

# HOBOKEN FREE PUBLIC LIBRARY

## Hoboken Public Library Agenda for In Person Meeting of the Board of Trustees November 28, 6:30<sup>pm</sup> to 8<sup>pm</sup>

### Option to Join on Zoom:

<https://us02web.zoom.us/j/83136062704>

Meeting ID: 831 3606 2704 One tap mobile +13092053325,,83136062704# US  
+1 646 558 8656 US (New York)

1. Call to Order
2. Announcement of Compliance with the Open Public Meetings Law
3. Roll Call
4. Minutes of Meeting
5. Public Comments
6. Director's Report
7. Committee Report
  - a. Buildings and Grounds
  - b. Budget and Finance
  - c. Personnel and Policy
    - i. Library of Things Policy
    - ii. Library Code of Conduct Policy
8. President's Report
9. Hoboken Public Library Friends & Foundation Report
10. Old Business
11. Executive Session
12. New Business
13. Consent Agenda

Approval of Checks To Be Paid	Finance Committee
Resolution to reserve funds	Finance Committee

Minutes Approval	
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14. Trustee Comments

15. Adjournment

# HOBOKEN FREE PUBLIC LIBRARY

## Director's Report for November 28, 2023 Board Meeting



*Books & Brew fundraiser and our new uptown lockers at the Hoboken Historical Museum*

### Director's Highlights

- **Books & Brew Fundraiser:** The HPL Friends & Foundation held a successful, sold out "Books & Brew" fundraiser. One hundred attendees of all ages enjoyed banned book trivia, craft beer from Hoboken Brewing, small bites from East LA, and great prizes. We raised almost \$2,000 and guests expressed enthusiasm for future events.
- **Library of Congress Grant:** We are thrilled to announce that the library has been awarded a Library of Congress grant by the Connecting Communities Digital Initiative (CCDI). They will provide funding in the amount of \$69,449.39 for the project "The Puerto Rican Experience in Hoboken and America." CCDI is part of Of the People: Widening the Path, a multi-year initiative that creates new opportunities for more Americans to engage with the Library of Congress and to add their perspectives to the Library's collections, allowing the national library to share a more inclusive American story. CCDI provides awards to individuals, organizations and institutions to create projects using the Library's digital collections and that center one or more of the following groups: Black, Indigenous, Hispanic or Latino, Asian American and Pacific Islander, and other communities of color.
- **New Directors Training:** As Co-Chair of the LAMP Committee, Jennie presented at the BCCLS New Directors Training.
- **Library Journal Directors Summit:** Jennie served on the Advisory Board for this year's summit held at Houston Public Library and paneled a session on crisis communication with LaDonna Weems, Deputy Assistant Director of Communications at Houston Public Library, TX and Mary Benton, Director of Communications- Mayor's office, City of Houston, TX.
- **Urban Libraries Council:** In her capacity as a ULC board member, Jennie opened for the keynote speaker Dr. Jeremy Nobel at the ULC Annual Forum in Seattle, Washington.

- **League of Municipalities:** As Co-Chair of NJLA Public Policy, Jennie attended the League of Municipalities conference in Atlantic City to advocate for libraries
- **Experienced Directors Summit:** Library Council Douglas Zucker and Jennie presented on navigating civil service at the Experienced Directors Summit hosted by the NJ State Library and LibraryLink NJ. They met with Senator Zwicker to advance S3907, legislation that will ban book bans in New Jersey.
- **NJ.com Article:** Jennie was interviewed by [NJ.com](https://www.nj.com) on banned book challenges and the library's decision to become a book sanctuary.
- **Book Sanctuary:** To date, there are eight book sanctuary libraries and municipalities in New Jersey: Hoboken city & library, Westfield Public Library, Maplewood Public Library & Maplewood Township, Millburn Public Library, Jersey City Free Public Library, Garfield Public Library, Ridgefield Public Library and Fanwood Memorial Library. I'm also honored to share that Paris-Bourbon County Public Library in Kentucky has become the first book sanctuary in their state.

## Department Highlights

- **Assistant Director:** A Library Code of Conduct policy as well as a policy regarding the new Library of Things collection are scheduled to be approved by the Board of Trustees at the November meeting. These new policies were thoroughly reviewed by library administration, the Personnel and Policy Committee, and Board Counsel. These represent further progress in the Board of Trustees' efforts to update library policy and bring them in line with the services which we currently provide the community.
- **Information and Digital Services:** Instead of play credits, users will have a monthly ticket allotment for Kanopy starting in November. Each ticket represents \$1 in cost to our library. Every title is labeled with a ticket value and viewing window. The Great Courses will be included in the ticket system, but there are no tickets for children's videos. Patrons have a 60 ticket limit per month, which we can modify if needed.
- **Community Engagement:** CE Assistant Natalie Castillo spearheaded our very first story walk to celebrate National StoryWalk Week. We featured the children's book "The Leaf Thief" by Alice Fleming. Patrons were able to visit the story walk outside of the library and we had teachers from Brandt School bring their students. We hope to feature more StoryWalks in the park, by the Learning Center, uptown, and near the waterfront.
- **Youth Services:** Our school booking system has allowed YS to host multiple class visits both onsite and at schools around Hoboken. In the month of October, we have had 18 visits with schools. The schools we have hosted include All Saints, Hoboken Charter School, Hoboken Middle School, Wallace, Mile Square Early Learning Center, Hoboken Children's Academy and HoLa Charter School.
- **Access Services:** Thanks to the HPL Friends & Foundation, we will soon be receiving museum passes to MOMA.
- **Information Technology:** We had our kick off meeting with library vendor Communico to develop a library mobile app. Montclair and North Bergen Libraries have been working with them on developing their own apps; with Montclair's already being published. Being an integrated suite of cloud-based applications built specifically for libraries, we are now able to develop multiple modules with a single vendor. IT Manager Phil Mendez will be working with Community Engagement Manager Ally Blumenfeld and Facilities Manager Raul Sanguinetti to develop modules for the app. Once production has started, the timeline for the development of the mobile app is a three to four month period.
- **Special Collections:** We received six research requests in November. They are all rather involved.



- **Collection Development:** Collection Development is working on the Library of Things project. It should be implemented by the end of November or the beginning of December.

