

**New Hampshire Library Association Executive Board**  
**Virtual via ZOOM**  
**February 14, 2023**  
**2:00-4:00pm**

Members Present: Mindy Atwood (president) Denise van Zanten (past-president), Chandra Boudreau (Center for the Book liaison), Linda Pilla (membership chair), Susan Harmon (READS incoming president), Eric Stern (ULAC chair), Lisa Jose (Wild Apricot administrator), Melissa Mannon (EDI co-chair), Jessica DeLangie (treasurer), Carlos Pearman (scholarship committee), Angela Brown (Technical Services chair), Amy Lappin (legislative, ALA and state library), Yvette Couser (website coordinator), Maryjo Siergiej (YALS president), Lauren Rettig (IFC co-chair), Christina Finemore (CLNH president), Corinne Chronopoulos (secretary), Amber Coughlin (NELA Representative), Conrad Moses (NHLTA liaison), Sheryl Bass (treasurer-elect), Kersten Matera (Bylaws Chair), Mathew Bose (ITS co-chairs)

Others Present: None

Call to order at 2:02pm

Approve Agenda: Motion to approve agenda made by Eric Stern, seconded by Amber Coughlin. Poll of the Board. Motion carries.

Approve December Minutes: Motion to approve December minutes as written made by Amber Coughlin, seconded by Amy Lappin. Poll of the Board. Motion carries.

Introduction of all officers and new section/committee chairs.

### **President Report**

Deb Hoadley unable to attend and excused.

Reminder all committees should have one person serving on the conference committee. The conference committee meets monthly. Sections should reach out to Deb Hoadley to confirm the time of the next meeting.

Mindy Atwood sent lobbyist contract to executive board for review.

**Motion to accept the lobbyist contract.** Jessica DeLangie makes a motion, Denise van Zanten seconds. Poll of the Board. Motion carries.

Together with Denise and Christine, Mindy has been working on current legislation- there are several bills relevant to NHLA. This will be discussed later in the meeting.

## **Treasurer's Report**

- Jessica DeLangie has been conducting training with incoming treasurer Sheryl Bass.
- Lots of dues received.

Mindy Atwood asks about when we predict we will get closer to our budgeted amount for membership dues. Jessica DeLangie explained we have not hit our projected budget for a few years, but we will get closer by end of March. Mindy suggested we keep that in mind for the next budget season.

Linda Pilla suggests we may get closer than years past because we have a spring conference and people register and it makes sense to join NHLA for the discount.

## **NELA report**

- Amber Coughlin reminded all of the NELLs application deadline and encouraged people to apply. Amber will be looking for NH librarians to help her go through the NH applications.
- EDI group has been invited to think through how to encourage people to apply and help with application review.
- NELA conference dates announced. It will be Oct 15-17, 2023, in Springfield MA.

**State Library:** no report

## **EDI Report**

- EDI has drafted a resolution. The committee has decided to delay bringing this forward to NHLA Executive Board until they have time to further review. The group has contacted the Equity Leaders Fellowship seeking someone to guide committee work and help “operationalize equity.” They want to conduct a self-assessment using a framework to help libraries put EDI principles in place. They want to involve wider membership. They are looking for representatives from different sections and committees to comment on the resolution draft and about how NHLA is doing implementing EDI principles. They will maybe introduce this framework at spring conference. If anyone is interested, they should contact Melissa Mannon or attend next EDI meeting.

Eric Stern is pleased the group is stepping back to look at the mission again and gain more input from more voices.

Mindy Atwood agrees the most value comes when it feels specific to NHLA.

### **Advocacy Committee:**

- Denise van Zanten spoke to some legislation being watched by NHLA and our lobbyist. For example HB 514. [Full text available here.](#) Denise reported that NHLA was contacted by EveryLibrary (a lobbyist group that advocates for all libraries) about partnering on efforts to oppose HB 514. This bill is more specific to NHSLMA and because they have not formally joined NHLA yet, there is question about if that works with our lobbyist contract.
- Teresa Rhodes Rosenberger- NHLA lobbyist will speak at spring conference.
- Stay tuned for NH governor budget which was released today.
- The advocacy committee is Christine Friese, Mindy Atwood, and Denise van Zanten, and another Sunapee staff person hopefully. They are a small committee watching the vast number of bills that come forth (over 900) and could use help on this committee.

### **Paralibraian section:**

- Notice went out today to reconstitute the section.
- A working group is trying to help organize and make this section successful. It was discussed at the Officer meeting last month and the point was made that with the paralibrarian certification process there has to be buy-in from paralibrarians to pursue the certificate but also buy-in from the directors. The thought was co-chairs (one a para, one a director) would be ideal to encourage both.

### **READS report:**

Sue Harmon reports the READS treasurer has resigned. She is looking for recommendations. They are also seeking a new program committee member. They meet 4 times per year.

