

Geelong Regional Library Corporation

BOARD MEETING AGENDA

Thursday 26 November 2026, 5:30pm

Board Members & Officers only

Geelong Library and Heritage Centre Boardroom
& MS Teams

TABLE OF CONTENTS – NOVEMBER 2026

SECTION A - PROCEDURAL MATTERS

1. ACKNOWLEDGEMENT OF COUNTRY 2
2. ATTENDEES 2
3. APOLOGIES 2
4. INTERESTS, CONFLICTS OF INTEREST AND PECUNIARY INTERESTS 3
5. CONFIRMATION OF MINUTES DATED 17 SEPTEMBER 2026 3

SECTION B – REPORTS

6. CHAIR ELECTION (CONFIDENTIAL) 3
7. COLLECTIONS STRATEGY UPDATE 3
8. DIGITAL STRATEGY UPDATE (CONFIDENTIAL) 10
9. ACTIVITY REPORT 2026–2027 FY (CONFIDENTIAL) 10
10. CEO REPORT 10
11. TURNING THE PAGE – PROJECT UPDATE (CONFIDENTIAL) 23
12. MONTHLY FINANCIAL REPORT – OCTOBER 2026 (CONFIDENTIAL) 23
13. HEALTH SAFETY AND WELLBEING REPORT (CONFIDENTIAL) 23
14. BOARD OVERVIEW AND AGENDA 2027 23
15. OTHER BUSINESS 26

SECTION C – IN CAMERA

16. CEO EMPLOYMENT AND REMUNERATION COMMITTEE DISCUSSION 26

ATTACHMENTS

CONFIDENTIAL DRAFT MINUTES FROM BOARD MEETING 17 SEP 2026 26

SECTION A - PROCEDURAL MATTERS

1. ACKNOWLEDGEMENT OF COUNTRY

The Geelong Regional Library Corporation acknowledges the Wadawurrung People of the Kulin nation, and the Gulidjan and Gadubanud Peoples of the Maar nations as the Original Owners of the lands on which our library services operate. We pay respect to Elders past, present and emerging. We acknowledge and celebrate First Nations Peoples of this land as the custodians of learning, literacy, knowledge and story.

2. ATTENDEES

BOARD MEMBERS	
Cr Liz Pattison (Chair)	Surf Coast Shire
Cr Elise Wilkinson (Deputy Chair)	City of Greater Geelong
Cr Emma Sinclair	City of Greater Geelong
Cr Rowan D. Story AM RFD	City of Greater Geelong
Cr Trent Sullivan	City of Greater Geelong
Cr Mick McCrickard	Colac Otway Shire
Cr Owen Sharkey	Golden Plains Shire
Cr Isabelle Tolhurst	Borough of Queenscliffe
COUNCIL OFFICERS	
Damian Waight	General Manager, Community Life, SCS
Anthony Basford	Executive Director City Life, City of Greater Geelong
Ian Seuren	General Manager Development & Community Services, COS
Jonathan Daly	Director of Community, Planning and Growth, GPS
Abbey Tatterson	Manager, Customer Experience, Borough of Queenscliffe
GRLC OFFICERS	
David Semmens	Chief Executive Officer
Skye Wilson	Director, People, Culture and Strategic Engagement
Deanne Verity	Acting, Director, Community Experience
Radmila Sekulic	Manager, Collections & Information Services
Tanya Robertson	Executive Assistant
GUESTS	

3. APOLOGIES

4. INTERESTS, CONFLICTS OF INTEREST AND PECUNIARY INTERESTS

5. CONFIRMATION OF MINUTES DATED 17 SEPTEMBER 2026

Recommendation

That the draft minutes of the Board Meeting held 17 September 2026 be confirmed.

SECTION B – REPORTS

6. CHAIR ELECTION (CONFIDENTIAL)

7. COLLECTIONS STRATEGY UPDATE

Radmilla Sekulic, Manager, Collections & Information Services

Purpose

Knowledge and connection for people and communities.

