%	0%	0	0	-12%	52%	-2	9,308
Total Programs and Events								
	79	3,485	57	1,955	603	41,290	526	29,699
YoY % Change & # Value	39%	78%	22	1,530	15%	39%	77	11,591

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Services

	May 2025	May 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Borrowed from Other Libraries	2,234	2,225	0.40%	9	16,053	16,310	-1.58%	-257
Coffee	73	33	121.21%	40	518	556	-6.83%	-38
Holds for Liberty Park Lockers	352	203	73.40%	149	2,045	1,667	22.68%	378
Interlibrary Loans	38	44	-13.64%	-6	266	240	10.83%	26
Loans to Other Libraries	2,044	2,112	-3.22%	-68	16,208	14,797	9.54%	1,411
Notary Service	3	10	-70.00%	-7	85	56	51.79%	29
Passports	143	138	3.62%	5	1,204	877	37.29%	327
Public Computer Usage	7,031	5,391	30.42%	1,640	47,070	40,829	15.29%	6,241
Reserves	391	469	-16.63%	-78	2,907	3,112	-6.59%	-205
Self-Checkout Machine Usage	10,897	12,135	-10.20%	-1,238	75,602	79,923	-5.41%	-4,321
Test Proctoring	6	7	-14.29%	-1	22	81	-72.84%	-59
Voter Registration	0	2	-100.00%	-2	1	16	-93.75%	-15
Wireless Network Usage	6,098	4,322	41.09%	1,776	40,584	33,120	22.54%	7,464
Reference Questions Total (Department Breakdown)	2,822	2,562	10.15%	260	2,822	2,562	10.15%	260
Adult	912	850	7.29%	62	7,777	7,914	-1.73%	-137
Teens	905	835	8.38%	70	7,353	5,502	33.64%	1,851
Children	636	585	8.72%	51	4,274	4,412	-3.13%	-138
Technology	274	222	23.42%	52	1,932	1,839	5.06%	93
Makerspace	95	70	35.71%	25	874	531	64.60%	343
Total Services	32,132	29,653	8.36%	2,739	227,597	214,344	6.18%	13,253

Memberships

Adult Residents	74	94	-21.28%	-20	509	630	-19.21%	-121
Child Residents	32	30	6.67%	2	111	111	0.00%	0
Adult Non-Residents	50	45	11.11%	5	414	447	-7.38%	-33
Child Non-Residents	12	1	1100.00%	11	27	13	107.69%	14
Out of County	2	3	-33.33%	-1	14	16	-12.50%	-2
Total Memberships	170	173	-1.73%	-3	1,075	1,217	-11.67%	18,247

Meeting Room Use

	Rented 2025	Attend. 2025	Rented 2024	Attend. 2024	R. FYTD 2025	A. FYTD 2025	R. FYTD 2024	A. FYTD 2024
Community Room	10	488	14	898	72	3,555	72	3,913
Historical Room	2	6	0	0	8	59	4	34
Tree House	3	27	0	0	15	169	13	105
Children's Program	5	70	2	35	46	767	26	445
Outdoor Classroom	0	0	0	0	0	0	0	0
Rooftop Garden	0	0	0	0	0	0	1	50
Total Rental Usage	20	591	16	933	141	4,550	116	4,547

Study Room Use

	Reserved 2025	Users 2025	Reserved 2024	Users 2024	R. FYTD 2025	U. FYTD 2025	R. FYTD 2024	U. FYTD 2024
All Rooms	351	564	369	584	2,840	4,405	2,745	4,299
Total Study Room Usage	351	564	369	584	2,840	4,405	2,745	4,299

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Library Materials Usage - Physical

	May 2025	May 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Physical Book Circulation								
Adult Books	5,761	5,894	-2.26%	-133	44,004	42,453	3.65%	1,551
Adult Large Print	1,425	1,380	3.26%	45	10,570	10,016	5.53%	554
Teen Books	1,836	1,702	7.87%	134	12,889	12,162	5.98%	727
Children's Books	10,171	10,318	-1.42%	-147	70,423	75,806	-7.10%	-5,383
Total Physical Books	19,193	19,294	-0.52%	-101	137,886	140,437	-1.82%	-2,551
Adult Physical Non-Book Circulation								
Non-Fiction DVDs / Roku	51	121	-57.85%	-70	608	909	-33.11%	-301
Audiobooks	129	323	-60.06%	-194	1,585	2,175	-27.13%	-590
Blu-rays	296	517	-42.75%	-221	3,484	3,160	10.25%	324
DVDs	741	1,398	-47.00%	-657	10,411	12,362	-15.78%	-1,951
Games and Puzzles	29	23	26.09%	6	209	180	16.11%	29
Launchpads	0	3	-100.00%	-3	13	35	-62.86%	-22
Magazines	48	60	-20.00%	-12	487	322	51.24%	165
Mixed Media	9	8	12.50%	1	61	48	27.08%	13
Muisc - Discontinued 6-1-25	78	300	-74.00%	-222	1,572	1,629	-3.50%	-57
WiFi-Hotspots	59	76	-22.37%	-17	392	517	-24.18%	-125
Other: Kits	0	2	-100.00%	-2	6	9	-33.33%	-3
Other: Hammocks	0	0	0.00%	0	2	2	0.00%	0
Other: Walking Sticks	0	1	-100.00%	-1	0	1	-100.00%	-1
Total Adult Physical Non-Book Circulation	1,440	2,832	-49.15%	-1,392	18,830	21,349	-11.80%	-129
Teen Non-Book Circulation								
Teen Audiobooks - Discontinued	0	7	-100.00%	-7	29	67	-56.72%	-38
Teen Blu-rays	86	85	1.18%	1	688	640	7.50%	48
Teen DVDs	206	151	36.42%	55	1,520	1,612	-5.71%	-92
Teen Games	510	431	18.33%	79	4,240	3,656	15.97%	584
Total Teen Physical Non-Book Circulation	802	674	18.99%	128	6,477	5,975	8.40%	502
Children's Non-Book Circulation								
Audiobooks	52	52	0.00%	0	276	371	-25.61%	-95
Augmented Reality	4	13	-69.23%	-9	36	113	-68.14%	-77
Blu-rays	40	52	-23.08%	-12	401	345	16.23%	56
DVDs	633	646	-2.01%	-13	4,749	4,770	-0.44%	-21
Launchpads	42	53	-20.75%	-11	247	324	-23.77%	-77
Magazines	17	35	-51.43%	-18	175	175	0.00%	0
Mixed Media	550	648	-15.12%	-98	4,086	4,557	-10.34%	-471
Music	5	13	-61.54%	-8	103	145	-28.97%	-42
Self-playing Audio	29	30	-3.33%	-1	206	202	1.98%	4
Views	0	31	-100.00%	-31	11	103	-89.32%	-92
Other: Kits	5	1	400.00%	4	21	19	10.53%	2
Total Children's Physical Non-Book Circulation	1,377	1,574	-12.52%	-197	10,311	11,124	-7.31%	-813

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Library Materials Usage - Digital

	May 2025	May 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Adult Digital Usage								
eBooks (Overdrive & Hoopla)	4,246	4,475	-5.12%	-229	34,154	33,695	1.36%	459
Graphic Novel Downloads (Hoopla)	30	55	-45.45%	-25	392	369	6.23%	23
Audiobook Downloads (Overdrive & Hoopla)	6,320	6,069	4.14%	251	48,792	46,263	5.47%	2,529
Downloadable Music (Hoopla)	49	64	-23.44%	-15	471	511	-7.83%	-40
Movies/Documentaries/TV Downloads (Hoopla & Kanopy)	530	504	5.16%	26	3,687	3,845	-4.11%	-158
Magazine Downloads	1,564	1,175	33.11%	389	10,810	11,225	-3.70%	-415
Adult Digital Usage Total	12,739	12,342	3.22%	397	98,306	95,908	2.50%	2,398
Teen Digital Usage								
Teen eBooks (Overdrive)	589	645	-8.68%	-56	4,141	4,748	-12.78%	-607
Teen Audiobook Downloads (Overdrive)	442	435	1.61%	7	2,967	3,331	-10.93%	-364
Teen Digital Usage Total	1,031	1,080	-4.54%	-49	7,108	8,079	-12.02%	-971
Children's Digital Usage								
eBooks (Overdrive & Hoopla)	961	1,050	-8.48%	-89	6,796	8,871	-23.39%	-2,075
Graphic Novel Downloads (Hoopla)	39	41	-4.88%	-2	309	232	33.19%	77
Audiobook Downloads (Overdrive & Hoopla)	841	665	26.47%	176	5,434	4,428	22.72%	1,006
Downloadable Music (Hoopla)	9	2	350.00%	7	39	57	-31.58%	-18
Movies/TV Downloads (Hoopla)	20	55	-63.64%	-35	242	320	-24.38%	-78
Children's Digital Usage Total	1,870	1,813	3.14%	57	12,820	13,908	-7.82%	-1,088
Circulation Totals By Category								
Books	19,193	19,294	-0.52%	-101	137,886	140,437	-1.82%	-2,551
Adult Non-Books	1,440	2,832	-49.15%	-1,392	18,830	21,349	-11.80%	-2,519
Teen Non-Books	802	674	18.99%	128	6,477	5,975	8.40%	502
Children's Non-Books	1,377	1,574	-12.52%	-197	10,311	11,124	-7.31%	-813
Adult Digital Usage	12,739	12,342	3.22%	397	98,306	95,908	2.50%	2,398
Teen Digital Usage	1,031	1,080	-4.54%	-49	7,108	8,079	-12.02%	-971
Children's Digital Usage	1,870	1,813	3.14%	57	12,820	13,908	-7.82%	-1,088
Total Library Materials Usage	38,452	39,609	-2.92%	-1,157	291,738	296,780	-1.70%	-5,042

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Electronic Retrieval Sessions / Database Usage

	May 2025	May 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Alabama Virtual Library	0	0	0.00%	0	0	0	0.00%	0
Ancestry	0	0	0.00%	0	0	0	0.00%	0
Creative Bug	1	30	-96.67%	-29	125	281	-55.52%	-156
Niche Academy	0	4	-100.00%	-4	0	41	-100.00%	-41
Reference USA	0	0	0.00%	0	0	0	0.00%	0
Universal Class	18	47	-61.70%	-29	292	298	-2.01%	-6
Other Databases	668	1,195	-44.10%	-527	4,346	7,577	-42.64%	-3,231
Total Electronic Retrieval Sessions	687	1,276	-46.16%	-589	4,763	8,197	-41.89%	-3,434

Marketing

Facebook Reach: Main	7,498	130	5667.69%	7,368	88,051	91,000	-3.24%	-2,949
Facebook Reach: Kids	92	16,700	-99.45%	-16,608	3,931	17,463	-77.49%	-13,532
Instagram Users: Main	2,530	2,081	21.58%	449	19,175	16,266	17.88%	2,909
Instagram Users: Kids	128	71	80.28%	57	831	482	72.41%	349
TikTok: Teens	1,048	1,579	-33.63%	-531	9,251	24,273	-61.89%	-15,022

Library Holdings

Book Volumes	67,638	67,512	0.19%	126	539,416	544,312	-0.90%	-4,896
Serial Volumes	91	86	5.81%	5	723	688	5.09%	35
Audiobooks	2,521	3,634	-30.63%	-1,113	25,767	28,725	-10.30%	-2,958
Digital Collections	143,353	124,274	15.35%	19,079	1,123,940	972,085	15.62%	151,855
Music CDs	143	2,381	-93.99%	-2,238	16,775	19,030	-11.85%	-2,255
DVDs and Blu-rays	8,394	10,165	-17.42%	-1,771	81,196	82,204	-1.23%	-1,008
Other	175	195	-10.26%	-20	1,450	1,562	-7.17%	-112
Library Holdings Total	222,315	208,247	6.76%	14,068	1,789,267	1,648,606	8.53%	140,661

Volunteers

	Volunteers 2025	Hours 2025	Volunteers 2024	Hours 2024	FYTD Vol. 2025	FYTD Hrs 2025	FYTD Vol. 2024	FYTD Hrs 2024
Acquisitions	0	0	0	0	6	1	0	0
Adult	0	0	0	0	2	4	0	0
Children's	39	156	24	102	83	289	28	112
Circulation	0	0	0	0	0	0	0	0
Outreach	0	0	1	11	46	88	1	11
PALS	0	0	0	0	0	0	0	0
Technology	1	8	9	20	7	115	15	55
Teens	5	13			25	93	20	114
Volunteers Total	45	177	34	133	169	590	64	292

Staff Training By Department

	Staff 2025	Staff 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Acquisitions	0	4	-100.00%	-4	18	35	-48.57%	-17
Administration	0	2	-100.00%	-2	5	6	-16.67%	-1
Adult	2	4	-50.00%	-2	22	38	-42.11%	-16
Children's	0	3	-100.00%	-3	12	26	-53.85%	-14
Circulation	6	6	0.00%	0	59	79	-25.32%	-20
Technology	2	2	0.00%	0	29	27	7.41%	2
Teens	1	2	-50.00%	-1	10	12	-16.67%	-2
Staff Training Total	11	23	-52.17%	-12	155	223	-30.49%	-68

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June	June	June	% Month	# Month	FYTD	FYTD	% FYTD	# FYTD
Hours	2025	2024	2025	2025	2025	2024	2025	2025
Total Days Open	30	30	0.00%	0	260	258	0.78%	2
Total Hours Open	263	252	4.37%	11	2,307	2,298	0.39%	9

Library Visits

Gate Count	36,455	37,446	-2.65%	(991)	245,151	246,124	-0.40%	-973
Curbside Appointments	3	16	-81.25%	(13)	57	103	-44.66%	-46
Website Visits	20,807	19,594	6.19%	1,213	130,496	133,026	-1.90%	-2,530
Mobile App Sessions	792	1,013	-21.82%	(221)	6,455	9,657	-33.16%	-3,202
Total Library Visits	58,057	58,069	-0.02%	(12)	382,159	388,910	-1.74%	(6,751)

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Programs and Events

2025

2024

2025 FYTD

2024 FYTD

Adult	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
In person	9	118	13	182	79	1,721	83	1,479
Outreach (Remote Book Clubs)	1	12	0	0	12	134	5	14
Virtual and Passive	0	0	0	0	2	131	0	0
Total Adult Programs	10	130	13	182	93	1,986	88	1,493
YoY % Change & # Value	-23%	-29%	-3	-52	6%	33%	5	493

Teens	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
In person	15	182	16	189	136	1,618	137	1,350
Outreach (School Visits)	1	550	0	0	1	550	0	0
Virtual and Passive	0	0	0	0	0	0	0	0
Total Teen Programs	16	732	16	189	137	2,168	137	1,350
YoY % Change & # Value	0%	287%	0	543	0%	61%	0	818

Children	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
In person	27	1,504	34	1,524	268	9,198	252	9,724
Outreach (School Visits)	2	95	1	1,200	9	1,990	4	1,200
Virtual and Passive	0	0	0	0	7	542	2	321
Total Children's Programs	29	1,599	35	2,724	284	11,730	258	11,245
YoY % Change & # Value	-17%	-41%	-6	-1,125	10%	4%	26	485