### **Wild Apricot:**

- Lisa Jose reports that Wild Apricot fees are going up again significantly. It is a jump of \$540 – which is about 25%. Lisa Jose will be looking at other software and gathering feedback. It is a big task to change databases but could be considered. The renewal happens in May so Mindy Atwood asks this to be on the April Executive Board agenda.
- Mindy asked Conrad Moses if NHLTA is closer to choosing a new database. Conrad reports they have not and are also looking at other systems. They are also going to look at Wild Apricot. Conrad will put Lisa Jose directly in contact with the person working on this for NHLTA.

### **NHLTA report:**

United for Libraries membership will not be continued. The Board voted not to continue because they would have to pay half of the fee and it was not the best use of funds based on low usage. United Libraries was initially paid for by AARP money via the state library.

### **YALS report:**

Maryjo reports the approval of one of their members program submissions to NHLA. They voted to cover the cost for her co-presenter fees to the conference. Yvette Couser confirmed the costs. Denise van Zanten suggested Maryjo Siergiejs reach out to Deb Hoadley about speaker fees.

### **Old Business**

- None

### **New Business**

- Sue Harmon presented a request from READS to implement a Goodreads group. The purpose is so NH librarians can share what they are reading. They have setup bookshelves for staff books and circulating books on kit keeper. There are summaries on why the person liked the book, key terms from novelist, and it is meant to be a resource to create staff pick displays.
- The group would be overseen by the REEADS website coordinator. Others can contribute but would need to be approved by the coordinator first.
- Mindy Atwood noted the current process to update the social media policy so they would need to take that into account. Sue Harmon said they would make any changes when the policy is finalized.
- Jessica DeLangie asked if it would be public – Sue Harmon confirms it will be but you must be approved to be moderator. Sue explained it is meant to be a tool to collect reviews and not as a patron resource. The group is still private until the Board approves it.

**Motion to allow READS to engage in social media outreach using Goodeads by Amber Coughlin.** Kersten Matera seconds. Poll of the Board, motion carries.

## **New Business:**

- Mindy Atwood asked about best ways to communicate about the positions NHLA is taking in response to various bills being brought forward.

This year so far there was a position taken on a few house bills. For example, HB 61 (repealing RSA193:40) was related to how institutions can train around equity. Mindy was deciding on how it should be communicated when NHLA takes a position—is this in President’s report or sent out to membership? She is looking for a transparent process or possibly steps that are more codified.

Amber Coughlin commented on prior years when there was a lot of legislation activity and tension on how to act quickly, inform the board, and answering questions from membership. There is no easy answer.

Mindy Atwood said she receives information sometimes on a Friday and the hearing will be scheduled for a Monday or Tuesday and she needs to act quickly. She is authorized to do so as the elected President.

Angela Brown asks how NELA handles these similar issues. Amber Coughlin answered that it is very similar.

Jessica DeLangie agrees that NHLA President is elected and authorized to lead and speak for the group. She does think it is important to be transparent with the membership after a position is taken by NHLA President.

Yvette Couser shared she has a media policy at her library stipulating that she as Director is the one who speaks to the press and no one else. She suggests the Board drafts a media relations policy so it is clear NHLA President can speak, and they can pull in an officer if needed for example.

Mat Bose suggests it may be helpful if there is a communication method to alert the membership that a bill is being watched and let the membership know when NHLA President or committee are working on a statement. Information moves so fast; it may be helpful to acknowledge things so people know it is on the radar.

Mindy Atwood agrees any resolutions and positions could be posted on the website so it is immediately available.

Amber Coughlin suggested perhaps Scott Campbell can suggest a template or good way to push these announcements out through membership or gather feedback—a communication plan or ideas for gathering info on bills.

Denise van Zanten warns about people posting on the NHAIS list, posting personal positions.

**Action Items:**

- Amber Coughlin will check in on NELA policies regarding media relations.
- Yvette Couser to email Merrimack media relations policy to Mindy Atwood to review.
- Mindy Atwood will send any letters or formal communications from NHLA President to Yvette and get them posted asap on NHLA website. This will be faster than the board meeting reporting.
- Mindy Atwood will touch base with Scott Campbell on other ideas for communication.

Adjournment: Motion to adjourn at 3:15 PM made by Christina Finemore, seconded by Amber Coughlin.

**Attachment: Formal Reports**

## Vice President & Conference Co-Chair

Current Board members: Diane Lynch, Conference Co-Chair, Brianna Hemmah, Moriah Churchill-Calkins

Upcoming Activities/Programs/Events:

2023 Spring Conference Update:

- Conference Proposals Deadline now February 10, 2023 (21 so far) – [PROPOSAL LINK](#)
- Registration is now open for the 2023 Spring Conference – [REGISTRATION LINK](#)
- Hotel booking link is active – book early to secure a room – [HOTEL LINK](#)
- Exhibitor Registration is now open - \$500 for a table/ 5 sponsorships available – 4-\$1000 (2 breakfast/lunch) and 1-\$2000 (reception)
- If anyone has a vendor they would like to contact, please let me know. We are happy to contact them, or let us know if you would like to contact them.
- Schedule is set for both days (no specific sessions yet)

2023 Fall Conference Update:

- Contacted Common Man in Plymouth as the venue for the Fall Conference.