To provide the Board with a progress report on the delivery of the Collections Strategy 2023-2027, summarising the first three years of the four-year strategy.

Recommendation

That the Collections Strategy Update be noted.

Background

The GRLC Collections Strategy 2023-2027 was adopted by the GRLC Board at its meeting on 24 February 2024.

A library collection is a significant asset to any community; it provides access to knowledge that can empower and transform individuals and the community at large. GRLC collections are an essential resource for residents and visitors alike, offering a range of books, magazines, DVDs, eBooks, audiobooks, online databases, and other digital resources.

Through funding from Member Councils and State Government, GRLC makes invests into a library collection for the region's communities; with over 436,000 library collection items available, an investment of approximately $2.2 million and at least 70,000 new items each year. While this represents a significant annual investment, GRLC's large service population means collection expenditure equates to only $5.25 per resident. This places GRLC 40th out of Victoria's 50 public library services for collection expenditure per capita, highlighting the importance of ensuring every collection dollar delivers maximum community benefit. These physical and digital items generated almost 3 million loans in 2024-2025; an investment that is highly valued by its communities.

The Collections Strategy identified specific priorities over the four year period that would enhance this investment, ensuring it remains relevant, efficient and aligned with the Library Plan.

Underpinned by its vision- *to provide a diverse, inclusive, accessible and dynamic collection that reflects the needs and interests of our communities*- the Collections Strategy:

- Outlines the approach for GRLC to provide high quality collections and resources to our communities.
- Assessed the internal and external environment as at August 2023.
- Identified priorities and actions under four key pillars- Community, Resource Provision, Systems and Our People**.**

Key Information

The key pillars framed how the collections team delivers collection services to GRLC and its communities;

- Community- Recognising that the region covered by GRLC is geographically and economically diverse. Needs can vary dramatically depending on SIEFA index factors, proximity to physical services, and availability of internet connectivity, which inform how we deliver resources that respond to community need.
- Resource Provision- how we procure collections, and how we manage selection. A key focus in this space is ensuring selection is directly reflective of community need, and that efficient and responsible financial management is a key priority.
- Systems- ensuring our tools are fit for purpose, and that they are being used effectively.
- Our people- that the team is best positioned to best support the deliverables and the priorities of the organisation.

An Action Plan was developed by the Collections Managers to achieve the objectives of the strategy. The following pages provide a summary of progress against the Action Plan.

Across the four pillars, at the end of the third of four years:

- 30 Actions have been completed
- 4 Actions are In Progress (currently being completed)
- 3 actions are Upcoming (for completion in year 4)

The priorities and aspirations have been reviewed to ensure they are relevant and responsive to those in the GRL Library Plan 2025-29, particularity in reference to our diverse communities, digital access and hard-to-reach communities.

Next Steps

Year 4 reporting will be delivered as per schedule, including the drafting of the next Collections service plan, aligning with Library Plan priorities.

GEELONG
REGIONAL
LIBRARIES

Collections Strategy Update

DECEMBER 2026

Community

Collections that proactively address community need in a timely way

Community experience is enhanced, reflected in positive feedback and improved engagement



Year 3 Key Achievements

Curated collections from subject matter experts

Collection sponsorship and recommendations from industry professionals - Talking About Death (Kings Funerals); Parenting neurodiversity (Flying Start); recommendations from Meli to support foster care families.

Responding to customer needs

LOTE Magazine review identified underserved languages, unsuccessful subscriptions. Liaising with branch staff and their communities to either change or reallocate subscription resourcing.

Collections that are easy to access

Collection Signage update across the service- best practice in visibility and readability.

Upcoming Priorities

- Draft and initiate actions to identify non-user needs
- Identify response to Voice of Customer feedback (Expired Reservations and Reservations)
- Targeted marketing to local agencies- library resources for at-risk communities

Resource Provision

Deliver a high quality, relevant, best value and better used collection

Physical collections are well-utilised and meet the needs of the community, reflected in increased loans and membership with reduced wait times
eResources meet the demand of a growing community, reflected in increased number of users



Year 3 Key Achievements

Best value in procurement; responding to trends

uLibrary format transition program (free physical audiobook for every eAudiobook), participation in uLibrary consortia. Directing funding into this demonstrated change in format.

