

**New Hampshire Library Association Executive Board**  
**Virtual via ZOOM**  
**August 8, 2023**  
**2:00-4:00pm**

Members Present: **Mindy** Atwood (president) **Denise** van Zanten (past-president), **Jessica** DeLangie (treasurer), **Angela** Brown (Technical Services chair), **Corinne** Chronopoulos (secretary), **Amber** Coughlin (NELA Representative), **Conrad** Moses (NHLTA liaison), **Kersten** Matera (Bylaws Chair), **Mark** Glisson and **Mathew** Bose (ITS co-chairs), **Susan** Harmon (READS incoming president) , **Lisa** Jose (Wild Apricot administrator) **Deb** Hoadley (Vice-President), **Christina** Finemore, **Nicole** Gavreau (YALS), **Heather** Rainier, **Melissa** Mannon (EDI), **Michael** York (State Library), **Sheryl** Bass (treasurer-elect), **Angela** Brown (Technical Services), **Christine** Friese (Advocacy/Legislation)

Others Present: None

Call to order at 2:02pm

Approve Agenda: **Motion** to approve agenda made by Deb Hoadley, seconded by Amber Coughlin. Poll of the Board. Motion carries. Nicole Gavreau abstains.

Approve June 13, 2023, Minutes: **Motion** to approve April minutes as written by Mark Glisson seconded by Amber Coughlin. Poll of the Board. Motion carries. Christina Finemore and Nicole Gavreau abstained.

### **Past President Report**

Denise Van Zanten finalized the slate of officers. There were no nominations from the membership. No submissions for the Geisel award.

She will check in on NHSMLA this month and keep things on schedule for adding them to NHLA as an official section.

### **President Report**

Mindy Atwood reviewed the strategic plan which is coming to the end of its two-year timeline (2022-2023). Mindy will report at the annual fall NHLA meeting about what was accomplished. A new strategic plan committee needs to be formed to formulate the next two-year plan. Mindy asked the Board if they agreed with a two-year timeframe. Christine Friese asked for clarification about the timing, and it was clarified the three-year President-Vice-Past President role helps with making sure no NHLA President is ever totally new to the strategic plan.

Mindy detailed past processes for gathering feedback from the membership. Mindy is looking for someone to chair the strategic plan committee.

Mindy reported some challenges with Zoom due to the requirement of two-factor authentication.

Jessica DeLangie recommended we set up a separate Gmail account, but it was pointed out that Gmail also requires two-factor authentication.

Zoom two factor authentication can maybe be turned off. Corinne Chronopoulos will login and check that setting. It is currently set to the Secretary Gmail account.

### **VP Report/Conference Chair**

Deb Hoadley is planning NHLA spring conference details in 2025 and will book Church Landing for May 15-17<sup>th</sup>. Motion to allow Deb Hoadley to enter into a contract with Mills Falls for the May 15-17<sup>th</sup> 2025 NHLA conference by Mindy Atwood, seconded by Denise Van Zanten.

After discussion the motion was withdrawn in favor of a more open-ended motion to allow for dates to change.

**Motion** to allow Deb Hoadley to sign a contract with Mills Falls for a spring 2025 conference by Denise Van Zanten, seconded by Amber Coughlin. Motion carries.

Deb Hoadley is searching for a keynote speaker for the Fall 2023 conference. She is very interested in a speaker on the Six Thinking Hats method. She experienced a session like this at ALA. She reached out to [Dorothy Stolz and Debono group](#) to create an introductory keynote for the conference and a follow-up virtual session.

The proposal from Dorothy Stoltz is for a total of \$1655 which includes two nights' stay covered.

Jessica DeLangie commented that the budget for 2024 includes \$2,000 for a speaker.

**Motion** to approve the proposal from Dorothy Stolz as the keynote speaker at NHLA fall 2023 conference for up to \$2,000 by Christine Friese, seconded by Amber Coughlin. Poll of the Board. Motion carries.

