Camrose Public Library – September 9, 2026 | Agenda

Call to Order

The Camrose Public Library (CPL) is an organization located on Treaty 6 territory, the traditional lands of the Indigenous and the Métis People. For as long as the sun shines, the rivers flow, and the grass grows, this land will be recognized as Treaty 6 Territory.

1. Approval of the Agenda
2. Approval of the Minutes of August 4, 2026
3. Board Feedback
4. Consent Agenda
    a. Items for Information
        i. Correspondence
            a. BRCF Grants
                i. CPL Fund
                ii. Ross & Denise Irving Fund
            b. PLSB Operating Grant Confirmation
        ii. Libraries in the News
            a. A Positive Option for Alberta Public Libraries: Stand Up for What You Are – James L. Turk & Toni Samek – Centre for Free Expression
            b. Standing Up for What You Are: A Guide for a Positive Response to Provincial Demands | Centre for Free Expression
    b. Reports
        i. Program Report
        ii. Post-Summer Report
        iii. CPL Plan of Service: Status Report
        iv. 2024 CPL Organizational Review: Status Report
    c. Business Arising from the Consent Agenda
    d. Approval of the Consent Agenda
5. Items for Discussion and Decision
    a. Rescind Retention Policy
    b. Ratification of e-motion
    c. Stronger Together Tickets
6. In-Camera Items for Discussion and Decision
    a. Bill 28 Response
    b. Investment Options
    c. Draft CPL Building Lease
    d. Draft 2027/2028 Budget
7. Adjournment

Next regular Board meeting: October 14, 2026, 5:15pm

Camrose Public Library – August 4, 2026 | Minutes

Present:

Renee Greer (Chair)
Alyssa Martin (Director)
Naomi Finseth (Vice-Chair)
Lindsay Jacobsen
Margaret Holliston
Martin Maxwell (Camrose Council)
Laurel Warkentin
Cheryl Dezall
Margaret Weir Andreassen
Joy-Anne Murphy (City Council)
Amanda Haugen (Recorder)

Regrets:

Natalie Lockhart

Guests:

Call to Order: Chair Renee Greer called the meeting to order at 5:17 pm.

The Camrose Public Library (CPL) is an organization located on Treaty 6 territory, the traditional lands of the Indigenous and the Métis People. For as long as the sun shines, the rivers flow, and the grass grows, this land will be recognized as Treaty 6 Territory.

In accordance with the Alberta Libraries Act**, Motion 49/26 M/C** Joy-Anne Murphy: Motion to excuse Natalie Lockhart from the meeting of August 4, 2026, and authorize their absence.

Welcome to Lindsay Jacobsen.

1. Approval of the Agenda
   Motion 50/26 M/C Laurel Warkentin: Motion to approve the agenda as circulated.

2. Approval of the Minutes of June 10, 2026
   Motion 51/26 M/C Margaret Hollisteon: Motion to approve the Minutes of June 10, 2026 as circulated.

3. Board Feedback
   City Councillors met with Minister of Municipal Affairs. Joy-Anne asked the Minister about funding for the changes CPL will have to make because of Bill 28, as well if the January 1st implementation deadline could be delayed. The Minister's response was that these changes are just a "light touch" and everyone is creating stress for no reason. He also stated to wait until the fall and if the Board has questions, they should contact his office.

   Alyssa received an email from Reeve Trautman that Councillor Carlene Wetthuhn had also brought up these concerns when they met with the Minister.

4. Consent Agenda
   a. Items for Information
      i. Correspondence
         a. City of Camrose – MAL Appointment
      ii. Libraries in the News
         a. Alberta Orders Censorship in All Public Libraries: What Are Libraries' Options?
   b. Reports
      i. 2026 Q2 Financial Report
      ii. System Salary Wages and Compensation
      iii. OHS – Elevator Emergency Calls
   c. Business Arising from the Consent Agenda

The City was going to connect with OTIS for further information, after the last elevator incident. At this time CPL has not heard anything beyond was in the report. Amanda will reach out to see if there is any further information.

Reviewing the Q2 Financial Report it looks like we are in the red. This is not the case, as CPL has received deposits since the report was pulled from the City, County & PRLS.

CPL falls in the middle of the system salary information, we serve approximately 28,000 (~20,000 for City). CPL receives 75% of funding for libraries that the county gives out so assume we cover 75% of the County residents. CPL is comparable to similar sized centres. CPL is understaffed, this is not information found in the report but based on provincial guidelines, best practice. Staffing is at bottom level of best practice.

d. Approval of the Consent Agenda
Motion 52/26 M/C Naomi Finseth: Motion to approve the consent agenda.

5. Items for Discussion and Decision

a. Q2 Review

Exam revenue has declined, Laurel mentioned schools have started to purchase proctor software to do exams. This could be why we are seeing this decline. Exams may not be a reliable revenue stream going forward.

Fundraising is going well; this year the Friends of the Camrose Public Library (FCPL) have been more involved. Recently the have been renamed the FCPL however their legal name will remain the Fellowship. FCPL has found grants and donors, then been directing these opportunities to Alyssa. FCPL are looking at participating with Alberta Casinos. The Librarians event they held, did not cost as much as planned. Augustana was amazing and there were a few donations made.

The CPL debit machine is through Moneris, and it is not cheap. Will investigate other options such as square, to find something more reasonably priced.

GICs mature in August, rates are low for the upcoming year with ATB. Alyssa has done some preliminary looking around and we could do better. The Board has requested Amanda to research options and bring to the next board meeting. Depending on the type of investments, Alyssa would like to rework the finance policy to open more options. Alyssa will draft changes to present at the September meeting.

Alyssa would like to send out requests for proposal for the annual audit. If we find someone else, we would like to complete this work it will need to be presented to the City of Camrose for approval.

b. 2027/2028 Draft Budget

Reviewed the different options Alyssa had put together. The current ask would be 14% increase in funding. Discussion was held around the different options and where cuts could be made.

CPL should present to the municipalities what they want and see what we can get. Alyssa will finish the budget to be presented at September's meeting. This will include the fulltime Children's Librarian and moving current staff from the basement to man the new Bill 28 section. This leaves 15 open hours this section would not be staffed. The budget should also include a line for the potential Bill 28 costs, which would include capital purchases and staffing.

The county makes up 13% programming attendees, 20% Circulation, and 12.5% Library Cards. CPL will request 15% from County 85% from the City.

c. Privacy Management Program Policy
Motion 53/26 M/C Joy-Anne Murphy: Motion to approve the Privacy Management Program Policy as amended.

d. Bill 28
   i. Libraries Act – Libraries Amendment Regulation
The Board discussed the ramifications of Bill 28 on operations, and continuing to work.

e. Library Closure Request – PRLS Conference
Motion 54/26 M/C Margaret Holliston, seconded by Laurel Warkentin: Motion to close the Camrose Public Library to the public on September 21, 2026, for the purpose of staff professional development.

6. In-Camera Items for Discussion and Decision
   a. Lease Agreement
Motion 55/26 M/C Naomi Finseth: Motion to go in-camera.
Motion 56/26 M/C Marty Maxwell: Motion to go out of camera.
Motion 57/26 M/C Margaret Weir-Andreassen: Motion to enter negotiations with City of Camrose to enter into a new lease.

7. Adjournment
Alyssa mentioned there will be upcoming changes to the LAPP and personnel policies.

Chair Renee Greer declared the meeting adjourned at 7:30pm.

Next regular Board meeting: September 9, 2026, 5:15pm

Renee Greer, Board Chair _____ **Date** _____

Battle River Community Foundation

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August 14, 2026

City of Camrose Public Library Board
4710 50 Ave
Camrose, AB T4V 0R8

Dear Friends,

I am pleased to advise you that a grant from the Camrose Public Library Fund in the amount of $300 has been approved for the City of Camrose Public Library Board. Our cheque #5519 is enclosed.

We're grateful when you publicly share news of the grants you receive. It not only celebrates the great work you're doing in the community, but also helps others learn about how the Community Foundation supports local initiatives.

The Board Members of the Community Foundation extend their best wishes and thank you for the important contribution you make to our communities.

If you have any questions, please call Bobbi Way, Executive Director, at 780-679-0449.

Yours truly,

Bobbi Way

Bobbi Way
Executive Director

Battle River Community Foundation

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August 14, 2026

Camrose Public Library
4710 50 Ave
Camrose, AB T4V 0R8

Dear Friends,

I am pleased to advise you that a grant from the Ross and Denise Irving Fund in the amount of $13,600 has been approved for the Camrose Public Library. Our cheque #5554 is enclosed.

We're grateful when you publicly share news of the grants you receive. It not only celebrates the great work you're doing in the community, but also helps others learn about how the Community Foundation supports local initiatives.

The Board Members of the Community Foundation extend their best wishes and thank you for the important contribution you make to our communities.

If you have any questions, please call Bobbi Way, Executive Director, at 780-679-0449.

Yours truly,

Bobbi Way

Bobbi Way
Executive Director

Public Library Services Branch
17th Floor, Commerce Place
10155 – 102 Street
Edmonton, Alberta T5J 4L4
Telephone: 780 427-4871
www.albertalibraries.ca

August 5, 2026

Ms. Renee Greer, Chair
City of Camrose Library Board
c/o Camrose Public Library
4710 - 50 Avenue
Camrose, AB T4V 0R8

Dear Ms. Greer:

The amount of $113,955 has been direct deposited into the library board's account. This is payment of the 2026-27 Public Library Operating Grant.

The Public Library Services Branch works to support a strong network of library services across Alberta. This funding assists your library board in delivering programs, services, and collections that contribute to learning, connection, and community well-being.