Vice President Update:

- Attended the NHLTA meetings in January and February. There is a lot of discussion about a couple of house bills going before the legislation. HB 72 regarding a librarian's tenure has been amended and should pass. HB 647 regarding cause of action for individual rights, which could inflict financial burdens on municipalities. The NHLTA Annual Conference is May 9.
- Attended the Officer's Meeting in January. Discussed the lack of volunteers to fill section & committee positions. Also discussed legislative session and setting the Spring Conference rates.
- Will be meeting with Denise and Amber to discuss Mission Statement for NHLA's Strategic Plan.
- Met other officers in Concord at TD Bank for the switch over in signatures for the accounts.

Income/Expenses and Balance of Account:

N/A

Other News:

N/A

## **NHLA Past President's Report February 2023**

- NHLMA and NHLA officers have been trying to meet around busy schedules.
- Mission Statement Task Force members are being herded up to schedule a meeting.
- Worked on Legislative issues. Christine, Mindy and I are staying in touch with our Lobbyist.
- Attended the January IFC meeting.

Respectfully submitted,

*Denise van Zanten*

Past President



## NHLA Treasurer's Report

January 2023

Jessica DeLangie, NHLA Treasurer

### Financial Report

Please find attached a copy of

- NHLA's January 2023 Profit & Loss Statement
- NHLA's Balance Sheet as of January 31, 2023
- FY23 Income and Expenses as of January 31, 2023

NHLA's total assets as of January 31, 2023 were \$266,795.15.

Below is a listing of cash held by each account as of January 31, 2023.

NHLA checking	\$5895.04
NHLA savings – non-interest	\$20,249.97
NHLA savings	\$59,799.39
CLNH	\$16,265.21
READS	\$3,643.08
PARALIB	\$7,805.29
ULAC	\$7,417.81
YALS	\$6,574.41
ITS	\$1,843.00
WINCHELL LOAN (revolving fund)	\$23,998.55
NORRIS (scholarship)	\$1,769.76
MACDONALD FUND (continuing ed/professional development)	\$18,029.06

## February 2023 – New Hampshire NELA Representative Report:

- NETSL (the New England Technica is seeking both program proposals and nominations for the NETSL Award for Excellence in Library Technical Services. Nominations can be submitted here: <https://docs.google.com/forms/d/e/1FAIpQLSdKAMage95zU2-uGCAqbxAxouWcj1gqZuP3fLEKLy0DDCU76A/viewform> And program proposals can be submitted here: [https://docs.google.com/forms/d/e/1FAIpQLSd3Qg4KidC-wtXIO0\\_vqiTL4ZhMlskoyjVY6hLGMJnZ2ApNLg/viewform](https://docs.google.com/forms/d/e/1FAIpQLSd3Qg4KidC-wtXIO0_vqiTL4ZhMlskoyjVY6hLGMJnZ2ApNLg/viewform)
- This year the NETSL (New England Technical Services Librarians) Annual Conference will be virtual and will take place on Friday, April 14, 2023. This year's theme is Passion into Action: Your Initiative in Technical Services. Save the date!
- The Deadline for NELS 2 applications is February 17th. This year it will take place at the lovely Von Trapp Family Lodge in Stowe VT, which has exemplary Linzertorte that makes a person want to yodel. For more details please ask me, Amber, or check out this page: <https://www.nelib.org/nels-leadership>
- The NELS Committee has hired a new facilitator named Jami Yazdani to facilitate the upcoming NELS session this spring.
- NELA's having it's annual chocolate fundraiser with SEE's again this year. It was quite popular last year! You can order stuff here: [https://www.yumraising.com/secure/newela\\_no\\_bunny\\_business\\_spring\\_fundraiser81/rob\\_sch4524/candy](https://www.yumraising.com/secure/newela_no_bunny_business_spring_fundraiser81/rob_sch4524/candy)
- On Monday, March 13th AND Tuesday, March 14th a seminar with Tomas A. Lipinski from the School of Information Studies University of Wisconsin--Milwaukee will take place on Zoom from 12:30 to 4:30pm. "Copyright Basics, Fair Use, Advanced & Beyond" will cover a wide variety of topics including copyright basics, work made for hire rules, liability, damages, copyright risk management, and first sale doctrine. It's \$55 for NELA members and \$75 for all others.
- I have started recruiting a mentor for NH NELS candidates, as well as folks to help with the selection process.
- The NELA nomination committee has swung into action. NELA is recruiting for the following positions: Vice President (President-elect- 3 year term), Treasurer (odd years only/two-year term), Secretary (even years only, two-year term), Member-at-large (two year term) Do you know anybody who wants to get involved with NELA? Send them to me! [amber.coughlin@leblibrary.com](mailto:amber.coughlin@leblibrary.com)
- The NELA nominations committee is looking for candidates for the Emerson Greenaway award, the New England Library Association's award for distinguished service in librarianship have made a major contribution to the field of librarianship in New England, It is presented annually, whenever there is a worthy candidate, at NELA's Annual Conference.