### **Treasurer's Report**

Annual audit review is underway. The year will end in surplus with approximately \$12,673.92. The surplus is due to the conference. Otherwise NHLA stayed on budget in this fiscal year.

## **NELA report**

NELA fall conference in October is live on their website. All the programs can be viewed.

Amber encouraged everyone to look at the NELLE final report which she attached to her report. It is very interesting and has a lot of information about the program outcomes.

## **State Library:**

Mindy Atwood is working on closing out the final reporting for the ARPA spending. She was really pleased to see how the sub-grants were used and the creativity.

Van driver positions are fully staffed and there is a new interlibrary loan van.

Mary Russell has created a great large print collection using ARPA funds. This is available through interlibrary loan and will expand collections for everyone.

State Library is applying for a traveling Holocaust exhibit to come in 2024.

NH is scheduled to receive \$20 million over the next four years to be used towards digital equity. Bobbi Slossar is trying to gain input and involvement from librarians to plan how we will use the funds.

Michael York reported that a letter has gone out from ALA to chapter reps nationally to explain their position on various issues including Brave Books and EDI topics. In the letter, they have identified themselves as the organization that secures federal funding for libraries through IMLS for public libraries.

The federal funding from IMLS for NH is secured through the NH State Library and COSLINE and completely transparent.

Amy Lappin added context that the letter was intended as talking points to be used by chapters and is optional. She agreed there were some errors in the letter. It would be up to the Board to review and decide if using portions of the letter would be helpful but stressed, we don't need to use it.

Mindy Atwood said the most important thing is to have consistent talking points about what ALA is and does so that our membership can answer that question if asked.

Michael York was asked to speak with Republican legislators. He was asked questions about drag queen storytime and about the ALA President's statement that she is a Marxist. He continues to emphasize that public libraries are under local control and entirely run by elected

trustees. He wanted to make the NHLA Board aware that he is asked questions about issues receiving national attention and NHLA members should be ready to answer them too.

Amy Lappin also mentioned that NHLA is not a member of ALA. There is no formal governance controlling NHLA via ALA decisions or recommendations. It is a professional association and acts as a guide and resource for librarians.

Amy will finalize the ALA talking points and send them to Mindy Atwood for final review so they can be sent out to the membership from NHLA President.

Deb Hoadley commented that this should be shared with NHLTA, who have already expressed interest in supporting this messaging.

### **Section and Committee Reports:**

#### **EDI-**

EDI submitted a list of New Hampshire based options for training managers in EDI principles. The consultants on the list were culled by members of the NHLA EDI group. The list is provided to the NHLA Executive Committee to help them consider a path to educate members about culturally effective organizations. The need for this training aligns with NHLA's original purpose for forming the EDI taskforce in 2020. See report for full listing information.

The EDI committee recommends Jim McKim be hired to give the Executive Board a half-day training to introduce basic EDI concepts and language. Several board members supported this idea. Heather Rainier said she thinks this should be in-person training. The tentative date for the NHLA Executive Board meeting is December 12<sup>th</sup>.

Lisa Jose asked about the NH Equity Collective and whether they would provide training or complete an assessment. Melissa confirmed it was the assessment they were considering specifically. The board supported EDI requesting a quote from the collective and will discuss this at the next meeting.

**Motion** to authorize Melissa Mannon to enter into a contract with James McKim to create a half-day training for the NHLA incoming/outcoming Executive Board in December and spending up to \$1200 by Amy Lappin, seconded Mindy Atwood. Poll of the Board. Motion carries.

### **Scholarship Committee:**

Carlos Pearlman does not recommend we create any type of policy or procedure to collect repayment of loans with credit cards.

Mindy Atwood commented that the strategic plan calls for NHLA to phase out the loan process and move towards scholarship gifts. Therefore, this will probably not be an issue.

There was discussion about whether phasing out loans had any drawbacks. Mindy will ask the scholarship committee to think through how to make sure scholarships meet different needs and to bring forward some thoughts to the executive board.