We appreciate your ongoing leadership and commitment to public library service.

Sincerely,

Jen Pringle
Public Library Grants Program

Classification: Public

A Positive Option for Alberta Public Libraries: Stand Up for What You Are


James L Turk

Toni Samek

It's decision time.

The Alberta government is directing you to abandon what has made your public library what it is today – locally governed, with collections based on the needs and interests of your community, local policies, and competent staff to ensure that everyone in your community finds material that is of interest to them.

Specifically, the government is attempting to compel your library to become a censor – identifying materials in your collection that it wants restricted and made inaccessible without explicit parental authorization. Behind this demand is Bill 28, now law, which gives the Minister of Municipal Affairs, Dan Williams, unfettered control over every aspect related to the management, administration, or operation of every public library in the province.

A positive library response would be:

1. Begin by telling the government of your and your community's pride in your library, in the policies your board has adopted, in its commitment to the intellectual freedom of your community, and in the trusted people who staff it.

2. Then, in response to the government's demand that your library produce a list of materials in your collection to be censored by being placed in a restricted area, we encourage you to advise the government that:

    - you have no books or other materials in your collection that merit censorship and restriction;
    - everything in your library has been carefully chosen in accordance with your local library board's collection policy and its selection and deselection criteria, which ensures your community's needs and interests are met; and
    - your knowledgeable, dedicated library staff classify and catalogue materials so they are available for age-

Blog

August 20, 2026

Related Issues

Intellectual Freedom, Censorship

Share with friends

Remind the government, too, that Alberta's locally governed, locally administered public libraries have earned the respect of their communities: 82 percent of Albertans trust public libraries to decide what materials should be available and 70 percent of Albertans use public libraries at least a few times a year – an unprecedented level of public confidence in a public institution.

That's all you need to do now.

If the government objects, ask it to send you a list of titles that it wants your library to restrict, and advise that the library will review those titles in accordance with its community-based policies.

If the government takes any form of action against your library or other libraries for upholding their local board-approved policies and community-based governance, it will be time to turn to the courts to determine if, as it seems, the government's actions are a violation of Canada's *Charter of Rights and Freedoms* and what remedy the courts will order. Should it come to that, CFE stands ready to help. For now, though, Alberta libraries' extraordinary public trust may be your best protection.

Blog

September 1, 2026

Related Issues

Intellectual Freedom, Censorship

Share with friends

Standing Up for What You Are: A Guide for a Positive Response to Provincial Demands


James L Turk


Toni Samek


Peter Bailey

I. The Current Dilemma for Alberta Public Libraries

Alberta library staff and boards face a serious dilemma. How should their libraries respond to the provincial government's unprecedented steps to override a long and unblemished tradition of local governance of Alberta's public libraries which began 119 years ago? One of the first pieces of legislation adopted by the new Province of Alberta was its 1907 *Libraries Act* which provided for municipal authorities and local public library boards to establish and manage public

libraries. Successive updates continued to define these municipal library boards as independent corporations vested with full management and control of local public library services.

The province now seeks to reverse that long history by Bill 28. It gives the Minister of Municipal Affairs, currently Dan Williams, unilateral authority over all public libraries in the province through direct orders. The amended Regulation issued after Bill 28 seeks to place provincially dictated barriers between Albertans and what they read in libraries. For now, this is framed as protecting children. But Alberta public libraries have long considered age-appropriate access to information and ideas and have strong policies and professional practices in place that support families, age-appropriate collections, and parental choice. Importantly, these policies and practices respect the constitutional rights of all Canadians to seek and receive information.

Contrary to the impression created by the province's statements and amended Regulation, public libraries in Alberta do not have any obscene or pornographic materials. Such materials are illegal under Canada's *Criminal Code*.

Collection of books, films, and other materials in all Alberta public libraries is guided by the library board's collection development policy; is informed by professional library standards; and is implemented by dedicated library staff. Further, those materials are catalogued and shelved appropriately by age, topic, and format.

Every public library has a formal process for community members, concerned about a book, film, or other material in their library's collection, to request

reconsideration of whether that item should remain in the library's collection or should be removed or relocated. All Alberta libraries take requests for reconsideration very seriously.

As a measure of public concern, it is important to examine how many requests there have been over the past 10 years to reconsider books for children or young adults across all Alberta libraries.

That information is available from records collected by the Canadian Library Association, subsequently by the Canadian Federation of Library Associations, as well as the Book and Periodical Council's Freedom to Read Week Committee, and now by the Centre for Free Expression. These are all consolidated in the Canadian Library Challenges Database.

Between 2016 and today—a period of more than 10 years—there were only 85 reported challenges concerning library materials for children or young adults across all 221 of Alberta's public library boards. Of these 221 library boards, 209 did not receive a single documented challenge to their collection decisions in the past decade. With about 4.1 million adults in Alberta, that means over the past ten years only 0.002% reached out to their public library to voice a concern with public library holdings for children or young adults.

II. What to do?

First:
By January 1, 2027, each board should reply as follows to the Government of Alberta:

1. Affirm that no materials currently in your library's collection merit censorship and further restriction, adding:

    - All materials in your library are carefully chosen in accordance with your local library board's collection development policy and its selection and deselection criteria, which ensure your community's needs and interests are met.
    - Your knowledgeable, dedicated library staff classify and catalogue materials so they are available for age-appropriate audiences, and they help direct all library users to materials that meet their interests and needs.
    - Your library has a policy that permits members of the community to request that an item in your collection be removed or relocated. It takes each request seriously and carefully investigates the matter. At the conclusion of the investigation, the library informs the complainant of its professional decision and the reasons for it.
    - Since there are no library materials that require restriction, your library has not developed policies for age verification or a parent/guardian's authorization for those under age 16 to access materials.
    - Finally, your library's decisions about the suitability of materials for its collection are made in accord with the long-standing practice of public libraries across Canada, the United States, and internationally. In determining what materials should be in the library and where they should be placed, all library decisions are

based on consideration of each work as a whole. As the American Library Association, the world's oldest and largest library association, sums up this practice, "Passages or parts of the work in question should not be pulled out of context. The values and faults should be weighed against each other and the opinions based on the materials as a whole."

2. At the same time, confirm that your library's policies relating to the amended Regulation are publicly available. These include:

    - Collection Development/Material Selection/Material Deselection
    - Internet Use
    - Procedures for obtaining child's library card
    - Right to file a request for reconsideration of library materials

Second:
Between now and January 1, 2027, your library's public messaging should highlight the following points. [*A more complete version of this will be placed in a toolkit on the CFE website in the very near future*.]

1. The major province-wide survey conducted in January 2026 by Janet Brown Opinion Research in partnership with Trend Research found that 82 percent of Albertans trust public libraries to decide what materials should be available and that 70 percent of Albertans use public libraries at least a few times a year – an unprecedented level of public confidence in a public institution.

2. You appreciate the ongoing support your community shows for its local library and will continue to make the needs and interests of your community a priority.
3. You are deeply concerned that both Bill 28 and the amended Regulation of the *Libraries Act* are serious threats to Alberta's 119-year tradition of public libraries being locally governed, locally accountable, and best able to determine how to meet the needs and interests of the people of their communities.
4. You are also concerned the amended Regulation under Bill 28 is unconstitutional. Section 2(b) of the *Charter of Rights and Freedoms* protects freedom of expression and the rights of all Canadians to seek and receive information. Public libraries play a central role in making that right a reality. But the amended Regulation impairs public libraries' ability to do so. More specifically, the amended Regulation constitutes an overly broad impairment of the expressive freedom rights of those members of your community under 16 to seek and receive information -- therefore violating not only the *Charter but* also the United Nations *Convention on the Rights of the Child*, which Canada signed on May 28th, 1990, and ratified on December 13th, 1991.

If the government objects:

If the provincial government objects to the fact your library has no books that require restrictions on access and a system of prior authorization, ask the government to prepare a list of titles that it wants restricted. Advise that if they prepare such a list, your library will review those titles in accordance with its collection development policy.

If the government takes action:

If the government takes any action against public libraries for upholding their local board-approved policies in the face of its demands to do otherwise, it will be time to turn to the courts to determine if, as it seems, the government's actions are a violation of Canada's *Charter of Rights and Freedoms* and, in that case, what remedy the courts will order. Should it come to that, the Centre for Free Expression stands ready to help. For now, though, Alberta libraries' extraordinary public trust may be their best protection from ill-advised government actions.

James L. Turk is the Director of the Centre for Free Expression
Toni Samek is Senior Scholar at the Centre for Free Expression and Professor Emerita and former Chair at the School of Library and Information Studies, University of Alberta
Peter Bailey is a Senior Fellow at the Centre for Free Expression and former CEO of the St. Albert Public Library, St. Albert, Alberta

Related

Blog / August 20, 2026

Blog / August 20, 2026

A Positive Option for Alberta Public Libraries: Stand Up for What You Are

It’s decision time. The Alberta government is directing you to abandon what has made your public library what it is today – locally governed, with collections based on the needs and interests of your community, local policies, and competent staff to ensure that everyone in your community finds material that is of interest to them.



James L Turk
Toni Samek

Intellectual Freedom, Censorship

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James L Turk
Toni Samek

Intellectual Freedom, Censorship

Blog / **August 5, 2026**

Democracy, Access to Information, and Young People’s Right to Information

The past year marked a turning point for expressive freedom in Canadian libraries. While debates over library collections, programs and services are not new, recent developments reveal a broader shift in the relationship between governments, public institutions, and the public’s right to seek information. Legislative intervention, organized censorship campaigns, and reductions in library capacity

increasingly challenge libraries' longstanding role as independent institutions that provide equitable access to information and recorded knowledge.



