

### LIBRARY BOARD OF TRUSTEES

CITY OF PALM SPRINGS, CALIFORNIA www.palmspringslibrary.gov

## REGULAR MEETING AGENDA WEDNESDAY, DECEMBER 1, 2021 5:30 P.M.

Pursuant to Assembly Bill 361, this meeting will be conducted by teleconference and there will be no in-person public access to the meeting location.

- To view/listen to the meeting live, please use the following link: <a href="https://us02web.zoom.us/j/82759094611">https://us02web.zoom.us/j/82759094611</a> or call 1-669-900-6833, Meeting ID: 827 5909 4611
- Submit your public comment to the Library Board of Trustees electronically. Material
  may be emailed to <u>jeannie.kays@palmspringsca.gov</u>. Transmittal prior to the start of
  the meeting is required. Any correspondence received during or after the meeting will
  be distributed to the Board and retained for the official record.
- You may provide telephonic comments by calling the Library Director at (760) 322-8375 to be added to the public comment queue. At the appropriate time, a staff member will call you so that you may provide your public testimony to the Board.
- The meeting will be recorded, and the audio file will be available from the Office of the City Clerk and will be posted on the City's YouTube channel, as soon as practicable.

TRUSTEES
Ed McBride, Chair
Craig Borba, Ed. D., Vice-Chair
Juanita Garner, Trustee
David Norgard, Trustee
Al Jones, Treasurer

Palm Springs is an inclusive world-class city dedicated to providing excellent and responsive public services to enhance the quality of life for current and future generations.

Staff representative: Jeannie Kays, Director of Library Services, Palm Springs Public Library

- I. CALL TO ORDER ROLL CALL
- II. ACCEPTANCE OF THE AGENDA: In order to meet Brown Act requirements, items may be added to the agenda only upon decision by a majority of the Board of Directors to add the item because of a need for immediate action. This Agenda was available for public access at the City Hall exterior bulletin board (west side of Council Chamber), and City Clerk's office on or before 5:30 p.m., November 24, 2021. A courtesy posting of this Agenda can be found on the Library's website at <a href="https://www.palmspringslibrary.org">www.palmspringslibrary.org</a>. Pursuant to the Government Code Section 54957.5, the designated office for inspection of public records in connection with the public meeting of the Library Board of Trustees is the office of the City Clerk, City Hall, at 3200 East Tahquitz Canyon Way, Palm Springs, California.

#### Acceptance of Agenda:

	Motion:	Second:	Approved:	Opposed:	Abstention Names(s):
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III. PUBLIC COMMENTS: This time has been set aside for members of the public to address the Library Board of Trustees on Agenda items; and items of general interest within the subject matter within jurisdiction of the City. Although the Library Board of Trustees values your comments, pursuant to the Brown Act, it generally cannot take any action on items not listed on the posted Agenda. Three (3) minutes are assigned to each speaker.

#### IV. CONSENT AGENDA

- A. Meeting Minutes of November 3, 2021
- B. Library Statistics
- C. Donation Report

Acceptance of Consent Agenda:

Motion: Second: Approved: Opposed: Abstention Names(s):

#### V. ADMINISTRATIVE REPORTS

- A. Friends of the Palm Springs Library
- B. Palm Springs Public Library Foundation
- C. Library Staff

#### VI. TREASURERS REPORT

Acceptance of Treasurers Report:

Motion: Second: Approved: Opposed: Abstention Names(s):

#### VII. DISCUSSION/ACTION ITEMS

A. Allocate \$104,741.93 of unallocated funds in cash account to Future Library Projects

Motion: Second: Approved: Opposed: Abstention Names(s):

B. Discussion and Acceptance of Bylaws Revisions (Norgard/Garner)

Motion: Second: Approved: Opposed: Abstention Names(s):

C. Suggestions for PR Campaign Funds-details to be presented at meeting

Motion: Second: Approved: Opposed: Abstention Names(s):

D. Finance Investments ad hoc committee update (Jones/Borba)

Motion: Second: Approved: Opposed: Abstention Names(s):

E. Measure J application update (McBride)

Motion: Second: Approved: Opposed: Abstention Names(s):

#### VIII. TRUSTEE/STAFF COMMENTS/FUTURE AGENDA ITEMS

IX. ADJOURNMENT: The meeting of the Library Board of Trustees will adjourn to its next regularly scheduled meeting at 5:30 p.m. on Wednesday, January 5, 2022 in the Large Conference Room at Palm Springs City Hall or virtually.