Ensuring procement is current and well utilised

Author standing order lists- revised with vendor to ensure funds are being spent where needed.

Upcoming Priorities

- Actions complete. Focus is to gather information to Identify priorities for upcoming service planning.

Systems

Ensuring systems support most effective procurement

Budget allocation provides best value to the community by ensuring expenditure is provided to formats and collections that the community need



Year 3 Key Achievements

Getting books to customers sooner

Improved financial tracking and transparency (Project Optimus) – dramatically shortened EOFY pause in purchasing, from 10 weeks to 4 weeks.

Systems that support well used collections

Collection transfers (Collection HQ) –items that would circulate better at other locations : Increased 4.3% on last year. 15041 items transferred generating 44350 circulations with a monetary value of $253,321

Tools that support efficient procurement

Formalised KPI's for vendors to track efficacy of selections. Identified gaps have been actioned with vendors as targeted areas for improvement.

All currently available opportunities for automated processes have been identified and actioned.

Upcoming Priorities

- LMS (Spydus) continuous improvement- exploring opportunities for customer book reviews

Our People

Collections team to excel as a high functioning team with strong liason relationships throughout GRLC

Library staff are passionate, engaged and knowledgeable in providing high quality collection services



Year 3 Key Achievements

Team design to deliver essential services

Team resourcing review conducted in early 2026, identifying roles and resourcing required to deliver quality procurement and organisational support.

Working with libraries to identify improvements with a CX lens

Collection Signage install across service provided increased opportunities to support collection movement and initiatives.

Upcoming Priorities

- Providing opportunities for GRLC staff to engage with readers advisory and reference training
- Formalising stock display approaches through staff training and best practice guidelines

8. DIGITAL STRATEGY UPDATE (CONFIDENTIAL)

Skye Wilson, Director People, Culture and Strategic Engagement

Purpose

Knowledge and connection for people and communities.

To provide the Board with an update on progress against the Digital Strategy 2023–2027, highlighting key achievements, benefits realised and priorities for the final year of implementation.

Recommendation

That the Digital Strategy Update be noted.

9. ACTIVITY REPORT 2026–2027 FY (CONFIDENTIAL)

Deanne Verity, Acting Director, Community Experience

Recommendation

That the Activity Report be noted.

10. CEO REPORT

David Semmens, Chief Executive Officer

Recommendation

That the CEO Report be noted.

Purpose

To provide information for noting on some key highlights, activities and projects since the August Board Meeting. The CEO Report demonstrates how we deliver against our Purpose:

Knowledge and connection for people and communities.

Library Plan 2025 – 29 Priorities

Encouraging Personal Curiosity - we will ensure our libraries continue to be places where people can safely and truthfully learn not only about the world, but themselves, leading to a more meaningful existence for everyone in our region.

Myf Warhurst – Author Event

We were delighted to host Myf Warhurst at the Dome in September. In conversation with Jacinta Parsons, Myf shared stories and insights from her new book, Middle Rage. Her honesty, openness, and authenticity made for a compelling discussion that clearly resonated with the audience.

With 243 people in attendance, it was one of the largest events we've held in recent years, even surpassing our Helen Garner event!





Our Local Authors Fair Draws Strong Community Support

The Local Authors Fair wrapped up this year's Local Word Writers Festival on Saturday 29 August at Geelong Library & Heritage Centre, bringing together 26 local authors and approximately 600 visitors.

The event provided readers with the opportunity to discover local talent, purchase books and connect directly with authors. Early survey results have been very positive, with attendees rating the event 4.3 out of 5 stars and all respondents indicating they would attend again.

The fair successfully supported local writers to showcase their work, build connections and engage with new audiences.