Toni Samek

Intellectual Freedom

Let's Keep In Touch

Sign up to receive e-alerts and newsletters on the CFE issues you care about most

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Email
cfe@torontomu.ca

Phone
(437) 995-7396

Headquarters

Centre for Free Expression
c/o Toronto Metropolitan University
350 Victoria Street
Toronto ON M5B 2K3

Toronto Metropolitan University

May-July 2026 Program Report

Submitted by Nicole Kyle
August 26, 2026

3004
people attended programs that foster a sense of community connection and belonging.

574 people attended 29 programs
that were presented in partnership with other local organzations.

2873
People accessed library programs, services, and information on an outreach basis.

1340
People attended library programs and special events designed to educate and promote a love of lifelong learning.

1 bit of awesome feedback:

"I can't believe there's bubbles in there!"

-Child who won our Jaywalker's door prize

Partnership Program Highlights

We partner with local businesses and service organizations for both ongoing programs and also for special events.

CMHA Recovery College
- SPeed Freinding
- Bullet Journals
- Drumming for Wellness
- Introvert Book Club

CFRC
- Terrific Tales
- PD Matinee

Camrose Pride Community
- Pride in the Park

Seniors Coaltion
- Seniors Day Resource Fair
- Seniors Week Country Fair

BRSD Mental Health Capacity Building Team
- Book Bike Visits

Bethany Meadows & Camrose Children's Centre
- Book Bike Visits

Joyful Movement Studio
- Yoga in the Park with Book Bike

Reading University
- Book Bike Visits
- Library Tour
- Guest Reader

Summer OSCAR
- Book Bike visits

Community Connection Highlights

May and June are our busiest months for library tours and advocacy events in community. Here are a few highlights for May, June and July (aside from scheduled Book Bike engagements).

- 11 school tours introduced 190 children to the library space and our services.
- 805 people stopped by our booth at Jaywalkers Jamboree; we played giant games, made library memberships, collected survey responses, and connected with our community.
- 5 outreach visits to Battle River School and Elk Island Catholic School Division registration fairs connected us with families for a total of 533 people
- 305 people connected with us through events hosted by Camrose Pride Community and the Seniors Coalition.
- One of Nicole's favourtie things about July in the library are our partnerships with Reading University. She was able to be a guest reader at the Camrose campus twice for a total of 78 kids, and then she hosted 33 students for a library tour
- Summer staff planned a wondrous Big Book Bike Bash; 250 people came to help us celebrate!

Program Statistics

Please keep in mind that we began tracking program statistics in a different way as of January 1, 2026, which will account for some of the variation in year-to-date attendance.

Selection of Service Responses
1. Social Engagement
2. Partnership Programs
3. Satisfy Curiosity: Lifelong Learning
4. Visit a Welcoming Place

Programs	May 2026		2026 YTD		Participants	
Service Response	Sessions	Participants	Sessions	Participants	2025 YTD	2024 YTD
1	29	154	136	778	1083	1,449
2	9	110	46	714	60	864
3	34	480	155	5820	3225	2,642
4	34	468	183	2225	2244	2,789
Library Advocacy (Now included in other responses)			0	0	3886	4,252
Total	106	1212	520	9537	10498	11,996

Programs	June 2026		2026 YTD		Participants	
Service Response	Sessions	People	Sessions	People	2025 YTD	2024 YTD
1	36	412	172	1190	1255	2,075
2	7	239	53	953	70	874
3	29	451	184	6271	3823	3,157
4	38	1622	221	3847	3231	3,394
Library Advocacy (Now included in other responses)			0	0	4860	5,038
Total	110	2724	630	12261	13,239	14,538

Programs	July 2026		2026 YTD		Participants	
Service Response	Sessions	People	Sessions	People	2025 YTD	2024 YTD
1	19	60	191	1250	1487	2,627
2	13	255	66	1208	98	902
3	43	409	227	6680	4374	3,907
4	37	287	258	4134	3428	3,668
Library Advocacy (Now included in other responses)			0	0	5510	5,038
Total	112	1011	742	13272	14,897	16,142

CAMROSE PUBLIC LIBRARY

September 2026

prl.ab.ca/camrose

Ongoing Programs

Ukulele Jam
For adults
Mondays @ 10

Maker Mondays
All ages
Mondays @ 5; BYO-project and craft in community!

Spanish Circle
For adults
Mondays @ 3 in person and on Zoom

Climate Cafe
All ages
Last Monday @ 5:30

Unplanned Band
All ages
2nd & 4th Tuesday @ 6:30
BYO Instrument

Books & Bounces
For infants under 2 and caregivers
Tuesdays @ 11

German Circle
For adults
Tuesdays @ 4 on Zoom

Introvert Book Club
Ages 16+
May 19 @ 6
BYO Book; light snacks provided.

Terrific Tales
For families
Wednesdays @ 10:30

Golden Flames D&D
13-17 years
Most Wednesdays @ 4; Please email to register

Bed Time Stories
For families
Wednesdays @ 6

For Cricut's Sake (16+)
REGISTERED
2nd & last Thursday
@5 projects TBA

French Convo Circle
For adults
Thursdays @ 5

Virtual Ukulele Jam
For adults
Thursdays @ 1 on Zoom

Snacks in the Stacks (Grades 1-12)
Weekdays @ 3:30

Something Cool After School
For kids in Grades 1-8
School days @ 3:30

Crafternoon
For all ages
Saturdays from 1-3

Fibre Club
For all ages
Saturdays @ 1

1-on-1 Tech Help
Need assistance with some technology basics? Please call or email to book your free 1 hour appointment.

Drumming for Wellness with Recovery College
For 16+, registered, first Thursday monthly
To register, email recoverycollegecamrose@gmail.com or call 780-672-2570.

For program and service info:

Phone: 780.672.4214
Web: prl.ab.ca/camrose
Email: cpltechhelp@prl.ab.ca

Unless otherwise noted, programs and events are FREE and on a drop-in basis. For registration or Zoom links, please call or email us!

Regular Hours:

Monday	**10-7**
Tuesday	**10-8**
Wednesday	**10-7**
Thursday	**10-7**
Friday	**10-6**
Saturday	**11-4**

Closed Sept. 5, 7, & 21 and Oct. 1

Our eLibrary is always open! Scan the QR:

Special Events

Mending & Alterations Workshop (16+):
September 15 from 5-8 PM in the Irving Room
Learn how to alter and mend clothes to extend their lifespan! BYO project pieces; other materials provided. BYO Sewing Machine if possible. Presented in partnership with Quilting from the Heart. **Contact us to register.**

Canva for Non-profit Organizations: Intermediate Level
September 21 @ 6:30 PM at 3755 - 43 Avenue, Camrose
Learn how get the most out of the free version of Canva. BYO-laptop; a limited number will be available to borrow. Presented in partnership with Camrose County. **Please call Camrose County office at 780-672-4446 to register.**

PD Day Matinee (All ages): Dog Man Sponsored by Domino's
September 25 @ 11:30 in the Irving Room
Join CPL and Camrose Family Resource Centre for an afternoon of literacy AND film! Pizza generously provided by Camrose Domino's. Kids under 9 must have an adult with them; call or email to **register by September 18.**

Metis Beaded Cab Pendants (16+ Only)
September 26 @ 11:30 AM in the Irving Room
Join Joelle Skinner of Sinew & Thread. Interested participants can join Joelle at 11:30 am for smudging beforehand. **Contact us to register.**

Smoked Hide Orange Shirt Beading (16+ Only)
September 28 @ 5 PM in the Irving Room
Join nêhiyaw-iskwêw Cree Artist from Chakastaypasin Band and owner of JShine Designs, Jessica Sanderson-Barry, to bead a smoked deer hide orange shirt pin. **Contact us to register.**

CAMROSE PUBLIC LIBRARY September 2026

prl.ab.ca/camrose

Thanks to all of our Community sponsors for making our Book Bike & summer programming possible!!



LAA Day of Action

October 1, 2026

On October 1, the first day of Canadian Library Month, public libraries across Alberta will participate in a coordinated day of action and public closure in response to the Government of Alberta's recent changes to the Libraries Regulation. This action is intended to raise awareness about the significant impact these regulatory requirements will have on public libraries, their staff, and the communities they serve. The regulation requires libraries to implement new policies, access controls, age-verification processes, and collection management procedures by January 1, 2027. More details to come.

Watch our website, Facebook, and Instagram for updates.

October is Canadian Library Month and we're celebrating alongside some of our vibrant local businesses!

Show your library card at these businesses and get the following deals!

Dominos Pizza Camrose — 25% OFF CARRY OUT ORDERS
6550 48 Ave. Camrose

Pan Flame Indian Cuisine — 10% OFF FOOD ITEMS
6510 48 Ave. Camrose

Wildrose Community Acupuncture — ENTER TO WIN A TREATMENT
5024 50 St. Camrose

Clover — 25% OFF INITIAL CONSULT
cloverlactationconsulting@gmail.com

Mirror Lake Pharmacy Care Clinic — 25% OFF SHELF & OTC STOCK
#103 5403 48 Ave. Camrose

Ahimsa Yoga — 25% OFF DROP-IN CLASSES
4911 50 Ave. Camrose

FIKA coffeehouse — 20% OFF ORDER
4803 48 St. Camrose

Joyful Movement Studio — 15% OFF 10-CLASS PASS
Email hello@joyfulmovementstudio.ca

gostea — 20% OFF
2nd FL 4929 50 St. Camrose

Quesada Burritos & Tacos — 10% OFF FOOD ITEMS
7001 48 Ave.Camrose

The Sweeterie — 10% OFF BAKED GOODS
4812 48 St. Camrose

Offers valid during the month of October 2026

Don't have a library card?
Come see us at 4710 50 Avenue! Library cards are FREE for all residents of the City and County of Camrose!