Makerspace	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
In person	13	45	7	33	102	222	55	169
Virtual and Passive	0	0	0	0	0	0	49	334
Total Makerspace Programs	13	45	7	33	102	222	104	503
YoY % Change & # Value	86%	36%	6	12	-2%	-56%	-2	-281

Technology	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
In person	3	20	4	22	11	262	12	272
Virtual and One on one	1	22	1	25	1	22	-1	15
Total Technology Programs	4	42	5	47	12	284	11	287
YoY % Change & # Value	-20%	-11%	-1	-5	9%	-1%	1	-3

Circulation	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
Passive	0	0	0	0	0	0	0	0
Tours	0	0	0	0	0	0	1	20
Total Circulation	0	0	0	0	0	0	1	20
YoY % Change & # Value	0%	0%	0	0	-100%	-100%	-1	-20

Outreach Events	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
Birmingham (Location)	0	0	0	0	2	20,800	2	3,700
City of VH (Sponsor & Location)	0	0	0	0	3	3,000	5	927
Chamber of Commerce (Sponsor) I Love Amer. Wald Park	1	5,650	1	2,200	3	7,550	4	9,150
Cabaha Heights (Focus & Location)	0	0	0	0	0	0	2	2,175
Liberty Park (Focus & Location)	0	0	0	0	2	1,225	2	350
Library (Sponsor & Location)	0	0	0	0	6	260	0	0
Neutral (Location)	0	0	0	0	0	0	0	0
Other (Sponsor & Location)	0	0	0	0	0	0	3	3,775
Total Outreach	1	5,650	1	2,200	16	32,835	18	20,077
YoY % Change & # Value	0%	157%	0	3,450	-11%	64%	-2	12,758

Total Programs and Events	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
	73	8,198	77	5,375	644	49,225	617	34,975
YoY % Change & # Value	-5%	53%	-4	2,823	4%	41%	27	14,250

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Services

	June 2025	June 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Borrowed from Other Libraries	2,238	2,472	-9.47%	-234	18,291	18,782	-2.61%	-491
Coffee	52	45	15.56%	7	570	601	-5.16%	-31
Holds for Liberty Park Lockers	274	178	53.93%	96	2,319	1,845	25.69%	474
Interlibrary Loans	20	46	-56.52%	-26	286	286	0.00%	0
Loans to Other Libraries	2,267	2,168	4.57%	99	18,475	16,965	8.90%	1,510
Notary Service	4	8	-50.00%	-4	89	64	39.06%	25
Passports	145	87	66.67%	58	1,349	964	39.94%	385
Public Computer Usage	8,046	5,547	45.05%	2,499	55,116	46,376	18.85%	8,740
Reserves	477	524	-8.97%	-47	3,384	3,636	-6.93%	-252
Self-Checkout Machine Usage	13,462	14,396	-6.49%	-934	89,064	94,319	-5.57%	-5,255
Test Proctoring	6	2	200.00%	4	28	83	-66.27%	-55
Voter Registration	0	3	-100.00%	-3	1	19	-94.74%	-18
Wireless Network Usage	6,098	4,498	35.57%	1,600	46,682	37,618	24.09%	9,064
Reference Questions Total (Department Breakdown)	3,679	2,891	27.26%	788	3,679	2,891	27.26%	788
Adult	1,115	1,047	6.49%	68	8,892	8,961	-0.77%	-69
Teens	970	956	1.46%	14	8,323	6,458	28.88%	1,865
Children	1,200	602	99.34%	598	5,474	5,014	9.17%	460
Technology	274	184	48.91%	90	2,206	2,023	9.05%	183
Makerspace	120	102	17.65%	18	994	633	57.03%	361
Total Services	36,768	32,865	11.88%	4,691	265,222	247,538	7.14%	17,684

Memberships

Adult Residents	105	116	-9.48%	-11	614	746	-17.69%	-132
Child Residents	53	37	43.24%	16	164	148	10.81%	16
Adult Non-Residents	77	71	8.45%	6	491	518	-5.21%	-27
Child Non-Residents	7	8	-12.50%	-1	34	21	61.90%	13
Out of County	5	1	400.00%	4	19	17	11.76%	2
Total Memberships	247	233	6.01%	14	1,322	1,450	-8.83%	24,628

Meeting Room Use

	Rented 2025	Attend. 2025	Rented 2024	Attend. 2024	R. FYTD 2025	A. FYTD 2025	R. FYTD 2024	A. FYTD 2024
Community Room	7	325	6	315	79	3,880	78	4,228
Historical Room	1	15	0	0	9	74	4	34
Tree House	2	21	0	0	17	190	13	105
Children's Program	6	113	2	30	52	880	28	475
Outdoor Classroom	0	0	0	0	0	0	0	0
Rooftop Garden	0	0	0	0	0	0	1	50
Total Rental Usage	16	474	8	345	157	5,024	124	4,892

Study Room Use

	Reserved 2025	Users 2025	Reserved 2024	Users 2024	R. FYTD 2025	U. FYTD 2025	R. FYTD 2024	U. FYTD 2024
All Rooms	370	537	361	479	3,210	4,942	3,106	4,778
Total Study Room Usage	370	537	361	479	3,210	4,942	3,106	4,778

VHLF Statistics Report June 2025

Library Materials Usage - Physical

	June 2025	June 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Physical Book Circulation								
Adult Books	6,435	6,600	-2.50%	-165	50,439	49,053	2.83%	1,386
Adult Large Print	1,505	1,454	3.51%	51	12,075	11,470	5.27%	605
Teen Books	2,127	2,224	-4.36%	-97	15,016	14,386	4.38%	630
Children's Books	13,402	13,451	-0.36%	-49	83,825	89,257	-6.09%	-5,432
Total Physical Books	23,469	23,729	-1.10%	-260	161,355	164,166	-1.71%	-2,811
Adult Physical Non-Book Circulation								
Non-Fiction DVDs / Roku	72	85	-15.29%	-13	680	994	-31.59%	-314
Audiobooks	167	308	-45.78%	-141	1,752	2,483	-29.44%	-731
Blu-rays	502	493	1.83%	9	3,986	3,653	9.12%	333
DVDs	1,504	1,473	2.10%	31	11,915	13,835	-13.88%	-1,920
Games and Puzzles	30	32	-6.25%	-2	239	212	12.74%	27
Launchpads	4	0	4.00%	4	17	35	-51.43%	-18
Magazines	53	59	-10.17%	-6	540	381	41.73%	159
Mixed Media	14	13	7.69%	1	75	61	22.95%	14
Muisc - Discontinued 6-1-25	13	290	-95.52%	-277	1,585	1,919	-17.40%	-334
WiFi-Hotspots	47	63	-25.40%	-16	439	580	-24.31%	-141
Other: Kits	0	3	-100.00%	-3	6	12	-50.00%	-6
Other: Hammocks	0	0	0.00%	0	2	2	0.00%	0
Other: Walking Sticks	0	2	-100.00%	-2	0	3	-100.00%	-3
Total Adult Physical Non-Book Circulation	2,406	2,821	-14.71%	-415	21,236	24,170	-12.14%	-150
Teen Non-Book Circulation								
Teen Audiobooks - Discontinued	0	7	-100.00%	-7	29	74	-60.81%	-45
Teen Blu-rays	90	93	-3.23%	-3	778	733	6.14%	45
Teen DVDs	224	243	-7.82%	-19	1,744	1,855	-5.98%	-111
Teen Games	761	673	13.08%	88	5,001	4,329	15.52%	672
Total Teen Physical Non-Book Circulation	1,075	1,016	5.81%	59	7,552	6,991	8.02%	561
Children's Non-Book Circulation								
Audiobooks	55	62	-11.29%	-7	331	433	-23.56%	-102
Augmented Reality	6	12	-50.00%	-6	42	125	-66.40%	-83
Blu-rays	98	67	46.27%	31	499	412	21.12%	87
DVDs	957	929	3.01%	28	5,706	5,699	0.12%	7
Launchpads	46	63	-26.98%	-17	293	387	-24.29%	-94
Magazines	13	21	-38.10%	-8	188	196	-4.08%	-8
Mixed Media	688	788	-12.69%	-100	4,774	5,345	-10.68%	-571
Music	0	20	-100.00%	-20	103	165	-37.58%	-62
Self-playing Audio	53	44	20.45%	9	259	246	5.28%	13
Views	0	29	-100.00%	-29	11	132	-91.67%	-121
Other: Kits	4	1	300.00%	3	25	20	25.00%	5
Total Children's Physical Non-Book Circulation	1,920	2,036	-5.70%	-116	12,231	13,160	-7.06%	-929

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Library Materials Usage - Digital

	June 2025	June 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Adult Digital Usage								
eBooks (Overdrive & Hoopla)	4,416	4,320	2.22%	96	38,570	38,015	1.46%	555
Graphic Novel Downloads (Hoopla)	44	63	-30.16%	-19	436	432	0.93%	4
Audiobook Downloads (Overdrive & Hoopla)	6,349	6,004	5.75%	345	55,141	52,267	5.50%	2,874
Downloadable Music (Hoopla)	45	59	-23.73%	-14	516	570	-9.47%	-54
Movies/Documentaries/TV Downloads (Hoopla & Kanopy)	680	854	-20.37%	-174	4,367	4,699	-7.07%	-332
Magazine Downloads	1,611	962	67.46%	649	12,421	12,187	1.92%	234
Adult Digital Usage Total	13,145	12,262	7.20%	883	111,451	108,170	3.03%	3,281
Teen Digital Usage								
Teen eBooks (Overdrive)	569	523	8.80%	46	4,710	5,271	-10.64%	-561
Teen Audiobook Downloads (Overdrive)	415	415	0.00%	0	3,382	3,746	-9.72%	-364
Teen Digital Usage Total	984	938	4.90%	46	8,092	9,017	-10.26%	-925
Children's Digital Usage								
eBooks (Overdrive & Hoopla)	869	955	-9.01%	-86	7,665	9,826	-21.99%	-2,161
Graphic Novel Downloads (Hoopla)	43	30	43.33%	13	352	262	34.35%	90
Audiobook Downloads (Overdrive & Hoopla)	791	681	16.15%	110	6,225	5,109	21.84%	1,116
Downloadable Music (Hoopla)	15	0	15.00%	15	54	57	-5.26%	-3
Movies/TV Downloads (Hoopla)	32	47	-31.91%	-15	274	367	-25.34%	-93
Children's Digital Usage Total	1,750	1,713	2.16%	37	14,570	15,621	-6.73%	-1,051
Circulation Totals By Category								
Books	23,469	23,729	-1.10%	-260	161,355	164,166	-1.71%	-2,811
Adult Non-Books	2,406	2,821	-14.71%	-415	21,236	24,170	-12.14%	-2,934
Teen Non-Books	1,075	1,016	5.81%	59	7,552	6,991	8.02%	561
Children's Non-Books	1,920	2,036	-5.70%	-116	12,231	13,160	-7.06%	-929
Adult Digital Usage	13,145	12,262	7.20%	883	111,451	108,170	3.03%	3,281
Teen Digital Usage	984	938	4.90%	46	8,092	9,017	-10.26%	-925
Children's Digital Usage	1,750	1,713	2.16%	37	14,570	15,621	-6.73%	-1,051
Total Library Materials Usage	44,749	44,515	0.53%	234	336,487	341,295	-1.41%	-4,808

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Electronic Retrieval Sessions / Database Usage

	June 2025	June 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Alabama Virtual Library	0	0	0.00%	0	0	0	0.00%	0
Ancestry	0	0	0.00%	0	0	0	0.00%	0
Creative Bug	2	19	-89.47%	-17	127	300	-57.67%	-173
Niche Academy	0	63	-100.00%	-63	0	104	-100.00%	-104
Reference USA	0	0	0.00%	0	0	0	0.00%	0
Universal Class	0	32	-100.00%	-32	292	330	-11.52%	-38
Other Databases	332	643	-48.37%	-311	4,678	8,220	-43.09%	-3,542
Total Electronic Retrieval Sessions	334	757	-55.88%	-423	5,097	8,954	-43.08%	-3,857

Marketing

Facebook Reach: Main	18,248	9,400	94.13%	8,848	106,299	100,400	5.88%	5,899
Facebook Reach: Kids	67	398	-83.17%	-331	3,998	17,861	-77.62%	-13,863
Instagram Users: Main	2,744	2,124	29.19%	620	21,919	18,390	19.19%	3,529
Instagram Users: Kids	128	71	80.28%	57	959	553	73.42%	406
TikTok: Teens	1,277	1,123	13.71%	154	10,528	25,396	-58.54%	-14,868

Library Holdings

Book Volumes	67,893	67,946	-0.08%	-53	607,309	612,258	-0.81%	-4,949
Serial Volumes	91	86	5.81%	5	814	774	5.17%	40
Audiobooks	2,495	3,616	-31.00%	-1,121	28,262	32,341	-12.61%	-4,079
Digital Collections	143,933	124,559	15.55%	19,374	1,267,873	1,096,644	15.61%	171,229
Music CDs	106	2,380	-95.55%	-2,274	16,881	21,410	-21.15%	-4,529
DVDs and Blu-rays	8,350	10,153	-17.76%	-1,803	89,546	92,357	-3.04%	-2,811
Other	170	218	-22.02%	-48	1,620	1,780	-8.99%	-160
Library Holdings Total	223,038	208,958	6.74%	14,080	2,012,305	1,857,564	8.33%	154,741

Volunteers

	Volunteers 2025	Hours 2025	Volunteers 2024	Hours 2024	FYTD Vol. 2025	FYTD Hrs 2025	FYTD Vol. 2024	FYTD Hrs 2024
Acquisitions	0	0	0	0	6	1	0	0
Adult	0	0	1	2	2	4	1	2
Children's	108	396	83	282	191	685	111	394
Circulation	0	0	0	0	0	0	0	0
Outreach	0	0	0	0	46	88	1	11
PALS	0	0	0	0	0	0	0	0
Technology	1	8	1	34	8	123	16	89
Teens	16	106	14	108	41	199	34	222
Volunteers Total	125	510	99	426	294	1,100	163	718

Staff Training By Department

	Staff 2025	Staff 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Acquisitions	1	1	0.00%	0	19	36	-47.22%	-17
Administration	0	0	0.00%	0	5	6	-16.67%	-1
Adult	2	2	0.00%	0	24	40	-40.00%	-16
Children's	0	1	-100.00%	-1	12	27	-55.56%	-15
Circulation	6	5	20.00%	1	65	84	-22.62%	-19
Technology	2	2	0.00%	0	31	29	6.90%	2
Teens	4	4	0.00%	0	14	16	-12.50%	-2
Staff Training Total	15	15	0.00%	0	170	238	-28.57%	-68

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July

July	July	% Month	# Month	FYTD	FYTD	% FYTD	# FYTD
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Hours

