

Maryland Library Association
Minutes
Executive Board Meeting
Wednesday, September 26, 2022
1:00 p.m. – 3:00 p.m.

VIRTUAL MEETING

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

In Attendance: Mary Rayme (MLS), Josh Stone (Executive Director), Amy Meyers (Marketing), Kevin Jayce (TIG), Tracy Miller (FoLIG), Andrea Boothby Rice (IFP), Laura Bandoch (MIG), Rachel Miller (LDD), Sharon Morris (BCMLA), Meg Faller (RAIG), Natalie Edington (Leg Panel), David Dahl (ALA Councilor), Lisa Kenyon (Author Awards), Amy Jenkins (RAIG), Sabine Simonson (OSIG), Mary Anne Bowman (Past President), Chelsea Shockley (SSD), Tiffany Sutherland (LAIG), Teonja Jung (SSD), Carl Olson (Treasurer), Summer Rosswog (CSD), Jennifer Jones (PSD), Teresa Miller (LGBTQ+IG), Kelsey Hughes (Conference), Morgan Miller (Nominations), Anita Crawford (Membership), Brie Sinnot (ACRL),

Excused Absence:

Call to Order and Welcome

Nay Keppler

- Nay called the meeting to order at 1:01pm

Changes to the Agenda

- Josh introduced Leah, the new office assistant for the MLA office

Minutes July 20, 2022

Conni Strittmatter

- These minutes were already approved via email and posted to the mdlib site

Treasurer's Report

Carl Olson

Balance Sheet

- Bank balances were \$121,706.68, up 17.34% from the end of August 2021
- Long term reserves were \$127,364.36, down about 13% from last year
- Total current assets were \$252,766.04
- Accounts payable was negligible
- Retained earnings were \$261,979.28, up about 4% from last year
- Net income was a loss of \$9,212.53
- Total liabilities and equity came in at \$252,766.04, just around .4% under last year

Budget vs. Actuals

- Unrealized gain and loss showed a respectable gain the market with \$3,442.92
- Conference income is holding at \$115, which is .05% of the budgeted amount expected
- We have taken in \$25 in fundraising income
- Jobline income of \$625 is just under 21% of its annual goal of \$3,000
- Membership dues were \$12,469, just under 15% of its projected goal

- Group program income has taken in \$1,475 or 7.38% of its budgeted figure
- Total income and gross profit are at \$18,201.92, or 4.53% of the annual goal
- ALA councilor expenses come in at \$1,374.41
- There are no conference expenses yet
- Scholarship expenses come in at \$500
- Office expenses are \$3,004.34, about 18% of the budget for the year
- Personnel expenses of \$21,779.79 is just under 13% of its annual budget
- There are no programming expenses yet
- Total expenses are at \$27,468.85, which is 6.75% of the budget
- Net operating income is a loss of \$9,266.93. We normally start the year out this way with something of a loss
- Adjusted slightly for dividend income, net income comes in at a loss of \$9,212.53

Questions & Comments

- Jennifer Jones moves to approve this for audit
- Mary Anne seconds
- All approve

Old Business

1. Work Plans

- a. Due October 1st. Send to Conni and Josh

2. The (Free) Crab

- a. Steering Committee discussed making The Crab free. This could help us market programs and what we do, which could help increase membership
- b. Julie Fitzpatrick, the Crab Editor, supports this
- c. Jennifer Jones asks if we make any money off of the Crab
 - i. We do get money from some ad sales
 - ii. If more people were able to access those ads, it might make the vendors happier
- d. Anita asks if there has been talk about combining The Happenings and The Crab?
 - i. This has been a discussion
 - ii. Other suggestions include looking into Mail Chimp to manage the newsletter. KennethWayne has offered the use of Charles County's Mail Chimp account
 - iii. These changes could come about with the Centennial and rebranding
- e. Chelsea thinks not having to log in would increase readership

3. Unite Against Book Bans Update

- a. David emailed information about an opportunity to sign on in support of the Unite Against Book Bans campaign through ALA.
- b. ALA confirmed the commitment is very light – we would sign onto the statement, then encourage our members to sign on as individuals
- c. We could encourage members however works best for us – email, statement on our site, in meetings, etc
- d. Book challenges this year are outpacing last year's, which was already a record year
- e. None are opposed to signing on to Unite Against Book Bans
- f. Nay or Josh will reach out to ALA to sign on