Respectfully submitted,

Amber Coughlin

NH Representative to NELA



## Intellectual Freedom Committee

### *February 2023 Report*

Submitted by Lauren Rettig ([lrettig@sps.edu](mailto:lrettig@sps.edu)) & Julia Lanter ([exeterpljal@gmail.com](mailto:exeterpljal@gmail.com)) Committee Co-Chairs

**Next Meeting Time:** March 14th, 2023 03:30 PM Eastern Time (US and Canada)

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- Lauren Rettig and Yvette Couser made updates to the IFC webpage.
- IFC members have begun contacting NH notable figures for the 2023 IFC poster project. We have created a document to track the contacts.
- Julia Lanter and Lauren Rettig were interviewed by a NHTI student about censorship for their literary magazine, *The Eye*.
- Corinne Chronopoulos helped the co-chairs gain access to the [ifc@nhlibrarians.org](mailto:ifc@nhlibrarians.org) email.
- An IFC Canva account was created for the 2023 IFC poster project.
- IFC is working on updating the logo. Yvette Couser made an excellent point that the current colors may be difficult to see for people who experience color blindness.
- IFC received a request to provide recommendations for a speaker at the 2023 READS conference.
- IFC received a request from NHTI for a member to participate in a panel on censorship for students. The IFC co-chairs are unavailable to attend. Deb Hoadley is going to reach out to Mindy Atwood and Denise VanZanten to see if they are available and interested in participating on the panel.
- Jessica Gilcrest of NHSLMA IFC reached out to NHLA IFC to inform members of HB514. Denise VanZanten contacted the NHLA lobbyist to check on this bill and advise NHLA.

Respectfully Submitted - Julia Lanter & Lauren Rettig

## **ULAC**

Report for NHLA Executive Board

02/14/23

### **Current Board members:**

Eric Stern, Chair

### **Upcoming Activities/Programs/Events:**

ULAC is scheduled to meet on Friday, February 24<sup>th</sup>, 10am at the NH State Library in Concord. This will be the group's first trip to the State Library in many years. ULAC has been alternating between in-person and Zoom meetings for the past year, and it will likely continue doing this for some time as it balances the interests of the members, allowing for those who can't regularly attend (due to travel distance/time) to make meetings more regularly.

ULAC is sponsoring Carol Kilmister to present at the NHLA Spring Conference on 2 HR topics – "Using the 9-box grid as a performance management tool" and "HR challenges and opportunities in a post-Covid world."

### **Income/Expenses and Balance of Account:**

January statement balance: \$6,417.75. Heather Rainier, Director of the Hooksett Public Library, was appointed as ULAC Treasurer at the January meeting.

Future reports will include a more detailed breakdown of income/expenses.

### **Other News:**

ULAC met via Zoom on Friday, January 27<sup>th</sup>, 10am. The group discussed its tracking of the national situation relating to digital collections, laws, and publisher news. It discussed continued book/programming challenges that impact our libraries, as well as other current topics.

The ULAC webpage is finally populated with pertinent information. I worked with Yvette to get up-to-date info on the page. Thank you, Yvette, for helping with that update!

Respectfully submitted,

Eric Stern, ULAC Chair

## ITS Section Report

**Tuesday, February 14th, 2022**

The ITS Section hosted a virtual meeting on Wednesday, January 25<sup>th</sup> at 10:30 a.m. Topics discussed included password managers, “library of things” items and logistics, Spring Conference program topics, etc.

ITS is planning to submit 2-3 proposals for the Spring Conference. One proposal is a collaboration with the Publicity and Marketing Ad-hoc Committee for a virtual presentation on the topic of **Marketing for Small Libraries**. Mark Glisson and Bobbi Slossar will also be doing a presentation on **ELIS (Explain Like I’m 5): Artificial Intelligence & Future Implications**.

The section helped launch the Publicity and Marketing Ad-hoc Committee’s Google Group. There has been a lot of productive discussion on the topics of email newsletters, video creation, social media, etc., so far.

The next ITS meeting date is scheduled for **Wednesday, February 22nd at 10:30 a.m.** The section plans to meet in-person (with a virtual option as well) at the Jaffrey Public Library.

Respectfully submitted,

ITS Co-chairs

Mathew Bose

Mark Glisson

## NHLA Membership Report – December 2022

### Member list

Summary										
Keyword search										
Advanced search										
Saved searches										
Level	Total	Active	Renewal overdue	Lapsed	Pending			New in last		
					New	Renewal	Level change	7 days	30 days	
Business Membership	1	-	1	1	-	-	-	-	-	
First Time Member	110	36	64	65	9	-	-	5	19	
Library Run by 1 Person	15	11	4	3	-	1	-	1	1	
Lifetime Member	47	47	-	-	-	-	-	-	-	
Retired Librarian	8	5	3	3	-	-	-	-	-	
Salary \$25,000 - \$50,000	220	139	74	69	3	5	4	-	2	
Salary \$50,000-\$75,000	119	87	34	30	-	1	1	1	3	
Salary over \$75,000	44	36	10	8	-	-	-	1	2	
Salary under \$25,000	124	72	50	49	1	1	1	-	3	
Trustee/Friend/Student	31	13	18	17	1	-	-	-	-	
Unemployed Librarian	2	-	2	2	-	-	-	-	-	
<b>Total</b>	<b>721</b>	<b>446</b>	<b>260</b>	<b>247</b>	<b>14</b>	<b>8</b>	<b>6</b>	<b>8</b>	<b>30</b>	