	2025	2024	2025	2025	2025	2024	2025	2025
Total Days Open	29	30	-3.33%	-1	289	288	0.35%	1
Total Hours Open	259	270	-4.07%	-11	2,566	2,568	-0.08%	-2

Library Visits

Gate Count	30,454	29,911	1.82%	543	275,605	276,035	-0.16%	-430
Curbside Appointments	3	9	-66.67%	(6)	60	112	-46.43%	-52
Website Visits	18,392	17,625	4.35%	767	148,888	150,651	-1.17%	-1,763
Mobile App Sessions	900	1,013	-11.15%	(113)	7,355	10,670	-31.07%	-3,315
Total Library Visits	49,749	48,558	2.45%	1,191	431,908	437,468	-1.27%	(5,560)

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Programs and Events

	2025		2024		2025 FYTD		2024 FYTD	
	Programs	Attend.	Programs	Attend.	Programs	Attend.	Programs	Attend.
Adult								
In person	7	144	8	141	86	1,865	91	1,620
Outreach (Remote Book Clubs)	1	20	1	12	13	154	6	26
Virtual and Passive	0	0	0	0	2	131	0	0
Total Adult Programs	8	164	9	153	101	2,150	97	1,646
YoY % Change & # Value	-11%	7%	-1	11	4%	31%	4	504
Teens								
In person	15	159	16	151	151	1,777	153	1,501
Outreach (School Visits)	0	0	0	0	1	550	0	0
Virtual and Passive	0	0	0	0	0	0	0	0
Total Teen Programs	15	159	16	151	152	2,327	153	1,501
YoY % Change & # Value	-6%	5%	-1	8	-1%	55%	-1	826
Children								
In person	32	2,154	35	1,908	300	11,352	287	11,632
Outreach (School Visits)	2	74	0	0	11	2,064	4	1,200
Virtual and Passive	1	31	1	2,000	8	573	3	2,321
Total Children's Programs	35	2,259	36	3,908	319	13,989	294	15,153
YoY % Change & # Value	-3%	-42%	-1	-1,649	9%	-8%	25	-1,164
Makerspace								
In person	13	46	7	34	115	268	62	203
Virtual and Passive	0	0	0	0	0	0	49	334
Total Makerspace Programs	13	46	7	34	115	268	111	537
YoY % Change & # Value	86%	35%	6	12	4%	-50%	4	-269
Technology								
In person	4	35	4	14	15	297	16	286
Virtual and One on one	1	32	1	29	2	54	0	44
Total Technology Programs	5	67	5	43	17	351	16	330
YoY % Change & # Value	0%	56%	0	24	6%	6%	1	21
Circulation								
Passive	1	135	1	135	1	135	1	135
Tours	0	0	0	0	0	0	1	20
Total Circulation	1	135	1	135	1	135	2	155
YoY % Change & # Value	0%	0%	0	0	-50%	-13%	-1	-20
Outreach Events								
Birmingham (Location)	0	0	0	0	2	20,800	2	3,700
City of VH (Sponsor & Location)	0	0	0	0	3	3,000	5	927
Chamber of Commerce (Sponsor)	0	0	0	0	3	7,550	4	9,150
Cabaha Heights (Focus & Location)	0	0	0	0	0	0	2	2,175
Liberty Park (Focus & Location)	0	0	0	0	2	1,225	2	350
Library (Sponsor & Location)	0	0	0	0	6	260	0	0
Neutral (Location)	0	0	0	0	0	0	0	0
Other (Sponsor & Location)	0	0	0	0	0	0	3	3,775
Total Outreach	0	0	0	0	16	32,835	18	20,077
YoY % Change & # Value	0%	0%	0	0	-11%	64%	-2	12,758
Total Programs and Events								
	77	2,830	74	4,424	721	52,055	691	39,399
YoY % Change & # Value	4%	-36%	3	-1,594	4%	32%	30	12,656

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Services

	July 2025	July 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Borrowed from Other Libraries	2,176	2,374	-8.34%	-198	20,467	21,156	-3.26%	-689
Coffee	56	53	5.66%	3	626	654	-4.28%	-28
Holds for Liberty Park Lockers	266	242	9.92%	24	2,585	2,087	23.86%	498
Interlibrary Loans	24	48	-50.00%	-24	310	334	-7.19%	-24
Loans to Other Libraries	2,376	2,430	-2.22%	-54	20,851	19,395	7.51%	1,456
Notary Service	35	4	775.00%	31	124	68	82.35%	56
Passports	147	88	67.05%	59	1,496	1,052	42.21%	444
Public Computer Usage	8,256	5,561	48.46%	2,695	63,372	51,937	22.02%	11,435
Reserves	478	462	3.46%	16	3,862	4,098	-5.76%	-236
Self-Checkout Machine Usage	13,089	14,883	-12.05%	-1,794	102,153	109,202	-6.46%	-7,049
Test Proctoring	4	1	300.00%	3	32	84	-61.90%	-52
Voter Registration	1	2	-50.00%	-1	2	21	-90.48%	-19
Wireless Network Usage	7,003	4,566	53.37%	2,437	53,685	42,184	27.26%	11,501
Reference Questions Total (Department Breakdown)	4,422	3,040	45.46%	1,382	4,422	3,040	45.46%	1,382
Adult	1,126	1,139	-1.14%	-13	10,018	10,100	-0.81%	-82
Teens	913	915	-0.22%	-2	9,236	7,373	25.27%	1,863
Children	2,000	654	205.81%	1,346	7,474	5,668	31.86%	1,806
Technology	288	237	21.52%	51	2,494	2,260	10.35%	234
Makerspace	95	95	0.00%	0	1,089	728	49.59%	361
Total Services			0.00%	5,961	304,298	281,441	8.12%	22,857

Memberships

Adult Residents	77	102	-24.51%	-25	691	848	-18.51%	-157
Child Residents	27	17	58.82%	10	191	165	15.76%	26
Adult Non-Residents	77	100	-23.00%	-23	568	618	-8.09%	-50
Child Non-Residents	2	2	0.00%	0	36	23	56.52%	13
Out of County	2	1	100.00%	1	21	18	16.67%	3
Total Memberships	185	222	-16.67%	-37	1,507	1,672	-9.87%	32,401

Meeting Room Use

	Rented 2025	Attend. 2025	Rented 2024	Attend. 2024	R. FYTD 2025	A. FYTD 2025	R. FYTD 2024	A. FYTD 2024
Community Room	10	420	2	145	89	4,300	80	4,373
Historical Room	2	52	1	2	11	126	5	36
Tree House	8	115	4	33	25	305	17	138
Children's Program	7	145	3	70	59	1,025	31	545
Outdoor Classroom	0	0	0	0	0	0	0	0
Rooftop Garden	0	0	0	0	0	0	1	50
Total Rental Usage	27	732	10	250	184	5,756	134	5,142

Study Room Use

	Reserved 2025	Users 2025	Reserved 2024	Users 2024	R. FYTD 2025	U. FYTD 2025	R. FYTD 2024	U. FYTD 2024
All Rooms	357	495	307	484	3,567	5,437	3,413	5,262
Total Study Room Usage	357	495	307	484	3,567	5,437	3,413	5,262

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Library Materials Usage - Physical

	July 2025	July 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Physical Book Circulation								
Adult Books	6,529	6,793	-3.89%	-264	56,968	55,846	2.01%	1,122
Adult Large Print	1,498	1,456	2.88%	42	13,573	12,926	5.01%	647
Teen Books	2,312	2,474	-6.55%	-162	17,328	16,860	2.78%	468
Children's Books	13,302	14,317	-7.09%	-1,015	97,127	103,574	-6.22%	-6,447
Total Physical Books	23,641	25,040	-5.59%	-1,399	184,996	189,206	-2.23%	-4,210
Adult Physical Non-Book Circulation								
Non-Fiction DVDs / Roku	132	88	50.00%	44	812	1,082	-24.95%	-270
Audiobooks	157	312	-49.68%	-155	1,909	2,795	-31.70%	-886
Blu-rays	440	547	-19.56%	-107	4,426	4,200	5.38%	226
DVDs	1,622	1,702	-4.70%	-80	13,537	15,537	-12.87%	-2,000
Games and Puzzles	38	36	5.56%	2	277	248	11.69%	29
Launchpads	2	0	2.00%	2	19	35	-45.71%	-16
Magazines	82	33	148.48%	49	622	414	50.24%	208
Mixed Media	19	9	111.11%	10	94	70	34.29%	24
Muisc - Discontinued 6-1-25	4	275	-98.55%	-271	1,589	2,194	-27.58%	-605
WiFi-Hotspots	50	69	-27.54%	-19	489	649	-24.65%	-160
Other: Kits	0	3	-100.00%	-3	6	15	-60.00%	-9
Other: Hammocks	7	2	250.00%	5	9	4	125.00%	5
Other: Walking Sticks	2	0	2.00%	2	2	3	-33.33%	-1
Total Adult Physical Non-Book Circulation	2,555	3,076	-16.94%	-521	23,791	27,246	-12.68%	-165
Teen Non-Book Circulation								
Teen Audiobooks - Discontinued	0	9	-100.00%	-9	29	83	-65.06%	-54
Teen Blu-rays	103	111	-7.21%	-8	881	844	4.38%	37
Teen DVDs	229	346	-33.82%	-117	1,973	2,201	-10.36%	-228
Teen Games	674	642	4.98%	32	5,675	4,971	14.16%	704
Total Teen Physical Non-Book Circulation	1,006	1,108	-9.21%	-102	8,558	8,099	5.67%	459
Children's Non-Book Circulation								
Audiobooks	78	52	50.00%	26	409	485	-15.67%	-76
Augmented Reality	5	10	-50.00%	-5	47	135	-65.19%	-88
Blu-rays	81	71	14.08%	10	580	483	20.08%	97
DVDs	1,049	988	6.17%	61	6,755	6,687	1.02%	68
Launchpads	44	81	-45.68%	-37	337	468	-27.99%	-131
Magazines	13	16	-18.75%	-3	201	212	-5.19%	-11
Mixed Media	678	716	-5.31%	-38	5,452	6,061	-10.05%	-609
Music	0	11	-100.00%	-11	103	176	-41.48%	-73
Self-playing Audio	52	45	15.56%	7	311	291	6.87%	20
Views	0	31	-100.00%	-31	11	163	-93.25%	-152
Other: Kits	16	1	1500.00%	15	41	21	95.24%	20
Total Children's Physical Non-Book Circulation	2,016	2,022	-0.30%	-6	14,247	15,182	-6.16%	-935

VHLF Statistics Report July 2025

Library Materials Usage - Digital

	July 2025	July 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Adult Digital Usage								
eBooks (Overdrive & Hoopla)	4,435	4,809	-7.78%	-374	43,005	42,824	0.42%	181
Graphic Novel Downloads (Hoopla)	51	66	-22.73%	-15	487	498	-2.21%	-11
Audiobook Downloads (Overdrive & Hoopla)	6,693	6,284	6.51%	409	61,834	58,551	5.61%	3,283
Downloadable Music (Hoopla)	52	49	6.12%	3	568	619	-8.24%	-51
Movies/Documentaries/TV Downloads (Hoopla & Kanopy)	638	679	-6.04%	-41	5,005	5,378	-6.94%	-373
Magazine Downloads	1,885	911	106.92%	974	14,306	13,098	9.22%	1,208
Adult Digital Usage Total	13,754	12,798	7.47%	956	125,205	120,968	3.50%	4,237
Teen Digital Usage								
Teen eBooks (Overdrive)	529	487	8.62%	42	5,239	5,758	-9.01%	-519
Teen Audiobook Downloads (Overdrive)	463	421	9.98%	42	3,845	4,167	-7.73%	-322
Teen Digital Usage Total	992	908	9.25%	84	9,084	9,925	-8.47%	-841
Children's Digital Usage								
eBooks (Overdrive & Hoopla)	935	1,076	-13.10%	-141	8,600	10,902	-21.12%	-2,302
Graphic Novel Downloads (Hoopla)	31	36	-13.89%	-5	383	298	28.52%	85
Audiobook Downloads (Overdrive & Hoopla)	905	695	30.22%	210	7,130	5,804	22.85%	1,326
Downloadable Music (Hoopla)	2	0	2.00%	2	56	57	-1.75%	-1
Movies/TV Downloads (Hoopla)	43	65	-33.85%	-22	317	432	-26.62%	-115
Children's Digital Usage Total	1,916	1,872	2.35%	44	16,486	17,493	-5.76%	-1,007
Circulation Totals By Category								
Books	23,641	25,040	-5.59%	-1,399	184,996	189,206	-2.23%	-4,210
Adult Non-Books	2,555	3,076	-16.94%	-521	23,791	27,246	-12.68%	-3,455
Teen Non-Books	1,006	1,108	-9.21%	-102	8,558	8,099	5.67%	459
Children's Non-Books	2,016	2,022	-0.30%	-6	14,247	15,182	-6.16%	-935
Adult Digital Usage	13,754	12,798	7.47%	956	125,205	120,968	3.50%	4,237
Teen Digital Usage	992	908	9.25%	84	9,084	9,925	-8.47%	-841
Children's Digital Usage	1,916	1,872	2.35%	44	16,486	17,493	-5.76%	-1,007
Total Library Materials Usage	45,880	46,824	-2.02%	-944	382,367	388,119	-1.48%	-5,752

VHLF Statistics Report July 2025

Electronic Retrieval Sessions / Database Usage

	July 2025	July 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Alabama Virtual Library	0	0	0.00%	0	0	0	0.00%	0
Ancestry	0	0	0.00%	0	0	0	0.00%	0
Creative Bug	28	51	-45.10%	-23	155	351	-55.84%	-196
Niche Academy	0	8	-100.00%	-8	0	112	-100.00%	-112
Reference USA	0	0	0.00%	0	0	0	0.00%	0
Universal Class	34	19	78.95%	15	326	349	-6.59%	-23
Other Databases	650	311	109.00%	339	5,328	8,531	-37.55%	-3,203
Total Electronic Retrieval Sessions	712	389	83.03%	323	5,809	9,343	-37.83%	-3,534

Marketing

Facebook Reach: Main	30,803	10,800	185.21%	20,003	137,102	111,200	23.29%	25,902
Facebook Reach: Kids	2,175	2,600	-16.35%	-425	6,173	20,461	-69.83%	-14,288
Instagram Users: Main	2,887	2,166	33.29%	721	24,806	20,556	20.68%	4,250
Instagram Users: Kids	143	72	98.61%	71	1,102	625	76.32%	477
TikTok: Teens	2,877	1,309	119.79%	1,568	13,405	26,705	-49.80%	-13,300

Library Holdings

Book Volumes	67,571	68,449	-1.28%	-878	674,880	680,707	-0.86%	-5,827
Serial Volumes	91	86	5.81%	5	905	860	5.23%	45
Audiobooks	2,500	3,639	-31.30%	-1,139	30,762	35,980	-14.50%	-5,218
Digital Collections	146,564	129,222	13.42%	17,342	1,414,437	1,225,866	15.38%	188,571
Music CDs	101	2,380	-95.76%	-2,279	16,982	23,790	-28.62%	-6,808
DVDs and Blu-rays	8,389	10,175	-17.55%	-1,786	97,935	102,532	-4.48%	-4,597
Other	173	218	-20.64%	-45	1,793	1,998	-10.26%	-205
Library Holdings Total	225,389	214,169	5.24%	11,220	2,237,694	2,071,733	8.01%	165,961

