

Maryland Library Association
Minutes
Executive Board/Advisory Council Meeting
Wednesday, July 20, 2022
1:00 p.m. – 3:00 p.m.

VIRTUAL MEETING

<https://marylandlibraries.zoom.us/j/93442067028>

In Attendance: Kevin Jayce (TIG), Laura Bandoch (Guest), Josh Stone (Executive Director), Mary Anne Bowman (Past President), Nay Keppler (President), Teonja Jung (SSD), Lisa Kenyon (Author Award), Sabine Simonson (OSIG), Tiffany Sutherland (LAIG), Rachel Miller (LDD), Kenneth Wayne Thompson (LGBTQ+IG), Amy Miller Meyers (Marketing), Ashley Teagle (EDI Panel), Cathy Hollerbach (MLA Awards), Kelsey Hughes (Conference Chair), Sharon Morris (BCMLA), Summer Rosswog (CSD), David Dahl (ALA Councilor), Jennifer Jones (PSD), Carl Olson (Treasurer, GIIG), Andrea Boothby Rice (IFP), Julie Fitzpatrick (CRAB), Tracy Miller (FOLIG), Andrea Berstler (Leg Panel), Natalie Edington (Leg Panel), Megan Sutherland (PDP, LAIG), Teresa Miller (LGBTQ+IG)

Excused Absence: Joe Thompson (LLT), Elizabeth Howe (Archives)

Call to Order and Welcome

Nay Keppler

- Nay called the meeting to order at 1:02pm

Changes to the Agenda

- Materials Interest Group, New Business
 - o Mary Anne Bowman moves to change the agenda
 - o Teonja Jung seconds
 - o All approve

Minutes May 18, 2022

Conni Strittmatter

- Jill Hutchison motions to approve the minutes
- Morgan Miller seconds
- All approve

Treasurer's Report

Carl Olson

Balance Sheet

- Bank balance was at \$135,294.02, up 23% from last year
- Total bank accounts of \$135,864.02 is up 23.09% from the close of FY21
- Total Accounts Receivable is unchanged
- Total assets is up 6.88% from the end of FY21
- Accounts Payable was negligible
- Net income for the year was \$17,354.03
- Total liabilities and equity balanced at \$269,473.63, 6.88% higher from last year

Profit & Loss

- Unrealized gain and loss was a loss of \$9,236.68, down 141.18% from this time last year. This is due to market fluctuations
- Conference income ended the year at \$218,722.30, up 27.38% from last year
- Fundraising income arrived at \$1,717, almost 17.5% higher than last year
- LLT committee took in only \$300 due to a pause in operations
- Jobline Income came to \$4,000, an increase of almost 58%
- Membership income, inclusive of all kinds, was \$69,677, down 3.45% due likely to lower county support
- Group program income ended the year at \$5,937.20, down 11.9% from last year
- Total income and gross profit was \$292,738.02, an increase of just under 3.5% over FY21
- Conference expenses added up to \$130,722.72, an increase of 135.69%, which reflects more normal operations
- Bank & Credit Card fees had a slight increase over last year with \$10,989.03
- Committee expenses came in at \$112.80
- Scholarships were down 20.43% from last year at \$1,850
- Office expenses were at \$16,620.10 due to the office being open, an increase from last year of 48.34%
- Personnel expenses ended FY22 at \$95,152.39, down 26.37% from the end of FY21
- Program group expenses came in at \$1,100, down likely due to online offerings
- Total expenses were at \$277,546.49
- Dividend income came in at \$2,162.50
- Net income, therefore, totaled \$17,354.03

Budget vs. Actuals

- Annual conference income came in at \$218,722.30, which is \$18,722.30 higher than the budgeted income
- Fundraising income came in at only 8.59% of its budgeted figure
- LLT brought in \$300 of its \$30,000 budget, reflecting a pause in operations
- Membership dues of \$69,677 were at 81.97% of the budgeted figure
- Group program income came in at 23.75% of the budgeted figure
- Total income of \$292,738.02 came in at 79.94% of the budgeted figure
- Conference expenses of \$130,722.72 came in at 113.67% of the budget
- Bank & Credit Card Fees came in at 139.1% of the budgeted figure
- Scholarships of \$1,850 were budgeted at \$4,000, so they dispersed 46.25% of the budget
- Office expenses went slightly over the budget at 100.73% of the figure
- Personnel expenses of \$95,152.39 came in at 60.22% of the budget
- The total for group program expenses ended at 22% of its budget
- Total expenses of \$277,546.49 totaled 75.38% of the budget
- Net income, therefore, was \$17,354.03 against a projected loss of \$2,000, which is better by 867.7%

Questions & Comments

- Andrea moves to approve the budget for audit
- Mary Anne seconds
- All approve

Old Business

1. Budget Vote

- a. Thank you all for voting – the budget passed!