Book Week 2026 Photo Gallery! (22.8.26 – 28-8-26)






A Good Place


PIG WINNER
Aaron Blabey
PIG TOURIST
PIG the PUG




WINSTON and the INDOOR CAT











Evolving Customer Experience – we will augment our core programs, collections and services to meet evolving community needs in a digital age. We will support all our customers to participate meaningfully in modern life, both professionally and personally, so that they leave their library having their expectations exceeded and horizons expanded.

Deans Marsh Library Locker

We celebrated the official opening of the Deans Marsh Library Locker in late October, offering the Deans Marsh community a more flexible way to access library services. The locker provides 24/7 access for customers to return items and collect reservations at a time that suits them, making it easier to fit library visits into busy lives. Importantly, staff will continue regular visits to support customers (moving from Friday mornings to Tuesday mornings), ensuring the personal service at the heart of the library experience remains central. This builds on the work at Birregurra with the kiosk recently and a range of ongoing conversations with Councils to make our services more accessible to those across our region.



Queenscliff Library Locker

The Borough of Queenscliffe were successful in their grant application with the Living Libraries Infrastructure Program for a Locker to support the functioning of the Queenscliff Library. This locker will be placed in the courtyard at Queenscliff, allowing customers to pick up their holds outside of library hours. This is scheduled to be in place by mid next year.



Paint playing at Drysdale Library!

We were featured in the NEWS publication where creativity was in full splash during our "Playing with Paint" school holiday session! Children aged 5 to 8 ditched traditional paintbrushes to explore art using everyday objects, spending a fun-filled hour splashing, rubbing, dripping, and printing their own unique masterpieces.

The children were seen enjoying the freedom of the brush-free experience, filling the room with laughter and colourful energy as they discovered new ways to create.



NEWS

Paint playing at Drysdale library

School holidays were in full swing at Boronggook Drysdale Library on Tuesday 29 September with a Playing with Paint session and Independent photographer Ivan Kemp went along to take these pictures.

Impact Stories

Fostering Connection and Belonging

Customer demand at Torquay Library was significantly higher than expected this morning. While the car park was unusually full despite the gloomy weather and relatively few people visible around the site, the reason became clear during Toddler Time session between 10:30am and 11:00am. The session attracted a record attendance of 39 adults and 43 preschool-aged children, making it the largest Toddler Time group we have hosted.

The unusual high attendance placed some pressure on the available space in the children's area which our customers managed quite well given the circumstances. 09/09/26

Fostering Connection and Belonging

A customer visiting Highton Library commented that it was his first time in a library in around 30 years and was pleasantly surprised by how much library services have evolved. He showed particular interest in the range of digital resources available and expressed how much he appreciated learning about the many ways customers can access services both online and in person these days. 15/10/26

Uplifting digital access & capability

A couple came in wanting some assistance with applying for a Victorian Solar Rebate. They looked very organised and had all of the documents they needed. I mentioned that we offer Book a Librarian sessions for specific tech help. There was some time to assist them with their forms. We attempted on their phone at first but moved to the computers. They were shown how to duplicate a screen which enables downloading multiple documents and following a link from emails.
The couple were very grateful for the assistance, and learning something new. 17/9/26

Community Connection & Belonging

A dad and his daughter came to Book Chat for Parents and Carers today. The Activity Room was set up with train tracks, blocks, puzzles and paint sticks, which kept his two-year-old thoroughly entertained. The dad, an avid reader, said he really enjoyed the opportunity to discuss the books he loves. He mentioned that this is his local library and that he had wanted to attend the program for a while and hopes to come again next month. He commented that he enjoyed the in-depth discussion and sharing of top book recommendations of the year. 06/10/26

Enhancing Community Wellbeing – our libraries will continue to evolve as safe, welcoming and accessible public places where people from all walks of life connect with knowledge, ideas and each other. In doing so, we contribute to the health and wellbeing of both local and wider communities.

Chilwell Library Reopens

The City of Greater Geelong's redeveloped Chilwell Library opened its doors in September 2026. The refreshed library includes a new meeting room, breakout space with kitchenette facilities, a dedicated children's area, and a wonderful connection to the adjacent park and playground. It has been fantastic to see families, carers and children already making the most of the space.