Volunteers

	Volunteers 2025	Hours 2025	Volunteers 2024	Hours 2024	FYTD Vol. 2025	FYTD Hrs 2025	FYTD Vol. 2024	FYTD Hrs 2024
Acquisitions	0	0	0	0	6	1	0	0
Adult	0	0	0	0	2	4	1	2
Children's	75	284	71	259	266	969	182	653
Circulation	0	0	0	0	0	0	0	0
Outreach	0	0	0	0	46	88	1	11
PALS	0	0	0	0	0	0	0	0
Technology	1	6	1	12	9	129	17	101
Teens	19	108	14	65	60	307	48	287
Volunteers Total	95	398	86	336	389	1,498	249	1,054

Staff Training By Department

	Staff 2025	Staff 2024	% Month 2025	# Month 2025	FYTD 2025	FYTD 2024	% FYTD 2025	# FYTD 2025
Acquisitions	3	1	200.00%	2	22	37	-40.54%	-15
Administration	0	2	-100.00%	-2	5	8	-37.50%	-3
Adult	0	3	-100.00%	-3	24	43	-44.19%	-19
Children's	0	0	0.00%	0	12	27	-55.56%	-15
Circulation	6	6	0.00%	0	71	90	-21.11%	-19
Technology	0	6	-100.00%	-6	31	35	-11.43%	-4
Teens	0	1	-100.00%	-1	14	17	-17.65%	-3
Staff Training Total	9	19	-52.63%	-10	179	257	-30.35%	-78



Vestavia Hills, AL

Monthly Budget Report Account Summary

For Fiscal: 2024-2025 Period Ending: 08/31/2025

		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Used	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Used	Total Budget
Fund: 01 - GENERAL FUND										
Expense										
01-70-5010-000-500	COMPENSATION	142,286.00	71,587.41	70,698.59	50.31%	1,598,275.00	1,448,768.08	149,506.92	90.65%	1,743,988.00
01-70-5015-000-500	PAYROLL TAX EXP	10,889.00	5,390.70	5,498.30	49.51%	122,385.00	109,172.41	13,212.59	89.20%	133,415.00
01-70-5016-000-500	FRINGE BENEFITS EXP	29,533.00	16,615.27	12,917.73	56.26%	335,787.00	332,587.22	3,199.78	99.05%	367,074.00
01-70-5045-000-500	EMPLOYEE TRAINING	1,085.00	0.00	1,085.00	0.00%	13,463.00	9,387.75	4,075.25	69.73%	15,000.00
01-70-5050-000-500	MEMBERSHIP & DUES	941.00	0.00	941.00	0.00%	3,746.00	1,600.00	2,146.00	42.71%	4,000.00
01-70-5051-000-500	TRAVEL & CONFERENCE	0.00	0.00	0.00	0.00%	4,480.00	3,154.90	1,325.10	70.42%	6,000.00
01-70-5055-000-500	UNANTICIPATED EXPENSE	0.00	0.00	0.00	0.00%	91,113.00	0.00	91,113.00	0.00%	121,485.00
01-70-5065-000-500	PHYSICALS/DRUG SCREEN	27.00	0.00	27.00	0.00%	464.00	198.80	265.20	42.84%	500.00
01-70-5070-000-500	VEHICLE ALLOWANCE	0.00	0.00	0.00	0.00%	500.00	0.00	500.00	0.00%	500.00
01-70-5090-000-500	POSTAGE	0.00	0.00	0.00	0.00%	646.00	1,113.95	-467.95	172.44%	1,150.00
01-70-5100-000-500	SUPPLIES/PRINT & OFFICE	124.00	0.00	124.00	0.00%	5,693.00	2,575.40	3,117.60	45.24%	8,000.00
01-70-5101-000-500	SUPPLIES/LIB PROCESS	1,777.00	0.00	1,777.00	0.00%	9,395.00	4,406.31	4,988.69	46.90%	10,000.00
01-70-5105-000-500	SUPPLIES/OTHER	1,801.00	1,409.00	392.00	78.23%	8,722.00	9,301.59	-579.59	106.65%	9,000.00
01-70-5110-000-500	SUPPLIES/JANITORIAL	680.00	0.00	680.00	0.00%	9,767.00	6,847.22	2,919.78	70.11%	10,000.00
01-70-5140-000-500	GASOLINE	198.00	0.00	198.00	0.00%	1,704.00	1,442.20	261.80	84.64%	1,800.00
01-70-5210-000-500	MAINTENANCE CONTRACTS	10,286.00	7,089.25	3,196.75	68.92%	203,623.00	158,023.03	45,599.97	77.61%	220,242.00
01-70-5211-000-500	SUBSCRIPTION INTEREST	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
01-70-5310-000-500	MAINT/REP-OFFICE EQUIP	0.00	0.00	0.00	0.00%	1,000.00	0.00	1,000.00	0.00%	1,000.00
01-70-5350-000-500	MAINT/REP-SMALL EQUIP	302.00	0.00	302.00	0.00%	1,500.00	1,178.84	321.16	78.59%	1,500.00
01-70-5370-000-500	MAINT/REP-VEHICLES	118.00	129.26	-11.26	109.54%	1,475.00	1,421.86	53.14	96.40%	1,600.00
01-70-5380-000-500	MAINT/REP-BUILDING	3,214.00	0.00	3,214.00	0.00%	37,723.00	45,101.85	-7,378.85	119.56%	40,000.00
01-70-5385-000-500	MAINT/REP-HVAC	2,435.00	2,265.90	169.10	93.06%	24,404.00	7,677.19	16,726.81	31.46%	25,000.00
01-70-5390-000-500	MAINT/REP-ELEC & PLUMB	0.00	0.00	0.00	0.00%	14,077.00	17,645.06	-3,568.06	125.35%	15,000.00
01-70-5620-000-500	LEASE/OFFICE EQUIP	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
01-70-5690-000-500	LEASED BOOKS & MEDIA	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
01-70-5700-000-500	UTILITIES	14,573.00	0.00	14,573.00	0.00%	135,292.00	128,158.50	7,133.50	94.73%	150,000.00
01-70-5720-000-500	COMM(INTERNET & TELEPHONE)	1,536.00	894.99	641.01	58.27%	17,360.00	13,258.90	4,101.10	76.38%	19,000.00
01-70-5840-000-500	PROFESSIONAL CONSULTANTS	0.00	0.00	0.00	0.00%	7,000.00	0.00	7,000.00	0.00%	7,000.00
01-70-5940-000-500	COMMUNITY INVOLVEMENT	1,368.00	-738.89	2,106.89	-54.01%	38,861.00	37,962.50	898.50	97.69%	40,000.00
01-70-5940-002-500	OUTREACH/LIB PARK & CH	601.00	0.00	601.00	0.00%	6,503.00	4,775.00	1,728.00	73.43%	7,000.00
01-70-5940-003-500	MARKETING - LIBRARY	1,431.00	500.00	931.00	34.94%	10,143.00	8,132.28	2,010.72	80.18%	10,455.00
01-70-5990-000-500	BANK CHARGES	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
01-70-8100-000-500	PURCHASE/OFFICE & COMP EQUIP	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
01-70-8150-000-500	PURCHASES-SMALL EQUIP	0.00	0.00	0.00	0.00%	700.00	435.90	264.10	62.27%	700.00

Monthly Budget Report

For Fiscal: 2024-2025 Period Ending: 08/31/2025

		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Used	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Used	Total Budget
01-70-8205-000-500	PURCHASES/PERIODICAL REPLACE	2,543.00	0.00	2,543.00	0.00%	171,486.00	153,549.35	17,936.65	89.54%	174,230.00
01-70-8500-000-500	PURCHASES-CAP (UNDER \$5K)	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
01-70-8600-000-712	PURCHASES-CAP (OVER \$5K)	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
01-70-8610-000-500	PURCHASES/BOOKS	12,875.00	4,549.39	8,325.61	35.34%	171,718.00	110,917.23	60,800.77	64.59%	175,000.00
	Total Expense:	240,623.00	109,692.28	130,930.72	45.59%	3,049,005.00	2,618,793.32	430,211.68	85.89%	3,319,639.00
	Total Fund: 01 - GENERAL FUND:	240,623.00	109,692.28	130,930.72	45.59%	3,049,005.00	2,618,793.32	430,211.68	85.89%	3,319,639.00

Fund: 12 - LIBRARY-STATE AID

Expense										
12-70-5050-000-500	MEMBERSHIP & DUES	2,864.27	0.00	2,864.27	0.00%	31,506.97	17,192.28	14,314.69	54.57%	34,385.00
12-70-5220-000-500	COMPUTER SERVICES	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
12-70-5310-000-500	MAINT/REP-OFFICE EQUIP	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
12-70-5913-000-709	TRANSFERS OUT/FUND 13 LIBRARY	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
12-70-5940-000-500	COMMUNITY INVOLVEMENT	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
12-70-5990-000-500	BANK CHARGES	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
12-70-8100-000-500	PURCHASE/OFFICE & COMP EQUIP	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
12-70-8500-000-500	PURCHASES-CAP (UNDER \$5K)	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
12-70-8600-000-712	PURCHASES-CAP (OVER \$5K)	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
	Total Expense:	2,864.27	0.00	2,864.27	0.00%	31,506.97	17,192.28	14,314.69	54.57%	34,385.00
	Total Fund: 12 - LIBRARY-STATE AID:	2,864.27	0.00	2,864.27	0.00%	31,506.97	17,192.28	14,314.69	54.57%	34,385.00

Fund: 13 - LIBRARY-BOOKS/DON

Expense										
13-70-5010-000-500	COMPENSATION	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
13-70-5015-000-500	PAYROLL TAX EXP	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
13-70-5016-000-500	FRINGE BENEFITS EXP	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
13-70-5045-000-500	EMPLOYEE TRAINING	749.70	0.00	749.70	0.00%	8,246.70	1,119.92	7,126.78	13.58%	9,000.00
13-70-5050-000-500	MEMBERSHIP & DUES	41.65	0.00	41.65	0.00%	458.15	0.00	458.15	0.00%	500.00
13-70-5051-000-500	TRAVEL & CONFERENCE	916.30	0.00	916.30	0.00%	10,079.30	2,655.73	7,423.57	26.35%	11,000.00
13-70-5052-000-500	EMPLOYEE MISC EXPENSE	41.65	0.00	41.65	0.00%	458.15	0.00	458.15	0.00%	500.00
13-70-5090-000-500	POSTAGE	416.50	0.00	416.50	0.00%	4,581.50	3,200.35	1,381.15	69.85%	5,000.00
13-70-5100-000-500	SUPPLIES/PRINT & OFFICE	41.65	0.00	41.65	0.00%	458.15	0.00	458.15	0.00%	500.00
13-70-5105-000-500	SUPPLIES/OTHER	166.60	0.00	166.60	0.00%	1,832.60	137.97	1,694.63	7.53%	2,000.00
13-70-5106-000-500	SUPPLIES/REFUNDS	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
13-70-5110-000-500	SUPPLIES/JANITORIAL	83.30	0.00	83.30	0.00%	916.30	0.00	916.30	0.00%	1,000.00
13-70-5210-000-500	MAINTENANCE CONTRACTS	416.50	0.00	416.50	0.00%	4,581.50	192.00	4,389.50	4.19%	5,000.00
13-70-5220-000-500	COMPUTER SERVICES	208.25	0.00	208.25	0.00%	2,290.75	0.00	2,290.75	0.00%	2,500.00
13-70-5310-000-500	MAINT/REP-OFFICE EQUIP	166.60	0.00	166.60	0.00%	1,832.60	0.00	1,832.60	0.00%	2,000.00
13-70-5380-000-500	MAINT/REP-BUILDING	333.20	0.00	333.20	0.00%	3,665.20	1,649.10	2,016.10	44.99%	4,000.00
13-70-5605-000-500	RENTAL/STORAGE FACILITY	333.20	0.00	333.20	0.00%	3,665.20	3,954.20	-289.00	107.88%	4,000.00
13-70-5840-000-500	PROFESSIONAL CONSULTANTS	2,582.30	30,000.00	-27,417.70	1,161.76%	28,405.30	30,000.00	-1,594.70	105.61%	31,000.00
13-70-5940-000-500	COMMUNITY INVOLVEMENT	2,540.65	275.00	2,265.65	10.82%	27,947.15	12,998.71	14,948.44	46.51%	30,500.00
13-70-5940-001-500	CAMPAIGN EXPENSES	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00

Monthly Budget Report

For Fiscal: 2024-2025 Period Ending: 08/31/2025

		August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Used	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Used	Total Budget
13-70-5990-000-500	BANK CHARGES	208.25	0.00	208.25	0.00%	2,290.75	0.00	2,290.75	0.00%	2,500.00
13-70-5992-000-500	MERCHANT FEES	208.25	0.00	208.25	0.00%	2,290.75	2,628.54	-337.79	114.75%	2,500.00
13-70-8100-000-500	PURCHASE/OFFICE & COMP EQUIP	508.13	0.00	508.13	0.00%	5,589.43	1,935.97	3,653.46	34.64%	6,100.00
13-70-8150-000-500	PURCHASES-SMALL EQUIP	316.54	0.00	316.54	0.00%	3,481.94	0.00	3,481.94	0.00%	3,800.00
13-70-8205-000-500	PURCHASES/PERIODICAL REPLACE	41.65	0.00	41.65	0.00%	458.15	0.00	458.15	0.00%	500.00
13-70-8500-000-500	PURCHASES-CAP (UNDER \$5K)	3,506.93	0.00	3,506.93	0.00%	38,576.23	38,012.03	564.20	98.54%	42,100.00
13-70-8600-000-712	PURCHASES-CAP (OVER \$5K)	1,249.50	0.00	1,249.50	0.00%	13,744.50	3,875.00	9,869.50	28.19%	15,000.00
13-70-8610-000-500	PURCHASES/BOOKS	24.99	0.00	24.99	0.00%	274.89	0.00	274.89	0.00%	300.00
13-70-9812-000-709	TRANSFERS OUT/FUND 12 STATE AID	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
	Total Expense:	15,102.29	30,275.00	-15,172.71	200.47%	166,125.19	102,359.52	63,765.67	61.62%	181,300.00
	Total Fund: 13 - LIBRARY-BOOKS/DON:	15,102.29	30,275.00	-15,172.71	200.47%	166,125.19	102,359.52	63,765.67	61.62%	181,300.00