Camrose Public Library
Adult Programs
January 1- July 31, 2026

Virtual

Digital Literacy

Outreach	Program	Attendance	Facilitators
Deliveries to Care Facilities	64	383	111
German Circle Online	31	112	0
Ukulele Online	23	69	0
Mind Masters	7	1172	7
Seniors Week Country Fair	1	175	4
Seniors Day Resource Fair	1	80	1
SRC Walking Book Club	4	7	10
	131	1998	133

In House	Program	Attendance	Facilitators
Spanish	23	120	0
Ukulele	21	201	0
Lunch & Learn with FCSS	6	47	8
French Conversaton Circle	12	50	12
House to Home Series with various partners	3	21	10
Love in the Wild with Alberta Parks	1	5	4
Canva for Camrose Genealogy Club	1	7	1
Author Morten Asfeldt	1	11	4
Speed Friending with CMHA	1	11	5
	69	473	44

Total	200	2471	177

Camrose Public Library
Multigenerational Programs
January 1- July 31, 2026

Digital Literacy

Outreach	Program	Attendance	Facilitators
Read for 15	1	3935	1
Free Family Series @ Lougheed Centre	2	205	4
Virtual Book & Cook with Camrose Family Resource Centre	1	48	2
Jaywalker's Jamboree	1	804	8
Book Bike @ Pride in the Park	1	50	3
Book Bike @ Bethany Meadows	1	19	9
Book Bike @ Yoga in the Park	1	9	4
Book Bike with BRSD Mental Health Capacity Building	2	37	8
Book Bike @ Parks (Location details available from Nicole)	16	147	46
SRC @ Parks (Location details available from Nicole)	11	75	30
SRC Art in the Park (Location details available from Nicole)	4	25	11
	41	5354	126

In House	Program	Attendance	Facilitators
Snacks in the Stacks	138	2094	111
Something Cool After School	96	475	96
Books & Bounces	25	227	24
Terrific Tales	24	317	25
Tech Help	44	45	44
Bed Time Stories	23	244	23
School PD Matinee	4	85	9
Crafternoon	20	177	14
Fibre Club	20	86	20
Climate Café	5	19	7
Cricut Classes	7	40	7
Drum Circle with CMHA	7	45	14
Unplanned Band	8	41	0
Introvert Book Club	4	8	11
Maker Monday	13	47	6
Red Hot Science	1	8	2
Girl Guides Tour	1	11	1
Community Seed Swap	1	20	2
Solstice in a Jar	1	9	1
Big Book Bike Bash	1	250	12
CAFCL Resume Workshop	1	14	1
	444	4262	430

Total	485	9616	556

Camrose Public Library
Childrens Programs
January 1-July 31, 2026

Digital Literacy

Outreach	Program	Attendance	Facilitators
BRSD KG Fair	3	276	3
SRC @ Sparling	1	172	3
EICS KG Fair	1	105	1
Nicole Guest Reader @ Reading University	2	64	2
Book Bike @ Reading University	3	78	13
Book Bike @ OSCAR	1	23	9
	11	718	31

In House	Program	Attendance	Facilitators
Red Hot Science	1	13	2
Ch. Ronning KG Tours	2	39	4
Sifton KG Tour	3	53	5
Ember Expl. Daycare Tours	2	19	6
Daysland KG Tour	1	20	1
Sifton 1/2 tours	3	59	15
Reading University class Tour	1	33	1
SRC and Book Bike Weather Backup	2	21	5
	15	257	39

Monthly Total	26	975	70

Camrose Public Library
Teen Programs
January 1- July 31, 2026

Digital Literacy

Outreach	Program	Attendance	Facilitators
Golden Flames	2	19	2
	2	19	2

In House	Program	Attendance	Facilitators
Golden Flames Teen D & D	20	175	20
SRC Games Club	3	9	8
SRC Craft Club	5	6	12
SRC Book & Bake	1	1	2
	29	191	42

Total	31	210	44

Camrose Public Library
Total Programs
January 1- July 31, 2026

	Programs	Attendees	Facilitators
Outreach	185	8089	292
In-house	557	5183	555
YTD	742	13272	847

Completed by Nicole Kyle August 24 2026

Summer 2026 Board Report

CAMROSE PUBLIC LIBRARY



Taylor Macfarlane, Hazel Sylvestre, Ashley Nadeau



Overview

Welcome to the Summer 2026 board report! We are excited to share the successes and challenges we faced during these fun filled months!

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Statistics

250

Kickoff party attendees

1492

Total program and event interactions

512

Kids reached in 4 school visits

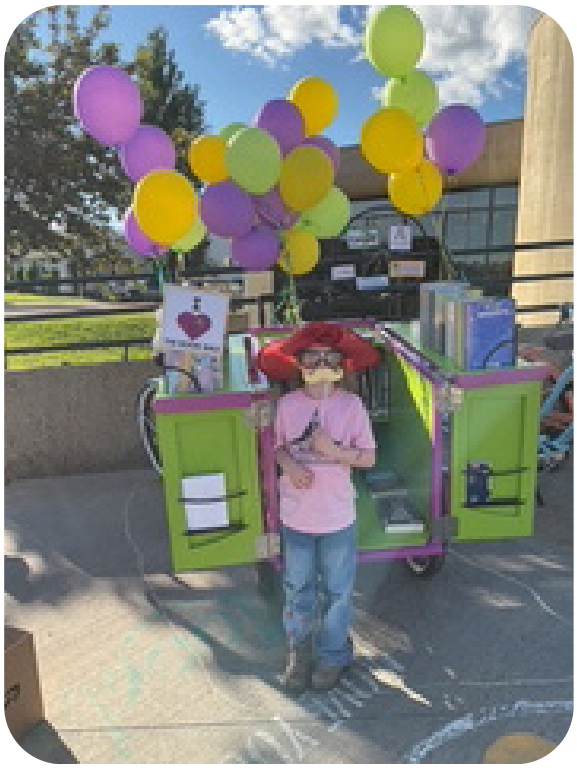
19

Summer Survey Resonses

The Big Book Bike Bash!

The theme we were given for our kick off party this year was "The Big Book Bike Bash". It highlighted the unveiling of the libraries brand new Book Bike. We offered pizza from Dominoes, cake, and beverages!







Attendees were kept entertained with a scavenger hunt, four different crafts, and a few of the library's giant games. The evening concluded with a fun filled bike parade up and down the street.



Pride at Bethany







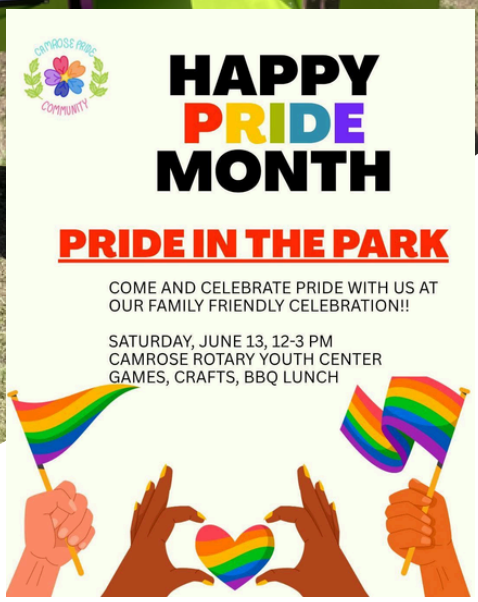
In May we joined Bethany staff for a Pride event that included several crafts, snacks, and community building!



Pride in the Park







In June we brought the Book Bike, stocked with Pride themed books, to Pride in the Park hosted by the Camrose Pride Community. About 6 people talked to us at our table and 2 people took out books from the Book Bike.

This event was a great community building opportunity, and we walked around and talked with people and organizations at the other tables.

Canada Day



We spent July 1st at the Max McLean arena to stay out of the pouring rain and participated in the Canada Day festivities by offering books for all ages and a craft for kids to do. We did not record statistics for this day, but the event was very busy and we had a steady stream of kids making foam name-plates. It was quite loud, as we were right beside the performance stage.

Near the end of the event, we also walked around advertising our Summer Reading Club and handed out tickets, which gained us a lot of new participants!



BVJ Kickin' Country Parade







At the end of July, we participated in the annual BVJ kickoff Kickin' Country parade with the Book Bike dressed up as a horse. We handed out stickers to kids along the street and blew bubbles/waved to people when we ran out. A few people cheered, "Yayyyyy public library!!" when we went past, and it was nice to hear the community's support.

Community Partnerships

Over the summer, we partnered with various other organizations in the community, including semi-regular park visits with CMHA, who provided extra activities for kids. We also attended a few Wellness in the Park dates with Recovery College in early summer, and collaborated with Vanessa at Joyful Movement Studio to bring an all-level outdoor yoga session to Mirror Lake park. Yoga had 9 total participants! The weather was unfortunately not ideal, which may have contributed to the small numbers, but those who participated enjoyed it regardless.







We also visited Reading University throughout July to bring them graphic novels, manga, and other fun books that they sometimes requested; as well as a story reading and activities like giant Jenga, Snakes and Ladders, and painting. Later in July and in August, we switched to visiting OSCAR, who loved to take out the picture books we brought (and read) to them and participated enthusiastically in our weekly crafts. They were much more likely to take out books than the Reading University kids, and the facilitators were very lovely and expressed gratitude for our presence regularly.