2. ALA Booth

- a. The booth at ALA was successful – we ran out of everything!
- b. In the future, we will want to limit working the ALA booth, and the perks that go with it, to MLA members
 - i. Kelsey noted that a friend had a difficult time finding other MLA folks at the happy hour
 - ii. Nay mentioned we could have a chat on MLA Connect prior to the happy hour to help connect people. Maybe also have a ribbon or some sort of identifier

3. MLA Connect

- a. 230 members have activated their accounts
- b. EDI panel held their most recent meeting on MLA Connect

New Business

1. Special Election

- a. Michelle Hamiel, the VP/Pres Elect, left her role at PGCMLS for a new job at ULC
- b. Kenneth Wayne Thompson and Thomas Vose are both running for the special election
- c. Bios and Candidate statements are ready
- d. Voting is currently open. Josh will notify members tomorrow and it will be open for the next two weeks, closing August 5th
- e. Thanks to Morgan Miller for getting this election up and running quickly

2. Materials Interest Group

- a. Technical Services Division was recently dropped because of difficulty getting members and officers
- b. This part of the profession, along with others working with materials on the back end, still need opportunities to network and have innovative conversations
- c. Laura Bandoch has created a petition to create a Materials Interest Group
- d. Someone joined MLA after seeing the petition because of excitement about being involved
- e. There are 16 total signatures on this petition
- f. Jennifer Jones motions to approve this petition pending the membership status of the signees
- g. Carl Olson seconds
- h. The petition is approved pending the membership status of those who signed, needing 10 total signatures from MLA members

3. Non-MLA Members on committees/groups

- a. Currently, it's quite vague whether you need to be an MLA members to attend and be a part of committees and groups
- b. Interest groups have traditionally been more informal and this seems to have trickled out into other unit types, other than maybe panels which often seek their members
- c. Other associations have it written clearly that, in order to be on some sort of committee, you need to be a dues paying member

- d. Josh would like to find a balance between inclusion and being a member driven organization
- e. We are working on new dues structures that could help solve this problem
- f. David suggests we need to be precise about what types of units have which rules. Perhaps committees and panels require membership, or sponsor someone for a membership to be on the panel. We could do a cost analysis on the benefit of sponsoring that member for a year with the anticipation they could become a member after that
- g. Sharon Morris agrees that at least officers should be members. However, since a group like BCMLA (being new) is looking to build membership, it would be difficult to require membership for participation
- h. Many discussed the barriers that a membership requirement could create toward our goal of diversifying our association
- i. Kevin suggests we more clearly outline benefits to membership, which could improve member numbers
 - i. Nay can talk with Anita and Beth, along with Amy Meyers from marketing, about a draft of membership benefits
 - ii. Sharon from BCMLA would also like to be involved in that conversation
 - iii. Perhaps that communication could also include how to sponsor a member

4. Unit Reports

- a. These were due June 30th, but please turn it in as soon as possible
- b. There were problems with the pdf. Nay or Josh can send the word document if needed