Fund: 20 - CAPITAL PROJECTS

Expense										
20-70-5105-050-500	SUPPLIES/OTHER	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
20-70-5380-000-500	MAINT/REP-BUILDING	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
20-70-5385-000-500	MAINT/REP-HVAC	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
20-70-5410-050-500	MNT/RPR PARKING LOT	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
20-70-5610-000-500	LEASE/VEHICLE	1,034.91	1,429.18	-394.27	138.10%	11,384.01	15,720.98	-4,336.97	138.10%	12,424.00
20-70-5611-000-500	LEASE/VEHICLE-INTEREST	393.67	0.00	393.67	0.00%	4,330.37	0.00	4,330.37	0.00%	4,726.00
20-70-5630-000-500	LEASE/EQUIPMENT	1,123.05	0.00	1,123.05	0.00%	12,353.55	15,885.96	-3,532.41	128.59%	13,482.00
20-70-5631-000-500	LEASE/EQUIPMENT-INTEREST	199.92	0.00	199.92	0.00%	2,199.12	0.00	2,199.12	0.00%	2,400.00
20-70-5700-050-500	UTILITIES	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
20-70-5895-050-500	RELOCATION EXPENSE	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
20-70-7400-050-500	GENERAL INSURANCE	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
20-70-8100-000-500	PURCHASE/OFFICE & COMP EQUIP	1,032.92	0.00	1,032.92	0.00%	11,362.12	4,693.22	6,668.90	41.31%	12,400.00
20-70-8500-000-500	PURCHASES-CAP (UNDER \$5K)	9,579.50	0.00	9,579.50	0.00%	105,374.50	112,647.00	-7,272.50	106.90%	115,000.00
20-70-8600-000-712	PURCHASES-CAP (OVER \$5K)	15,327.20	0.00	15,327.20	0.00%	168,599.20	215,477.80	-46,878.60	127.80%	184,000.00
20-70-8610-000-500	PURCHASES/BOOKS	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%	0.00
	Total Expense:	28,691.17	1,429.18	27,261.99	4.98%	315,602.87	364,424.96	-48,822.09	115.47%	344,432.00
	Total Fund: 20 - CAPITAL PROJECTS:	28,691.17	1,429.18	27,261.99	4.98%	315,602.87	364,424.96	-48,822.09	115.47%	344,432.00
	Report Total:	287,280.73	141,396.46	145,884.27	49.22%	3,562,240.03	3,102,770.08	459,469.95	87.10%	3,879,756.00

Monthly Budget Report

For Fiscal: 2024-2025 Period Ending: 08/31/2025

Group Summary

Account Typ...	August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Used	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Used	Total Budget
Fund: 01 - GENERAL FUND									
Expense	240,623.00	109,692.28	130,930.72	45.59%	3,049,005.00	2,618,793.32	430,211.68	85.89%	3,319,639.00
Total Fund: 01 - GENERAL FUND:	240,623.00	109,692.28	130,930.72	45.59%	3,049,005.00	2,618,793.32	430,211.68	85.89%	3,319,639.00
Fund: 12 - LIBRARY-STATE AID									
Expense	2,864.27	0.00	2,864.27	0.00%	31,506.97	17,192.28	14,314.69	54.57%	34,385.00
Total Fund: 12 - LIBRARY-STATE AID:	2,864.27	0.00	2,864.27	0.00%	31,506.97	17,192.28	14,314.69	54.57%	34,385.00
Fund: 13 - LIBRARY-BOOKS/DON									
Expense	15,102.29	30,275.00	-15,172.71	200.47%	166,125.19	102,359.52	63,765.67	61.62%	181,300.00
Total Fund: 13 - LIBRARY-BOOKS/DON:	15,102.29	30,275.00	-15,172.71	200.47%	166,125.19	102,359.52	63,765.67	61.62%	181,300.00
Fund: 20 - CAPITAL PROJECTS									
Expense	28,691.17	1,429.18	27,261.99	4.98%	315,602.87	364,424.96	-48,822.09	115.47%	344,432.00
Total Fund: 20 - CAPITAL PROJECTS:	28,691.17	1,429.18	27,261.99	4.98%	315,602.87	364,424.96	-48,822.09	115.47%	344,432.00
Report Total:	287,280.73	141,396.46	145,884.27	49.22%	3,562,240.03	3,102,770.08	459,469.95	87.10%	3,879,756.00

Fund Summary

Fund	August Budget	August Activity	Variance Favorable (Unfavorable)	Percent Used	YTD Budget	YTD Activity	Variance Favorable (Unfavorable)	Percent Used	Total Budget
01 - GENERAL FUND	240,623.00	109,692.28	130,930.72	45.59%	3,049,005.00	2,618,793.32	430,211.68	85.89%	3,319,639.00
12 - LIBRARY-STATE AID	2,864.27	0.00	2,864.27	0.00%	31,506.97	17,192.28	14,314.69	54.57%	34,385.00
13 - LIBRARY-BOOKS/DON	15,102.29	30,275.00	-15,172.71	200.47%	166,125.19	102,359.52	63,765.67	61.62%	181,300.00
20 - CAPITAL PROJECTS	28,691.17	1,429.18	27,261.99	4.98%	315,602.87	364,424.96	-48,822.09	115.47%	344,432.00
Report Total:	287,280.73	141,396.46	145,884.27	49.22%	3,562,240.03	3,102,770.08	459,469.95	87.10%	3,879,756.00



Vestavia Hills, AL

Balance Sheet

Account Summary

As Of 08/19/2025

Account	Name	Prior Year Balance	Current Year Balance	Variance Favorable / (Unfavorable)
Fund: 12 - LIBRARY-STATE AID				
Assets				
Department: 00 - Department 00				
12-00-1031-000-000	CLAIM ON CASH	140.11	4,848.60	4,708.49
12-00-1941-000-000	DUE FROM GENERAL FUND	0.00	0.00	0.00
	Total Department 00 - Department 00:	140.11	4,848.60	4,708.49
	Total Assets:	140.11	4,848.60	4,708.49
Liability				
Department: 00 - Department 00				
12-00-2000-000-000	ACCOUNTS PAYABLE	0.00	0.00	0.00
12-00-2005-000-000	ACCOUNTS PAYABLE/OTHER	0.00	0.00	0.00
12-00-2741-000-000	DUE TO GENERAL FUND	0.00	0.00	0.00
12-00-2830-000-000	ENCUMBRANCES	0.00	0.00	0.00
12-00-2840-000-000	RESERVE FOR ENCUMBRANCES	0.00	0.00	0.00
	Total Department 00 - Department 00:	0.00	0.00	0.00
	Total Liability:	0.00	0.00	0.00
Equity				
Department: 00 - Department 00				
12-00-2950-000-000	FUND BALANCE/RESTRICTED	0.00	0.00	0.00
	Total Department 00 - Department 00:	0.00	0.00	0.00
	Total Beginning Equity:	0.00	0.00	0.00
Total Revenue		17,571.99	22,040.88	4,468.89
Total Expense		17,431.88	17,192.28	239.60
Revenues Over/(Under) Expenses		140.11	4,848.60	4,708.49
	Total Equity and Current Surplus (Deficit):	140.11	4,848.60	4,708.49
	Total Liabilities, Equity and Current Surplus (Deficit):	140.11	4,848.60	4,708.49

Balance Sheet

As Of 08/19/2025

Account	Name	Prior Year Balance	Current Year Balance	Variance Favorable / (Unfavorable)
Fund: 13 - LIBRARY-BOOKS/DON				
Assets				
Department: 00 - Department 00				
13-00-1010-000-000	PETTY CASH	600.00	600.00	0.00
13-00-1031-000-000	CLAIM ON CASH	506,961.85	599,833.77	92,871.92
13-00-1230-000-000	ACCOUNTS RECEIVABLE	0.00	0.00	0.00
13-00-1341-000-000	PREPAID EXPENSES	0.00	0.00	0.00
	Total Department 00 - Department 00:	507,561.85	600,433.77	92,871.92
	Total Assets:	507,561.85	600,433.77	92,871.92
Liability				
Department: 00 - Department 00				
13-00-2000-000-000	ACCOUNTS PAYABLE	314.95	0.00	314.95
13-00-2005-000-000	ACCOUNTS PAYABLE/OTHER	0.00	0.00	0.00
13-00-2741-000-000	DUE TO GENERAL FUND	0.00	0.00	0.00
13-00-2830-000-000	ENCUMBRANCES	0.00	0.00	0.00
13-00-2840-000-000	RESERVE FOR ENCUMBRANCES	0.00	0.00	0.00
	Total Department 00 - Department 00:	314.95	0.00	314.95
	Total Liability:	314.95	0.00	314.95
Equity				
Department: 00 - Department 00				
13-00-2900-000-000	NONSPENDABLE	0.00	0.00	0.00
13-00-2950-000-000	FUND BALANCE/RESTRICTED	471,722.96	528,068.51	56,345.55
	Total Department 00 - Department 00:	471,722.96	528,068.51	56,345.55
	Total Beginning Equity:	471,722.96	528,068.51	56,345.55
Total Revenue		142,969.88	144,724.78	1,754.90
Total Expense		107,445.94	72,359.52	35,086.42
Revenues Over/(Under) Expenses		35,523.94	72,365.26	36,841.32
	Total Equity and Current Surplus (Deficit):	507,246.90	600,433.77	93,186.87
	Total Liabilities, Equity and Current Surplus (Deficit):	507,561.85	600,433.77	92,871.92

VESTAVIA HILLS LIBRARY IN THE FOREST STUDY ROOM POLICY (DRAFT)

1. Requests for study rooms should be made at the Circulation Desk on the main floor of the Library. They are scheduled on a first-come, first-served basis. Reservations, whether by phone or in person, are not accepted.
2. Individuals requesting a study room must be at least 14 years of age. The individual initiating the request must be present during the period of usage.
3. When checking out a key to a study room, patrons must leave their library card, license, or other form of ID as collateral.
4. Preference is given to groups of two or more for studying or work-related purposes. Individuals may use the rooms if available.
5. Study rooms are scheduled in two-hour blocks. Sessions may be extended if there is no waitlist. Once their time expires, all patrons in the room must wait two hours before requesting the use of a room again. The Library reserves the right to shorten the blocks to one hour during heavy usage.
6. Study rooms close 15 minutes before the Library closes.
7. If the patron leaves the premises, they must turn in the key and relinquish the room. If a room is available upon their return, they may request it.
8. Paid tutors are not allowed to utilize the study rooms for tutoring sessions.

Behavior:

1. Users of the study rooms are responsible for keeping the rooms neat and orderly. Failure to do so may result in the denial of future requests.
2. Study rooms are not soundproof. Please respect others by keeping conversations at a reasonable noise level. Patrons who disturb others or engage in destructive behavior will be asked to leave.
3. Patrons may not move tables and chairs into or remove them from a study room. No items shall be taped or tacked to painted walls or windows. Whiteboards, if used, should be erased before leaving the room.
4. No alcoholic beverages, smoking or vaping of any kind, illegal drugs, or tobacco products are allowed.

5. The Library's food policy also extends to study rooms. No meals, fast food, or food delivery service is permitted in the study rooms. Drinks with lids and snacks (such as those found in vending machines) are allowed.

6. Rooms must remain unlocked and are not to be used for any inappropriate or sexual behavior.

7. The following uses are expressly prohibited in the Library study rooms: buying, selling, advertising, or trading products or services (for example, if you are a paid consultant or charging someone for their time or for providing a service).

8. Library staff has the right to refuse the use of a study room, if Library Code of Conduct or other Library Policies are violated.

Vestavia Hills Library in the Forest Notary Services Policy (Draft)

1. Notary Services are available by appointment from 9:30am to 5:00pm Monday through Friday.
2. Patrons seeking Notary Service should call the Library at 205-978-0155 prior to their visit to ensure that a Notary is available. Notary Service is not guaranteed for customers who do not call in advance to make an appointment.
3. Valid government-issued photo identification is required of any patron seeking Notary Service.
4. Notary Service is NOT available for the following documents:
 - a. Deeds, mortgages, or other real estate transactions
 - b. Wills, Power of Attorney, living wills, living trusts, codicils, or depositions
 - c. I-9 forms (employment verification forms)
 - d. Custody, adoption, or forms pertaining to family law
 - e. Insurance documents requiring verification of damage
 - f. Articles of Incorporation, governance, Certificates of Incorporation, etc.
5. Certain public documents cannot be copied and notarized. Examples of these include birth certificates, death certificates, and marriage certificates.
6. Documents in any language other than English will not be notarized. The Library Notary is not permitted to make use of a translator to communicate with a Notary Service patron. The patron and Notary must be able to directly communicate with each other.
7. Documents must be complete and ready for signature.
8. Documents may not be entirely handwritten. Printed forms with handwritten answers in ink are acceptable.
9. All documents must be signed in the presence of the Notary. No pre-signed documents will be notarized.
10. In situations where a witness is required, the Library will not provide witnesses and witnesses may not be solicited from patrons using the library. To serve as a witness, the witness must personally know the individual whose document is being notarized and must be in possession of valid photo identification.
11. The notary public is prohibited from helping to prepare, complete, comprehend or advise on legal or other documents. Library notaries do not provide legal advice or opinions. If legal advice is needed, please consult an attorney.
12. Notaries reserve the right to refuse notarizing documents if there is a legitimate reason (examples include signer(s) not present, incomplete document, signer mentally incapacitated, invalid ID, etc.). Notaries will not provide service if the patron, document, or circumstances of the request for Notary Service raise any issue of authenticity,

ambiguity, doubt, or uncertainty for the Notary. In this event, the Library Notary may, at his/her sole discretion, decline to provide Notary Services.

Derek Anderson
Teen Services / Makerspace Department
American Library Association Conference Report
July 2025

I really appreciated getting to attend this year's conference, so let me start by saying thank you for the opportunity to get some continuing education on such a grand scale. It's nice to attend these events with other library staff from around the country and it is helpful to see how other folks are doing the work.

I was asked to look for wireless printing solutions that might be better alternatives to our current Comprise set up. I found a company called [Librarica](#) and I talked with their representative for a while. Their wireless printing option is called [SPOT \(™\) Global Print](#).

In this set up, patrons use an app on their device (whether that's their laptop, phone, tablet etc.) to elect which library printer they want to print to, then simply send the document to print using the normal on-board methods for their device. There are multiple positives about how this system works compared to Comprise. One appeal here is that it doesn't have to convert your print to a pdf like with Comprise and so they can print directly from http web pages. Currently, Comprise will sometimes print a blank page because it can't turn http site content into a pdf. Additionally, patrons wouldn't need to put in their PIN number or a library card number on both their device as well as the print station like they currently do. They would pay on their device, I believe. The representative also explained that with their system, PCI compliance is not an issue as all data is inherently encrypted. I gave him my info and he is going to reach out. I will bring you the info I have from the conference and get you in touch with them if you want to pursue it any further.

Getting to visit the academic libraries was pretty great. The Charles Library at Temple was the most modern and reminiscent of the Library in the Forest. It had a strong sense of design that included a lot of natural light, and, also like our library, was a LEED Gold certified facility. Gorgeous architecture and a robust makerspace in the Scholar's Center.