In-library "Teen" Programs (Ages 12-17)

Teen Book n' Bake

Our Teen Book 'n Bake took place twice over the course of the summer. In July we made Oreo truffles, and in August we made dirt and worms. Both programs had one attendee.





We usually had an attendance of 1 at this program, which would have been reduced if Hazel hadn't gotten her sister (and occasionally her brother) to come to the program. Had we not had this connection, this program would have had 0 attendees. The highest attendance we had at this program was 3, but again that was because Hazel's sister brought 2 friends.

Teen Craft Club

Our crafts included a wide variety of art projects including collage creation, record painting, and air dry clay sculpting.



Beat the Heat Teen Games

Our games featured both board games and video games, including chess, Mariokart, Wii Sports, Monopoly, and Super Smash Bros.

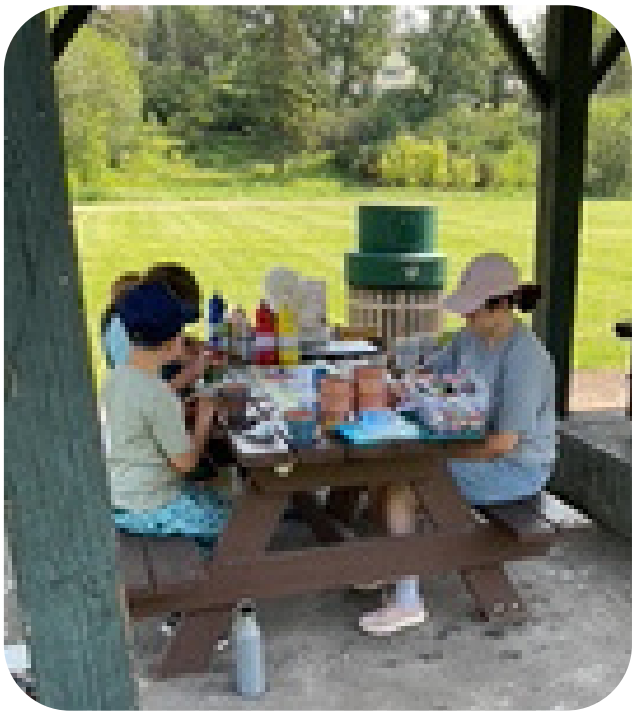
We usually had 0-1 attendees at this program at the beginning of the summer. Because of this, we decided to open the program to younger kids (mostly 10+ but that was not a super strict restriction). This slightly increased our numbers, with anywhere from 3-8 people attending the last couple sessions.

Outdoor Programs

Art in the Park

Art in the Park numbers varied greatly depending on the day. Many of the older participants specifically enjoyed the watercolour day!





Book Bike Programming

The Book Bike always brought a craft and often an activity to accompany its many wonderful books! When the book bike was out of commission we set up these two racks (below) that did a great job displaying our selections.

Adult Walking Book Club

Book Club maintained two loyal participants. It consisted of a lot of great conversation regarding our weekly short story, anything to do with books, movies, and life in general!



Outdoor Programs

Park Statistics (total yearly participants + avg)

Mirror Lake Park	Book Bike = total 95, avg. 15 Programming = total 125, avg. 17
Jubilee Park	Book Bike = total 46, avg. 7 Programming = total 58, avg. 7
Creekview Park	Book Bike = total 12, avg. 6 Programming = total 32, avg. 16
Stoney Creek Centre	Book Bike = 0 Programming = total 7, avg. 1
Valleyview Park (one visit)	Book Bike = 12 Programming = 6
Edgewood Park (one visit)	Book Bike = 2 Programming = 4

Summer Reading Club

Paricipants in the Summer Reading Club were given a “Summer Reading ticket” or a bingo to complete. The tickets tracked time spent reading, with patrons filling in a suitcase for every 10, 20, 30 or 60 minutes that they read over the summer.

Once completed, the tickets and bingo sheets could be brought back to the library and the patron would earn a small prize and a chance to win one of the prize baskets.



Total entries = 321

The gift basket from the Sweeterie had the most interest by far with 135 entries!

Patrons appreciated that people of all ages could participate in the Summer Reading Challenge.

Special Events

Movie Night

Movie night included plenty of chips, popcorn, juice, and pop for everyone to enjoy Disney Pixar's WALL-E on the Irving room big screen.



27 attendees for both!



Perseid Meteor Shower

Although the cloudy weather stopped us from seeing the meteors, plenty of people still came to Mirror Lake park for hot chocolate, glow sticks, and community!

Free Book Week

For Free Book Week, we received donations from 8 different Canadian publishers out of the 52 that we contacted. In total we received 169 books as donations.

With these donations and the books leftover from previous years, we put out a total of 261 books on our Free Book Week displays. Unfortunately it was raining all of this week, so there were no free books given out on the Book Bike because we did not take it out.

In total we gave out 232 books!





Successes



- Our Movie Night and Meteor Shower Watch Party both had high attendance and were well received!
- We had lots of participants in our Summer Reading Club tracker! People were very excited about our prize options and we had a total of 321 tickets entered into the draws.
- 86% of participants who also completed the survey said that the Summer Reading Club encouraged them to read more over the summer! We also had a few people tell us directly that the trackers were good motivation to read over the summer, with some patrons taking some tickets even after the prize draws were over for personal use to track their reading.

Successes



- **Our programming and books were very well received at OSCAR, with lots of kids taking out books and expressing that they enjoyed the crafts and activities. The OSCAR facilitators were also extremely appreciative of our visits!**
- **While less kids took out books at Reading University, the students expressed that they enjoyed our visits, and our crafts and activities were well recieved.**
- **Despite some days with lower attendance, over the summer our programs picked up regulars who would come to visit the Book Bike several times a week or who would come to the same program every week, creating a sense of community and giving people (especially parents) a consistent activity to do over the summer.**

Challenges

Book Bike Technical Difficulties

Due to some issues with the chain, wheels, and motor on the Book Bike we had to drive many places instead of taking the bike. We also experienced some issues with wires coming detached, which we fixed with electrical tape.

Book Bike Riding Difficulties

The main issue we faced while out on the bike (other than technical difficulties) was the public not knowing how other vehicles are meant to interact with cyclists on the road. We experienced many angry drivers, with multiple people yelling at us, tailgating us, and threateningly revving their engines behind us. We also experienced a general sense of disdain for the Book Bike as it would recieve many dirty looks by people passing by, even if the bike was nowhere near them. On a more positive note, we would also get a lot of people saying “Hey look, it’s the Book Bike!” when passing by them, and we even had one child (enthusiastically) yelling “BOOK BIKE!!” at us from down the street.

Challenges

Attendance

A challenge we faced this summer was lack of attendance with our programs. Whether this was due to lack of awareness or other conditions, it resulted in many of our programs being attended by 2-3 people at most, with some programs having 0 attendees.

Weather

We dealt with a lot of rain and smoke this summer. We would often move our programs inside if it was needed, but because of this and the technical difficulties, the Book Bike was unfortunately not outside very much. Some special events and community events were also effected by weather. Weather also effected our attendance, as even if the weather was technically suitable to run our programs, because of the smoke or cold many people might not have wanted to be outside.

Book Bike Confusion

We often encountered a sense of confusion about what the Book Bike was and why is was there, with one parent even getting angry with us that the Book Bike does not carry ice cream.

Programming at Parks

With Book Bike visits and Summer Programming being combined, it was difficult to find a balance between the Book Bike being used to provide library servies to isolated communities and our programs being attended. Bringing the Book Bike to smaller parks would provide access to library materials to those neighbourhoods, but it would also result in very low attendance to our programming.

It is also often difficult to keep kids' attention on a craft or activity with a playground nearby. Parents will also stay near their kids while they participate in the craft because it is a public area and we are essentially strangers. Because of this, most kids would stop by to do the craft and then leave, making it difficult to do games or other groups activities - meaning that the programming usually consisted of just a craft. On the plus side, this also means a small craft or activity can be plenty for the 2-3 hours at the park because different kids will cycle through.

Survey Feedback



Multiple people expressed appreciation for the summer reading club trackers, especially the fact that adults and kids could both participate. They enjoyed that there was a bingo sheet option as well as the more traditional reading tracker option to allow a wide variety of people to join in.

One person asked for a wider variety of park visits, as well as targeted programming for ages 7-10, and better signage if the Book Bike was not present at the park--which, hopefully, will not be an issue in the future! They also asked for more information about what the Book Bike would be doing on a particular day, eg. what activity, craft would be done.

One participant in Summer Reading Club mentioned that the small prizes were “a bit odd” and would better fit in with their “collection of weird things... the rusty screw we found at the park, the spring from my pen.” We are not sure what they found strange, aside from maybe the bike wheel beads. Intriguing feedback nonetheless.

Survey Stats



We had 19 responses to our survey.

100% of survey participants say they would attend Book Bike programming again next summer

PROGRAM BROCHURES and **FACEBOOK** were the top two resources that survey participants used to find summer programming.





63% of survey participants enjoyed summer programming 'a lot'!

21% enjoyed it at least 'a little,' and the rest either did not attend or felt neutrally about it.



Future Suggestions



We have left a tips document for next summers programmers to refer to. It documents events we encountered and suggestions we think will help!

Look into focusing more programming on “tweens”. 10-14 year olds are much more likely to participate than teens and may be an avenue worth exploring.



Having two movie nights, one in July and August, could be a great way to increase programming numbers. It could be used to spread word about the book bike and allows people of all ages to participate in their community.



