

**From:** [webmaster@thunderbay.ca](mailto:webmaster@thunderbay.ca) <[webmaster@thunderbay.ca](mailto:webmaster@thunderbay.ca)>

**Sent:** October 30, 2025 4:03 PM

**To:** Krista Power <[Krista.Power@thunderbay.ca](mailto:Krista.Power@thunderbay.ca)>; Jeff Walters <[Jeff.Walters@thunderbay.ca](mailto:Jeff.Walters@thunderbay.ca)>

**Subject:** New Response Completed for Speak to City Council

Hello,

Please note the following response to Speak to City Council has been submitted at Thursday October 30th 2025 4:01 PM with reference number 2025-10-30-015.

- **What would you like to speak to Council about:**  
Changing the Thunder Bay Public Library Board Recruitment Process
- **Is this an item scheduled on a current agenda?:**  
No
- **Provide as much information as you can about the matter you would like to speak to:**  
As Chair of the Thunder Bay Public Library Board, I am requesting that Council consider updating the process for Library Board appointments to allow the TBPL Board to participate in the recruitment and vetting of applicants prior to final appointment by Council.

Currently, Library Board recruitment operates as a blind process—applications are received and reviewed by the City, and the Board has no opportunity to meet or assess candidates before appointments are made. While this process ensures fairness, it limits our ability to assess candidates' alignment with the Library's strategic direction, governance needs, and community representation goals.

Proposed Process:

The City would continue to receive and screen all applications. The shortlist of applicants would then be shared with the TBPL Board. The TBPL Board Chair and CEO would meet with candidates to outline expectations, discuss governance responsibilities, and assess fit. Following this, the TBPL Board would provide a list of recommended candidates to Council for consideration and appointment.

Benefits of this approach include:

Better alignment with strategic priorities: Ensures new members bring skills and perspectives needed to advance the Library's mission and current strategic plan.

Enhanced diversity and representation: Allows intentional recruitment

to reflect the full community the Library serves.

Improved onboarding and retention: Early engagement with candidates sets clear expectations and fosters long-term commitment.  
Shared accountability: Strengthens collaboration between Council and the Board in ensuring effective governance of this vital public institution.

This collaborative model is already in place in several Ontario municipalities, as well as Thunder Bay and supports both transparency and good governance. We respectfully ask that Council consider adopting this updated process for future Library Board appointments.

- **Provide specific actions you would like Council to take:**

Amend the current Library Board appointment process to include formal participation by the TBPL Board in the recruitment and vetting of applicants.

Authorize the City Clerk's Office to share the list of eligible applicants with the Library Board following the application deadline.

Permit the Library Board to meet with applicants to outline board expectations, describe the scope of governance responsibilities, and assess suitability.

Allow the Library Board to provide a list of recommended candidates to Council for final appointment consideration.

- **Have you already been in contact with City staff in regards to the subject matter of your deputation request?**

Yes

- **Who did you speak to in City Administration? What was the outcome?**

We spoke with Krista Power and she advised us to request a deputation to the Finance and Administration Standing Committee; Standing Committee would receive the deputation and refer it to her office to complete the associated work to bring the process change to City Council for approval.

- **Please select the date of the meeting:**

Standing Committee - Tuesday, December 9 2025

- **Please choose**

Deputant

- **First name:**  
Charmaine
- **Last name:**  
McCraw
- **Email:**  
[cmccraw@tbpl.ca](mailto:cmccraw@tbpl.ca)
- **Phone:**  
(807) 356-2123
- **Organization you represent: (optional)**  
Thunder Bay Public Library Board
- **Please note the names of the presenters that will be attending with you:**  
Jordan Hudyma (Board Vice Chair) and Richard Togman (TBPL CEO)
- **Please indicate how you intend to participate in the meeting.**  
In Person

[This is an automated email notification -- please do not respond].