Women in Local Democracy

Women in Local Democracy held an event at Geelong Library where GRLC took a pledge to advance gender equality in communities and councils that better reflect the diversity of the people they serve.

The pledge recognises that equality and human rights underpin democratic participation and are essential for strong communities, now and into the future. Its two goals are to build gender equality in participation and decision making, and to strengthen local democracy through gender parity in council representation.

Signing this pledge aligns strongly with the recent adoption of our Gender Equality Action Plan, which focuses on continuing to build an inclusive workplace, maintaining equitable opportunities, and ensuring we remain thoughtful and accountable in the way we support our people.

Embracing our Future – our people will feel happy, supported, safe and proud to work for an organisation that has successfully adopted a new not-for-profit governance model, enhanced its financial security and built strategic partnerships connected with likeminded organisations.

Building Connections Through a New Community Partnership

This quarter we developed an exciting new partnership with **Flying Start Children's Therapy**. Through the partnership, a specialised collection of resources focusing on autism, ADHD, sensory processing, emotional regulation and neurodiversity has been developed for our library network.

Supported by Flying Start's funding and expertise, the collection reflects our commitment to providing accessible, trusted resources that respond to community need and support children, families and carers across the region.

The collection will operate as a floating collection across all library locations, making it easy for customers to discover, reserve and borrow titles wherever they live. Resources can be identified through a dedicated catalogue collection and in-library collection stickers.

Staff involved in the project have expressed their enthusiasm about the positive impact these resources will have, both for families already connected with support services and for those seeking information and guidance through the library.



Humanforce payroll, rostering and Human Resource Information System

In September GRLC successfully implemented the Humanforce workforce management system, replacing manual timesheets, leave requests and separate rostering processes with a single integrated platform. The implementation included extensive staff training, data migration, testing and a structured hypercare support period following go-live.

The transition is also a significant organisational milestone as GRLC moves away from reliance on payroll support through City of Greater Geelong establishing workforce management and employee self-service capabilities at a lower overall cost.
Beyond the operational benefits, the implementation represents an important foundational step in preparing GRLC for transition to a Company Limited by Guarantee, ensuring critical workforce and payroll functions are managed independently and are aligned with the future governance and operating model.



State Advocacy

Meeting with the Shadow Minister

In September, I joined a Public Libraries Victoria (PLV) delegation to meet with Bev McArthur MP, Shadow Minister for Local Government. The delegation also included PLV CEO Angela Savage, Vice President Margherita Barbante and GRLC Chair Liz Pattison.



We advocated for a fairer State funding model for public libraries that better reflects population growth, the needs of regional communities and increasing demand for early-years literacy programs, digital inclusion initiatives and community support services.

We also highlighted the growing pressure on councils to fund these services and supported PLV's call for additional State investment and ongoing indexation.

PLV's proposed State funding model would redistribute funding across library services using an updated methodology that considers early-years needs and population growth.

Visitor Information Centre moving to the Dome

The Visitor Information Centre (VIC) has moved from the Geelong Town Hall to the ground floor of the Geelong Library & Heritage Centre (GLHC) in October, bringing visitor information closer to the library's services, collections and spaces.

The move supports the partnership focus of our Library Plan 2025-29, including the action to "explore co-location and complementary service opportunities with our partners, so that customers have access to a broader range of services."

Bringing the VIC into the GLHC provides an opportunity to do this, integrating visitor information with the library's existing offerings and creating more opportunities for people to discover Geelong and the region, explore local stories and experiences, and develop a deeper appreciation of the region's people, places and heritage.

All Staff Development Day

On 13 November, the entire GRLC workforce came together for a staff development day. The day was built around three key components:

- Community connection: We had a guest speaker explore how small, everyday interactions can make a lasting difference, highlighting the importance of connection in our work with communities.
- AI in public libraries: Representatives from State Library Victoria, City of Melbourne and Deakin University shared insights on artificial intelligence and its role in public libraries.
- First Nations art: Staff participated in a First Nations art activity led by Jenna Oldaker, a Wadawurrung Traditional Owner and artist.