2025-2029 CPL Plan of Service: Status Report

August 31 2026
Alyssa Martin, Director of Camrose Public Library

Introduction

Camrose Public Library is 1/3 of the way through our *2025-2029 Plan of Service* and has made great strides, although there is certainly more work to be done. The following report outlines the goals and initiatives that are outlined in the Plan of Service, and what work CPL has done in this area since January 2025.

Background

All public libraries are in Alberta are legally required to have an active Plan of Service, filed with the Public Library Service Branch. A Plan of Service is essentially identical to a Strategic Plan, but the name is mandated by the GoA. A Plan of Service must be based on public feedback and the community's needs, and can be a notoriously difficult process to get ample public feedback.

In 2023, CPL's Plan of Service was coming to a close, but Camrose Helps was planning massive community engagement and needs assessment activities for 2023/2024. CPL filed a 1 year continuation of the 2018-2023 plan in order to capitalize on the feedback from Camrose Helps. Since our 2018 Plan of Service was put into place, the world and our community faced drastic changes in our post-pandemic reality. Given this large shift, and the given that the current director and board has never created a plan of service before, it was decided that we would hire a consultant to help us get community feedback and build our Plan of Service. McCarroll Consulting was contracted, and helped mediate 4 stakeholder sessions, collect hundreds of pieces of input from the public, and assessed pages of community feedback from the Camrose Helps sessions. With all of that data, our 2025-2029 Plan of Service was created.

Since that time, the Government of Alberta released the Protection of Privacy Act (POPA) and the Access to Information Act (ATIA), which required an extensive policy writing and implementation in a very short period of time (1 year). Then, in April of 2026, the Government of Alberta released Bill 28, and the subsequent changes to the Libraries Regulations, which have taken up substantial quantities of managerial time and capacity. Despite these pivots, CPL works to uphold our values and make progress toward our goals.

CAMROSE PUBLIC LIBRARY

#	Initiatives	Status	Actions Taken
Goal 1: Sustainable Stewardship			
Objective 1	**Strengthen relationships and advocacy with funders to show our value and critical contribution to a thriving region.**		
a)	Ensure consistent communication and annual updates to funders (statistics, reports, successes, and challenges).	In Progress	- Reports to the City of Camrose and Camrose County (Meeting minutes and budget reports) - Spoke at BRCF Open House and ran a booth - Need to send more out-of-budget season reports
b)	Create and implement an advocacy plan (including municipal and provincial elections).	In progress	- Advocacy to Federal and Provincial governments to maintain or increase funding opportunities (CELA, Young Canada Works, Provincial library grants) - Participation in the Coalition of Alberta Public Libraries efforts to demonstrate the impact and importance of public libraries, and advocacy to increase provincial funding
Objective 2	**Assess and implement sound organizational and financial processes.**		
a)	Implement Organizational Review.	In Progress	- We conducted an organizational review at the end of 2024 and have successfully implemented 24/38 suggestions (63%) to date. We continue to work towards the remaining 14 items. See *2024 CPL Organizational Review: Status Report* (August 28 2026).
b)	Create 5-Year Capital and Equipment Plan.	In Progress	- We have begun tracking capital items as we purchase them, but have not created a 5-year plan.
Objective 3	**Diversify revenue opportunities to provide stability and resiliency for library services.**		
a)	Connect with potential donors and promote the Library's Endowment Fund.	In Progress	- I have spoken at multiple Friends of the Library events and always mention our endowment.

			- The endowment fund is an option in our donation drop-down menu. - When the endowment fund launched, we held and informational campaign. - We now have brochures highlighting all the ways people can support and/or fund CPL, and the endowment is featured prominently.
b)	Proactively explore additional grant opportunities.	Complete + Ongoing	- Received the following grants and donations from end of 2024-2026: • 2024 PLSB Skill Development in Rural Alberta (Newcomer's Guide to Camrose) • 2024 BRCF grant (Pilot Bike) • 2024 Solicited Donation from the Camrose Family Thrift Shop (New tech) • 2024 Cargill Cares (Book Bike funds) • 2025 Allard Foundation (Book Bike project funds) • 2025 PLSB Skill Development in Rural Alberta (Newcomer's Guide to Camrose – 2 month extension) • 2025 Young Canada Works (subsidize summer intern/Book Bike positions) • 2025 BRCF Grant for Library of Things and Children's Area • 2025 Camrose Arts Council Arts and Culture Grant (Indigenous Author/Creator Panel in collaboration with the Bailey) • 2025 BRCF Donor Advised Funds (x2) (General funds and Snacks in the Stacks) • 2025 CO-OP Fuel Good Day (Snacks in the Stacks)

			• Crowdfunding campaign w/matching GoA fund, made possible due to the Friends of the Library (Refurbish children's area) • 2026 Young Canada Works (subsidize summer intern/Book Bike positions) • 2026 4imprint One by One (T-Shirts to Promote CPL) • 2026 Solicited donation from the Camrose Family Thrift Shop (more money to tech in our programming rooms) • 2026 BRCF Camrose Public Library Fund (first annual payout of a fund started by the public in 2024) - Grants Applied for in 2026 that we are awaiting answers for • 2026 CFEP Small Stream (for furniture and finishings) • 2026 UFA Foundation Rural Communities Grant Application (for POPA storage compliance and exam writing rooms) • 2026 BRCF Grant (for YOTO players for the collection)
c)	Support the Fellowship of the Camrose Public Library in their fundraising and advocacy efforts.	Ongoing	- Continue to invest time and resources into relationship with the Friends of the Camrose Public Library (joint fundraisers, speaking at events, following up on their leads).
Goal 2: Future Facility Planning			
Objective 1	**Advocate and plan for a new library facility that is safe, welcoming, efficient, and meets the future needs of the community.**		
a)	Engage with decision-makers to explore funding, community needs, and design options for a new facility.	Complete / Ongoing	- We conducted an in-depth analysis of CPL's space needs based on our industry's best practices and produced a report with the findings.

			- CPL continues to discuss our space needs with stakeholders, funders, patrons and municipal administration and government.
Objective 2	**Address immediate concerns in current building for accessibility, safety, and comfort.**		
a)	Review and address safety and accessibility measures for patrons and staff.	Ongoing	- OHS committee received additional staff time and attention, and they created the Emergency Response Plan, and the Situational Response Plan, and subsequent staff training. - Bi-annual emergency response training is now scheduled with our team. - Improved oversight and implementation of security systems. - Improved communication and improved City response with regarding building safety.
b)	Explore patrons' requests for functional space and furniture.	Complete	- In 2025 a crowdfunding campaign raised $17,000 to improve our children's space. Refurbished furniture and other improvements are expected to be installed by the end of 2026. - 2026 Community Facility Enhancement Program (CFEP) application submitted (response expected December 2026), uses the above funds as matching funds. Application includes accessible doors for restrooms, new and refinished furniture for the public, improved lighting, new paint and more. Improvement suggestions were pulled from Plan of Service feedback from the public.
Objective 3	**Maintain or expand access to technology and internet.**		
a)	Update current technology equipment for staff and public.	Complete + Ongoing	- Grants seeking the inclusion of tech in our collection and programming are awaiting response, or are in the planning stage - A 2024 and 2026 donation allowed CPL to install new speakers and a large smart screen for programs, event rentals and meetings

			- We continue to offer 24/7 WIFI and desktop computers for the public - We improved our WIFI hub capabilities for the Book Bike and pop-up events
Goal 3: Staffing Supports & Development			
Objective 1	**Attract and retain skilled staff.**		
a)	Offer competitive wages and benefits.	Complete + In Progress	- CPL has consolidated multiple part-time Circulation Assistant positions into one full-time position, allowing for increased expertise and better benefits for our front-facing team - Compared current staff wages to the *2025-2026 System Salary, Wages and Compensation: Alberta Library Systems Survey Results for Public Libraries* and Camrose Public Library is hitting the 50th percentile for most categories, which is right where we want to be. - If successful in our budget request, we will be able to add another full time position with benefits and pension to our roster, allowing for better staff retention and area expertise.
b)	Offer exciting professional development opportunities.	Complete + In Progress	- Shifting our staffing priorities in accordance with the organizational review has allowed our front-facing team to have some off-desk time, allowing for uninterrupted work and professional development opportunities - CPL has approved more public closures than in the past to accommodate for ongoing staff professional development, and emergency response training - Ensure all positions have the chance to attend library conferences (PRLS conference, PLSB Symposium, Stronger Together)
Objective 2	**Ensure a safe and supported work environment.**		

a)	Explore additional supports and training to bolster staff wellness and safety (such as de-escalation training, counselling options, and mental health first aid).	In progress	- Continue to provide mandatory De-escalation training - We explored what it would cost to provide more robust mental-health coverage in our benefits, but the options were limited and cost-prohibitive.
b)	Upgrade security systems and procedures.	Complete and ongoing	- Updated our Emergency Response Program (ERP) and our Situational Emergency Response Program (SERP) and provide training in it throughout the year. - Increase monitoring of the systems in place. - Increased alarms put in place.
c)	Partner with community agencies to maximize safety within an empathetic public space.	Complete and ongoing	- Work closely with the Housing and Community Supports Navigator. This position has been invaluable to CPL. - Continue to actively participate in Interagency - Continue to actively participate in Camrose Helps initiatives and connect staff with appropriate support organizations
Objective 3	**Meet service needs with adequate staff levels and competencies.**		
a)	Cross-train staff to ensure organizational continuity.	In progress	- Request an additional front line team member to bring CPL up to industry minimums (Children's Circulation Assistant) in the 2027 and 2028 budget. This helps us to meet adequate staff levels. - Begin cross-training the team and creating better in-house manuals and process documentation
Goal 4: Service Resource & Delivery			
Objective 1	**Restore or expand operational hours, programming, and collection size to 2019 levels.**		
a)	Advocate to government funders and explore	Not completed	- We attempted to meet with MLA Lovely multiple times in Spring 2026 in accordance with the CAP Libraries outreach plan, but Ms. Lovely would not respond.

