

### Excerpt from Board of Trustees of the DFL Minutes from September 18, 2023

- e) *Background Checks for Volunteers*: Dawn had provided requested information, and with a lively flair, the Trustees again discussed this issue. The Trustees felt that all volunteers who work in the building or are present at library events in the capacity of a volunteer should have a background check. This includes Trustees and Friends of the Library. Staff's background checks will be filed in their Personnel Files with the town. No volunteer, Trustee, or Friend will be "grand-fathered in" without a background check. New volunteers and Trustees (like new staff) cannot participate in library-sponsored events until their background checks are complete. The Trustees will review the background checks. If a person declines to allow a background check, then he or she cannot be a staff person, Trustee, or Friend. Offenses such as assault or offenses against children would disqualify a person from becoming a staff person, Trustee, or Friend. **Betsy and Kim** will draft a policy for the Trustees to review. A motion to this effect was made by Richard and seconded by Rita, and passed unanimously.

### JDC Statement to Board of Trustees on October 23, 2023

The Executive Committee of the Board of the Friends of the Dunbar Free Library feels that it is important that I make a statement to be included in the minutes of this meeting. Our intent is to find a solution that recognizes the independence of the Friends of the Library and assures the well-being of the library and its patrons.

The Board of Directors of the Friends of the Dunbar Free Library has not had the opportunity to meet since we learned of the Library Trustees' intent to require background checks on the eleven of us. Preliminary discussions with the Executive Committee have revealed that there is a need for further information and discussion with the Library Trustees. In the meantime, there are several areas of misunderstanding that need to be clarified.

1. As used in the New Hampshire Library Trustees Association Best Practices for New Hampshire Libraries – VOLUNTEERS, Youth Volunteers, the Friends of the Dunbar Free Library belong to a separate "outside non-profit group" equated to the Boy Scouts. We are not part of the library nor its trustees.
2. Members of the Board of the Friends are not necessarily volunteers in the library. Some Board members, like Carole Wood, are regular on-site volunteers, but most are not, and it would make more sense to require background checks for the Friends' Board members based on their role and presence in the library.
3. As members of a separate organization, the Trustees of the library cannot decide who can be a member of the Friends of the Dunbar Free Library nor who can be elected to its Board of Directors. We have our own bylaws that regulate our governance, including the distinction between members of the Friends of the Dunbar Free Library (those that donate to the organization) and the nine to eleven-member Board of Directors.