The Palm Springs Public Library Board of Trustees meets at 5:30 p.m. on the 1st Wednesday of every month, unless noted otherwise, virtually or in the Large Conference Room at Palm Springs City Hall, 3200 East Tahquitz Canyon Way, Palm Springs, CA.

#### THE PUBLIC IS INVITED TO PARTICIPATE

#### **COMMITTEES:**

STANDING:

ADVOCACY MCBRIDE

BUDGET JONES/MCBRIDE

BUILDINGS BORBA

POLICIES/BYLAWS GARNER/NORGARD

AD HOC:

FOUNDATION LIAISON GARNER/MCBRIDE

FRIENDS LIAISON BORBA MEASURE J LIAISON JONES

AFFIDAVIT OF POSTING

County of Riverside ) ss. City of Palm Springs )

State of California

I, Jeannie Kays, Director of Library Services of the City of Palm Springs, California, hereby certify this Agenda was delivered to each member of the Library Board of Trustees, provided to all parties who have requested such notice, posted at City Hall before 5:30 p.m., on November 24, 2021, and posted on the City's website as required by established policies and procedures.

Jeannie Kays, MLIS
Director of Library Services

#### PUBLIC NOTICES

Pursuant to G.C. Section 54957.5(b)(2) the designated office for inspection of records in connection with the meeting is the Office of the Library Director, Palm Springs Public Library, 300 S. Sunrise Way. Complete Agenda Packets are available for public inspection at: Palm Springs Public Library. Agenda and staff reports are available on the City's website www.palmspringsca.gov. If you would like additional information on any item appearing on this agenda, please contact the Director of Library Services at (760) 322-8375.

It is the intention of the City of Palm Springs to comply with the Americans With Disabilities Act (ADA) in all respects. If, as an attendee or a participant at this meeting, If you will need special assistance beyond what is normally provided, the City will attempt to accommodate you in every reasonable manner. Please contact Lisa Brock at 760-322-8387 to inform us of your particular needs and to determine if accommodation is feasible. Please advise us at that time if you will need accommodations to attend or participate in meetings on a regular basis.

DRAFT

#### PALM SPRINGS PUBLIC LIBRARY BOARD OF LIBRARY TRUSTEES MINUTES

Palm Springs Public Library Teleconference via Zoom November 3, 2021

#### 1. CALL TO ORDER

President McBride called the meeting to order at 5:31 p.m.

ROLL CALL	PRESENT

Craig Borba	Yes
Juanita Garner	Yes
Al Jones	Yes
Ed McBride	Yes
David Norgard	Yes

STAFF PRESENT: Jeannie Kays, Director of Library Services.

**CITY STAFF PRESENT:** Lisa Brock, Library Operations and Collection Manager; Julie Warren, Library Services and Public Relations Manager.

**PUBLIC PRESENT:** Robert Engel, Nanci Morrison, David Sidley.

#### 2. ACCEPTANCE OF THE AGENDA:

**MOTION:** (Borba/Norgard, 5-0) To accept the agenda.

3. PUBLIC COMMENTS: None.

#### 4. CONSENT AGENDA

**MOTION:** (Jones/Borba, 5-0) To approve the consent agenda.

- 4. A. Meeting Minutes of October 6, 2021
- 4. B. Library Statistics
- 4. C. Donation Report

#### 5. ADMINISTRATIVE REPORTS

#### 5. A. Friends of the Palm Springs Library

Julie Warren gave the report. The Friends received a proclamation from City Council to commemorate their 50<sup>th</sup> Anniversary. They are having an online auction. On December 4 from 10am – 1pm they are having a DVD and CD sale in the Library.

#### 5. B. Palm Springs Public Library Foundation

David Sidley gave the report. The Foundation sent out their annual year end giving letter.

#### 5. C. Library Staff

Redistricting Meetings: December 16 at 5:30 pm, at Palm Springs Library

Friends of the Library: Online auction coming soon.

Halloween Drive-Thru: Successful.

Read Grateful: online reading challenge via Beanstack app.

Pictures with Santa: December 8, 3-6 pm by appointment only. Reservations will open December 1.