## Department Summaries

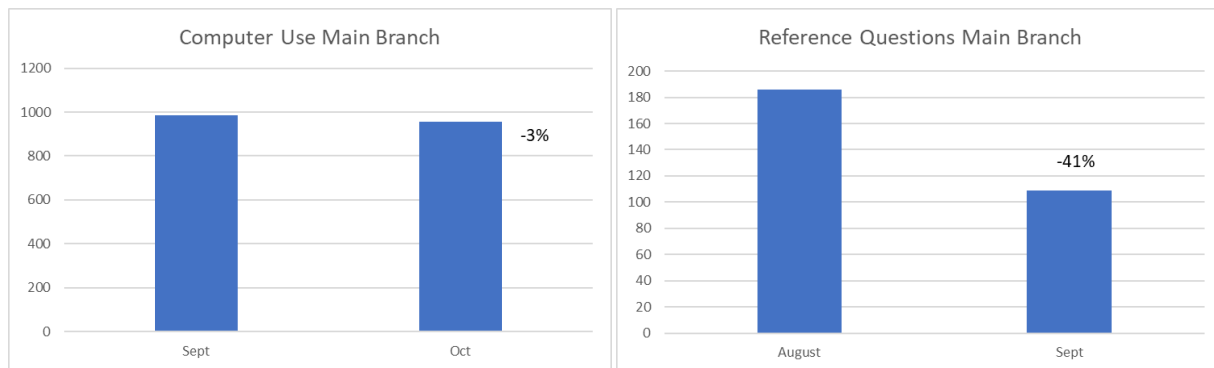
### Assistant Director

- **Lockers:** On Monday, November 6th, additional bays were added to the book lockers at the Main Library. This has increased our capacity for this location by 30 lockers. The following Monday, November 13th, a new book locker was installed in the arcade by the entrance of the Hoboken Historical Museum. This installation is providing a 33 locker capacity at a new uptown location. The required set up with the BCCLs consortium software is still pending, but the book drop is already in service. We're delighted to say we've already had people start to use this service.
- **Extra Mile Task Force:** As a follow up to our staff development day, the library has formed the Extra Mile Task Force. The goal of the Task Force is to expand on the customer service philosophies explored at that all day event and bring them more fully into the culture of the library. The team consists of members from every public facing department. They will examine how library services are offered and look for potential hurdles for patron access to services. This task force started off their effort by conducting a staff-wide survey to gauge where they feel the library demonstrates its customer service strengths and weaknesses.
- **ESL:** The library's ESL program has more than doubled its level of student enrollment from the start of 2022. We are currently serving 40 registered students and an additional 13 drop-in community members. The program has also been able to offer the students more hours per enrollment, enabling them to become eligible for reassessment testing sooner. An additional conversation class is slated to be added in November, providing more hours of instruction for intermediate level students and several students are being provided with supplemental one on one instruction. The served students come from over 10 different nations.
- **Lending Stats:** While working on the Director's Statistical Report, Assistant Director Andrew Luck became aware that some technology uses were being counted both in Circulation and Technology Lending sections. He is currently sorting through all HPL items cataloged as material type "Kit". This material type seems to include items that belong to the Adult Services, Youth Services, and Information and Digital Services Departments. Parsing these items out should provide better clarity regarding technology use throughout these departments and the library as a whole.

### Information and Digital Services

- **Universal Class:** Universal Class have discontinued their partnership with Overdrive. They have assured us that there will be zero interruptions in service. Our library's portal operates securely within their private data centers, ensuring that our patrons have secured, continuous and full access to everything Universal Class offers.
- **Computer Usage and Tech Usage:** Adult desktop computer use for October at the main branch was 956 compared with 984 in September. Computer use for all ages and branches was 1,554. Scanning was down from 28 last month with 20 this month. Faxing was 34 faxes in October compared to 50 faxes in September. This month 3 hotspots and 5 chrome books were checked out.
- **Database Usage/Online Learning Resources:** There was an increase of Newsbank logins with 24 in September compared to 29 in October. NY Times logins increased from 139 to 214 in the building and remote code usage also went up from 72 to 82. Valueline was up from 586 to 604. Mango usage was up with 81 logins in October compared with 56 in September. Universal Class logins were down with 23 going to 14.

- **Reference Questions:** Reference questions at the main branch were 186 in September compared with 109 in October. The majority of the questions this month at the main branch were answered by phone or in person with 28 by phone and 67 in person. Two people asked questions by email and twelve by chat.
- **Monthly Programming**
  - The Zoom Writers Group met with 2 people on Oct 12. The next meeting will be on November 9 6:30 PM via Zoom.
  - In honor of Halloween, there was a double feature of *Lost Boys* (5 people attended) and *Queen of the Damned* (4 people attended). This was followed by a book discussion of Grady Hendrix's *The Southern Book Club's Guide to Slaying Vampires* which was attended by 5 people.
  - This month's movie screening is *Jurassic World Dominion* on November 30 at 2 PM.
  - Our book discussion book for November is *Tomorrow, Tomorrow, and Tomorrow* by Gabrielle Zevin, which will be discussed on November 16 at 6 PM.
  - The Poetry Healing Group met on Oct 5; four people attended.



## Community Engagement

- **Hudson County Alliance to End Homelessness Coalition:** Social Worker Emily Dalton joined this coalition and began attending monthly meetings that include service organizations around the county who are working to end homelessness. Once she attends 3 meetings, she will be considered a voting member, and can request funding from the county for our services. Through this meeting Emily also established the Hoboken Public Library as an informational partner for the Code Blue/winter season. We will receive updates from the county about Code Blue alerts, bus schedules to the winter shelter, and other resources individuals may need.
- **Wiley Donations:** CE Assistant Natalie Castillo and manager Ally Blumenfeld visited Wiley to earmark 200 books for donation to the library, including educational books, "For Dummies" books, and textbooks on topics that our patrons have expressed an interest in learning about. Due to scheduling difficulties with the Facilities team we have not picked them up yet, but we also weeded our existing outreach book collection in order to make space for these new books.
- **BookBike Season Concludes:** BookBike outreach concluded for the 2023 season. From May-October, we made 98 visits throughout the City of Hoboken, which saw a total of 6,675 visitors. On the BookBike, we made 256 new library cards, and processed 767 check-outs and returns.
- **Right to Read Film Screening;** In collaboration with a Hoboken High School teacher, we hosted a film screening of the documentary film produced by LeVar Burton, *The Right to Read*. We had 10 patrons in attendance, mostly teachers from Hoboken and other cities, and engaged in a lively and productive discussion about reading instruction for students with dyslexia and other challenges.

- **Communico:** Ally Blumenfeld is working with IT Manager Phil Mendez to launch our new events system and app, Communico. She completed requested information about reservation and calendar preferences/settings for Communico to begin building our platform. Ally will develop a guide for staff on how to use this new events system in order to standardize our event listings.
- **Social Work Surveys:** Emily Dalton developed a survey to distribute among patrons at the Shelter and Lunchtime Ministry in order to enter 2024 with a clear sense of the ways we can improve our services to the patrons served by the social work team and ensure we're meeting their needs. The target audience are patrons who utilize social work services. By the end of December, the team hopes to have enough responses to begin program planning, listening sessions, and potentially developing a social services advisory board.
- **Point-in-Time site:** Emily and Ally met with Maeve McCullough from the Hudson County Division of Housing & Community Development to discuss how the library can serve as a count site during the 2024 Point-in-Time (PIT) Count, a statewide effort to count all New Jersey residents experiencing homelessness during a 24-hour period. The count will be held on January 24, 2024 and the library will assist the county by helping patrons complete surveys and inviting social service providers to table, and the county will provide refreshments.
- **HHA Outreach:** The CE team visited Fox Hill Gardens to celebrate Halloween with our seniors, with a total of 26 attendees and 53 giveaways which included free books, stress balls, and magnets made in our Maker Space. We also visited Monroe, Adams, and Fox Hill Gardens to celebrate Thanksgiving, and engaged seniors in creating a collaborative mural showcasing what they are thankful for. Laura is now providing outreach support at the Learning Center on Fridays with Melissa from the Youth Services Department.
- **Computers4People:** Computer classes, taught by Jean from Computers4People, began in November with two sessions on computer basics, with 3-5 patrons in attendance. The series continues through January with a new topic each week.