### **ALA**

Amy Lappin discussed the Unite Against Book Bans initiative. This initiative provides resources on how to respond to book challenges. They are asking state associations to join the partnership, NHLA has yet to sign on.

**Motion** for NHLA to formally join the Unite Against Book Bans by Amber Coughlin, seconded by Melissa Mannon. Poll of the Board. Motion carries.

### **Old Business**

None

### **New Business**

Upcoming meetings:

- Officers- Sept 12th, Nov 14th
- Executive- Oct 10th, Dec 12th

### **Action Items:**

- Corinne Chronopoulos to test zoom settings.
- Amy Lappin, Denise van Zanten, Mindy Atwood to review/draft statement about ALA.
- Mindy Atwood to give Carlos Pearlman an update on the loan discussion and ask scholarship committee to think about suggestions to make the transition to scholarships only.

Adjournment: Motion to adjourn at 3:44 PM made by Deb Hoadley seconded by Mark Glisson.

### **Attachment: Formal Reports**

NHLA President Report  
August 8, 2023

- on June 14 attended the NHLA nominating committee meeting
  - discussed volunteers who are willing to run, timing to notify the rest of the membership of the open positions, and timing for the ballot to be published
  - kudos to Denise van Zanten for her work on this project
- on June 23 attended ULAC meeting in Keene
- on July 11 attended Officers meeting
  - discussed the value of creating some talking points about what ALA does for libraries
  - discussed the need to form a subcommittee to create a new strategic plan
  - accepted suggestion that I report on the progress of the strategic plan as a part of my year-end report for the fall business meeting
- on July 28 attended ULAC meeting (virtual)
- on August 3 attended EDI committee meeting
  - reviewed and discussed information with the committee that was gathered by EDI committee members about potential speakers and consultants for NHLA to work with

Respectfully submitted,  
Mindy Atwood  
NHLA President

Topic: NHLA Executive Board Meeting  
Time: Aug 8, 2023 02:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/89593562724?pwd=amhaOFA0c3dBQjFwc056c083OFZ2QT09>

Meeting ID: 895 9356 2724  
Passcode: 854368

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

- Mission Statement Task Force members, Amber and Kersten, have been leading the charge on this for which I am thankful! We'll be meeting again soon to finalize our drafts.
- Nominating Committee met and here is our slate for 2024: NELA Rep- Justine Farfare, ALA Rep – Julia Latner, Secretary- Corinne Chronopoulos and Vice President- Rachel Baker. We have not received any nominations for the Ann Geisel Award.
- Stayed in touch with Christine, Mindy and our Lobbyist to keep up with all the legislation as we expect the upcoming season to be busy. David Paige has also reached out to us about being proactive about legislation as he is now a state representative.