Online events:

Adults: Thankful Boxes Teen: Fall Leaf Art

Kids: Acorn pocket aprons

LGBTQ+ History and Archives Exhibit: November 4-7, Welwood Murray Memorial Library

November 4: 6-8 pm Fri-Sat: 10-5:30 Sun: 12-5:30

#### 6. TREASURERS REPORT

Director Kays gave the report. The notes receivable account in now accurate. The trust fund balance is \$1,871,526.70. Treasurer Jones will meet with Director Kays to discuss the financials. President McBride asked the Library to come back to the Board with ideas on how to use the Library PR funds. President McBride suggested it was time to start investigating what they want to do with the Trust Fund. He appointed Treasurer Jones and Trustee Borba to a committee to start getting organized and looking into the options for the Trust Fund.

#### 7. DISCUSSION/ACTION ITEMS

#### 7. A. Discuss Measure J Application(s)-Measure J application ad hoc committee

President McBride shared the draft of the Measure J application. The Friends of the Library and the Foundation assisted with putting together the draft.

#### 7. B. Bylaws Subcommittee Update - no action

Trustee Norgard gave the report. The subcommittee met with Director Kays and discussed the revisions to the bylaws. A draft is pending and will be discussed at the next Board meeting.

#### 7. C. Acceptance of Library Annual Report

Director Kays presented the Library Annual Report that will be submitted to the City Council.

**MOTION:** (Jones/Borba, 5-0) To approve the Library Annual Report.

#### 7. D. Acceptance of Chromebook Lending Policy

Director Kays presented Chromebook Lending Policy. The Library got a grant through the California State Library to purchase 12 Chromebooks for circulation.

**MOTION:** (Borba/Jones, 5-0) To approve the Chromebook Lending Policy.

#### 8. TRUSTEE/STAFF COMMENTS/FUTURE AGENDA ITEMS

None.

#### 9. ADJOURNMENT

The November meeting adjourned at 6:39 p.m.

RESPECTFULLY SUBMITTED,

Jeannie Kays
Director of Library Services

October 2021 vs. October 2020							
LIBRARY STATISTICS	2021	2020	%CHANGE				
MATERIALS CHECKED OUT (Total)	24,501	13,127	87%				
Print	11,961	4,715	154%				
Media	7,784	3,548	119%				
Electronics	33	0	_				
Other (Downloadable & In-house)	4,723	4,864	-3%				
LIBRARY CARD REGISTRATIONS (Total)	146	90	62%				
Palm Springs Resident	79	60	32%				
California Resident	58	29	100%				
Out of State and/or Fee Cards	9	1					
DOOR COUNT (Main)	8,584	0	-				
DOOR COUNT (WMML)	2,041	0	-				
PUBLIC COMPUTER SESSIONS (Main)	1,827	0	-				
PUBLIC COMPUTER SESSIONS (WMML)	171	0	-				
WiFi COMPUTER SESSIONS (Main)	1,299	216	501%				
WiFi COMPUTER SESSIONS (WMML)	99	12	725%				
NO. OF PASSPORTS PROCESSED	15	0	-				
IN-PERSON PROGRAMMING (Total)	406	0	-				
Pre-School Pre-School	0	0	-				
School Age	0	0	-				
Family	406	0	-				
Teen	0	0	-				
Adult	0	0	-				
IN-PERSON PROGRAM ATTENDANCE (Total)	406	0	-				
Pre-School	0	0	-				
School Age	0	0	-				
Family	406	0	-				
Teen	0	0	-				
Adult	7	17	-59%				
LIVE-VIRTUAL PROGRAMMING (Total)	0	5	-5970				
Pre-School	0	1	-				
School Age	0	0	-				
Family	0	4					
Teen	7	7	0%				
Adult	110	-					
LIVE-VIRTUAL ATTENDANCE (Total)	0	119 22	-8%				
Pre-School	0	4	-				
School Age	0	0	-				
Family	0	14	-				
Teen	110	79	39%				
Adult  PREPECORDED PROCE AMMING (Testal)	11	0					
PRERECORDED PROGRAMMING (Total)	8	0	-				
Pre-School	<u>8</u> 1	0	-				
School Age	0	0					
Family	1	0	-				
Teen	<u>1</u> 1	0	-				
Adult ON DEMAND VIEWS (Total)	115	711	-84%				
ON-DEMAND VIEWS (Total)	44	492	- <b>84%</b> -91%				
Pre-School	19	58					
School Age	0		-				
Family	U	0	-				