### Programming & Outreach October 2023

Service	Programs	Attendees	Cardholders	Giveaways	Circs
<b>Adult Programs</b>	56	679			
<b>Outreach Visits</b>	21	1852	143	614	163

### Social Work October 2023

Service	#
<b>Social Work Appointments</b>	74
<b>Community Care Kits</b>	138

### Youth Services

- **Story Time:** With the end of bookbike season, YS has moved all programming indoors, mostly into our story time room at the main and at our Grand St and Learning Center locations. School Outreach Librarian Valerie Coughlin has booked Yoga Story Time with longtime HPL partner, former school teacher Carolyn Brush. Valerie's transition from Children's Librarian to School Outreach Librarian created a need for more story time sessions hosted by outside partners.

- **Bilingual Story Time:** Youth Services Manager Vanessa Soto has invited the Tessa International School to host a Polish story time for our young patrons in the month of November. The feedback was very positive, with attendees requesting story time in many other languages. YS will be requesting community members and partners to volunteer their time and share stories in their native language with the children and families of Hoboken.
- **Halloween:** Our department celebrated Halloween in grand fashion, with children and teens joining in on crafting, snacking and spooky fun. Our celebration spanned across all three locations and was a blast for all participants. Teens munched on candy while making diamond painting characters from horror films and children watched spooky movies in our story time room, crafted in the juv room and showed off costumes and tattoos YS staff were applying to all in attendance.
- **Teen Advisory Board:** YS is planning activities for teens that are joining our Teen Advisory Board. YA Librarian Jenn Sforza attended the YALSA conference and came back with a lot of ideas on how to engage teens in the library. Right now, they are learning how to organize our collection for volunteer service hours, but we plan on having them host and assist with programming for other YAs in the future.
- **STEAM Club:** Plans are in the works to start a STEAM club, hosted by McNair students. This will be a Saturday program that aims to introduce young children to STEAM projects and activities. More information on this partnership will be coming soon, after a planning meeting with McNair students.
- **Listening Parties:** School Outreach Librarian Valerie Coughlin hosted a Taylor Swift listening party. Our community of Swifties came together to jam out and make bracelets together. The program was so popular, YS plans to host more listening parties in the near future. One that we are excited to plan is a Pink listening party that will feature banned books the singer is handing out at her concert in Florida.

#### Children's Programs October 2023

Event	# of Events Per Month	Participants
Story Time/Special Programs	47	2,158
School/Camp Visits	14	1,319
Crafts/Playroom Attendance	24	1,805

#### YA Programs October 2023

Event	# of Events Per Month	Participants
YA Events/Room Attendance	16	1,277
YA/School/Camp Visits	4	92

#### Access Services

- **Programming:**
  - Mystery Book Club - The November selection was Riley Sager's *The Only One Left*. 15 patrons attended. The December MBC will meet on December 12.
  - Romance Book Club - Is now facilitated by Susan Flynn, met on November 16th to discuss Kathleen Center's *The Bodyguard*

- What's New Book Club will meet on November 29th to discuss Coleen Oakley's *The Mostly true story of Tanner & Louise*.
- Access Services is now producing quarterly brochures featuring all HPL Book Clubs. We include our upcoming meeting dates, times and book club selections. New library cardholders are given information about our book clubs and there is a noticeable uptick in interest and attendance.

## Information Technology

- **BCCLS App:** The BCCLS app has been given a major update in response to our feedback. Some highlights include having the Overdrive link taking the patron directly to eBCCLS site, the ability to limit item searches by format and availability at the home library, an updated list of formats that matches those reflected in the existing PAC, the ability to sort holdings by geographic distance, and the ability to view holdings by available copies only. Other changes include a static search bar, the patron barcode is now at the top of the screen, and the barcode is larger for easier scanning.
- **Book Sanctuary Webpage:** We have added a Book Sanctuary page: [hobokenlibrary.org/booksanctuary](http://hobokenlibrary.org/booksanctuary) to our website outlining the process of becoming a book sanctuary and displaying the library and city resolutions to the public. Our library has been commended by other libraries in the state and many are following suit by passing legislation naming their cities and towns book sanctuaries as well. This site will be updated with the names of additional libraries with links to their sites as they gain similar status.
- **Renovation Webpage:** The Library renovation webpage: [hobokenlibrary.org/renovation](http://hobokenlibrary.org/renovation) has been updated since last month's ribbon cutting and many new pictures have been added.

## Special Collections

- **HHM Gala:** Executive & Development Assistant Karla Aybar Reyes, Special Collections Manager James Cox, Business Manager Carolyn Hartwick, and Jennie attended the Hoboken Historical Museums 2023 Gala.
- **Archival Materials:** Archival materials are being readied now for digitization by the Internet Archive in December.
- **Finding Aid:** A finding aid was produced by the library's archivist. The materials all relate to the history of the Library.
- **Italian Recipe 'Zine:** We distributed 50 copies of the "Italian Recipes" zine throughout October.
- **Manuscripts:** Seven manuscripts were scanned, totalling 1,361 pages.

## Collection Development

- **Staffing Changes:** Mads Sanden became a full time Collection Development Library Assistant at the end of October.
- **Signage:** AZ Tech installed the new shelf signage in the stacks.
- **Grand Street Collection:** The month was spent making the Grand Street collection more robust. Collection Development Manager Nicole Marconi worked on adding more books to the collection to make it more of a core collection.
- **Programming:** Nicole held her cooking program for October and made some fun bread shaped like pumpkins. Six people attended in person and watched the program on YouTube. Her knitting program this month was also pumpkin themed and had 10 participants.