Respectfully submitted,

*Denise van Zanten*

Past President

## Vice President & Conference Chair Report

### August 8, 2023

#### Vice President Update:

- Attended the Chapter Leaders Forum at ALA in Chicago on June 23. This is a great opportunity to hear what other state associations are doing and to share concerns and issues together. Discussions included: Book Challenges and Library Ecosystems. Also attended sessions at the ALA conference itself.
- Worked on the Mission and Values statement with the Mission Statement Task Force.
- Attended the NHLTA meeting on Aug 2. They did not meet in July. The September 6<sup>th</sup> meeting will be held in person and the topic of discussion will be succession plan for board positions. Other items of discussion were:
  - Appointment of new officer, Cathy Harvey from Spofford
  - Regional meeting in June went well with a lot of questions including the role of trustees and director regarding hiring staff.
  - Upcoming regional meeting will be held in Peterborough on Sept 21 from 10-11:30. Registration is now open for that one – check NHLTA listserv
- On Aug 2<sup>nd</sup>, I attended the ALA Chapter Leadership Meeting with Emily Drabinski (ALA President) and Tracie Hall (ALA Executive Director) about how ALA is dealing with the state withdrawals (Montana Library Commission, Idaho Library, Missouri, and various Freedom Caucuses). Some interesting historical perspective was given by Tracie Hall. The last time states withdrew from ALA was during segregation when ALA would not hold a conference in a state that had Jim Crow laws in effect. Also, the culture/political divisions that happened during Brexit in the UK has resulted in the loss of 20% of public libraries. This is not going away and there will be next steps to create an Assembly of Chapter Task Force.
  - Chapters will be receiving a letter template with background about ALA, how it is governed, and its value and will include data specifically related to each state. If we don't receive it, need to email Jon Martin at ALA.
  - Sam Helmick, President of the Iowa Library Association showed how power mapping has helped their association to come together and collaborate with affinity groups. Link to presentation:  
[https://docs.google.com/presentation/d/1PSRX2LQWIX2sRJsSvfPajDoBajGneD64VQ\\_PoH48byU/edit#slide=id.p1](https://docs.google.com/presentation/d/1PSRX2LQWIX2sRJsSvfPajDoBajGneD64VQ_PoH48byU/edit#slide=id.p1)
  - A new Advocacy Academy will be announced soon. This is similar to the Advocacy Bootcamp done a few years ago.
  - Michigan shared their new campaign, "My Right to Read." Link to site:  
<https://www.mirighttoread.com/about>

#### Conference Chair Update:

- Annual Fall Business Meeting is Friday, November 9, 2023 at the Common Man in Plymouth.
- 2025 Spring Conference – possible dates available at Church Landing at Mill Falls, Meredith are April 15-17 or May 15-16. May dates may have the same conflicts as this year for the vendors attending CLA and MLA. **ACTION ITEM: Vote to approve dates to move forward with contract.**

Respectfully submitted,  
Deb Hoadley



NHLA Fall Conference – November 9, 2023

**Potential Keynote Speaker: Dorothy Stoltz**  
**Keynote (60 min) with follow-up Activity Session (45 min): Make Thinking Fun – And Effective!**

**Description:** The keynote and activity session will illustrate looking at things in different ways while using a deliberate process for drawing out one's thinking abilities. Participants will explore a subject in parallel, rather than argue who is right or wrong. *Six Thinking Hats* focuses on not telling you what to think but showing you how to think for yourself, both creatively and inclusively.

**Objectives:**

1. Participants will be able to identify at least 2 benefits for using the *Six Thinking Hats* to provide a more positive approach to how teams and individuals propose solutions.
2. Participants will be able to gain insight into exploring subjects in parallel, rather than argue who is right or wrong.

**Biography of Dorothy Stoltz:** Dorothy is a professional librarian, author, and de Bono thinking methods trainer who has worked for decades in the field of librarianship as programming and outreach manager and community engagement director. She firmly believes that both the quality of our thinking and the love of learning are incomplete without the support of each other. Good library services, programs, and collections need to include the use of the mind to think creatively and thoroughly. Designing compelling library services that help communities thrive must originate from a reservoir of strength – our ability to think effectively. In these ways, librarians can encourage people of all ages to activate and nurture their best, including approaching life with a sense of joy and a discerning mind. With over 40 years in public libraries, Dorothy retired as director for community engagement with Carroll County (MD) Public Library. She is owner of Waldo Publishers, LLC, inspired by the writings of Ralph Waldo Emerson. She offers Stoltz Creative Consulting for libraries on a range of services as mentor, consultant, and trainer on creativity and other topics and serves as director for library engagement with The de Bono Group. S

**Fee:**

- \$500 - stipend
- \$655 - mileage reimbursement (driving up from Maryland)
- \$500 - 2 nights lodging

Total - \$1655

Fee includes a one-hour virtual follow-up consulting meet up with session participants. (Deb Hoadley will coordinate this for the group)

## NHLA Treasurer's Report

July 2023

Jessica DeLangie, NHLA Treasurer

### Financial Report

Please find attached a copy of

- NHLA's July 2023 Profit & Loss Statement
- NHLA's Balance Sheet as of July 31, 2023
- FY23 Income and Expenses as of July 31, 2023
- Actual to Budget Analysis for FY23

We are finishing up the annual review with our accountants at Wipfli.