### Notes & Issues

As ever, December and January have been busy months for the membership. NHLA has a total of 446 members that have either joined or renewed their membership so far. I anticipate that I will see another “jump” in numbers since registration for the NHLA Spring Conference has opened.

More members are opting to make electronic payments. Ironically, this makes the situation when members change their in December more complicated. We continue to do our best to catch all those changes, but it is inevitable that we will miss some due to the large number of memberships we process in January and February.

ALA Member Value memberships are available for people taking classes to gain their Master’s in Library Science. These memberships begin and end according to the individual’s joining date. This causes an issue when the NHLA membership lapses in January. Would the Board like me to extend the membership for the full NHLA membership year (January – December)? There are not a lot of these memberships – it is possible for me to continue to handle them on a case-by-case basis.

Finally, just a request for sections and committees. Will the Chair of each committee verify that their own membership is up-to-date and that the people serving on their committees have renewed their memberships for 2023? Thanks.

Respectfully submitted,  
Linda Pilla – NHLA Membership Chair

# READS

REFERENCE AND ADULT SERVICES SECTION

## READS President Report February 2023

READS met virtually on January 13.

### Seeking approval from NHLA Executive Board

The READS Board seeks approval from the NHLA Executive board per the current [Social Media Policy](#) to implement a GoodReads group. The purpose of the group is to serve as a place where NH Librarians can share what they are reading, contribute to staff picks, and connect others with awesome books: adult and young adult books! [The attached document](#) includes our current procedures and standards for posting book reviews. Maintenance and administration of the group will fall under the READS website coordinator's role. Librarians interested in contributing can request to be approved as a moderator and must follow the outlined procedures for adding recommended books.

The GoodReads group is currently private and READS board members have been adding books to two 'book shelves' in preparation for public implementation. Preview the group [here](#).

### Spring Roundtables

The spring roundtables have been scheduled. There will be a virtual Roundtable on Tuesday, March 14, and two In-Person Roundtables in Newbury on Tuesday, March 21, and in Rye on Wednesday, March 29. Registration opened on February 1 and was announced in the READS Newsletter.

Roundtable summary: Constant change and challenge from without and within can tire a library worker and make it hard to be at your best in the workplace. Those same forces are acting on your colleagues and patrons. The READS Roundtables this year focus on advancing workplace mental health. Join us in sharing ideas and practical solutions to avoiding work-related burnout.

### READS Fall Conference

The program committee is working with the IFC committee to find NH Librarians for a panel discussion on materials and program challenges in NH.

### NHLA Spring Conference

READS board members will propose the following programs for consideration

- Library Book Box program
- Reference Interview Workshop
- Reads-to-go overview and 'book tasting'

### Reads-to-go

Reads-to-go recently added American Dirt (Concord Public), Rooted (Concord Public, Project Hail Mary (Manchester), and Grey Bees (Fitzwilliam Town Library) to the available kits. There are currently 222 circulating kits in KitKeeper. In Nov. and Dec. there were 224 reservations.

The topic of adding youth kits to RTG was tabled again, due to YALS pending discussion at their meeting on the 26<sup>th</sup>. We will revisit the topic again in our March meeting.

**Income and Expenses**

Income: \$80 from Membership, \$0.09 from Interest

Expenses: \$42.34 for KitKeeper domain renewal

**Other news from READS:**

- We have 105 active members
- Laura Pezone has resigned from her position as READS Treasurer.

**Next READS Executive Board meeting:** March 10, at 10:00am - virtual

Respectfully submitted,  
Susan Harmon READS President



## **NHLA Executive Board 2.14.2023**

### **Website Coordinator's Report**

**Yvette Couser**

This month, I've coordinated individual website training between Dale Dormody and new Board members. This training includes having a log in and password created. Please contact me if you need training on your Committee's webpage.

I've addressed website additions and corrections as requests come in and have forwarded more challenging issues to Dale. NHLA Secretary Corinne Chronopoulos contacted Dale directly for help in creating subfolders for meeting minutes; ULAC Chair Eric Stern sent me information to update this Committee's page.

I will follow up with the EDI Committee about any suggestions for an updated webpage header image; this is unfinished business from last year.

1.18.23 Cyndi Burnham emailed the NHLA Membership that the Paralibrarian Section was going inactive due to a lack of Board members; the webpage has not been updated. I've emailed Cyndi asking if she would like me to post this update; they have someone managing their page.

There are no expenses regarding the website at this time.