Director's Report Form October 2023						
<b>Circulation</b>	<b>Oct 2023</b>	<b>Sept 2023</b>	<b>% Change</b>	<b>YTD 2023</b>	<b>YTD 2022</b>	<b>YTD % Change</b>
Main Circulation - Adult	5,251	5,304	-1%	56,435	47,872	18%
Main Circulation - Youth	8,958	8,429	6%	84,806	44,463	91%
Grand Circulation - Adult	138	152	-9%	1,712	1,511	13%
Grand Circulation - Youth	475	376	26%	5,997	5,844	3%
Total Digital Circulation	11,591	9,326	24%	104,492	80,841	29%
Total Door Count - Main	16,090	14,166	14%	150,994	92,018	64%
Total Door Count - Grand	693	621	12%	5,377	3,619	49%
Reference Questions	111	188	-41%	3,091	4,859	-36%
Total New Patrons Registered	560	617	-9%	4,740	874	442%
Locker Use - Main	497	489	2%	3,504	4,995	-30%
Locker Use - Grand	259	268	-3%	2,259	989	128%
Museum Passes	51	47	9%	464	152	205%
<b>Programming</b>	<b>Oct 2023</b>	<b>Sept 2023</b>	<b>% Change</b>	<b>YTD 2023</b>	<b>YTD 2022</b>	<b>YTD % Change</b>
Total Programs - Adult	56	51	10%	456	306	49%
Total Program Attendance - Adult	679	482	41%	5117	4,349	18%
Total Programs - Young Adult	16	10	60%	209	183	14%
Total Program Attendance - Young Adult	1,369	956	43%	6180	3,066	102%
Total Programs - Children	61	43	42%	551	517	7%
Total Program Attendance - Children	5,282	4,900	8%	35104	23,002	53%
Total Outreach Events	24	30	-20%	218	120	82%
Total Outreach Event Attendance	1,830	1,562	17%	9927	3,877	156%
<b>Total Programs</b>	<b>133</b>	<b>104</b>	<b>28%</b>	<b>1,006</b>	<b>1,006</b>	<b>0%</b>
<b>Total Program Attendance</b>	<b>7,330</b>	<b>6,338</b>	<b>16%</b>	<b>35,769</b>	<b>30,417</b>	<b>18%</b>
<b>Social Work</b>	<b>Oct 2023</b>	<b>Sept 2023</b>	<b>% Change</b>	<b>YTD 2023</b>	<b>YTD 2022</b>	
Social Work Appointments		61	-100%	505	91	
Community Care Kits Distributed		163	-100%	2,075	0	
<b>Computer Use</b>	<b>Oct 2023</b>	<b>Sept 2023</b>	<b>% Change</b>	<b>YTD 2023</b>	<b>YTD 2022</b>	
Computer Use - Main	1,396	1,549	-10%	10,882	4,942	
Computer Use - Grand	158	140	13%	1,200	766	
<b>Technology Lending</b>	<b>Oct 2023</b>	<b>Sept 2023</b>	<b>% Change</b>	<b>YTD 2023</b>	<b>YTD 2022</b>	
iPads	0	0	0%	0	4	
Laptops (Main & Grand St)	0	0	0%	0	3	
Chromebooks	5	5	0%	23	20	
eReaders (Kindles, etc.)	0	0	0%	4	5	
Wi-Fi Hotspots	3	5	-40%	70	52	
Kiosk Laptops	907	980	-7%	7,680	1,892	
Kiosk Chargers	274	213	29%	1,322	323	
<b>Technology Lending Total</b>	<b>1189</b>	<b>1203</b>	<b>-1%</b>	<b>5,867</b>	<b>2,299</b>	
<b>Wireless Use</b>	<b>Oct 2023</b>	<b>Sept 2023</b>	<b>% Change</b>	<b>YTD 2023</b>	<b>YTD 2022</b>	<b>YTD % Change</b>
Main Branch	2044	2077	-2%	18,083	14,337	26%
Annex	597	629	-5%	7,337	8,686	-16%
Grand Street	111	105	6%	1,268	1,893	-33%
<b>Communications</b>	<b>Oct 2023</b>	<b>Sept 2023</b>	<b>Change</b>	<b>% Change</b>		
Facebook - Total Followers	5,849	5,840	9	0%		
Twitter - Total Followers	3,196	3,194	2	0%		
Instagram - Adult - Total Followers	4,669	4,588	81	2%		
Instagram - YA - Total Followers	1,056	1,050	6	1%		
Instagram - Children - Total Followers	1,259	1,238	21	2%		
Instagram - BookBike - Total Followers	295	269	26	10%		
eNewsletter - Total Subscribers	20,734	20,884	-150	-1%		





Shaleka Smith at the LeadHERship conference



Veterans Day Story Time with Mark Curiale



Pre-k visits to the story time room



Making wind chimes at the Learning Center



Library staff and Bob Foster at the Hoboken Historical Museum Gala





The Heap visits HPL!



Cooking with Ms. Nouara



HPL celebrates Halloween



First patrons to use the uptown return box



Stevens Math Circle program





Sold out Books & Brew fundraiser



Brandt School exploring our StoryWalk

All Saints 5th grade students researching for their projects



League of Municipalities

League of Municipalities

Governor Murphy and Tammy Murphy

Mayor Ravi Bhalla





Senator Zwicker, State Librarian & LLNJ at at Hunterdon County Library



Jennie & Douglas Zucker at the Experienced Directors Summit



Library Journal Director's Summit



Jennie with ULC Board President Roosevelt Weeks at ULC Annual Forum Seattle Washington



Mary Benton, Director of Communications-Mayor's office, Houston, TX; LaDonna Weems, Deputy Assistant Director of Communications, Houston Public Library, at the Library Journal Directors Summit



NJLA Public Policy Committee at League of Municipalities



Account	Activity	Amount	Balance
TD Checking	Balance as of 10/01/2023		\$731,096.06
	Fines & Fees and Other Credits	\$17,456.27	\$748,552.33
	Interest	\$2,503.68	\$751,056.01
	Municipal Minimum Library Tax	\$501,245.08	\$1,252,301.09
	Payroll Funds Transfers	-\$285,000.00	\$967,301.09
	Accounts Payable and Other Debits	-\$646,708.02	\$320,593.07
	Balance as of 10/31/2023		<u>\$320,593.07</u>
TD Payroll	Balance as of 10/01/2023		\$134,619.14
	Funds Transfers	\$185,000.00	\$319,619.14
	Salary & Wages	-\$190,320.55	\$129,298.59
	Balance as of 10/31/2023		<u>\$129,298.59</u>
TD Payroll Agency	Balance as of 10/01/2023		\$89,481.16
	Funds Transfers	\$100,000.00	\$189,481.16
	Salary & Wages	-\$103,308.42	\$86,172.74
	Balance as of 10/31/2023		<u>\$86,172.74</u>
TD Vacation Reserve	Balance as of 10/01/2023		\$104,991.16
	Balance as of 10/31/2023		<u>\$104,991.16</u>
TD Money Market	Balance as of 10/01/2023		\$252,625.91
	Balance as of 10/31/2023		<u>\$252,625.91</u>
NJ Cash Management	Balance as of 10/01/2023		\$670,829.24
	Interest		\$670,829.24
	Balance as of 10/31/2023		<u>\$670,829.24</u>
BCB Construction	Balance as of 10/01/2023		\$324,392.71
	Interest	\$27.20	\$324,419.91
	Checks	-\$19,160.41	\$305,259.50
	Balance as of 10/31/2023		<u>\$305,259.50</u>