Together, these sessions gave staff an opportunity to connect, learn and bring fresh insights to libraries across the network.

We also recognised the following staff service milestones:

- **10 years:** Grace Baranowski, Vicky Dunmore, Amanda Daniels, Tracie Mauro, Ann-Maree Hannon, Tim Symons, Fern Clutterbuck, Leizl Power, Samantha Murdoch, Elizabeth Moore and Sean Murphy.
- **20 years:** Deanne Verity.
- **30 years:** Tania Parmer
- **40 years:** Wayne Gurrie.





GEELONG REGIONAL LIBRARIES

CUSTOMER FEEDBACK

WE ARE HAPPY TO RECEIVE YOUR COMMENTS AND SUGGESTIONS.

Complete this form and:

- Hand it in at any library branch
- Email us at info@grlc.vic.gov.au
- Write to the Executive Manager
  Library Services & Customer Experience
  51 Little Malop St, Geelong 3220

All feedback will be monitored to help us improve the library service. If you wish to receive a response, please include your name and email address or telephone number at the bottom of the form.

Thank you for your interest in Geelong Regional Libraries

LIBRARY Torquay. DATE Thursday 27/8/26.

Age 74

I joined today as I am visiting my daughter who lives ~~in~~ here in Torquay

Elizabeth helped me join up. She was fantantic

I had no idea that I could access Ancestry & Find My Past plus heaps of other stuff.

Exceptional - so patient & great communicator

CUSTOMER FEEDBACK

WE ARE HAPPY TO RECEIVE YOUR COMMENTS AND SUGGESTIONS.

Complete this form and:

- Hand it in at any library branch
- Email us at info@grlc.vic.gov.au
- Write to the Executive Manager
  Library Services & Customer Experience
  51 Little Malop Street,
  Geelong, Victoria 3220

All feedback will be monitored to help us improve the library service.

Thank you for your interest in Geelong Regional Libraries.

LIBRARY BRANCH Colac DATE 3/9/26

I live in Birregurra. I am 91 years of age. I have been going to the Birregurra Kiosk since it opened. I go every second Thursday afternoon. The service is excellent and I have ordered books and CD's and they have arrived promptly. I enjoy meeting two other elderly gentlemen who and seeing young people meeting or borrowing books from the KIOSK. The Librarian is there too, and if I can help at About once a month I get into Colac and spend a couple of hours in the Colac library. which is a treasure trove of things and the staff are friendly, very knowledgable and helpful.

If you wish to receive a response, please include your name and email address or telephone number below.

NAME

EMAIL OR TELEPHONE

11. TURNING THE PAGE – PROJECT UPDATE (CONFIDENTIAL)

David Semmens, Chief Executive Officer

Recommendation

That the Turning the Page Project Update report be noted.

12. MONTHLY FINANCIAL REPORT – OCTOBER 2026 (CONFIDENTIAL)

David Semmens, Chief Executive Officer

Recommendation

That the Monthly Financial Report - October 2026 be noted.

13. HEALTH SAFETY AND WELLBEING REPORT (CONFIDENTIAL)

Skye Wilson, Director People, Culture and Strategic Engagement

Recommendation

That the Health Safety and Wellbeing Report be noted.

14. BOARD OVERVIEW AND AGENDA 2027

David Semmens, Chief Executive Officer

Recommendation

That the Board Overview and Agenda 2027 be adopted.