The biggest takeaway from their makerspace offerings were seeing how they had set up their resin 3D Printing. They had a fleet of resin printers in a small, enclosed room, and seemingly defying conventional wisdom, had no exterior ventilation whatsoever. The man giving the tour was not the makerspace manager and when I asked detailed questions about operations, he only said, "They don't need to be ventilated when they are printing on this level (scale of operations)". I remain skeptical about it but

Perhaps I could stage a table in the makerspace closet for Resin printing, and with some experience, safely offer resin printing to our patrons after all.

Programming Ideas:

I got ideas for more things I can do with our Teen Art Group. This would be things like the "Paper Square Challenge" and faux stained glass sun catchers.

With regard to makerspace, I really liked this product called Bloxels that lets the kids make pixel art that gets instantly scanned into a software where their creations can be animated or used to make videogames and stuff. I also talked with a rep from Brown Dog Gadgets and he was showing me some conductive nylon and Velcro for incorporating electronics and wearable circuits into garments. This has me wanting to expand our makerspace services to include more fiber arts moving forward, which would include permanently setting up one or both of our sewing machines and doing some classes. This would involve offering a basic sewing tutorial and eventually I'd like to do a craft involving wearable circuits.

All the independent press programs at the universities and at the conference have me wanting to do more with Zines (small self published booklets) at the library. I spoke with artist Jonathan Hill about his initiative called "The Order of the Zine" that lays out a framework for an ongoing student publishing effort that gives the teens structure and themes to develop their zines around. I really love stuff like this and it would be great for getting the teens connected with technology, communications, design, as well as giving them an outlet for creative expression outside of social media. We would print out copies and cultivate their 'Zines in a little area on the desk or an end cap display perhaps. This would motivate further involvement. I know Lexie has expressed interest in similar programming and I think we could do something special with it, especially in light of the Teen Art Market; building off of the success of that event and the connections made with young artists in the area. This could be either a Teen Department event or a Makerspace program.

ALA Annual Conference & Exhibition 2025

From June 26-30, I attended about a dozen seminars, poster sessions, and main stage events, in addition to exploring the Marketplace. At the suggestion of my supervisor, I focused primarily on seminars featuring leadership skills and ways to grow into a leadership role. I also sought out programming ideas, which could be headed by the circulation department. Below are outlined a few of the ones I found most interesting and applicable to our library, as well as to my own growth and advancement in the field of Library and Information Science.

- I. *STAR Net Presents: Don't Wing It—Bring Local Bird Science to Your Library.*
This session introduced “Flight Path,” a grant program aimed at educating patrons of all ages on the importance of protecting bird species by making buildings and structures collision-free zones. I feel all the suggestions and info provided in this program would integrate beautifully with our image as The Library in the Forest.
 - a. Age-appropriate programs for patrons.
 - i. Making “stained glass” suncatcher stickers as part of a children’s program to inform and educate kids about local species and their importance to the environment to go along with bird-themed story times.
 - ii. Adult and teen programming to coordinate with the Great Backyard Bird Count in which the library already participates.
 1. “Scavenger hunt” of birds in the forest behind the library.
 2. More bird-themed craft programs like decorating bird feeders or houses.
 3. Create displays of books complimenting these programs.
 - b. Apply to become a “Flight Path Library.”
 - i. Receive grant money to further the protection of local bird species.
 - ii. Bragging rights of being designated a Flight Path Library.

- iii. Collaboration with community organizations (schools, wildlife rescues, etc.)
- iv. Even though we are unable to institute the actual stickers provided by the grant to become a collision-free building, the money could be used to further those goals in other ways.

II. *Empowering Library Support Staff.*

In this session, led by the Library Support Staff Round Table, issues affecting staff in non-librarian roles were discussed. I found this session to be enlightening as a support staff member myself. I feel that a mini session along these lines, maybe during staff day, could be helpful to others in similar roles. I also think these are good points for those in supervisory roles to consider as well, when working with support staff. (I will also say that compared to most libraries, we are blessed with department heads who work side-by-side with support staff and understand these challenges.)

- a. Acknowledging and addressing challenges to support staff.
 - i. Add support staff to leadership committees.
 - ii. Be transparent; keep support staff informed of happenings within the library.
 - iii. Fight for support staff.
 - 1. Help them get what they need to perform their jobs effectively and efficiently.
 - 2. Stand up for staff during patron conflicts. (Correct behavior, if necessary, behind the scenes.)
 - 3. Create an “advancement path” to combat burnout.
- b. Opportunities for growth as support staff members.
 - i. Show up; be vocal; show out when you succeed!
 - ii. Take opportunities to learn new skills.
 - 1. Take on supervisory roles in projects when possible.
 - 2. Propose programming ideas.
 - 3. Take online classes, webinars, etc.
- c. Overview:
 - i. Tell the admin what you need; they may not be aware of daily routine needs in the departments.
 - ii. Show kindness to fellow support staff.
 - iii. Commit to learning a new task applicable to your job.

- iv. Plan and envision a path forward and work toward it.
- v. Promote each other!
- vi. Toot your own horn!
- d. Create an LSSRT. (This is just a footnote: I think it could greatly increase morale and retention among staff who tend to feel disposable, but this would have to be organized through JCLC.)

III. *All the Feels: Leading with Emotional Intelligence*

This session is the one I felt was most informative when it came to leadership training. It focused on the idea of viewing others as “whole human beings” and leading with empathy, rather than with an autocratic mindset, which prioritizes tasks over people.

- a. Emotionally intelligent leadership is:
 - i. More likely to seek feedback from staff.
 - ii. More likely to think before acting.
 - iii. Focuses on collective success and sustainability.
 - iv. Creates a more inclusive environment.
 - v. Uses persuasion and collaboration.
- b. Boss vs. Leader
 - i. Demands vs. Coaches
 - ii. Relies on authority vs. Role models behavior
 - iii. Issues ultimatums vs. Generates enthusiasm
 - iv. Uses people vs. Develops people
 - v. Takes credit vs. Gives credit
 - vi. Places blame vs. Accepts blame
 - vii. Says “Go” vs. Says “LET’S go” (Views department as a team.)
 - viii. “My way is the only way” vs. “I’ve got your back”
- c. Why does Emotional Intelligence matter in the workplace?
 - i. Higher employee engagement
 - ii. Increased adaptability
 - iii. Stronger relationships
 - iv. Reduced stress and burnout
 - v. Higher retention rates
 - vi. Enhanced customer satisfaction
- d. Takeaways:
 - i. Lead with your head AND your heart.
 - ii. Be the leader you wanted/needed.

- iii. Read the room and respond accordingly.
- iv. Connect first: Are you connecting or correcting?

“People will forget what you said, people will forget what you did, but people will never forget how you made them feel.” ~Maya Angelou

ALA 2025 Conference Report

First, I would like to take the time to thank my supervisor April Moon, my director Taneisha Tucker, and the entire board of trustees for allowing me to attend this conference. I was inspired, energized, and encouraged to keep moving forward. The Following are my notes for programming and departmental needs.

Sensory Storytime

While completing assignments for my graduate studies for my Master's in Library Information Science, I came upon some disheartening statistics. One Library's research showed that in 2023, only 2% of families with neurodivergent children attended library programming. This is because most programs or storytimes cater to neurotypical children, this can make it hard for neurodivergent families to participate. Even as I reflected on my preschool Storytime, I realized everything I did could be overstimulating to neurodivergent children. I decided I would like to attempt a sensory friendly storytime that would be more inclusive to our families of Vestavia with neurodivergent children. Our Library can be the first, to my knowledge, in Jefferson County to hold a storytime or program hour designed specifically for neurodivergent children.

Notes from the conference:

- There was a great debate amongst both sessions I attended regarding this topic about whether it is better to make all storytimes sensory inclusive or create specialized programs.
 - I have many notes on how to make Silly Goose Storytime more comfortable for neurodiverse attendees, while still keeping the activities my regulars love
 - Have a visual board for all attendees to see with the schedule of storytime stories, songs, and rhymes.
 - Have a noise incoming verbal warning or sign to accompany the schedule and prepare families if we are doing a loud activity.
 - Dimming the lights in the children's programming room if possible
 - Have a calm down area or corner
 - Also make sure all communication with attendees outside of storytelling/singing is welcoming and inclusive. It should be very clear that neurodiverse children are welcome to attend in any way they can

- I still want to have a specialized story/program hour for families in addition to Silly Goose Storytime
 - I want this to be an opportunity not only for the children attending, but for their caregivers as well. This will be an opportunity to find comfort, and communications with families that also have neurodiverse children
 - I have further notes that in addition to the notes above from my consultation with the Exemplary Education team of Vestavia City Schools, this will be helpful for planning Sensory Storytimes in the future
 - Avoid using shaky eggs or musical instruments
 - Add as much participation for attendees as possible
 - Popsicle sticks
 - that go along with the story
 - Yes/No
 - Convey emotions
 - Passing out white boards so attendees can draw or write responses instead of asking them to shout out
 - Take observation notes and ques from parents to find the strengths of attendees and then implement them in storytime as much as possible
 - Try using high contrast picture books when available and keep stories short
 - Reduce the number of songs and try rhymes instead
 - Have multiple hands on creative activity stations for families to do together
 - Legos
 - Drawing
 - Making
 - Both sessions I attended furthered my confidence to approach hosting a sensory inclusive storytime. I believe this is something our community needs and will be a great way to help rebuild our library's relationship with Vestavia Elementary Schools.

Outreach Opportunities

I think to increase support and the number of potential donors for the Liberty Park Branch we need to have more outreach opportunities. This can include the Elementary and middle school, but needs to progress past schools and parks.

- Partnering local businesses
 - Farmers Markets
 - Civic Centers
 - Village squares
- I do want to note that This would be in addition to Todd's successful outreach opportunities
- I also attended a session specifically on outreach with Latin and Hispanic families which of which we have many that attend our storytimes and afterschool programs.
 - I would like to partner with Hispanic and Immigrant Center of Alabama (HICA) to find ways to create more opportunities to have more inclusive and bilingual storytimes and programming
 - This will be beneficial to both ELL patrons and non-ELL patrons
 - Though most of our patrons are not Hispanic does not mean that they do not want their child to learn Spanish or other languages

Diversity Audit

I would like to take an extensive look at our collection, to ensure that everyone is represented in all walks of life. I also do not want our library to assume that Vestavia residents do not care about other cultures or points of view. I am open to doing this manually, but this can years. However, there are options for assistance through Ingram. I would need assistance in obtaining the cost for this assistance.

Further programming ideas

It has been brought to my attention that we may not have our usual family night programs. I think this is a great opportunity for change; there are so many programs or crafts that I and my coworker Emmy cannot do in our weekly after-school programming due to the fact that we only have two hands and eyes each. There are so many creative and entertaining activities that could be done if we had more people to help the children as needed. I also have seen patrons positively react to our group craft activities that we do during Spring Break where families can craft and work together as opposed to sitting and watching someone. The following are my ideas in lieu of hiring performers for family night.

- Light Family Cooking Classes

- These would be family cooking nights that would involve using everyday kitchen materials like griddles and microwaves... no need for ovens or stoves.
- I would like this to also be an opportunity to learn about different cultures
 - Example 1: pancake night
 - Kids can learn about Kartoffelpuffer, Japanese Souffle pancakes, etc.
 - Then make regular American pancakes
 - Example 2: Bread Night
 - Kids can make their own sourdough starter to take home to bake
 - Learn about breads from all over the world
 - Sample a few already baked breads
 - Example 3: pie in a bag
 - Kids can learn about different pies
 - Then using pudding and our fridges that can make their own pumpkin pie in a bag
 - This would cost less than average family night
 - Parents would be involved and would be able to help their children stay on track.
 - It would be both educational, it would not remove the fact the family night feeds patrons, and it would cost less than paying for performers
- Crafts for a Cause
 - There are several non-profits we could consult for family friendly costs. I also know that Todd has mentioned he wants to increase the number of library partnerships we have.
 - Humane Society
 - Make dog/cat treats
 - News paper rolls
 - Spark of Science – Birds
 - Bird themed window clings
 - Grace Klein

- I would be interested to see if they have activities that families can do together that also benefit the community.

Saturday Programs

I would like for us to offer more all ages or programs designed with older kids in mind. We offer storytimes for toddlers and preschoolers every Saturday, but we offer nothing for the older kids. Some of these kids already miss out on weekly programs, due to transportation or extracurricular activities. I would like to offer an easy, low maintenance program on Saturday afternoons for older kids and their caregivers.

- This could be crafting
 - This could be more complicated crafts
 - Or crafts that take longer to complete.
- Graphic Novel Book Club
 - We have done this for 12 Below but not on Saturdays or later hours where more kids can attend
 - This would not be like the previous books clubs where the graphic novels were purchased and given to attendees.
 - This program would be for kids and caregivers to talk about their newest favorite reads and a chance for Children's Dept. staff to talk up our newest materials in the collection.
 - This could help increase circulation
 - We can also include a craft or creative activity
 - Example: draw yourself in Dogman or Babysitters club
 - Lego challenge activity

In closing, I would like to again say thank you to the Board of Trustees and my superiors for allowing me this incredible opportunity to learn and grow. Attending this conference not only inspired me to do more but also made me feel validated in my hard work that I put into the Vestavia Hills community.

Vestavia Hills, AL

The National Employee Survey

Report of Results

2025

Report by:



Visit us online!
www.polco.us



National Research Center at Polco is a charter member of the AAPOR Transparency Initiative, providing clear disclosure of our sound and ethical survey research practices.

About The NES™

This report of The National Employee Survey™ (The NES™) for the City of Vestavia Hills presents the opinions of employees regarding their job satisfaction, engagement and key characteristics of their work environment. The survey was developed by the experts from National Research Center at Polco. A periodic sounding of employee opinion on critical workplace issues offers management, staff and elected officials an opportunity to identify challenges, plan for and evaluate improvements and sustain organizational effectiveness for long-term success.

The NES report is about the work environment of the City of Vestavia Hills. A quality work environment is a workplace that is not simply acceptable, but that is desirable. It is not only where people do work, but where they want to work.

Great workplaces are partnerships of employees, management and the residents they serve. The NES captures employees' opinions within the aspects of organizational climate as well as community quality and city governance as well as ratings of City internal support services (such as human resources and finance), community quality, and City governance:

- Quality of Community
- Quality of Governance
- Employee Engagement
- Workplace essentials
- Organizational Climate
- Employee Development
- Equity and Inclusion
- Internal Support Services

A total of 234 completed surveys were obtained, providing an overall response rate of 74%. Because the survey was intended to be taken by all employees, no traditional margin of error was calculated. However, because not all employees responded, NRC recommends using plus or minus five percentage points as the "range of uncertainty" around any given percent reported for the organization as a whole. The full description of methods used to garner these opinions can be found in the Methods tab.