Adult	47	108	-
SELF-DIRECTED ACTIVITIES (Total)	0	0	-
Pre-School	0	0	-
School Age	0	0	-
Family	0	0	-
Teen	0	0	-
Adult	0	0	-
SELF-DIRECTED ACTIVITIES COMPLETED (Total)	0	0	-
Pre-School	0	0	-
School Age	0	0	-
Family	0	0	-
Teen	0	0	-
Adult	0	0	-

	2021-22 DONATION	IS			
	LAST UPDATED NOVEMBER	24, 2	2021		
DATE	DONOR		AMOUNT		DESIGNATION
11/24/2021	RENEE GLICKMAN		\$	75.00	
	ТО	TAL	\$	75.00	



# City of Palm Springs

#### **Palm Springs Public Library**

300 South Sunrise Way • Palm Springs, California 92262-7699 Tel: (760) 322-READ (7323) • Fax: (760) 327-5744 www.palmspringslibrary.org

November 24, 2021

Renee Glickman

Dear Ms. Glickman,

On behalf of the Palm Springs Public Library and the Library Board of Trustees, I want to thank you very much for your November 19, 2021 contribution to the Library of \$75.00 in honor of Trustee Al Jones. A letter has been sent to Mr. Jones acknowledging your donation.

Without the generous support of donors, the Palm Springs Public Library would not be able to offer all that we do. We cannot thank you enough for your donation. For more information about our programs and services, visit www.pslibrary.org.

With gratitude,

Jeannie Kays

Director of Library Services
Palm Springs Public Library

City of Palm Springs



# City of Palm Springs

#### **Palm Springs Public Library**

300 South Sunrise Way • Palm Springs, California 92262-7699 Tel: (760) 322-READ (7323) • Fax: (760) 327-5744 www.palmspringslibrary.org

November 24, 2021

Al Jones

Dear Trustee Jones,

On behalf of the Palm Springs Public Library and the Library Board of Trustees, I want to express gratitude for your continued service to the Library Board of Trustees and the City of Palm Springs. We wanted to let you know that we have received a donation of \$75.00 in your honor from Renee Glickman.

Without the generous support of donors, the Palm Springs Public Library would not be able to offer all that we do. For more information about our programs and services, visit www.pslibrary.org.

Sincerely,

Jeannie Kays

Director of Library Services
Palm Springs Public Library
City of Palm Springs



### **BALANCE SHEET FOR 2022 5**

				NET CHANGE	ACCOUNT
FUND: 151	Library	์ Endowment Fเ	nd	FOR PERIOD	BALANCE
ASSETS					
	151	10005	Operating Bank Account	2,000.00	1,807,920.83
	151	12105	Interest Receivable	.00	3,605.87
	151	12300	Notes Receivable	-2,000.00	60,000.00
		TOTAL ASSETS		.00	1,871,526.70
FUND BALAN	CE				
	151	29000	Fund Balance Unreserved	.00	-1,871,526.70
	151	29320	Budgetary FB Unreserved	.00	1,766,784.77
	151	29330	Appropriations	.00	-1,766,784.77
		TOTAL FUND E	ALANCE	.00	-1,871,526.70
Ţ	OTAL LIA	BILITIES + FU	ND BALANCE	.00	-1,871,526.70