5. Exit Survey

- a. There were some comments about choosing between in-person, virtual, and hybrid meetings.
 - i. Nay feels strongly that the virtual meeting format is best for this group. Hybrid meetings can create inequities between in-person and virtual attendees. Gas and travel expenses are high right now. Also COVID
 - ii. Jennifer Jones mentions that the conference committee is on zoom the same day as Executive board. It would be helpful to consider different days if we are doing all virtual meetings
 - iii. Kelsey Hughes agrees that breaking it up would be great, but likely for next year
- b. Some recommended that we could condense the budget update to highlights, or that the update could be more a narrative of the needs to know.
 - i. It is a part of our charge as a board to make sure the budget is on track
 - ii. Many suggest we need to know generally if the budget is on track, if we're ahead or behind, if there is anything out of the ordinary
 - iii. Tracy asks what the role is of nonvoting members regarding the budget
 - iv. Ashley Teagle mentioned a different report types that she has used in the past. She will send this to Carl
 - v. This will be placed on Old Business for further discussion at future meetings
- c. When we vote, there can often not be room or space for dissenting views or suggestions. Nay will be sure to leave space for that. Please remember that it is okay to vote "nay" or bring up disagreement in discussion

6. Consolidate Space for MLA Work

- a. If you are hosting an MLA meeting or event, please use an MLA platform
- b. Clean up any other accounts you may have that are not MLA related and move the MLA business over to MLA platforms

7. Minutes for MLA Meetings

- a. Sharon Morris asked when and where the minutes can be found
- b. Teonja agreed that it would be better for the minutes to be found sooner than two months after the meeting, as it currently happens
- c. We can make this change without a vote. Conni will send out the meeting minutes with an explanation of why and how we're changing this process

President's Report

Nay Keppler

- There will be two surveys for the strategic plan – one for members and one for non-members. These will go out in August
- We will work on getting institutional memberships going, which will include changes to the bylaws
- MLA is looking for a graphic designer for a new MLA logo
- Josh and Nay represented MLA on the LSTA grant panel
- They met with Ashley and Andrea about the EDI Panel
- TIG is working on the benefits of membership
- If there is a meeting coming up that you want Nay to attend, please reach out to her so she can prioritize it
- If you don't have an updated page with meetings and officers on the MLA site, please send those updates to Bob or Josh

Vice President/President Elect

Vacant

- This position is currently vacant

Executive Director

Josh Stone

- Josh attended ALA
- MLA Connect launched
- There is now a job ad for the current vacant PT office position at the office
- During the last CML meeting in June. They have a vacancy for the Part Time executive director for that role. Josh is working on that
- October 15th is the CML reception – save the date

ALA Councilor's Report

David Dahl

- ALA has a "unite against book bans" campaign. There is a call for state chapters to sign on
- ALA is working on changing software for engaging with political advocacy
- ALA highlighted their intellectual freedom and LMS checklists for privacy
- We may or may not be a Freedom to Read Foundation member. In the past we have been, but they are not great at sending out renewal notices. They do a lot of work and tracking with libraries and intellectual freedom cases. They noted work on book bans, criminal prosecutions of librarians, introduction of surveillance software, geo-fencing, and freedom of speech issues on college campuses.

Legislative Update

Andrea Berstler

- This upcoming legislative session will be very full. We anticipate proposing a new funding bill for SLRC, that we will work with Gordon Krabbe at Pratt and MAPLA. We have our radar already out to watch for potential censorship bills that infringe on intellectual freedom. We are discussing with ALA possible additional legislation on ebook access and fairness, but are watching Mass. Legislature and Mass Lib Assoc for how they handle their current bill. We anticipate returning to an in-person, one day legislative event with some modifications – details to come.
- With the impasse on the budget at the federal level, there is little if any movement there on anything that might impact libraries. Natalie Has been doing a great job, along with David Dahl, and they are keeping Leg Panel informed of any federal or ALA issues that might be of interest to MLA.

Past President

Mary Anne Bowman

- Mary Anne attended ALA and attended the social event and worked the table
- At the EDI task force, they talked about being more inclusive of various types of libraries outside of public

Conference Director's Report

Kelsey Hughes

- The team wants to develop a mission and vision to address issues of programs not being as diverse or inclusive as we want them to be. They also want to ensure all types of library staff feel included. This will go on the call for proposals
 - o DRAFT: MISSION: The annual conference strives to build and promote a strong, engaged, knowledgeable, diverse, and inclusive library community to advance the transformational impact of library staff and libraries.

MLA/DLA seeks proposals and speakers representing the full range of library organizations (academic, school, public, specialized, etc.) and positions within the library.

Programs will be selected with an eye toward amplifying underrepresented groups that have been historically marginalized or excluded due to race, gender identity and expression, sexual orientation, ability, religious identity, economic background, educational background, age, or other factors.