How the results are reported

For the most part, the percentages presented in the following tabs represent the "percent positive." The percent positive is the combination of the top two most positive response options (i.e., "excellent" and "good," "strongly agree" and "somewhat agree," etc.). On many of the questions in the survey respondents may answer "don't know." The proportion of respondents giving this reply is shown in the full set of responses included in the tab "Complete data." However, these responses have been removed from the analyses presented in most of the tabs. In other words, the tables and graphs display the responses from respondents who had an opinion about a specific item. When a table for a question that only permitted a single response does not total to exactly 100%, it is due to the customary practice of rounding percentages to the nearest whole number.

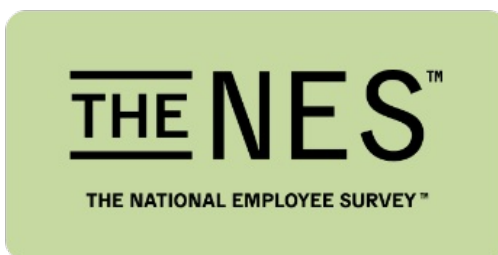
Comparisons to the benchmarks

This is Vestavia Hills's 1st administration of The National Employee Survey. The survey was administered after the COVID-19 pandemic, a time of challenge for many local governments. While we provide comparisons to national benchmarks, it is important to note that much of the benchmark data was collected prior to the pandemic, so the comparisons may not be entirely comparable for all of the data points.

NRC's database of comparative employee opinion comprises the perspectives of more than 25,000 employees gathered from employee surveys from local governments across the U.S. Those employees evaluated the



POWERED BY POLCO



organization in which they work and gave their opinion about job satisfaction, supervisor relationships and other aspects of the employee experience. The City of Vestavia Hills was compared to the entire database. A benchmark comparison (the average percent positive from all the comparison organizations where a question was asked, excluding Vestavia Hills's) has been provided when there were at least five organizations in which the question was asked. The percent positive response was created by combining the most favorable response options (i.e., "strongly agree" and "somewhat agree" or "excellent" and "good").

Where comparisons are available, two columns are provided in the table. The first column is Vestavia Hills's percent positive. The second shows the comparison of Vestavia Hills's rating to the benchmark, where Vestavia Hills's results are noted as being "higher" than the benchmark, "lower" than the benchmark or "similar" to the benchmark. These labels come from a statistical comparison of Vestavia Hills's rating to the benchmark where a rating is considered "similar" if it is within the margin of error (five percentage points or less) and "higher" or "lower" if the difference between Vestavia Hills's rating and the benchmark is greater the margin of error (greater than five percentage points).

Methods



Survey Background

The City of Vestavia Hills partnered with National Research Center (NRC) at Polco to conduct a City-wide employee survey. Employees were asked questions about their job satisfaction, work environment, compensation, supervisory relationships, organizational climate and communication. This was the first survey of Vestavia Hills employees. The results can be used by the City to better understand employee experiences, address employee concerns and monitor perspectives over time.

The survey consisted of thematically similar statements grouped into question sets and all were asked on a four-point scale (e.g., strongly agree, somewhat agree, somewhat disagree, strongly disagree or excellent, good, fair, poor).

Selecting Survey Recipients

All City of Vestavia Hills employees were eligible to complete the survey. The City provided NRC with a list of email addresses for all employees with City emails. The City also communicated with all employees about the survey so that employees without City emails were informed about and could participate in the survey.

Survey Administration and Response

The survey was administered on the Polco platform. Beginning May 5th, 2025, employees were sent an email with a link inviting them to complete the web-based survey on Polco. Employees received email reminders each week.

The survey was available in English only. Data collection continued through May 26th. Of the 317 employees receiving an invitation to complete the survey, a total of 234 employees returned completed surveys, providing a response rate of 74%. The response rate was calculated using the American Association of Public Opinion Research (AAPOR) response rate #2 for Internet surveys of named persons.¹

Because the survey was intended to be taken by all employees, no traditional margin of error was calculated. However, because not all employees responded, NRC recommends using plus or minus five percentage points as the “range of uncertainty” around any given percent reported for the organization as a whole. Additionally, no statistical weighting was performed.

Since the surveys were completed online, the data were automatically saved electronically. The survey dataset was analyzed through a combination of software programs including the Statistical Package for the Social Sciences (SPSS), R, Python, and Tableau. The anonymity of all employees was fully maintained as no names or other unique identifiers have been recorded.

Contact

The City of Vestavia Hills funded this research. Please contact Jeff Downes of the City of Vestavia Hills at jdownes@vhal.org if you have any questions about the survey.

1. See AAPOR's Standard Definitions for more information at <https://aapor.org/standards-and-ethics/standard-definitions/>

2. Pasek, J. (2014). ANES Weighting Algorithm. Retrieved from <https://surveyinsights.org/wp-content/uploads/2014/07/Full-anesrake-paper.pdf>

Key Findings



Highest-performing areas:

- Nearly all employees said they have friends at work (95% strongly or somewhat agree), plan to remain with the organization in the next year (94%), and feel positively about working for the City (90%). In addition, 9 in 10 said they would recommend working for the City to someone who asked.
- About 9 in 10 employees positively rated their immediate supervisor's performance in encouraging employees to use their own judgement to get the job done and communicating information in a timely manner. Similarly, 8 in 10 employees rated their department's working relationships (78% excellent or good) and the organization's ability to provide a clear vision (78%) favorably.
- Employees also gave high ratings to the organization's overall skill set of staff (85% excellent or good) and to their immediate supervisor's performance in providing opportunities for employees to learn and grow (84%), both exceeding results from other comparison communities.
- Equity and inclusion is a strength, with employees positively rating the organization for providing a safe and secure environment for employees of all backgrounds (88% excellent or good), and their immediate supervisor's performance in treating employees with respect (89%), both scoring above the national average.

Focus areas:

- IT Desktop/Help Desk services (61% excellent or good) and general information (IT) services overall (59%) fell below the national average and were the lowest-rated support services.
- Fewer employees gave positive ratings to the organization's connection between compensation and performance (70% excellent or good), openness to new ideas and initiatives (69%), and showing employee appreciation (69%).
- Lower ratings were also given to their department's communication among all staff (68% excellent or good) and their immediate supervisor's performance in managing low-performing employees (72%).

Other notable results:

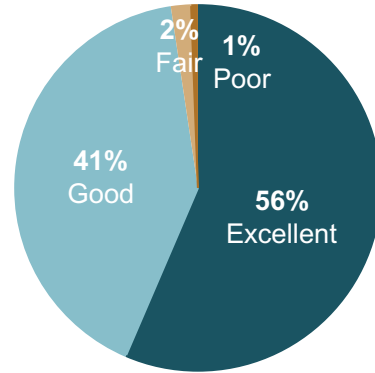
- 83% of employees gave positive ratings to their immediate supervisor's communication of city-wide and departmental strategic goals.
- About 8 in 10 employees reported feeling very or moderately confident in City leadership (City Manager and Assistant City Manager).
- Internal employee communications were rated excellent or good by nearly 8 in 10 employees.



Vestavia Hills as a place to live

Quality of Community

The quality of a government is often revealed through the quality of the community served.



Please rate each of the following aspects of quality of life in Vestavia Hills.
 (% excellent or good)

		vs. benchmark ³
Vestavia Hills as a place to live	98%	Higher
The overall quality of life in Vestavia Hills	96%	Higher
Vestavia Hills as a place to work	86%	Higher

How likely or unlikely are you to recommend LIVING in Vestavia Hills to someone who asks?
 (% very or somewhat likely)

How likely or unlikely are you to recommend LIVING in Vestavia Hills to someone who asks?	92%	Higher
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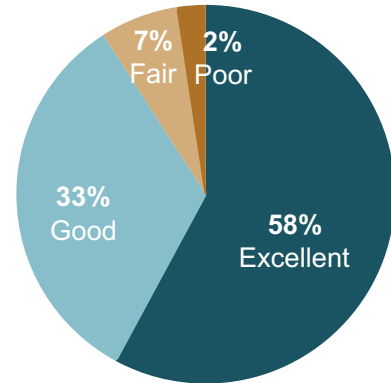
3. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



Quality of Governance

Employees want to be a part of a team that does high quality work that is well received by their community and well supported by the organization.

The overall quality of the services provided by the City



Please rate the following categories of Vestavia Hills' government performance. (% excellent or good)

		vs. benchmark ⁴
The overall quality of the services provided by the City	91%	Higher
Generally acting in the best interest of the community	90%	Higher
The overall direction that Vestavia Hills is taking	85%	Higher
Overall confidence in Vestavia Hills government	83%	Higher

Please rate your overall level of confidence in the leadership of: (% very or moderately confident)

Your supervisor	88%	Higher
Council/elected officials	85%	Higher

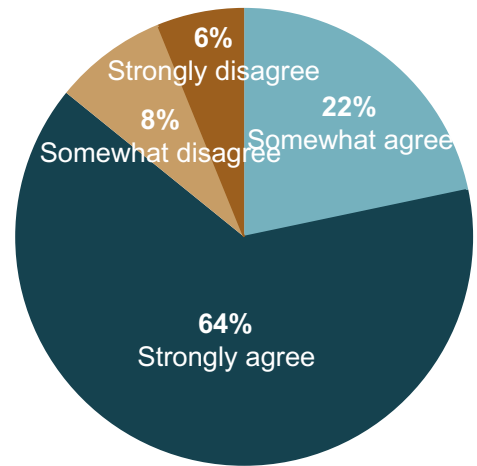
4. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



Employee Engagement

An organization of engaged employees is one where employees feel motivated to do their best possible work and where they hope to continue working in years to come. To impact employee engagement, an organization typically will want to see which of the other aspects of organizational climate were most influential on their engagement ratings.

Overall, I am satisfied with my job



For employees of the City of Vestavia Hills, the key organizational characteristics found to be most closely correlated⁵ with employee ratings of engagement were:

- Benefits overall (vacation, sick leave, health care, retirement plan, etc.)
- Providing a clear vision for our organization
- Opportunities to develop a career path
- Providing recognition for doing good work

Of these, all were higher than the benchmark comparison. To impact employee engagement, an organization typically will want to consider improvements to any key features that were not higher than the benchmark.

Please rate the extent to which you agree or disagree with the following statements about your job working for the City of Vestavia Hills.
 (% strongly or somewhat agree) vs. benchmark⁶

Statement	Agreement %	vs. benchmark ⁶
I have good friends at work	95%	Higher
I plan on working for this organization a year from now	94%	Higher
Overall, I feel positive about working for the City	90%	Higher
My values match or fit with the values of this organization	88%	Higher
I gain satisfaction from my current job responsibilities	87%	Similar
The mission and vision of the City of Vestavia Hills makes me feel my job is important	87%	Higher
I see a career path for me at the City of Vestavia Hills	86%	Higher
Overall, I am satisfied with my job	86%	Higher
I feel positively challenged in my current job	84%	Similar
I have the opportunity to do what I do best every day at work	83%	Similar

How likely or unlikely are you to recommend working for the CITY OF VESTAVIA HILLS to someone who asks?

(% very or somewhat likely)

How likely or unlikely are you to recommend working for the CITY OF VESTAVIA HILLS to someone who asks?

87%

Higher

5. A statistical technique called Key Driver Analysis was used to identify the key organizational characteristics most closely associated with employee ratings of job satisfaction and engagement. This technique is used widely in the private sector to help organizations prioritize which aspects of a service are more likely to influence loyalty and overall satisfaction. The Key Driver Analysis was based on both linear and multivariate modeling techniques using an index of employee engagement.

6. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

Essentials

Foundational to employee engagement are having a safe work environment, the resources needed to do a good job, and receiving compensation commensurate with work accomplished.

As an employee of the City of Vestavia Hills, how would you rate the job the organization does at each of the following?
 (% excellent or good) vs. benchmark⁷

Maintaining a work environment free from drug or alcohol abuse	95%	Higher
Maintaining a work environment free from violence or harassment	89%	Higher
Protecting employees from health and safety hazards on the job	89%	Higher
Availability of necessary materials, resources and equipment to do the job effectively	86%	Higher
Work schedule flexibility	83%	Higher
Providing individual and group workspaces to do the job effectively	83%	Higher
Work-life balance	81%	Higher
Benefits overall (vacation, sick leave, health care, retirement plan, etc.)	80%	Higher
Access to technology that helps employees do their job effectively	77%	Higher
Compensation (salary, benefits and incentives/bonuses) compared with similar opportunities	72%	Higher

7. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

Organizational Climate



Organizational climate is a set of policies, strategies, and behaviors that form the primary colors that paint the everyday experience of employees in the workplace. From providing clear communications to encouraging innovation, the quality of these practices directly affects staff morale and engagement.

As an employee of the City of Vestavia Hills, how would you rate the job the organization does at each of the following?
 (% excellent or good) vs. benchmark⁸

Providing a clear vision for our organization	78%	Higher
Collaboration between departments	74%	Higher
Speed of response to important issues or change	73%	Higher
Communicating information that helps employees understand the proble..	72%	Higher
Valuing creativity	71%	Higher
Openness to new ideas and initiatives	69%	Higher

Please rate each of the following aspects of your CITY DEPARTMENT.
 (% excellent or good)

The working relationships in my department	78%	Similar
Collaboration among all staff in my department	73%	Similar
Effectiveness of meetings in my department	72%	Higher
Overall staff morale in my department	71%	Higher
Communication among all staff in my department	68%	Similar

Please rate each of the following aspects of your IMMEDIATE SUPERVISOR'S performance.
 (% excellent or good)

Encouraging employees to use their own judgment to get the job done	88%	Higher
Communicating information in a timely manner	86%	Higher
Encouraging employees to come up with innovative solutions to problems	81%	Higher
Welcoming employee involvement in decision-making	81%	Higher
Encouraging an environment where employees feel comfortable to raise issues and concerns that are important to them	81%	Higher

8. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

Employee development



The development of human capital requires investment in performance evaluation and professional development as well as supporting employees as they seek to meet new challenges and career opportunities.

How would you rate the job the organization does at each of the following? (% excellent or good)		vs. benchmark ⁹
The overall skill set of staff	85%	Higher
Supporting continual learning and development	81%	Higher
Clarity of staff roles and responsibilities	81%	Higher
Availability of opportunities for employees to develop knowledge and skills	79%	Higher
Accuracy of performance evaluations	78%	Higher
Opportunities to develop a career path	73%	Higher
Connection between compensation and performance	70%	Higher
Showing employee appreciation	69%	Higher

Please rate of each of the following aspects of your IMMEDIATE SUPERVISOR'S performance.
(% excellent or good)

Providing opportunities for employees to learn and grow	84%	Higher
Communicating expectations of employees	84%	Higher
Providing specific, constructive feedback that helps improve employee performance	83%	Higher
Working together with employees to set goals	82%	Higher
Coaching or mentoring employees	81%	Higher
Applying discipline fairly and consistently	80%	Higher
Providing recognition for doing good work	79%	Higher
Recognizing high-performing employees	78%	Higher
Managing low-performing employees	72%	Higher

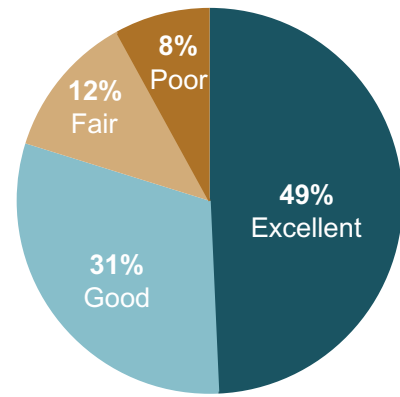
9. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



Equity and inclusion

Inclusion and equity are a priority for local government organizations. Strategically building a more diverse workforce fosters relevance, innovation, and organizational effectiveness.