## Income and Expenditures Capital Reserve Budget vs. Actual 2023

	<u>Jan-Oct 2023</u>	<u>2023 Budget</u>	<u>% of Budget</u>
<b>Income</b>			
NJHT Grant Phase 2 & 3	-	1,500,000	0%
FEMA Grant	-	700,000	0%
2023 Operating Budget Reserve	7,867	7,867	100%
City of Hoboken (Trust Grant Match)	-	255,981	0%
<b>TOTAL INCOME</b>	<b><u>7,867</u></b>	<b><u>2,463,848</u></b>	0%
<b>Expenditures</b>			
<u>Upper Levels Renovation Project</u>			
Wayfinding	63,208	200,000	32%
Renovations	147,209	100,000	147%
Placemaking Phase II Scope	89,558	80,000	112%
Furniture	33,994	30,000	113%
Architectural Design and Planning	3,611	10,000	36%
IT/AV Design	14,734	-	100%
<b>Total Upper Levels Renovation Project:</b>	<b>352,314</b>	<b>420,000</b>	84%
<u>1st and 2nd Floor Renovation Project</u>			
Renovations	26,815	4,000,000	1%
Architectural Design and Planning	36,370	100,000	36%
<b>Total Upper Levels Renovation Project:</b>	<b>63,185</b>	<b>4,100,000</b>	2%
<b>TOTAL EXPENDITURES</b>	<b><u>415,499</u></b>	<b><u>4,520,000</u></b>	9%
<b>Net Capital Reserve Fund</b>	<b>(407,632)</b>	<b>(2,056,152)</b>	
<b>Capital Reserve Fund Balance - January 1</b>	<b>\$ 2,397,812</b>		
<b>Capital Reserve Fund Balance - October 30</b>	<b>\$ 1,990,180</b>		

### Income

	% of Budget	Item	Jan-Oct 2023 Actual	2023 Budget	\$ Over Budget	% of Budget
1	99.0%	Municipal Minimum Library Tax	5,008,376	6,010,867	-1,002,491	83%
2	0.5%	State Aid	17,006	30,000	-12,994	57%
3	0.3%	Interest	34,520	20,000	14,520	173%
4	0.1%	Fines and Fees	8,303	5,000	3,303	166%
5	0.1%	Donations Public Support	7,092	5,000	2,092	142%
6	100%	<b>Total</b>	<b>\$5,075,297</b>	<b>\$6,070,867</b>	<b>-\$995,570</b>	<b>84%</b>

### Expenditures

	% of Budget	Item	Jan-Oct 2023 Actual	2023 Budget	\$ Over Budget	% of Budget
<b>Personnel</b>						
7	46.4%	Salary and Wages	1,904,940	2,815,000	-910,060	68%
8	17.4%	Health Insurance	742,110	1,055,000	-312,890	70%
9	5.4%	Pension and DCRP	329,629	325,000	4,629	101%
10	3.8%	Payroll Taxes	153,518	228,000	-74,482	67%
11	1.1%	Overtime	53,351	65,000	-11,649	82%
12	0.5%	Workers' Compensation Insurance	29,390	30,000	-610	98%
13	0.5%	Shared Services Agreement	14,802	30,000	-15,198	49%
14	0.2%	Payroll Processing	6,300	10,000	-3,700	63%
15	0.2%	Unemployment Insurance	6,620	10,000	-3,380	66%
16	75%	<b>Subtotal</b>	<b>3,240,661</b>	<b>4,568,000</b>	<b>-1,327,339</b>	<b>71%</b>
<b>Physical Plant</b>						
17	3.0%	Property & Casualty Insurance	19,458	180,000	-160,542	11%
18	1.5%	Maintenance	85,046	90,000	-4,954	94%
19	0.1%	Capital Reserve	7,867	7,867	0	100%
20	1.5%	Utilities and Phones	73,499	90,000	-16,501	82%
21	0.6%	Furniture	22,750	38,000	-15,250	60%
22	0.4%	Facilities Improvement	20,210	25,000	-4,790	81%
23	0.3%	Security	12,017	20,000	-7,983	60%
24	7%	<b>Subtotal</b>	<b>240,848</b>	<b>450,867</b>	<b>-210,019</b>	<b>53%</b>
<b>Reading, Information &amp; Technology</b>						
25	3.0%	Digital Content	136,975	180,000	-43,025	76%
26	2.0%	Print Materials	104,912	120,000	-15,088	87%
27	1.5%	BCCLS	92,198	94,000	-1,802	98%
28	1.2%	Equipment	47,243	70,000	-22,757	67%
29	1.1%	Technology	57,335	65,000	-7,665	88%
30	0.8%	Non-Print Materials	22,274	50,000	-27,726	45%
31	0.5%	Special Collections	18,848	30,000	-11,152	63%
32	0.3%	Periodicals	13,166	18,000	-4,834	73%
33	0.0%	Inter-library Loan	937	1,000	-63	94%
34	10%	<b>Subtotal</b>	<b>493,890</b>	<b>628,000</b>	<b>-134,110</b>	<b>79%</b>
<b>Community Engagement</b>						
35	2.1%	Community Programming	104,106	130,000	-25,894	80%
36	0.5%	Marketing/Advertising	13,312	30,000	-16,688	44%
37	3%	<b>Subtotal</b>	<b>117,418</b>	<b>160,000</b>	<b>-42,582</b>	<b>73%</b>
<b>Administration</b>						
38	1%	Office/Library Supplies	69,415	80,000	-10,585	87%
39	0.3%	Travel and Mileage	23,489	20,000	3,489	117%
40	0.2%	Staff Development	9,121	15,000	-5,879	61%
41	0.2%	Memberships and Dues	15,493	15,000	493	103%
42	0.1%	Conventions and Seminars	9,937	6,000	3,937	166%
43	2%	<b>Subtotal</b>	<b>127,455</b>	<b>136,000</b>	<b>-8,545</b>	<b>94%</b>
<b>Professional Support</b>						
44	1%	Consultants	21,412	70,000	-48,588	31%
45	0.8%	Attorney	46,849	50,000	-3,151	94%
46	0.1%	Auditor	7,250	8,000	-750	91%
47	2%	<b>Subtotal</b>	<b>75,511</b>	<b>128,000</b>	<b>-52,489</b>	<b>59%</b>
48	100%	<b>Total</b>	<b>\$4,295,783</b>	<b>\$6,070,867</b>	<b>\$1,775,084</b>	<b>71%</b>