<sup>\*\*</sup> END OF REPORT - Generated by Jeannie Kays \*\*

## City of Palm Springs, CA



## ACCOUNT TRIAL BALANCE FOR FY22/OCT TO NOV $_{\mbox{\scriptsize FUND}}$ $_{\mbox{\scriptsize 151}}$

ACCOUNT ACCOUNT NAME PER JNL SRC EFF DATE REFERE	ORG NCE	BEG. BALANCE	DEBITS	CREDITS	NET CHANGE	END BALANCE
151 10005 Operating Bank Account 4 220138 CRP 10/11/21 5 220229 CRP 11/15/21	151 CASH RECEIPT CASH RECEIPT	TS JOURNAL	2,000.00 2,000.00	.00	2,000.00 4,000.00	1 907 020 92
151 12105 Interest Receivable	151	1,803,920.83 3,605.87	4,000.00		4,000.00	1,807,920.83
151 12300 Notes Receivable 4 220138 CRP 10/11/21 10110 5 220229 CRP 11/15/21 10110	151 CASH RECEIPT		.00	2,000.00 2,000.00	-2,000.00 -4,000.00	3,605.87
151 29000 Fund Balance Unreserved	151	64,000.00 -1,871,526.70	.00	4,000.00	-4,000.00	60,000.00
151 29320 Budgetary FB Unreserved	151	-1,871,526.70 1,766,784.77	.00	.00	.00	-1,871,526.70
151 29330 Appropriations	151	1,766,784.77 -1,766,784.77 -1,766,784.77	.00	.00	.00	1,766,784.77 -1,766,784.77
TOTALS FOR FUND 151 Library Endowment Fund		.00	4,000.00	4,000.00	.00	.00

## ALL LIBRARY EXPENDITURE ACCOUNTS 11/24/2021

	LIBRARY TRUST FUNDS								
Org	Object	Description	Budgeted	YTD Spent	Encumbered	Available Budget	Percent Used		
1514010	50005	Training, Travel and Dues	3,750.00	0.00	0.00	3,750.00	0.00		
1514010	50035	Materials and Supplies	52.81	0.00	0.00	52.81	0.00		
1514010	50201	Future Library Projects	1,506,895.59	0.00	0.00	1,506,895.59	0.00		
1514010	50202	Trust Fund Books	54,157.17	0.00	30,000.00	24,157.17	55.39		
1514010	50203	Kropitzer Trust Donation	196,665.74	0.00	0.00	196,665.74	0.00		
1514010	50207	PR Library Campaign	5,263.46	0.00	0.00	5,263.46	0.00		
Unallocated Funds 104,741.93 104,741.93									
		TOTALS	1,871,526.70	0.00	30,000.00	1,841,526.70			

## ALL LIBRARY EXPENDITURE ACCOUNTS 11/24/2021

MAIN LIBRARY								
Org	Object	Description	Budgeted	YTD Spent	Encumbered	Available Budget	Percent Used	
1004000	40000	Salaries, Full Time	1,093,091.85	201,069.61	0.00	892,022.24	18.39	
1004000	40002	Salaries, Overtime	2,500.00	0.00	0.00	2,500.00	0.00	
1004000	40010	Leave Payoffs	0.00	10,372.48	0.00	-10,372.48	0.00	
1004000	40020	Fringe Benefits	303,525.00	32,621.00	0.00	270,904.00	10.75	
1004000	40045	Medical Insurance Withdrawal	0.00	1,050.00	0.00	-1,050.00	0.00	
1004000	40050	RHS Health Benefit	13,800.00	2,062.50	0.00	11,737.50	14.95	
1004000	40055	PERS Retirement Cost	390,993.06	71,336.54	0.00	319,656.52	18.24	
1004000	40060	PERS - POB	36,645.00	9,161.25	0.00	27,483.75	25.00	
1004000	40065	Workers' Compensation	53,461.00	13,365.25	0.00	40,095.75	25.00	
1004000	40095	Medicare Insurance	15,748.33	3,056.26	0.00	12,692.07	19.41	
1004000	40100	Retiree Health Benefit	127,029.00	31,757.25	0.00	95,271.75	25.00	
1004000	40105	Contractual Services	115,710.18	69,020.22	0.00	46,689.96	59.65	
1004000	50005	Training, Travel and Dues	3,675.00	1,897.00	0.00	1,778.00	51.62	
1004000	50030	Gas and Lubrications	5,000.00	338.43	0.00	4,661.57	6.77	
1004000	50031	Communications	16,600.00	633.14	0.00	15,966.86	3.81	
1004000	50035	Materials and Supplies	264,675.00	139,122.97	70,425.78	55,126.25	79.17	
1004000	50055	Insurance	122,956.00	30,739.00	0.00	92,217.00	25.00	
1004000	50105	Repairs and Maint General	88,200.00	41,078.50	30,678.01	16,443.49	81.36	
1004000	50120	Facilities Maintenance Service	140,007.00	35,001.72	0.00	105,005.28	25.00	
1004000	50126	Grants	0.00	3,037.00	0.00	-3,037.00	0.00	
1004000	50135	Administrative Benefits	12,649.95	3,162.49	0.00	9,487.46	25.00	
1004000	50140	Printing	11,000.00	0.00	0.00	11,000.00	0.00	
1004000	50145	Advertising	8,900.00	1,950.00	0.00	6,950.00	21.91	
1004000	50200	Friends of the Library	7,676.92	7,676.92	0.00	0.00	100.00	
		TOTALS	2,833,843.29	709,509.53	101,103.79	2,023,229.97		
	WELWOOD MURRAY MEMORIAL LIBRARY							
Org	Object	Description	Budgeted	YTD Spent	Encumbered	Available Budget	Percent Used	
1004005	40105	Contractual Services	85,800.00	51,542.40	0.00	34,257.60	60.07	
1004005	50015	Electricity	30,000.00	0.00	0.00	30,000.00	0.00	
1004005	50020	Water	2,500.00	292.80	0.00	2,207.20	11.71	
1004005	50030	Gas and Lubrications	5,000.00	0.00	0.00	5,000.00	0.00	
1004005	50031	Communications	16,000.00	0.00	0.00	16,000.00	0.00	
1004005	50038	Welwood Operations	30,025.00	870.16	1,926.80	27,228.04	9.32	
		TOTALS	169,325.00	52,705.36	1,926.80	114,692.84		