New Business

1. Institutional Dues

- a. Currently, institutional dues only get you free jobline postings
- b. Josh is proposing we give membership to all staff (FT and PT) of a library system who pay

institutional dues

- c. He has already spoken with many at MAPLA, who are on board with this. Josh has struggled with getting in touch with Academic Directors
- d. Because we already have buy in, it would be beneficial to get this started soon while the support is on the top of peoples' minds
- e. Lisa asks if this is optional or a requirement
 - i. Josh clarifies this would be optional – systems could decide not to sign up for this type of membership
- f. The average cost of an individual member is around \$115, which Josh used to inform the membership dues
- g. Kelsey asks if there will be an option for school libraries as well
 - i. This is something we'd work on
- h. Laura asks if this would only cover Librarian staff or if it would cover support staff as well
 - i. This would cover all staff of the library, including support staff
- i. How would we know which staff are members based on the institutional membership?
 - i. The system would send a staff list to MLA, which would be uploaded into the MLA membership database
 - ii. Follow up – would the system only send staff who would be interested? Is there a downside to having people in the membership database who aren't interested in being involved?
 - iii. Sharon Morris echoes that it could be beneficial to have staff opt in to membership, which would mean staff could choose to opt out
 - iv. Kelsey suggests, however, that this model could produce fewer members depending on how much each system promotes the membership
- j. How do we handle someone who leaves their job from a library with an institutional membership? Would it still be good for the remainder of the year or end immediately?
 - i. This is undecided, but we discussed pros and cons to keeping the person in the database or not
- k. How are we going to sell this to systems?
 - i. Systems seem sold on this very quickly. Professional development is key
 - ii. This would also allow us to offer more free webinars
- l. In order for this to move forward, the membership would need to vote on it and the bylaws would need to be changed (which also requires a membership vote)
- m. Andrea Berstler suggests that systems may not understand or support keeping staff who are no longer employed by them as members under their organization. It could be a difficult thing to explain or communicate
- n. How will we handle people who paid for their membership already but are now covered by an institutional membership?
 - i. We will discuss this further, but we likely will not issue refunds for this
- o. If every institution joined, we'd grow our membership by 700% and our income by 120%
- p. Would we see a loss in member/non-member fees for conference?
 - i. Josh began working on this question. There is a gamble to this, but it should not come out as a loss
- q. What is the minimum to break even?
 - i. There are many factors in this because systems vary in size, so it's difficult to determine for every possibility

2. Member Benefits

- a. The membership committee began looking at what other state library associations have to showcase benefits of membership
- b. The team has begun to create a document with current benefits, as well as ideas for what

we can add in the future

- c. The current draft is not as streamlined as the final draft will be, which we want to be very digestible
- d. The team will also add a similar document for benefits of institutional membership if that passes
- e. This will help people understand why they should join, and for those newer to MLA leadership to use when talking to others about why they should consider joining
- f. Andrea suggests pulling the annual conference out as its own point because it's such a large culminating event
- g. Jennifer asks if we get discounts for membership to other neighboring state library associations (DLA, VLA, DCLA, etc)
 - i. Josh will look into this
- h. Connecticut Library Association also offered a discount for things like pet insurance, which we could start to explore as a benefit

3. Strategic Plan

- a. MLA had the first planning session meeting with anyone from the executive board and advisory council able to attend
- b. The meeting focused on collecting information to help formulate the mission and vision
- c. There will be another meeting coming up soon to complete crafting the mission and vision sometime in October
- d. Nay would like to have this completed by the end of the year

President's Report

Nay Keppler

- Nay is continuing to visit as many unit meetings as she can. So far, she has attended LAIG, LDD, CSD, ACRL, and BCMLA. Please reach out to Nay if she hasn't attended your unit's meeting yet
- Nay sits on the board for MSLA. The Board Orientation and first meeting took place this month
- Max Canner is the graphic designer who will be working on the new MLA logo. They will attend the next Marketing meeting to get more ideas about what it could look like
 - Sharon Morris asks how the decision was made for the firm creating the logo. Will all units benefit and get logos?
 - Currently, divisions do not have their own logos. If a unit would like their own logo, they can reach out to Josh. PSD does have a logo, but it is old
 - Anita suggests, and Amy Meyers agrees, that we could ask Max Canner to create a header of some sort to the new logo to signify their unit's logo
 - We would need to edit the header on the logo for any new units
 - Max is also going to take an old logo from the 70s and recreate it on shirts and hats to sell
- We are still in the middle of Centennial planning. Nay and Anita met with Media Creation Services with Baltimore County Public Library to create a teaser for the centennial
- There will be a Centennial planning meeting next week on the 29th
- MLA has a new archivist named Mikayla