- The theme for the conference is “Level Up,” which will mean a video game aesthetic

Unit Leader Reports

Unit Leaders

- Julie Fitzpatrick (CRAB) – Please tell Julie what your units and library systems are doing and how you'd like that to be featured by MLA. They are going to start a feature from the past highlighting a member of MLA
- Andrea Boothby Rice (IFP) – IFP met June 8th and discussed ongoing issues around censorship and challenges. Nothing has been directly brought to IFP thankfully. IFP hosted learning circles at the end of the Cultures Conference this year. They are looking at creating programming around frontline workers dealing with challenges, and administration dealing with challenges. Their next meeting is August 3rd. Please reach out to IFP if you ever need assistance with 1st amendment related challenges.
- Ashley Teagle (EDI Panel) – They are close to finalizing their membership. As they create their own mission and vision, they are looking at historical documents from when the group was a task force, as well as examples from library systems with similar groups
- Megan Sutherland (PDP) – The Professional Development Panel will next meet on July 22nd. This

year's panel has representatives from ACRL, EDI Panel, and at-large members. The deadline for educational grants is July 31st. Grants of up to \$500 are available for MLA members.

- Megan Sutherland (LAIG) – LAIG will hold its next meeting on August 3rd. LAIG co-chairs Tiffany and Megan Sutherland met with Andrea Berstler and Natalie Edington last week. We discussed ways that LAIG can support the work of the Legislative Panel. Our first project will be compiling and creating talking points for the Summer MACO Conference.
- Jennifer Jones (PSD) – The next meeting is scheduled for September 8th. They are trying to meet back in person. This has been a challenge because either the rooms are not available or the booking window is not as wide. PSD is working on a program in conjunction with FOLIG on futuring and literacy
- Summer Rosswog (CSD) – Meetings are every second Monday of the month except for October, which will be the first Monday because of Indigenous Peoples' Day. They are working on recruitment strategies. The primary focus is putting together a Kids Are Customers, Too committee to plan that conference soon. [Black Eyed Susan Tapestry, Fall Edition](#), has been finalized. Ira Marcks will be the presenter – he wrote Shark Summer. This will be 9:30-1:30, all virtual
- Sabine Simonson (OSIG) - OSIG has partnered up with MSLA outreach group and first meeting last month. I have sent a graphic designer contact to Josh. Happy summer
- Teonja Jung (SSD) – SSD submitted a proposal for a program that was very successful at PLA – this will include one virtual and one in person. They are also working on MLA annual programs
- Rachel Miller (LDD) – There was a sudden turnover in LDD's presidency. This led to postponing the normal division meeting, though the steering committee did meet. Rachel has sent out an email soliciting titles for future discussion
- Sharon Morris (BCMLA) – BCMLA met for the second meeting this month. The Hot Topics in Professional Development team from BCMLA will be offering a session on telehealth coming up. BCMLA is working on developing a partnership with the UMD iSchool. Kenneth Wayne Thompson has secured some funds through fundraising. The mentoring group is narrowing down some ideas to work with HCBUs and K-12 programs to promote librarianship. They have begun talking with the conference committee about getting the authors of *The Black Librarian in America: Reflections, Resistance, and Reawakening*. BCMLA would also like to discuss with the Centennial planning group about ways to partner.
- Cathy Hollerbach (MLA Awards) – Cathy is working on building the committee. They would like to get more nominations in the future. We all need to work on getting the word out to increase participation in this.
- Tracy Miller (FoLIG) – FoLIG is meeting in early August to determine goals for the next year. They would like to try out MLA Connect as a sharing platform for this group. They are partnering with PSD to do the in person program at the Miller Branch of Howard County
- Teresa Miller (LGBTQ+ IG) - We have updated our goal for the survey of LGBTQ+ library services and workplace culture. We will spend this year refining the goals of the survey and create a proposal for the project. In addition to presenting a program at conference next year, we will also host a social event, most likely a mocktail workshop. We are also discussing social opportunities for the interest group to get together in person, such as attending a drag brunch together, and possibly representing MLA at Pride events next summer.

Adjourn

- Megan Sutherland motions to adjourn

- Summer Rosswog seconds
- Meeting adjourned