<b>Num</b>	<b>Date</b>	<b>Account</b>	<b>Name</b>	<b>Paid Amount</b>
11270	11/28/2023	66121 · Payroll Processing	ADP Screening and Selection	40.60
11271	11/28/2023	54013 · Makerspace	American Button Machines	275.94
11272	11/28/2023	54010 · Adult Programming	Ben Young	1,700.00
11273	11/28/2023	50205 · Consultants	BHS	3,000.00
11274	11/28/2023	50280 · Interlibrary Fines	Bogota Public Library	96.00
11275	11/28/2023	50270 · Phones	Cablevision Lightpath LLC	1,447.16
11276	11/28/2023	50221 · Maintenance	Cabvi	347.76
11277	11/28/2023	54011 · YS Programming	Carolyn Brush	400.00
11278	11/28/2023	66116 · Unemployment	City of Hoboken	857.78
11279	11/28/2023	50221 · Maintenance	City Paint	2,058.20
11280	11/28/2023	50280 · Interlibrary Fines	Closter Public Library	26.00
11281	11/28/2023	50205 · Consultants	Communico LLC	27,000.00
11282	11/28/2023	50210 · Furniture	Demco	4,837.46
		50211 · Library Processing Supplies		1,458.22
				<u>6,295.68</u>
11283	11/28/2023	50280 · Interlibrary Fines	Dixon Homestead Library	35.00
11284	11/28/2023	54010 · Adult Programming	Dorothee Riehl	200.00
11285	11/28/2023	52020 · Technology Equipment	D-Tech International USA	60.00

<b>Num</b>	<b>Date</b>	<b>Account</b>	<b>Name</b>	<b>Paid Amount</b>
11286	11/28/2023	50280 · Interlibrary Fines	Edgewater Public Library	40.00
11287	11/28/2023	54010 · Adult Programming	Elizabeth Ndoe	1,200.00
11288	11/28/2023	50280 · Interlibrary Fines	Elmwood Park Public Library	30.00
11289	11/28/2023	50224 · Contractors & Annual Contracts	Excel Pest Services	327.50
11290	11/28/2023	56010 · Marketing	4Imprint	683.96
11291	11/28/2023	53010 · Professional Staff Development	Faith Fitzsimmons	120.00
11292	11/28/2023	56010 · Marketing	Grandstand	268.70
11293	11/28/2023	50280 · Interlibrary Fines	Glen Rock Public Library	9.00
11294	11/28/2023	502041 · Office Supplies	Hoboken General LLC	31.50
		50600 · Periodicals		214.50
				<u>246.00</u>
11295	11/28/2023	50264 · Utilities Water	Hoboken Water Services	118.40
11342	11/28/2023	50221 · Maintenance	Home Depot	388.12
11296	11/28/2023	56010 · Marketing	I.Miller International	315.00
11297	11/28/2023	50313 · Electronic Games	Ingram Library Services	200.96
11298	11/28/2023	50700 · Special Collections	Innovative Document Imaging LLC	525.00
11299	11/28/2023	54010 · Adult Programming	Inserra Supermarkets	238.14
		54011 · YS Programming		541.82
				<u>779.96</u>



Num	Date	Account	Name	Paid Amount
11300	11/28/2023	54010 · Adult Programming	Jane Porges	500.00
11301	11/28/2023	54010 · Adult Programming	Jeffrey Train	300.00
11302	11/28/2023	55010 · Travel Expense	Jenn Sforza	282.32
11303	11/28/2023	53010 · Professional Staff Development	Jennie Pu	954.00
		55010 · Travel		2,922.22
		66102 · Health Insurance		468.37
				4,344.59
11304	11/28/2023	50280 · Interlibrary Fines	Johnson Public Library Hackensack	100.00
11305	11/28/2023	50324 · Pay per use content	Kanopy Inc.	1,289.00
11306	11/28/2023	50280 · Interlibrary Fines	Leonora Public Library	30.00
11307	11/28/2023	55010 · Travel	Lyft Bikes and Scooters LLC	164.00
11308	11/28/2023	50280 · Interlibrary Fines	Mahwah Public Library	50.00
11309	11/28/2023	57070 · Technology	Mvix	459.03
11310	11/28/2023	50261 · Sewerage	North Hudson Sewerage Authority	472.45
11311	11/28/2023	57070 · Technology	OCLC Inc.	1,181.16
11312	11/28/2023	50270 · Phones	Optimum Business	1,297.20
11313	11/28/2023	50280 · Interlibrary Fines	Oradell Public Library	20.00
11314	11/28/2023	50224 · Contractors & Annual Contracts	Our Lady of Grace Church	525.00
11315	11/28/2023	50280 · Interlibrary Fines	Palisades Park Public Library	90.00

<b>Num</b>	<b>Date</b>	<b>Account</b>	<b>Name</b>	<b>Paid Amount</b>
11316	11/28/2023	502041 · Office Supplies	Panera	188.40
11317	11/28/2023	50271 · Postage	Pitney Bowes	164.97
11318	11/28/2023	54010 · Adult Programming	Pizza Republic	52.50
11319	11/28/2023	50262 · PSE&G	PSE&G	2,737.16
11320	11/28/2023	10004.04 · Petty Cash Fund	Raul Sanguinetti	162.00
11321	11/28/2023	502041 · Office Supplies	Ricoh USA, Inc.	988.22
		50224 · Contractors & Annual Contracts		767.07
				<u>1,755.29</u>
11322	11/28/2023	50224 · Contractors & Annual Contracts	S&B Plumbing & Heating	350.00
11323	11/28/2023	53030 · Membership/Dues	Society of American Archivists	218.00
11324	11/28/2023	50270 · Phones	Spectrotel	437.01
11325	11/28/2023	54010 · Adult Programming	Stephanie Tobia	75.00
11326	11/28/2023	50205 · Consultants	The Felt Hat	4,246.00
11327	11/28/2023	52020 · Technology Equipment	Traf-Sys Inc.	92.00
11328	11/28/2023	54010 · Adult Programming	Thyson Halley	1,250.00
11329	11/28/2023	50224 · Contractors & Annual Contracts	Unified Air	1,950.00
11330	11/28/2023	56010 · Marketing	Unique Management Services	776.74
11331	11/28/2023	50224 · Contractors & Annual Contracts	Vanguard Cleaning Systems	599.00

Num	Date	Account	Name	Paid Amount
11332	11/28/2023		WB Mason	
		502041 · Office Supplies		3,054.63
		54011 · YS Programming		1,294.87
		54010 · Adult Programming		99.99
				<u>4,449.49</u>
11333	11/28/2023		Waldwick Public Library	
		50280 · Interlibrary Fines		61.00
11334	11/28/2023		Weiner Law Group LLP	
		50202 · Legal Fees		3,431.97
11335	11/28/2023		Wyckoff Public Library	
		50280 · Interlibrary Fines		10.00
<b>TOTAL NUMBER OF CHECKS</b>			<b>67</b>	
<b>TOTAL \$ AMOUNT OF CHECKS</b>				<b>83,204.00</b>
To be processed through PayPal:				
	11/28/2023		Bitly	
		56010 · Marketing		96.00
	11/28/2023		Doodle AG	
		502041 · Office Supplies		1,188.00
	11/28/2023		Evenbrite Inc.	
		53020 · Conventions/Seminars		131.78
	11/28/2023		Hootsuite	
		56010 · Marketing		1,188.00
To be processed through TD Bank:				
	11/28/2023		TechSoup	
		57070 · Technology		279.00