Vice President/President Elect

KennethWayne Thompson

- KennethWayne could not attend this meeting

Executive Director

Josh Stone

- Josh attended the CML board meeting at the Michael E Busch Annapolis Library, which is also where the annual conference will be held on October 15. Everyone is encouraged to attend

- The Maryland Library Leadership Institute will come back in 2023. It will take place at Donaldson Brown – Maureen Sullivan will come back for the dates. Nini Beegan is also able to be there.
- Josh and Mary Anne finally gave out the last of the MLA Annual awards
- Josh discussed with Amigos the possibility of offering MLA members programming from them
- Leah Sims started in the MLA office
- Andrea Boothby Rice and Josh did a radio interview with someone from the public services news radio to discuss book challenges and how lucky Maryland is right now. Their segment may have been cut because of how little Maryland has been impacted by book challenges and bannings

ALA Councilor's Report

David Dahl

- If anyone is interested in volunteering on an ALA committee, the deadline is September 30th
- ALA Council has an open forum tomorrow to discuss revising ALA's bylaws in order to merge contents from their constitution, which they are working on rescinding which will leave them with only the bylaws to rule the organization. This will help transform ALA governance
- The executive board of ALA is currently determining if council will meet in person in January at LibLearnX, or if it will be virtual or hybrid
- If you are involved in a book challenge, ALA would like to hear about it. You can use their tracking system to report it and possibly seek help from them.

Legislative Update

Andrea Berstler

- Legislative Panel has begun meeting again for the 2023 legislative session
- One major priority we will be promoting is the funding bill for SLRC, which would allow SLRC to offer the incremental annual increases in funding
- They are keeping their eye on bills that have been pre-filed or dropped in right before committee
- For the most part, the Maryland Legislature is receptive to hearing from the MLA Leg Panel on these topics. They are supportive of a library culture that does not allow censorship. The midterm elections could reshape this
- Leg Panel would like Library Directors to keep them informed of any book challenges or banning attempts as well
- Wednesday, February 15th will be a single-day in person legislative day
 - This will include a drop in breakfast rather than an evening reception

Past President

Mary Anne Bowman

- Mary Anne attended the strategic planning meeting, which included a lot of great input from those who attended
- She continues to meet with Nay, Josh, and KennethWayne to make sure all information is passed down as needed

Conference Director's Report

Kelsey Hughes

- Conference update: proposals are coming in a little slowly, please keep promoting the form. Due October 8. Anita will be copresenting a training on how to present at MLA with Tyler Wolfe and Ella Alonso next Tuesday the 27th at Laurel library. Free for all MLA and DLA members.

Unit Reports

- Meg Faller (RAIG) – There are a few programs they're already working on for Annual Conference. Book Buzz will be coming back – this program invites several large publishing houses to talk about the new releases coming out. The other program will discuss audio books and readers advisory. They do have an idea for a program that may connect to the LGBTQ+ IG – this would be a stand alone training. They have a meeting coming up October 6th, which has been posted in MLA