Proposed Board Schedule 2027

25 FEBRUARY

Legislative:

- Preliminary Budget 2027/28
- Turning the Page – Endorse Corporate Documents

Standing Reports:

- CEO Report
- Monthly Financial
- Health, Safety & Wellbeing
- Activity Report
  - Major Events (annual)

Cyclical Strategic Reports:

- Strategic Risk Report (bi-annual)

29 APRIL

Legislative:

- Draft Budget 2027/28
- Turning the Page - Update

Standing Reports:

- CEO Report
- Monthly Financial
- Health, Safety & Wellbeing
- Activity Report

Cyclical Strategic Reports:

- P&C Report (annual) Incl:
  - GEAP
  - Access and Inclusion
  - Engagement Survey

24 JUNE

Legislative:

- Review public comments/ consider Budget 2027/28
- Turning the Page - Update

Standing Reports:

- CEO Report
- Monthly Financial
- Health, Safety & Wellbeing
- Activity Report
  - Heritage Services Strategy (annual)

Cyclical Strategic Reports:

- Alternative Revenue Report (Annual)

26 AUGUST

Legislative:

- Preliminary audit and annual activity 2026/27 report
- Turning the Page - Update

Standing Reports:

- CEO Report
- Health, Safety & Wellbeing

Cyclical Strategic Reports:

- Library Plan 2025 – 2029 Progress Report
  - Communication and Marketing (annual)
- Strategic Risk Report (bi-annual)

23 SEPTEMBER
(online meeting)

Legislative:

- Adopt Annual Report 2026/27

Standing Reports:

- CEO Report

Cyclical Strategic Reports:

25 NOVEMBER

Legislative:

- Chair Election
- Turning the Page - Update

Standing Reports:

- CEO Report
- Monthly Financial
- Health, Safety & Wellbeing
- Activity Report
  - Collections Strategy (annual)

Cyclical Strategic Reports:

- Digital Strategy (annual)

Proposed Board Dates 2027

GRLC Board Dates for 2027

1. Thu 25 Feb 5.30 – 7.30pm
2. Thu 29 April 5.30 – 7.30pm
3. Thu 24 June 5.30 – 7.30pm (Consider Budget 2027/28)
4. Thu 26 Aug 5.30 – 7.30pm
5. Thu 23 Sep 5.30 – 7.30pm (online meeting – Adopt Annual Report)
6. Thu 25 Nov 5.30 – 7.30pm

Victorian School Holidays 2027

2 April - 18 April

26 June - 11 July

18 Sep – 3 Oct

15. OTHER BUSINESS

Next Meeting	**Thursday 25 February 2027 5:30-7:30pm**
Location	**GRLC Boardroom, Level 4**

SECTION C – IN CAMERA

16. CEO EMPLOYMENT AND REMUNERATION COMMITTEE DISCUSSION

ATTACHMENTS

CONFIDENTIAL DRAFT MINUTES FROM BOARD MEETING 17 SEP 2026

GEELONG REGIONAL LIBRARIES

Geelong Regional Library Corporation

BOARD MEETING MINUTES

Thursday 17 September 2026, 5:30pm

Board Members & Officers only

Online

MS Teams

SECTION A - PROCEDURAL MATTERS

At **5.32pm** GRLC Chair, Cr Liz Pattison opened the meeting and welcomed everyone.

The meeting was held online via MS Teams

1. ACKNOWLEDGEMENT OF COUNTRY

Cr Pattison acknowledged the Traditional Owners of this land and paid respects to Elders past, present and emerging.

'The Geelong Regional Library Corporation acknowledges the Wadawurrung People of the Kulin nation, and the Gulidjan and Gadubanud Peoples of the Maar nations as the Original Owners of the lands on which our library services operate. We pay respect to Elders past, present and emerging. We acknowledge and celebrate First Nations Peoples of this land as the custodians of learning, literacy, knowledge and story.'