# **Bylaws Committee**

No report

## **NHLA EDI Committee**

### **December 2022 Report**

Submitted by Melissa Mannon, Incoming Chair

The EDI Committee reviewed a resolution to submit to the NHLA Executive Board in January. They seek to make EDI principles a priority in all NHLA work.

The group has contacted the Equity Leaders Fellowship seeking someone to guide our committee work and help us “operationalize equity.” The Equity Leaders Fellowship works at “growing the network of engaged leaders of color in New Hampshire for collective action and positive community change.” The members of this group have expertise in equity work and in supporting organizations with this work. We would like to devote some of our NHLA funds, if available, for this purpose.

Finally, the group reviewed a new mission statement, which we plan to present to the Executive Board in January. We have set ambitious goals to move forward, emphasizing that much of what we do is listening and learning.

**Resolution to Prioritize  
Equity, Diversity, Inclusion, and Social Justice  
in NHLA Executive Board Actions**

Whereas, NHLA affirms the importance of equity, diversity & inclusion as core values of our profession;

Whereas, the NHLA EDI Committee has met since its inception as an ad hoc committee in 2020, and as a standing committee since 2021, has compiled resources, created professional development opportunities, and formed an affinity group for NHLA members and library workers to promote an antiracist framework with a lens on social justice;

Whereas, NHLA's 2020 *Statement Calling for Actions to End Racism* recognized that "New Hampshire Libraries have the ability to make a difference in our communities and must act to support people of color who have repeatedly experienced racism, exclusion or discrimination...and vows to 'do better'";

Whereas, the NHLA Executive Board approved a strategic plan at their April 2022 meeting which included diversity, inclusion, collaboration, and sustainability as one of the overarching values which will define the Association's work in Advocacy, Communication, and Professional Development over the next two years; now,

**Whereas individuals employed in libraries from a variety of ethnic, gender, and ability representations continue to struggle to find a trusted home in our organization, and in their respective libraries;**

Therefore, be it;

*Resolved*, that the New Hampshire Library Association Executive Board, on behalf of its members, commits to educate themselves and incorporate the following in their work:

1. Prioritize Equity, Diversity, and Inclusion in all in policy, strategic, and operational plans and activities in 2023;
2. Highlight and uplift the voices of NHLA members who identify as being part of an underrepresented group within NHLA sections, committees, working groups, task forces, and board positions;
3. Challenge one another, and all NHLA members, to model EDI principles within the organization, as well as within our own libraries;
4. Communicate its efforts and ongoing support of library staff from all ethnicities, genders, and abilities to the NHLA membership with a report on all actions taken by the NHLA Executive Board to be presented at the NHLA Fall Business Meeting 2023.

# NHLA EQUITY, DIVERSITY AND INCLUSION (EDI) COMMITTEE

## MISSION STATEMENT

The New Hampshire Library Association Committee on Equity, Diversity, and Inclusion (EDI) guides the work of the NHLA Executive Board and its Sections to center voices of underrepresented individuals in order to make impact and lasting change. The Committee works to identify, promote, and share resources to support the ongoing advocacy work of the New Hampshire library community to help NHLA be an equitable, diverse, and inclusive organization. The NHLA EDI committee supports [equity diversity and inclusion](#) as [interpreted from the Library Bill of Rights](#) by the American Library Association.

## VISION

1. To ensure that NHLA is an organization where all members can express their authentic selves without concern about their background, ethnicity, race, religion, gender, sexual orientation, age, or ability
2. To collectively develop concrete recommendations to advance equity, diversity, and inclusion in New Hampshire libraries
3. To support New Hampshire libraries by providing information that supports diversity and inclusion
4. To embrace discomfort as we navigate challenging and emotional subjects

## GOALS

1. Advocate for NHLA guiding documents that ensure accountability from our organization and its members, adhering to principles that protect individuals who fall within minority groups and upholding EDI values
2. Develop and provide meaningful professional development opportunities that focus on equity, diversity, and inclusion
3. Provide resources and information to library staff to promote recruitment and retention of diverse library professionals into the New Hampshire library community
4. Support New Hampshire libraries in creating robust, diverse, and inclusive collections that reflect diverse cultural heritage, backgrounds, and social identities of our patrons and the world
5. Identify people and organizations that can provide support with issues of social justice that occur among staff and patrons in NH libraries

## Wild Apricot Database Report- February 2023

WA Database Admin: Lisa Jose

### Upcoming Activities/Programs/Events:

- Evaluation of other membership software

### Income/Expenses and Balance of Account:

- Wild Apricot has announced another 25% price increase (i.e., \$540 increase) upon our next annual renewal on 5/27/23
  - o Current price: \$2,052/yr. (\$171/month/yr.; Professional Plan - 2000 members)
  - o New price: \$2,592/yr. (\$216/month/yr.; same plan)
  - o Feedback from the Board during our meeting is welcome as to whether we should consider a switch this year, or evaluate and reconsider later.
  - o I will be reaching out to NELA for a cost comparison & some additional feedback, as they recently switched from Wild Apricot to another software. While the idea of a database migration is typically not easy and has many challenges, if it can be done fairly seamlessly, and is cost effective in the long run, an investigation into alternatives would be warranted should this pricing trend continues.
  - o I hope to report more at our next meeting in April before the scheduled price increase in May.