## **MEASURE J COMMUNITY GRANT APPLICATION 2021**

Who: Palm Springs Public Library

Palm Springs Public Library Board of Trustees

Friends of The Palm Springs Public Library, EIN 51-0142318 Palm Springs Public Library Foundation, EIN 47-2910849

What: Palm Springs Public Library-Public Meeting/Maker Space Room

When: January 2022

Where: Palm Springs Public Library

Why: Libraries are no longer a warehouse for books. Libraries provide space and opportunities for hands-on learning and engagement beyond education or entertainment. In recognition of this shift in a library's role and value, programming and creation spaces have grown exponentially. The Palm Springs community has a great need for meeting facilities for all citizens and groups. This proposed meeting room will not only provide a facility for traditional meetings but will also include technology that can be used as "makerspace" which is a collaborative workspace for making, learning, exploring, and sharing that uses high tech to no tech tools. The room will provide handson learning, help with critical thinking skills and a communal public workshop in which citizens of all ages can work on small personal projects. With this grant the Library would convert a current 288 square foot storage room and former office space, measuring 16' x 18', into a meeting room/makerspace that can serve many purposes. It can be utilized as a meeting room, classroom, or maker space. Teens, seniors, or anyone will be allowed to use the room and it can be available for groups to reserve, or it can use it for library programming. Another project the Library has explored with the Sustainability Department and the Certified Farmer's Market is a Fix-It Clinic. This would be the perfect space for a Fix-It Clinic where the Library could bring in an expert, for example a lamp repair person, and they would help people repair their broken lamps. Uses for the room and technology is unlimited and can serve the community in many ways. Libraries are the ultimate sustainable resource.

### **Mission Statement:**

The Palm Springs Public Library provides our community with opportunities to discover, enjoy, enrich, and connect with ideas and people throughout all stages of life.

#### **Vision Statement:**

The Library is the most trusted informative and accessible cultural resource in Palm Springs.

#### **Background**

A special meeting of the Library Trustees was held on March 13, 2019, to allow participants including Trustees, Friends and Foundation Board members and individuals from the community at-large to respond to a new Public Library Strategic Plan. All participants agreed that the major goal for the City of Palm Springs and the Palm Springs Public Library should be to build a "new" Library"; i.e. either renovate the current building; renovate and expand the existing facility or build a new library on a different site. However, in the interim, participants acknowledged that achieving this significant goal will be a lengthy process and recommended that, in the short term, the Palm Springs Public Library continue to enhance services to all of Palm Springs residents. This project would help achieve that goal.

#### **Cost Proposal**

Our cost proposal would include laptops to use for computer class instruction, in addition to other technology like sewing machines or even vinyl cutters like a Cricut or Silhouette machine. Our proposal will also include new cabinets, converting two unused doors into interior-facing windows and changing the current door from solid wood to glass to make the room more inviting.

A potential list of equipment to be included is as follows:

- Tables on wheels and chairs for 20 people
- Laptops
- Flat screen TV for projection/instruction/gaming/film viewing
- Windows
- New door
- New cabinets that lock and possibly have pull-out drawers for heavier equipment
- Paint
- Carpet
- Sound system with microphone

Our cost estimate: \$100,000