Making all employees feel welcome



As an employee of the City of Vestavia Hills, how would you rate the job the organization does at each of the following? (% excellent or good) vs. benchmark¹⁰

Category	Percentage	vs. benchmark ¹⁰
Fostering a respectful atmosphere	83%	Higher
Helping new employees feel connected and integrated	81%	Higher
Making all employees feel welcome	80%	Higher

How would you rate the job the organization does at each of the following? (% excellent or good)

Category	Percentage	vs. benchmark ¹⁰
Providing a safe and secure environment for employees of all backgrounds	88%	Higher
Respecting individual cultural beliefs and values	86%	Similar
Attracting employees from diverse backgrounds	80%	Higher
Applying policies and procedures equally to all employees	75%	Higher

Please rate each of the following aspects of your IMMEDIATE SUPERVISOR'S performance. (% excellent or good)

Category	Percentage	vs. benchmark ¹⁰
Treating employees with respect	89%	Higher
Valuing employees from diverse backgrounds	88%	Similar

Promoting a positive working relationship among work group members	88%	Higher
Fostering an atmosphere of mutual trust and confidence	84%	Higher
Treating all employees fairly	82%	Higher

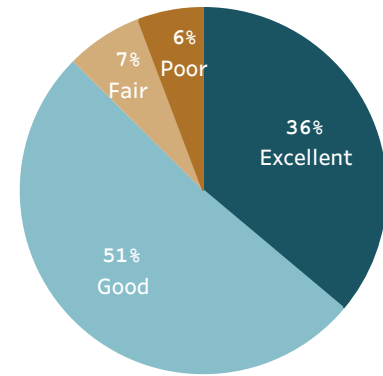
11. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



Support services

There are many services that are essential to local government that most residents would never hear about. The "visible" services could not be performed without the support of internal groups that create the infrastructure to make external services possible.

Overall City internal services



Please rate the **QUALITY** of each of the following support services in Vestavia Hills.
(% excellent or good)

		vs. benchmark ¹¹
Custodial cleaning services	94%	Higher
Risk management services overall	89%	Higher
Overall City internal services	88%	Higher
Facilities management services overall	86%	Higher
Purchasing services overall	86%	Higher
Maintenance and repair services	85%	Higher
Finance services overall	85%	Higher
Human resources services overall	84%	Higher
Training services	82%	Higher
Fleet maintenance services overall	81%	Higher
Benefits administration	80%	Higher
Telephone systems	80%	Higher
Recruitment services	77%	Higher
Network services	71%	Similar
IT Desktop / Help Desk services	61%	Lower
General information technology (IT) services overall	59%	Lower

11. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

Custom questions

Below are the complete set of responses to each custom question on the survey. By default, “don’t know” responses are excluded, but may be added to the table using the response filter below.

		Include "don't know"	
		No	
	How likely or unlikely are you to recommend working for YOUR CITY DEPARTMENT to someone who asks?	Very likely	67%
		Somewhat likely	18%
		Somewhat unlikely	5%
		Very unlikely	11%
Please rate each of the following aspects of your IMMEDIATE SUPERVISOR’S performance.	Communicating city-wide and departmental strategic goals	Excellent	51%
		Good	32%
		Fair	10%
		Poor	7%
Please rate your overall level of confidence in the leadership of:	City leadership (city manager and assistant city manager)	Very confident	68%
		Moderately confident	16%
		Slightly confident	8%
		Not confident	8%
Please rate the QUALITY of each of the following support services in Vestavia Hills.	Internal employee communications	Excellent	35%
		Good	49%
		Fair	10%
		Poor	6%

The City of Vestavia Hills 2025 Employee Survey

This survey is to be completed by the City of Vestavia Hills employee who received an invitation. Your responses will be kept anonymous and no identifying information will be shared.

1. Please rate each of the following aspects of quality of life in Vestavia Hills.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Vestavia Hills as a place to live.....	1	2	3	4	5
Vestavia Hills as a place to work.....	1	2	3	4	5
The overall quality of life in Vestavia Hills.....	1	2	3	4	5

2. How likely or unlikely are you to recommend LIVING in Vestavia Hills to someone who asks?

- Very likely
 Somewhat likely
 Somewhat unlikely
 Very unlikely
 Don't know

3. Please rate the following categories of Vestavia Hills' government performance.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
The overall direction that Vestavia Hills is taking.....	1	2	3	4	5
Generally acting in the best interest of the community.....	1	2	3	4	5
Overall confidence in Vestavia Hills government.....	1	2	3	4	5
The overall quality of the services provided by the City.....	1	2	3	4	5

4. Please rate the extent to which you agree or disagree with the following statements about your job working for the City of Vestavia Hills.

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>	<u>Don't know</u>
Overall, I am satisfied with my job.....	1	2	3	4	5
I plan on working for this organization a year from now.....	1	2	3	4	5
I see a career path for me at the City of Vestavia Hills.....	1	2	3	4	5
I gain satisfaction from my current job responsibilities.....	1	2	3	4	5
I feel positively challenged in my current job.....	1	2	3	4	5
I have the opportunity to do what I do best every day at work.....	1	2	3	4	5
My values match or fit with the values of this organization.....	1	2	3	4	5
I have good friends at work.....	1	2	3	4	5
Overall, I feel positive about working for the City.....	1	2	3	4	5
The mission and vision of the City of Vestavia Hills makes me feel my job is important.....	1	2	3	4	5

5. How likely or unlikely are you to recommend working for the CITY OF VESTAVIA HILLS to someone who asks?

- Very likely
 Somewhat likely
 Somewhat unlikely
 Very unlikely
 Don't know

5a. How likely or unlikely are you to recommend working for YOUR CITY DEPARTMENT to someone who asks?

- Very likely
 Somewhat likely
 Somewhat unlikely
 Very unlikely
 Don't know

6. As an employee of the City of Vestavia Hills, how would you rate the job the organization does at each of the following?

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Availability of necessary materials, resources and equipment to do the job effectively.....	1	2	3	4	5
Providing individual and group workspaces to do the job effectively.....	1	2	3	4	5
Access to technology that helps employees do their job effectively.....	1	2	3	4	5
Compensation (salary, benefits and incentives/bonuses) compared with similar opportunities.....	1	2	3	4	5
Benefits overall (vacation, sick leave, health care, retirement plan, etc.).....	1	2	3	4	5
Work-life balance.....	1	2	3	4	5
Work schedule flexibility.....	1	2	3	4	5
Maintaining a work environment free from violence or harassment.....	1	2	3	4	5
Maintaining a work environment free from drug or alcohol abuse.....	1	2	3	4	5
Protecting employees from health and safety hazards on the job.....	1	2	3	4	5
Providing a clear vision for our organization.....	1	2	3	4	5
Communicating information that helps employees understand the problems and issues facing the City.....	1	2	3	4	5
Speed of response to important issues or change.....	1	2	3	4	5
Collaboration between departments.....	1	2	3	4	5
Openness to new ideas and initiatives.....	1	2	3	4	5
Valuing creativity.....	1	2	3	4	5
Making all employees feel welcome.....	1	2	3	4	5
Helping new employees feel connected and integrated.....	1	2	3	4	5
Fostering a respectful atmosphere.....	1	2	3	4	5

7. How would you rate the job the organization does at each of the following?

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Respecting individual cultural beliefs and values.....	1	2	3	4	5
Attracting employees from diverse backgrounds.....	1	2	3	4	5
Applying policies and procedures equally to all employees.....	1	2	3	4	5
Providing a safe and secure environment for employees of all backgrounds.....	1	2	3	4	5
Clarity of staff roles and responsibilities.....	1	2	3	4	5
Accuracy of performance evaluations.....	1	2	3	4	5
Connection between compensation and performance.....	1	2	3	4	5
Showing employee appreciation.....	1	2	3	4	5
Supporting continual learning and development.....	1	2	3	4	5
Availability of opportunities for employees to develop knowledge and skills.....	1	2	3	4	5
Opportunities to develop a career path.....	1	2	3	4	5
The overall skill set of staff.....	1	2	3	4	5
The work being done at the City of Vestavia Hills overall.....	1	2	3	4	5

The City of Vestavia Hills 2025 Employee Survey

8. Please rate each of the following aspects of your CITY DEPARTMENT.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Communication among all staff in my department.....	1	2	3	4	5
The working relationships in my department	1	2	3	4	5
Collaboration among all staff in my department.....	1	2	3	4	5
Overall staff morale in my department	1	2	3	4	5
Effectiveness of meetings in my department.....	1	2	3	4	5
The quality of work being done in my department.....	1	2	3	4	5

9. Please rate each of the following aspects of your IMMEDIATE SUPERVISOR'S performance.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Communicating information in a timely manner.....	1	2	3	4	5
Communicating city-wide and departmental strategic goals	1	2	3	4	5
Welcoming employee involvement in decision-making	1	2	3	4	5
Encouraging an environment where employees feel comfortable to raise issues and concerns that are important to them	1	2	3	4	5
Encouraging employees to come up with innovative solutions to problems	1	2	3	4	5
Encouraging employees to use their own judgment to get the job done	1	2	3	4	5
Promoting a positive working relationship among work group members	1	2	3	4	5
Fostering an atmosphere of mutual trust and confidence	1	2	3	4	5
Treating employees with respect	1	2	3	4	5
Valuing employees from diverse backgrounds.....	1	2	3	4	5
Treating all employees fairly	1	2	3	4	5
Providing specific, constructive feedback that helps improve employee performance	1	2	3	4	5
Communicating expectations of employees.....	1	2	3	4	5
Working together with employees to set goals	1	2	3	4	5
Recognizing high-performing employees	1	2	3	4	5
Providing recognition for doing good work.....	1	2	3	4	5
Applying discipline fairly and consistently.....	1	2	3	4	5
Managing low-performing employees.....	1	2	3	4	5
Providing opportunities for employees to learn and grow	1	2	3	4	5
Coaching or mentoring employees.....	1	2	3	4	5

10. Please rate your overall level of confidence in the leadership of:

	<u>Very confident</u>	<u>Moderately confident</u>	<u>Slightly confident</u>	<u>Not confident</u>	<u>Don't know</u>
Your supervisor	1	2	3	4	5
Your department head.....	1	2	3	4	5
City leadership (city manager and assistant city manager)	1	2	3	4	5
Council/elected officials	1	2	3	4	5

Support Services

11. Please rate the QUALITY of each of the following support services in Vestavia Hills.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Custodial cleaning services.....	1	2	3	4	5
Maintenance and repair services	1	2	3	4	5
Facilities management services overall	1	2	3	4	5
Fleet maintenance services overall.....	1	2	3	4	5
Recruitment services.....	1	2	3	4	5
Benefits administration.....	1	2	3	4	5
Training services.....	1	2	3	4	5
Human resources services overall	1	2	3	4	5
Telephone systems.....	1	2	3	4	5
Network services	1	2	3	4	5
IT Desktop / Help Desk services	1	2	3	4	5
General information technology (IT) services overall.....	1	2	3	4	5
Purchasing services overall.....	1	2	3	4	5
Finance services overall.....	1	2	3	4	5
Risk management services overall.....	1	2	3	4	5
Internal employee communications.....	1	2	3	4	5
Overall City internal services.....	1	2	3	4	5

12. If you have any additional comments, please share them here:

The City of Vestavia Hills 2025 Employee Survey

Our last questions are about you. Again, all of your responses to this survey are completely anonymous and no identifying information will be revealed or shared. Completing this information will help us better understand employees' experiences working for the City.

Employee Information

D1. In which City agency or department do you work? (Please choose one.)

- Administration
- Building Safety
- City Clerk
- Finance
- Fire
- Human Resources
- IT
- Library
- Municipal Court
- Parks and Leisure Services
- Police
- Public Services

D2. What is your management status?

- Manager
- Non-manager
- Don't know

D4. Are you employed full time or part time?

- Full time
- Part time

Demographic Information

D5. Do you live in Vestavia Hills?

- Yes
- No

D6. Are you of Hispanic, Latino/a/x, or Spanish origin?

- No
- Yes

D7. What is your race? (Mark one or more races to indicate what race you consider yourself to be.)

- American Indian or Alaskan Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- A race not listed

D8. What is your gender?

- Female
- Male

D9. In which category is your age?

- 20 years or younger
- 21-30 years
- 31-40 years
- 41-50 years
- 51-60 years
- 61 years or older

D10. How many years have you worked for the City of Vestavia Hills?

- 0 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- More than 20 years

Thank you very much for completing this survey!



LIBRARY
IN THE FOREST
VESTAVIA HILLS

Library Board of Trustees 2025 Committee Assignments and Initiatives

Mission: As an innovative and vibrant community center, the Vestavia Hills Library in the Forest cultivates dynamic resources, environmentally conscious facilities and opportunities for life-long-learning, cultural enrichment, personal empowerment, and entertainment for all.

2025 Committee Assignments (To include the BOT Emeritus)

RESPONSIBILITY	PRIMARY	SECONDARY	ASSIGNMENT DETAILS
Budgeting / Finance	Cochran	Bartlett	Assist with 2025/2026 budget preparation and approval. Attend annual budget hearings.
Facilities / Construction	Cochran	Gerety	Work with Deputy Director to evaluate facility needs and funding required for sustaining and improving the facility. Assist with facility updates and construction projects.
Human Resources / Staff Support	Swagler	MacLennan	Work with Library Director to update job descriptions, resolve personnel matters and staffing concerns as they arise. Support staff training and development opportunities.
Policies	MacLennan	Barnes	Review and evaluate new and updated policies before submission to the BOT for approval.
Foundation Liaison	Swagler	Gerety	Represent the BOT by attending Foundation meetings and serving on committees as needed.
Friends Liaison			Represent the BOT by attending monthly Friends programs and serving on committees as needed.
Junior Board Liaison			Represent the BOT by attending Junior Board meetings and serving with them as needed.
Grant Writing / Funding Opportunities	Bartlett	MacLennan	Work with Library Director, staff and Foundation Board members to locate, write and submit grants for Library.
Outreach to Schools	Barnes	Swagler	Liaison to school system, promoting Library services and offerings. Work to establish solid communication and partnerships.
Strategic Planning	MacLennan	Gerety	Work with Library staff to potentially hire and/or develop and establish a directed effort for developing the Library's future goals and purpose.
Outreach to LP and CH	Swagler	Barnes	Work with Library Director and Marketing Dept. to formulate strategies for effective outreach to these areas.
Marketing	Swagler		Work with Marketing Dept. by submitting and implementing ideas that promote the library via social media, in-house and in various City publications.