Connect

- Amy Meyers (Marketing) – Next month, they will meet with Nay, Josh, and the logo designer. They are working on a conference program about marketing for all library sizes.
- Andrea Boothby Rice (IFP) – There is a big Banned Books event at Salisbury University with Carole Boston Weatherford and Jeffery Boston Weatherford there speaking. You can find more about this program here - <https://libraryguides.salisbury.edu/IF/BBWevent>. Wicomico Public Library held a contest for children to create a poster – the entries will be on display. The next meeting is October 5th. They're working on a series of brown bag lunch discussion. Coming up in March will be a discussion on the intersection of intellectual freedom and hate speech and how to balance that
- Chelsea Shockley (SSD) – In October, SSD will offer an in person and virtual session on disrupting difficult behaviors. They're working on developing conference programs. Chelsea is presenting at an upcoming circ conference to discuss how to get involved in an MLA membership group
- Jennifer Jones (PSD) – PSD is trying to meet in person with a virtual component, which has been challenging because not all locations have the tech. PSD is working with FoLIG to have a futuring unconference. So far, they have 8 people registered to attend. They are also hoping to plan a session in the Spring on networking after COVID. They are working on updating their website
- Kevin Jayce (TIG) – There have been lower numbers lately, likely because of Summer Reading. They are working on a Video Game Advisory and "Libraries at Lunch" program. New members are stepping up – someone is on the Teen Connect planning team and on the Kids Are Customers, Too planning team
- Laura Bandoch (MIG) – MIG had their first meeting at the end of the August. They are working on their conference proposal, which will discuss looking at materials through an EDI lens. They want to talk about eBook lending models and how services are changing, how systems distribute things to branches, etc. October 12th will be their next meeting.
- Lisa Kenyon (MD Author Award) – The committee to read books. The list is narrowed down to about 30 children's books, which will soon be ranked and narrowed down even more to determine a winner
- Mary Rayme (MSLA) – MSLA had their LSTA five year plan approved by IMLS, which was developed with Maureen Sullivan as a consultant. This will be uploaded to their site shortly. The [MSLA Annual Report](#) has been completed and posted. The [competitive grants through IMLS](#) have been selected.
- Rachel Miller (LDD) – LDD resumed their monthly meetings this month, in which they discussed a Ted Talk called the Myth of Bringing Your Whole Self to Work. Nay visited the meeting to discuss her goals and the centennial. The next meeting is in November. They hope to get their bylaws completed by the end of the year.
- Sharon Morris (BCMLA) – Registration is open for the professional development program on libraries as telehealth hubs. It's on October 19th at 1pm. All MLA members will be free. There will be a special election for a president elect and a secretary in November. They are working on submitting program ideas for annual conference, one of which is a preconference on what to do when an EDI program goes terribly wrong. They invited Dr. Sibyll Moses from the Library of Congress to a recent meeting. Dr. Moses discussed the project *Chronology of African American Librarianship, Libraries, and Library Services in the State of Maryland* and the importance of documenting our own history. She provided examples of how to start and how BCMLA members can contribute.
- Sabine Simonson (OSIG) – They are working on a program for the annual conference on book festivals and author visits. Continue to check the facebook page.
- Summer Rosswog (CSD) – The BEST conference went very well. Ira Marcks was the guest speaker. The September monthly meeting had excellent attendance. They are looking at moving the meeting to midday to help catch staff who work the morning or evening shift.
- Teresa Miller (LGBTQ+IG) – At the last meeting, they discussed their experiences within different systems when promoting inclusive programming, sometimes with backlash from the community or

the system. They hope to host a social event at the conference, something like a mocktail workshop.

- Tif Sutherland (LAIG) – During these first few months of FY23, LAIG has focused on brainstorming what the year will look like - meeting frequency and content; standalone, brown bag, and conference programming; and supporting the Legislative Panel and next year's Library Legislative day. Co-Chairs Megan and Tif attended the Maryland Association of Counties summer conference in Ocean City, August 17-19. During the conference, we worked at the Maryland Libraries booth with many representatives from libraries throughout the state. We spoke with many current elected officials and people on the ballot this November, and it was encouraging how much everyone understood the importance of our state's libraries. This year we also focused on communicating how libraries create opportunities for all community members to access technology and the library as a hub of communities. Thank you to John Venditta for sponsoring Tif's registration. Co-Chairs Tif and David attended September's Legislative Panel meeting. They took meeting minutes, gathered pertinent local and federal legislative updates for LAIG meetings, and worked on preparations for 2023's Maryland Library Legislative Day. Maryland Library Legislative Day will happen in person on February 15, 2023. The event will include an open house at Calvert House in the morning with breakfast and coffee for legislatures and their staff. A pre-event briefing will take place the week before the day. Program planning:
 - 2022 MLA/DLA annual conference programs
 - Legislative update - Andrea Berstler and Natalie Edington
 - Advocacy 101
 - Co-sponsor pre-conference with IFP about library challengesPotential Brown Bag or standalone programs in the works:
 - Partnering with the Teen Interest Group [TIG] to plan a program about engaging teens in library-relevant advocacy, highlighting relevant issues, and giving them the skills to discuss and engage
 - Focusing on advocacy skills for school and academic librarians
 - Co-sponsoring something with IFP about materials, services, and events
- Tracy Miller (FoLIG) – The next meeting is the first Monday of October at 10am. Please share interesting articles in MLA Connect. Please attend meetings to be a part of the conversations.

Adjournment

- Mary Anne Bowman motions to adjourn.
- Summer Rosswog seconds.
- All approved