### Other News:

- Assisted Conference Chair with detailed review of Spring Conference event registration page set-up & emails in Wild Apricot
- Forwarded incoming Membership inquiries to Membership Chair
- Assisted Membership Chair & President in reviewing account issues/questions regarding new memberships or renewals
- Continued as liaison between Membership Chair & Bookkeeper

Respectfully Submitted,

Lisa Jose

Wild Apricot Database Administrator

**NHLA Paralibrarian Section Report to the Board**

No Report



### **February 2023 CLNH Report for NHLA**

The CLNH board met most recently on January 13th with a virtual meeting. We were able to formally elect Rebecca Searles into the vice president role and I have returned from my maternity leave. Doing an online vote to elect Rebecca into the position worked very well and we ended up with 63 votes! We found that trying multiple times to achieve a synchronous quorum was not helpful and delayed the results. We have updated our website to reflect the changes on the board and new members. The calendar is updated as well. For our upcoming February meeting we plan on further discussing the bylaws and finalizing more aspects of the spring conference.



**New Hampshire Library Trustees Association Liaison Report**  
**NHLA Executive Board Meeting: February 14, 2023**

NHTLA Annual Conference May 9, 2023

The committee is in process of promoting the conference. This year conference luncheon has been extended for networking and visiting sponsor table. The conference will end at 4 instead of 3:30. There was a lengthy discussion on fees, especially for non-profit. The fees to attend the conference was set at 50\$ for members and 75\$ for non-members. For more information on the conference see NHLTA website.

United for Libraries

The Board voted down to subsidize part of cost of United for Libraries next year subscription. Board member felt the subscription renewal were not sustainable after the grant was any longer available. We didn't receive many returns on our survey. Most response was somewhat favorable to continue but wasn't sure on access it.

NHLTA hold their January Board meeting in-person at the State Library. We thanks Michael York for his generous and tour of the Library.

HB514: This bill came to our attention after our February meeting. Marcia emailed the Board about the bill and means for us to express as individuals to the NH House Education Committee on the bill. Presently bill isn't due out of Committee March 16th.

NHLTA next meeting – Wednesday, March 1, 2023, Virtual

Respectfully submitted,  
Conrad Moses, NHLTA Liaison  
Website [www.nhlta.org](http://www.nhlta.org)

## **NHLA Scholarship Committee Report**

Current Board members:

- Carlos Pearman, Chair
- Marilyn Borgendale
- Tom Ladd
- Sarah Leonardi
- Jess Ross

Upcoming Activities/Programs/Events:

Spring semester Scholarship deadline approaching on April 1

Income/Expenses and Balance of Account:

Winchell Loan Fund: \$23,998.55

Ross Scholarship Fund: \$1,769.76

Submitted by Carlos Pearman, Chair

## **Advocacy and Legislative Committee**

Current Board members: Christine Friese co-chair; open co-chair position

### Upcoming Activities/Programs/Events:

The Advocacy & Legislative Committee will meet March 1 at 10:00 via Zoom. The committee meets the 1 st Wednesday of each month.

Contact Christine for more information.

### Our Income/Expenses and Balance of Account:

### Other News:

The committee met on Wednesday February 1 and determined that:

The committee will meet the first Wednesday of each month at 10:00. The first half of the year will focus on legislative topics while the second half will work on advocacy topics.

This year we will also address our committee Mission and best practices.

# NHLA Sustainability Committee Report

February 2023

Current Sustainability Committee members: Judy Russell, Converse/Lyme (Chair); Tess Kimsey, Manchester; Brittany Overton, Hooksett; Melissa Mannon, E. Kingston, Sondra VanderPloeg, Hanover/Howe

Web Page: [Sustainability Committee | New Hampshire Library Association](#)

Upcoming Activities/Programs/Events:

The SC last met on Monday, February 6. Here are some the items we are working on and/or discussing:

- **Macdonald Funds and training opportunities** The committee does not have training opportunities in mind at this point, other than those suggested for the NHLA spring conference. Brittany will create a spreadsheet of funds available and expenditures made so that a report can be provided at each meeting. **Judy will reach out to Jessica at Derry about what we have available for this current fiscal year (July 1-June 30) and what we have expended so far.**
- **NHLA Spring Conference:** This week, Melissa will submit proposals for two sessions: Seed Libraries and EV Charging Stations. Judy is reaching out to Blue Marble Librarians in Massachusetts about availability for a presentation on programs and initiatives that have been successful in Massachusetts. If they are available, she will submit a proposal for this workshop.
- Judy sent an invite to the February meeting on NHAIS. It was rather late on a Friday for a Monday meeting, but perhaps continued outreach of this sort and others will encourage new people to join us.
- **Carbon footprint at NHLA events** Brittany has made updates to the Guide for Planning Sustainable Events & Conferences. Once committee members have made suggested edits and these have been approved, the document will be shared with the conference committees, posted on the SC's web page and linked to in the upcoming newsletter.
- **Sustainability Bingo Card** If we have it ready in time for the conference, we will have it posted on the website and post a QR code to the online pdf at the conference for attendees to download. Tess could use more suggestions for quick and easy initiatives that librarians can easily check off.
- **Committee Newsletter** We are planning to have a newsletter ready to send by Tuesday, February 22. **We'd like to ask the NHLA Executive Committee whether the newsletter can be sent on NHAIS or if you prefer to keep it within the NHLA/WildApricot membership list only.**