	additional funding opportunities.	and ongoing	- Report and present to City and County councils at budget season. - Review how we manage our reserve funds in progress - New Sponsorship policy, agreement, and offerings created. Promotion forthcoming. - Increased donation solicitation.
Objective 2	**Diversify program offerings.**		
a)	Create a system for community program suggestions.	In Progress	- We are working on creating a system for community program suggestions via our website.
b)	Offer programs that satisfy curiosity and promote lifelong learning.	Ongoing	- Many of our programs meet this initiative
c)	Offer programs that stimulate imagination and promote lifelong learning.	Ongoing	- Many of our programs meet this initiative
d)	Offer programs either about or in partnership with community groups.	Ongoing	- Lunch and Learn - Many of our programs are co-produced with CMHA
Objective 3	**Uphold and champion the tenets of access, intellectual freedom, free services, and accessible spaces.**		
a)	Protect the community's right to access information.	Ongoing	- Work with CAP libraries to fight the passing of Bill 28 - Continue to charge for as little as possible for anything CPL related (if at all) - Continue to advocate for accessible changes to our building, and write grants to that effect

			- Continue to prioritize policies and operational choices that allow everyone to use the space and access information
Objective 4	**Maintain our friendly and welcoming vibe.**		
a)	Commit to empathy-first decision-making: meeting everyone where they are at and assuming the best of them.	Ongoing	- Continue to mandate de-escalation training - Work to build/continue to build a culture of empathy first decision making, especially when it is inconvenient
b)	Create and maintain a welcoming and comfortable space.	Ongoing	- Continue to mandate de-escalation training - Make excellent customer service a highly valued skill in the hiring process.
Goal 5: Community Partnerships & Outreach			
Objective 1	**Maintain and expand valued partnerships and collaborations that address and meet community needs within the Camrose region.**		
a)	Continue to actively participate in Interagency meetings.	Ongoing	- We have continued to attend
b)	Actively participate in and promote community events.	Ongoing	- Community TVs - Bulletin Board - Trade-shows and information nights - Increase the number of community events we participate in
c)	Engage with post-secondary institutions.	Ongoing	- Continue to participate in community service-learning opportunities with Augustana - Participated in Augustana partner and alumni events - Attended Augustana Neighbourhood Fair - Advertise in Booster Student Price Book

Objective 2	**Foster mutual relationships with the Camrose area business community.**		
a)	Reach out to businesses for joint initiatives, such as speaker series, promotions, and programs.	Ongoing	- Canadian Library Month – Business Promotion. Show your card for sweet discounts at many local businesses in October. - CPL continues to partner with businesses to provide free programs to the community (entering the housing market, oil changes for your car etc.)
Objective 3	**Explore and increase marketing and advertising opportunities**		
a)	Explore physical advertising to spread awareness regarding services, programs, and promotion.	Complete and Ongoing	- Marketing funds used to attend Jaywalkers and purchase branded tents and supporting materials. - "I support libraries" lawn sign campaign. - Added a CPL promotion in the Booster's student price book initiative for Fall 2026. - Grant received for "More Than Books" T-Shirts to promote CPL.
Objective 4	**Bring library services into the community to meet people where they are.**		
a)	Facilitate monthly pop-up library events and booths in unexpected, non-library locations.	Ongoing	- Pop-up events at the Jeanne and Peter Lougheed Performing Arts Center's family series - Booths at Jaywalkers, Block Party, Community Registration Night, school events, Augustana community night, community BBQs and more
b)	Expand Book Bike reach and capabilities with capital assets.	Complete + Ongoing	- Many grants and donations were received for the Book Bike program to ensure it can continue (new bikes, wage support for interns, money for the collection, training for the interns, improved WIFI hub). - Our 2026 team identified that CPL needs to employ 4 students (not our current 3) for best results for the Book Bike program, as well as the summer reading program.

2024 CPL Organizational Review: Status Report

August 28, 2026
Alyssa Martin, Director of Camrose Public Library

Introduction

Camrose Public Library undertook an organizational review in 2024 and has been making substantial progress in implementing the recommendations given. The organization is on track to full implementation and has already started to see returns in organizational efficiency. The following report outlines the recommendations from the review, and CPL's status in implementation.

Background

In 2024, it was identified that the Camrose Public Library's policies and procedures had not kept up with the changes in our community and broader industry expectations. Our community and team had grown since most of our systems were conceptualized, an entire pandemic had taken place, the bulk of Canada's systems had been digitized, and there were stricter expectation for accountability and liability mitigation. Many of CPL's procedures and policies were better suited to a smaller community, and to a point in time with fewer stresses on its resources.

The retirement of a long-term senior management position provided the opportunity to conduct an organizational review to ensure that CPL was aligned with industry best practices and structured to operate as efficiently as possible in our new financial context.

CPL hired respected library consultant Dr. Margaret Law to conduct this review. Dr. Law conducted two months of interviews and observations with our team, and brought in a financial consultant to inspect our financial operations and policies. Many suggestions were made (38 to be exact), all with the assumption that CPL would not see meaningful funding increases, or a new building for a considerable number of years despite us needing one. Dr. Law specifically commented on our need for a new building, which is not something she normally includes in an organizational review report.

CPL began to implement the suggestions from the organizational review in January of 2025, with the understanding that it would take years to fully achieve. Below is a list of the recommendations from the organizational review, along with a status update and progress report.

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Action Items

#	Recommendation	Complete?	Notes
Governance			
1	Develop an annual calendar to plan board work.	Yes	The administrative calendar was created and is being adjusted throughout its first year of use.
2	Request the Library Director to prepare and present an implementation plan for the life of the Plan of Service (detail in years 1-2).	No	No formal plan has been created yet, but the Plan of Service is being used a guiding document in decision making. A formal plan will hopefully be created in 2027.
3	Require an annual risk assessment from the Director.	No	A formal annual risk assessment was not created for 2025, but risk assessments have been included in budget decisions and in board briefing notes. A formal assessment is being added to the administrative calendar for 2027.
4	Implement a three-year schedule for review and updating policies.	Yes	A three-year policy review schedule was created and is being adjusted as new government mandated priorities are announced (ie POPA and Bill 28).
Finance			
5	First draft of the budget prepared by the Library Director with detailed notes (sources, assumptions, comparisons).	Yes	The Board gave the Director broad budget priorities in June of 2026, and the Director then created the first draft of the budget for presentation in August of 2026.

6	Library Director to make quarterly financial reports to the Board with trends, variances, and notes.	Yes	Quarterly financial reports are being created by the Director using QuickBooks, following this format.
7	Reduce the amount of money collected at the desk; explore online payments and cash boxes for printers; minimize small-transaction record keeping.	No	We have not started to investigate options and pricing for cashboxes for the book sale and printing.
8	Outsource as much financial work as possible (e.g., bookkeeping payroll)	Yes	The Alberta Library (TAL) has been contracted to handle the bulk of CPL's financial needs, allowing us access to expertise we could not staff in-house.
Human Resource Management			
9	Request a staffing plan aligned to the Plan of Service, including gaps and professional development needs.	In Progress	Current gaps and organizational limitations have been identified, and we are hoping to rectify them with the addition of a Children's Circulation Assistant in the 2027 budget.
10	Appoint a staff member to supervise front desk activities.	Yes	We created the Service Desk Supervisor role in our 2024 restructure, but this came at the cost of removing some hours from the Circulation Assistant (front desk) team to make the budget work. This role is indispensable, but the creation of it has put additional pressure on our circulation assistant team.

11	Reduce the staffing at the desk to one person, and schedule off-desk time for all circulation staff.	Yes	We have shifted to one person staffing the service desk most of the time, but it has not yet resulted in sufficient off-desk time, due to losing some of the circulation assistant hours to the creation of the Service Desk Supervisor role. We need one more circulation assistant to see this method be fully effective.
12	Revise all job descriptions to show links to the Plan of Service and clearly indicate required skills and qualifications. Use these as the basis for performance management.	In Progress	Job descriptions have been revised for all positions affected by the 2024 restructure, and for those who have had turn-over. - Service Desk Supervisor - Executive Assistant - Circulation Assistant - Collection Assistant - Book Bike Pilot Job descriptions for the Programmer and Director roles have not been updated.
13	Develop a training and development plan for all employees.	No	We have not created an updated employee annual review program to date, which is closely tied to individual training plans. We have worked on improving orientation training schedules, and looked at our team wholistically while allocating professional development fund for 2026 conference attendance. The addition of PD days throughout the year for OHS training have been particularly helpful as it has allowed us to do all-staff POPA and Bill 28 updates as well.
14	Create a new position: Executive Assistant (admin,	Yes	This was done at the end of 2024, with our new Executive Assistant starting at the beginning of 2025. This position has been invaluable

	records, finance support, board secretariat, building manager).		and taken a massive amount of pressure off of management. It has also helped to ensure that important requirements are no longer falling through the cracks due to a lack of capacity.
15	Manage workplace accommodations carefully – based on medical certification.	Yes	CPL has seen multiple medical accommodations since the organizational review, and has been employing the help of Human Resources firm Salopek and Associates to ensure that we are requesting, monitoring, and complying with accommodations appropriately. Salopek has been immensely helpful in navigating sensitive situations, identifying policy gaps, and reducing liability.
16	Manage vacations carefully – require approval, limit carry-forward, ensure backups for critical roles.	In Progress	This was done through a recommended policy change in the Employee Manual in 2024, but then the Board reverted the policy back to the original issue of permitting carryover. TAL identified this issue for review for fall 2026.
17	Review compensation policies and pay grid after role realignment.	In Progress	CPL has not been able to conduct a compensation review, but we have compared our team to the *2025-2026 System Salary, Wages and Compensation – Alberta Library Systems Survey Results for Public Libraries.* CPL's served population is ~25,000, putting us in the middle of the 10,000-50,000 population class. - Director (on par with average - Executive Assistant (just below average for Assistant Manager) - Service Desk Coordinator (just below average for Assistant Manager) - Programmer (on par with average wage) - Circ Assistant (on par with average wage)