<b>Num</b>	<b>Date</b>	<b>Account</b>	<b>Name</b>	<b>Paid Amount</b>
11336	11/28/2023		Amazon	
		502041 · Office Supplies		831.03
		50221 · Meintenance		188.35
		50310 · Non-Print Materials		2,230.06
		50311 · Media (CDs & DVDs)		161.33
		52020 · Technology Equipment Purchase		447.49
		54010 · Adult Programming		597.81
		54011 · YS Programming		3,264.52
		54013 · Makerspace		1,479.28
				<u>9,199.87</u>
11337	11/28/2023		Baker and Taylor	
		50301 · Print Materials		9,213.03
		50311 · Media (CDs & DVDs)		45.08
				<u>9,258.11</u>
11338	11/28/2023		LMxAC	
		50322 · eBooks		10,732.00
11339	11/28/2023		Midwest Tape	
		50311 · Media (CDs & DVDs)		385.08
11340	11/28/2023		Midwest Tape	
		50324 · Pay per use content		2,764.27
11341	11/28/2023		Overdrive	
		50322 · eBooks		3,144.89
<b>TOTAL NUMBER OF CHECKS</b>				<b>6</b>
<b>TOTAL \$ AMOUNT OF CHECKS</b>				<b>35,484.22</b>

<b>Num</b>	<b>Date</b>	<b>Account</b>	<b>Name</b>	<b>Paid Amount</b>
438	11/28/2023	31119 · 1st & 2nd Floor Renovation	J.S. Held LLC	1,500.00
439	11/28/2023	31115 · Upper Levels Renovation	The Felt Hat	6,651.71
<b>TOTAL NUMBER OF CHECKS    2</b>				
<b>TOTAL \$AMOUNT OF CHECKS</b>				<b>8,151.71</b>



**HOBOKEN PUBLIC LIBRARY**

Resolution No. 2023-9

**RESOLUTION TO RESERVE FUNDS FOR CAPITAL IMPROVEMENTS**

**WHEREAS**, the Hoboken Public Library Board of Trustees (the “Board” or the “Trustees”) has undertaken an analysis of the capital improvement needs of the Hoboken Public Library; and

**WHEREAS**, the Trustees have identified several needed capital improvement projects more specifically set forth in the 2017 Capital Master Plan for the Hoboken Public Library; and

**WHEREAS**, the Trustees have determined that the Capital Projects will contribute to the provision of efficient and effective library services to the public; and

**WHEREAS**, the Board has determined it is necessary to restrict certain capital funds to provide for future Capital Projects.

**NOW, THEREFORE, BE IT RESOLVED** by the Hoboken Public Library Board of Trustees that the remaining unspent funds determined from the Audit of the Hoboken Public Library Financial Statements for the Year ended December 31, 2023 be reserved for the completion of Capital Improvement Projects.

Date: November 28, 2023

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Jerome Abernathy, President, Board of Trustees

I certify that the above Resolution 2023-9 was approved by the Hoboken Public Library Board of Trustees at a regular public meeting held on November 28, 2023.

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Roll Call:

Yes:

No:

# HOBOKEN FREE PUBLIC LIBRARY

## Hoboken Public Library Library Code of Conduct

### Code of Conduct

Welcome to the Hoboken Public Library!

We want everyone to have a safe and enjoyable experience at Hoboken Public Library. No one may disrupt or interfere with others' use or enjoyment of the library, including its facilities, services, and programs, or inhibit or interfere with the work of library staff, or create risk of harm to themselves or others or of damage to library, patron, or staff property.

The following are examples of specific behaviors that are prohibited in the Hoboken Public Library or at any library program, but are not intended to be a complete list:

- Harassing, threatening, or disturbing patrons or staff members
- Using, displaying, sharing, selling, or appearing under the influence of illegal drugs, cannabis products, or alcohol
- Smoking/use of tobacco or cannabis products, e-cigarettes, or vaping devices
- Use of electronic, digital, or cellular devices in a manner that does, or can reasonably be expected to, disturb others
- Engaging in sexual activity or lewd behavior
- Circumventing computer security, timing software, or tampering with the library's computer network
- Moving or tampering with furniture or library equipment without permission from library staff or placing feet on tables or chairs
- Plugging in devices for charging in undesignated charging areas or placing cords or wires in a place or position that does or may create a safety hazard
- Damaging or marking library materials, premises, or equipment
- Using restrooms for laundering clothes, bathing, shaving, washing hair, or anything other than their intended purposes
- Eating food in undesignated areas or drinking beverages from containers without covers (Covered beverages, like water bottles with caps, are permitted.)
- Soliciting, peddling, selling, or distributing merchandise, services, or printed materials or canvassing or interviewing patrons without written authorization from the library, except as permitted at library programs and events
- Prolonged sleeping
- Entering or occupying the library without being fully clothed
- Entering staff-only or other unauthorized areas of the library
- Running, rollerblading, roller skating, skateboarding, or wheeled shoes use within the library
- Animals are prohibited inside the library, except for service animals trained to assist specific individuals, or animals that are part of an approved library program
- Possession of a weapon, except as permitted by law
- Violation of any library policy

## **Bag and Personal Item Policy for Library Patrons**

Personal belongings brought into the library should not be left unattended. Unattended items may be removed from library premises. Law enforcement agencies may be called, as appropriate.

Personal belongings should not block or impede any exits, hallways, or other walkways.

The library is not responsible for personal items that are lost, stolen, or damaged on library premises.

# **HOBOKEN** FREE **PUBLIC LIBRARY**

## **Hoboken Public Library Library of Things Policy & Agreement**

### **Library of Things Policy**

Hoboken Public Library offers cardholders a wide variety of physical items to borrow.

1. The items are available for any Hoboken Public Library cardholder in good standing (no fines or overdue items).
2. A parent or guardian must sign for borrowers under the age of 18.
3. Library of Things materials shall be checked out only at the Circulation Desk at the Main Branch (500 Park Avenue), where the collection is housed.
4. Items must be returned in person at the same location and may not be returned in the library book drop as the item will be damaged. Doing so will result in a \$50.00 fine applied to the cardholder's account.
5. All Library of Things items can be borrowed for 2 weeks (14 days). Items are not renewable.
6. A cardholder may borrow only one Library of Things item at a time.
7. Library of Things materials must be returned complete and packed as they were received. Borrowers should review kits/games before returning them to ensure that all pieces, components, and instructions are included.
8. Borrowers must pay the full replacement cost of lost, damaged, or unusable Library of Things materials. Borrowers will not be responsible for damage based on normal wear and tear. The library cannot accept a replacement in lieu of payment. Replacement costs will be listed on each item in this collection.
9. This is a lending program only. Library staff are not available for instruction in the use of Library of Things materials. Detailed instructions are provided with each item.
10. Borrowers are prohibited from using any Library of Things item for illegal purposes and from unauthorized copying of any copyright-protected material in any format.