- **Internal documentation** This was set aside for a while, but we are back on the job and reviewing all our procedures, mission, etc., for ourselves and future committee members
- **Updates to website** In the coming weeks, we will be making improvements and adding more content on the SC page of the NHLA website.

Income/Expenses and Balance of Account: [See above under Macdonald Funds](#)

Other News: We are looking forward to attracting new members, getting some long standing projects behind us, and planning new offerings for 2023!

Suggested Reading:

- [Sustainable Libraries Initiative February 2023 Newsletter](#)
- [Libraries' Slow Fashion Resource Fair explores wearable sustainability | Penn State University](#)
- [Sustainability Renovations Underway at Rauner Library | Dartmouth](#)
- [San Francisco Public Library is hosting a free fix-it clinic | The City | sfexaminer.com](#)
- [Toy Libraries Celebrate World Sustainable Toy Day](#)

## **Technical Services Committee Report**

02/09/23

Current Board members: Angela Brown, Chair.

### Upcoming Activities/Programs/Events:

Committee meeting February 28, 2023 at 2PM via Zoom. Will discuss Committee goals for the year and any other member submitted agenda items

Potentially planning on another cataloging presentation/Ask-a-Cataloger session for April 25 in place of our regular meeting

Income/Expenses and Balance of Account: N/A

Respectfully Submitted,

Angela Brown

TS Committee Chair

February 2023 – New Hampshire Representative Report:

- NETSL (the New England Technical Services Librarians) is seeking both program proposals and nominations for the NETSL Award for Excellence in Library Technical Services. Nominations can be submitted here: <https://docs.google.com/forms/d/e/1FAIpQLSdkAMage95zU2-uGCAqbxAxouWcj1gqZuP3flEKLy0DDCU76A/viewform> And program proposals can be submitted here: [https://docs.google.com/forms/d/e/1FAIpQLSd3Qq4KidC-wtXIO0\\_vqiTL4ZhMlskoyjVY6hLGMJnZ2ApNLg/viewform](https://docs.google.com/forms/d/e/1FAIpQLSd3Qq4KidC-wtXIO0_vqiTL4ZhMlskoyjVY6hLGMJnZ2ApNLg/viewform)
- This year the NETSL (New England Technical Services Librarians) Annual Conference will be virtual and will take place on Friday, April 14, 2023. This year's theme is Passion into Action: Your Initiative in Technical Services. Save the date!
- The Deadline for NELLs 2 applications is February 17th. This year it will take place at the lovely Von Trapp Family Lodge in Stowe VT, which has exemplary Linzertorte that makes a person want to yodel. For more details please ask me, Amber, or check out this page: <https://www.nelib.org/nells-leadership>
- The NELLs Committee has hired a new facilitator named Jami Yazdani to facilitate the upcoming NELLs session this spring.
- NELA's having it's annual chocolate fundraiser with SEE's again this year. It was quite popular last year! You can order stuff here: [https://www.yumraising.com/secure/newela\\_no\\_bunny\\_business\\_spring\\_fundraiser81/rob\\_sch4524/candy](https://www.yumraising.com/secure/newela_no_bunny_business_spring_fundraiser81/rob_sch4524/candy)
- On Monday, March 13th AND Tuesday, March 14th a seminar with Tomas A. Lipinski from the School of Information Studies University of Wisconsin--Milwaukee will take place on Zoom from 12:30 to 4:30pm. "Copyright Basics, Fair Use, Advanced & Beyond" will cover a wide variety of topics including copyright basics, work made for hire rules, liability, damages, copyright risk management, and first sale doctrine. It's \$55 for NELA members and \$75 for all others.
- I have started recruiting a mentor for NH NELLs candidates, as well as folks to help with the selection process.
- The NELA nomination committee has swung into action. NELA is recruiting for the following positions: Vice President (President-elect- 3 year term), Treasurer (odd years only/two-year term), Secretary (even years only, two-year term), Member-at-large (two year term) Do you know anybody who wants to get involved with NELA? Send them to me! [amber.coughlin@leblibrary.com](mailto:amber.coughlin@leblibrary.com)
- The NELA nominations committee is looking for candidates for the Emerson Greenaway award, the New England Library Association's award for distinguished service in librarianship have made a major contribution to the field of librarianship in New England, It is presented annually, whenever there is a worthy candidate, at NELA's Annual Conference.

Respectfully submitted,  
Amber Coughlin  
NH Representative to NELA