			- Collection Assistant (on par with average wage) - Book Bike Pilot (slightly below average wage) Our COLA rate and salary increase rate are aligned with most common practices.
Public Service			
18	Move the return bin away from the desk to reduce congestion.	Yes In Progress	We have shifted returns to our external return bin, so in practice we have moved the return bin away from the front desk. However, the external return bin is not built or intended for internal returns. CPL could either purchase a second stand alone return bin (my preferred suggestion and included in our CFEP application), or remodel our lobby to build a return bin built for exterior and interior returns.
19	Encourage email notifications as default; offer phone calls only if no email and staff time allows.	Yes	Our team has been instructed not to offer phone updates as an option unless a patron has informed us they do not have email. This has improved over time.
20	Encourage all users to use self-serve checkout.	Yes	2025 saw a massive uptake in the use of our self-checkout and the Meescan app. One friction area that was identified is the children's section – most parents do not want to drag their kid upstairs to use the self checkout. A second self-checkout was identified as the solution to this problem and was included in our CFEP application.

21	Separate collection support activities from desk service.	Yes In-Progress	This was primarily accomplished in our updated job descriptions and new contracts for Circulation Assistants and Collection Assistants. We are still attempting to transition our operational processing of materials to a combination of PRLS and Collection Assistants.
22	Consider appointing service desk staff to either children's or upstairs to build expertise and ensure the staff who work with children are comfortable with them.	In-Progress	Our current team does not contain anyone with an interest in being a Children's Circulation Assistant. As we are in need of additional circulation assistant hours, we hope to hire for this specific position, assuming our 2027 budget request is granted.
Space/Building			
23	Director to prepare a proposal for space needs to deliver optimal service (for Council and Capital Reserve planning).	In Progress	Interim Director Channing and I began this document at the start of 2026, but it is not complete.
Collection			
24	Review arrangement and processing in the children's area; simplify unnecessary steps.	No	This will take place in 2027 and will be influenced by whether we can hire a Children's Circulation Assistant, and how Bill 28 impacts staffing.
25	Stop accepting donated material into the library's	Yes	We have stopped reviewing donations for inclusion in the collection.

	collection; direct to volunteer book sale.		
26	Negotiate with PRL for maximum shelf-ready service levels.	No	We will undertake this in conjunction with reviewing the arrangement of the children's area.
Programming			
27	Develop an overall programming plan aligned to the Plan of Service with goals, budgets, and outcomes-based evaluation.	In Progress	The programmers have been tasked with completing this for Fall 2026.
28	Document partnerships (purpose, responsibilities, accountabilities, contacts) and assess alignment & costs.	No	Once the programmers have completed the program plan, we will begin work on our partnership documentation (hopefully 2027).
Relationships			
29	Strengthen working relationship with Camrose Police; clarify unacceptable behaviour, reporting, and when to call.	No	We hope to connect with CPS in 2027 once their new Chief has had time to settle in.

30	Strengthen working relationship with Parkland Regional Library; collaborate Board-to-Board and staff-to-staff.	In Progress	Since the organizational review, we have seen an improvement in service and collaboration with PRLS, and have worked hard on our end as well. There continues to be room for improvement, but a notable area of collaboration this year was PRLS doing the weeding at CPL and collaborating with a new way to tag library books for shipment.
Finance Report Recommendations			
31	Review tracking of separate types of service revenue; simplify cash handling and weekly deposits of float excess.	Yes	We have shifted to a weekly deposit.
32	Simplify payroll to one rate of pay per employee to reduce errors and admin burden.	Yes	Done.
33	Reformat quarterly financial reports to combine lines, include budget vs actual variances and notes.	Yes	Done.
34	Pay vendors electronically (EFT) with appropriate approvals and security.	Yes	We changed banking institutions to better allow TAL access to our bank accounts, and to gain a better interface for EFT payments. The appropriate policies were put in place to do all of this.

35	Update finance policy and procedures; ensure policies are documented and followed (e.g., credit card agreements).	Yes In-Progress	Most of this is done, but TAL has recently identified a gap in our LAPP policy. This will be rectified in fall 2026.
36	Align employee records retention and storage with policy; destroy eligible archived files and secure remaining.	In-Progress	Our record storage and retention policy was overhauled in creating our new Privacy Management Program policy. At this point we just need the time to destroy eligible files.
37	Change treatment of capital assets to comply with Canadian Accounting Standards for Not-For-Profit Organizations – capitalize and amortize per policy.	Yes	This was done by Doane Grant Thornton in 2026.
38	Review insurance coverage for contents and confirm adequate D&O liability.	Yes	This was recently done and updated.

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Summary

21/38 suggestions are complete (55%) in under 2 years since starting the review process. 9/38 are in progress and await funds or additional time to move forward. Only 8/38 items have not been started.

There have been some unexpected limitations of note. A few months after the organizational review was completed, the Government of Alberta released the Protection of Privacy Act (POPA) and the Access to Information Act (ATIA), which required an extensive policy writing and implementation in a very short period of time (1 year). Then, in April of 2026, the Government of Alberta released Bill 28, and the subsequent changes to the Libraries Regulations, which have taken up substantial quantities of managerial time and capacity. Work on implementing the organizational review continues, but our capacity has been diminished as we navigate these new waters.

Regardless of the additional pressures on our time, the most pressing items from the organizational review with the highest level of liability have been completed, thanks in large part to sustained effort from the Camrose Public Library Board, as well as our contracted experts (TAL and Salopek and Associates). Since the implementation of the completed recommendations, I am substantially more confident in the health, efficiency, and sustainability of Camrose Public Library as an organization.

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For Decision –
Participation in the Alberta Public Libraries Day of Action

Issue:
The Library Association of Alberta is organizing a day of action on October 1 2026 in response to the mandated changes in the updated libraries regulation as a result of Bill 28. Participating in the day of action requires public statements, press interviews, and publicly signing our organization's name to the event. In our board meeting, we discussed aligning our closure with the shut down, but made no motions and did not discuss making public statements. Communications about the closure and day of action need to be prepped and submitted by August 17 2026. As such, I am requesting an e-vote on whether CPL would like to officially join the day of action.

Background:
The Alberta Public Libraries Day of Action provides participating libraries with an opportunity to:

- Raise awareness of the vital role libraries play in Alberta communities
- Educate the public about the work involved in implementing the new regulatory requirements
- Demonstrate the collective impact of Alberta's public library sector
- Dedicate staff time to implementation planning and preparation
- Launch Canadian Library Month with a strong message about the importance of public libraries

Libraries that register will receive a comprehensive participant package that includes:

- Social media graphics and ready-to-use posts
- Key messages and talking points
- Sample media release templates
- Public communication materials
- Frequently asked questions

More information here: https://www.libraryassociationalberta.com/events/25/

Option 1:
Fully participate in the LAA Alberta Public Libraries Day of Action.

This would entail:

- Being publicly listed as a participating library
- Sharing a statement explaining our participation (a drafted statement is below)

> "The Camrose Public Library is participating in the Alberta Public Libraries Day of Action to draw attention to the impacts of Bill 28. The newest

edition of the libraries regulation is filling libraries with red tape, raising the costs of running a library, and reducing our ability to serve the public. Worst of all, it introduces barriers to accessing information. While CPL assesses our collection, re-catalogues materials, and re-arranges our space, we will be closed to the public to accomplish these tasks with the least financial impact on our community."

- Participating in media opportunities
- Having the Director and/or board chair participate in interviews

Considerations and risks:

Libraries have a set of standard industry values, the first and foremost being a commitment to Intellectual Freedom. This is also a value in our plan of service. We have an ethical duty to act in a manner consistent with protecting intellectual freedom. Additionally, these changes to libraries are incredibly costly. Since July 30, we have spent ~$300 on adapting to Bill 28, and the work has barely begun. We have an obligation to the public to ensure they are informed of the very real cost of these changes.

The risks of participating are political – the provincial government is our second largest funder, and in control of the library regulations and library inspectors. There could be backlash for participating.

Option 2:

Implement a library closure on October 1, but do not participate in the Alberta Public Libraries Day of Action.

Considerations and risks:

This option requires the least amount of work and carries the least amount of political risk, but is completely antithetical to our organization's values, and does nothing to protest the new workload and financial strain that the new regulations have imposed on us. By not speaking up, it will be harder to advocate for increased funding due to our new staffing and capital needs. Additionally, if the public does not know about the new library regulations and their impacts on how we operate, they will not understand why we are providing worse service and asking for more money.

Recommendations:

I recommend option 1.

Proposed Motion:

"I move that Camrose Public Library fully participates in LAA's Alberta Public Libraries Day of Action."