### **Hoboken Public Library Lending Agreement**

- I have read the terms of the Hoboken Public Library's Library of Things policy and agree to abide by all the terms of the policy.
- I agree to be responsible for any Library of Things item borrowed and will be liable for any loss of or damage while such item is checked out to me or my minor child.
- I agree to return all materials in the same condition they were received with all accompanying components and instructions. I understand and agree I am responsible for cleaning items in accordance with cleaning instructions provided with the item.

# HOBOKEN FREE PUBLIC LIBRARY

## Release and Indemnification

I hereby acknowledge that there is a risk of injury involved in the use of some Library of Things materials. I certify that I am aware of such risks. With this knowledge and in consideration for the right to borrow Library of Things materials from the Hoboken Public Library, I hereby release and discharge the Hoboken Public Library and its Trustees, its employees, agents, and contractors (collectively, the "Library"), as well as the City of Hoboken, its elected officials, its mayor and councils, its employees, agents, and contractors (collectively, the "City") from any and all suits, claims, and demands for personal injuries, property damage, or otherwise of every kind and character arising out of my or my child's use of Library of Things materials. I hereby agree to indemnify and hold the library and the city harmless from any loss or damages or costs, including but not limited to reasonable attorney's fees which it or they may sustain, in the event any claim, demand, or litigation arises alleging any personal injuries, property damage, and/or other damages sustained by any person or entity arising out of or related to my borrowing and/or use of Library of Things materials. I will obey the Library of Things safety precautions and recommended age guidelines as listed in writing for each item and will ensure the same for any children under age 18 who use any Library of Things materials.

## Acknowledged and Agreed

Borrower Name (Please Print):

---

Borrower Library Card Number:

---

Borrower Signature:

---

Parent/Guardian Printed Name and Signature (If User Is Under 18)

---

Date:

---

## Library Use Only:

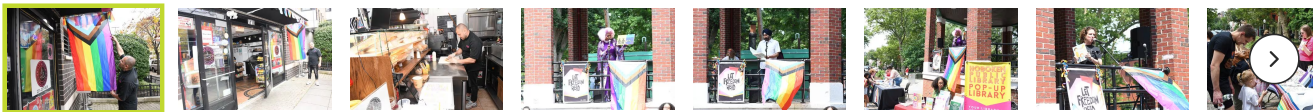
- Note added to card holder record

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## Hoboken LGBTQ+ members and allies remain steadfast, despite recent threats against the community

Updated: Nov. 07, 2023, 11:27 p.m. | Published: Nov. 07, 2023, 5:11 p.m.





## Hoboken LGBT community

By [Mark Koosau](#) | [The Jersey Journal](#)

From a café owner to the director of a public library, members and allies of Hoboken's LGBTQ+ community have put their guard up after a series of threats and attacks in recent months.

The owner of Uncle Milton's Café is watching every step he takes after a Pride flag outside his business was vandalized twice, first being cut and burned, and second being cut again and wrapped around the building's door handles.

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Meanwhile, staff at the Hoboken Public Library were trained to protect themselves from public nuisances after they were attacked online over a banned book reading event this summer, and still receives strong reactions over anything LGBT-related.

Despite the recent tensions, especially pertaining to the volatile mood nationwide, LGBT members and allies are remaining steadfast and say that the threats won't stop them in supporting gay and transgender people.

"I do feel stronger," said Milton Canales, the owner of Uncle Milton's. "Even though there is this person out there that has (hatred) against my flag or business, guess what? I'm not going to stop something that I like to do because of stuff like that. I'm going to keep going."

Canales, who's gay, opened Uncle Milton's on Jefferson and 11th streets nearly two years ago after spending years in the restaurant industry. He said that he's felt "very safe and welcomed" being in the Mile Square Community as a member of the LGBT community.

Canales said he could understand one act of vandalism as a hateful act against the community. The second time has him "a little afraid" his business is being targeted.

"It doesn't feel nice because I went from feeling that I'm in a very safe area (where) I didn't have to feel afraid to be who I am or to have a business that shows people that you can be you can really be yourself," Canales said. "Now I feel I have to be careful to show people the person that I am."

Attacks over LGBT rights in the United States have shifted to schools and libraries, with the debate over what is considered "inappropriate content" causing tensions to soar.

At the Hoboken Public Library, Executive Director Jennie Pu recalled how the online attacks against the library over a "banned-book reading" event over the summer have coincided with an "unprecedented" rise in censorship challenges over books by LGBT and minority authors.

“One of the related things that we’re seeing in libraries are people coming in (doing) ‘First Amendment audits’ ... people coming to film,” Pu said. “We’ve gotten additional training just how to react, but I think for us, it’s about protecting the safety of our staff and ensuring the safety of our public.”

“First Amendment audits” are where people with video cameras enter public buildings to record alleged constitutional violations.

Along with attacks against the LGBT community, Hoboken has seen threats against Mayor Ravi Bhalla and an Israeli flag being stolen from City Hall following the outbreak of the Israel-Hamas war.

Gary Stavella, a facilitator of the LGBTQ+ outreach ministry at Our Lady of Grace Church, said it’s disappointing that LGBT prejudice is “rearing its head again,” despite the progress made in civil rights over the past few decades.

“After marriage equality was passed, everybody was like ‘Hey, no problem, we’re done with this, move on, everybody’s happy and we’re all equal’,” Stavella said. “But unfortunately, the last couple of years has shown that we’re not.”

The recent threats have brought the community together, locals say. For instance, Pu helped push for the city council to pass a resolution declaring Hoboken as “book sanctuary” against book bans.

“That was a real public statement,” Pu said. “An affirmation that we will defend and protect our freedom to read. We will actively collect all banned books/books being challenged, and also a call to action for everyone else in our community to read these stories and to talk to people about them.”

Councilman Michael DeFusco, who’s gay, said he’s been always remained “hyper-vigilant” as a public figure who has been “verbally abused for being gay,” but that he’s not let the recent incidents change his daily routine.

“It’s crucial we as a city continue to create an environment that celebrates acceptance and Pride, making it clear that (LGBT people) are valued and free to be themselves,” DeFusco said.

Hudson Pride Center Community Health Programs Manager Elvis Guiracocha said “now more than ever, a sense of community and allyship is integral to ensure the well-being of our LGBTQ+ community members.”

“It is also important to become knowledgeable and build a sense of awareness around issues that may directly or indirectly have an impact on our LGBTQ+ community and their ability to thrive and/or access resources within our cities,” Guiracocha said.

Bhalla also spoke in support of Uncle Milton’s on social media, which is again flying the Pride flag.

“Can’t say enough about Milton Canales and his team — they have fresh coffee along with delicious Salvadoran food, and much more,” Bhalla wrote. “Please consider a purchase at this small business that could use our support.”

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