2. ATTENDEES

BOARD MEMBERS		ATTENDANCE		
Name	**Council**	**In Person**	**Online**	**Apology**
Cr Liz Pattison (Chair)	Surf Coast Shire		X	
Cr Elise Wilkinson (Deputy Chair)	City of Greater Geelong		X	
Cr Emma Sinclair	City of Greater Geelong		X	
Cr Rowan D. Story AM RFD	City of Greater Geelong			X
Cr Trent Sullivan	City of Greater Geelong			X
Cr Mick McCrickard	Colac Otway Shire		X	
Cr. Gavin Gamble	Golden Plains Shire		X	
Cr Isabelle Tolhurst	Borough of Queenscliffe		X	
COUNCIL OFFICERS				
Damian Waight	General Manager Community Life, SCS			X
Amie Higgs	Manager Community Participation, CoGG		X	
Ian Seuren	General Manager Dev & Com Serv, COS			X
Jonathan Daly	Dir Community, Planning & Growth, GPS		X	
Abbey Tatterson	Manager Customer Experience, BoQ			X
GRLC OFFICERS				
David Semmens	Chief Executive Officer		X	
Skye Wilson	Director, People, Culture & Strategic Eng		X	
Deanne Verity	Acting, Director, Community Experience		X	
Daniyal Ali	Manager, Finance & Governance		X	
Tanya Robertson	Executive Assistant		X	
GUESTS				
Anoja Bandara	Acting Manager, Financial Audit VAGO		X	

DRAFT

3. APOLOGIES

Cr Rowan D. Story AM RFD
Cr Owen Sharkey – Cr Gavin Gamble attending for GPS
Cr Trent Sullivan

4. INTERESTS, CONFLICTS OF INTEREST AND PECUNIARY INTERESTS

5. CONFIRMATION OF MINUTES DATED 27 AUGUST 2026

Recommendation

That the draft minutes of the Board Meeting held 27 August 2026 be confirmed.

Moved: Cr Emma Sinclair
Second: Cr Isabelle Tolhurst
Passed: Unanimously

SECTION B – REPORTS

6. GRLC ANNUAL FINANCIAL STATEMENTS 2025-2026 (CONFIDENTIAL)

David Semmens, Chief Executive Officer
Anoja Bandara, Acting Manager, Financial Audit Victorian Auditor-General's Office

Recommendation

That the Board:

1. Receives the final audit report and management letter from the Victorian Auditor-General's Office.
2. Notes the changes made to the draft Financial Statements since the Board meeting of 27 August 2026.
3. Approves and adopts the audited Financial Statements for the year ended 30 June 2026.
4. Authorises the Chair Cr Pattison and Deputy Chair Cr Elise Wilkinson to sign the Financial Statements for the year ended 30 June 2026 on behalf of the Board.
5. Authorises the Chief Executive Officer to incorporate the adopted Financial Statements into the 2025-26 Annual Report.

Moved: Cr Elise Wilkinson
Second: Cr Emma Sinclair
Passed: Unanimously

7. DRAFT GRLC ANNUAL REPORT 2025-2026

David Semmens, Chief Executive Officer

Recommendation

That the Board:

1. Adopts the Draft GRLC Annual Report 2025-2026, incorporating the audited Financial Statements for the year ended 30 June 2026.
2. Authorises the Chief Executive Officer to insert the VAGO certificate, make any minor editorial, formatting or administrative amendments required prior to publication, provided such amendments do not materially alter the content of the report.
3. Authorises submission of the Annual Report 2025-2026 to the Minister for Local Government in accordance with legislative requirements.
4. Authorises publication of the required public notice advising that the Annual Report has been prepared and is available for inspection.

Moved: Cr Elise Wilkinson
Second: Cr Mick McCrickard
Passed: Unanimously

The Board received the 2025–2026 Annual Report and noted the organisation's key achievements over the past year, including significant strategic initiatives and service innovations.

Board members acknowledged the significant work involved in preparing the report and congratulated GRLC staff broadly on the achievements outlined. The report was commended for showcasing the impact of GRLC services and innovation across the region.

8. MONTHLY FINANCIAL REPORT – AUGUST 2026 (CONFIDENTIAL)

Daniyal Ali, Manager, Finance and Governance

Recommendation

That the Monthly Financial Report - August 2026 be noted.

9. OTHER BUSINESS

The Chair thanked Board members for their participation and formally closed the meeting. Meeting ended 6:02pm

Next Meeting **Thursday 26 November 2026 5:30-7:30pm**

Location **GRLC Boardroom, Level 4 & Teams**

Signed: _____

Cr Liz Pattison
Chair

Date of Confirmation: / / 2026

DRAFT