I have attached an actual-to-budget analysis for FY23. The number may change slightly after Wipfli finishes their review, but currently we have a surplus of \$12,673.92. This is primarily due to the Spring Conference attendance.

Sheryl and I continue to meet for training and treasurer work.

NHLA's total assets as of July 31, 2023 were \$284,613.00

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

|  |             |
|--|-------------|
| NHLA checking  | \$7,741.21  |
| NHLA savings – non-interest                                | \$36,338.84 |
| NHLA savings   | \$59,799.39 |
| CLNH   | \$17,539.06 |
| READS  | \$3,473.27  |
| PARALIB  | \$8,525.69  |
| ULAC   | \$5,839.98  |
| YALS   | \$6,454.74  |
| ITS  | \$1,873.10  |
|  |             |
| WINCHELL LOAN (revolving fund)                             | \$24,248.55 |
| NORRIS (scholarship)                                       | \$2,196.06  |
| MACDONALD FUND<br>(continuing ed/professional development) | \$20,823.20 |



**READS President Report  
July 2023**

**Current Board members:** Sue Harmon, President; Brianna Hammah, Vice President; Natalie Moser, Past President; Matthew Gunby, Secretary; Tanya Griffith, Treasurer; Liz Ryan, Membership Chair; Eileen Gilbert, Programming Chair; Jane Martina, Public Relations; Gail Zachariah, Reads-to-Go Chair; Alexa Moore, Website Coordinator.

**Upcoming Activities/Programs/Events:**

- The deadline for submitting nominations for the READS Award of excellence was extended until July 31.
- The READS Fall Conference is scheduled for October 13 at the Common Man in Plymouth, NH. The previously stated date of October 6 was an error. The READS Programming committee is finalizing the speakers for a day of professional development. Registration will open on August 8. The programming committee is still looking for a couple new members to replace some people who are moving on. READS is in the process of adding more information to the [Programming Committee](#) web page.
- Jane Martina has submitted the GMILCS Library Hop program to NELA for review.
- The READS repository continues to grow with lots of great programming resources in the READS Repository. There was discussion at the last meeting of adding more resources, including a spreadsheet with links to the events calendars of all New Hampshire libraries. This was tabled pending more research into examples from the MVLC. The discussion will continue next meeting.
- READS worked with Paralibrarians to find a Book Repair workshop instructor. We'll discuss at the next meeting whether READS wants to sponsor a couple workshops as well.
- READS currently has 155 active members.
- Next READS Board Meeting – September 8 at 10:00 am, virtual

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

Interest: \$0.06

Membership: \$15.00

Expenses: -\$475.00 READS TO GO

Balance 06/30/2023 \$3468.24

Respectfully submitted,  
Susan Harmon READS President

Section/Committee Name or Logo: Children's Librarians of New Hampshire



Current Board members: Christina Finemore (President, Maxfield Public Library); Rebecca Searles (Vice President, Great Stone Face Committee Rep, Belmont Public Library); Moriah Churchill-Calkins (Past-President/Center for the Book Rep, Richards Free Library); Becky Kasten (Treasurer, Concord Public Library); Cathy Walter (Secretary, Merrimack Public Library); Nicole Gauvreau (Social Media chair, Pease Public Library); Deb Dutcher (State Library Rep, NH State Library); Judy Russell (Webmaster, Converse Free Public Library)

Upcoming Activities/Programs/Events:

The mini-performer showcase was a great success at the NHLA spring conference! We have started chatting about possible venues and speakers for our CLNH fall conference but we are not meeting again until August 18th.

Income/Expenses and Balance of Account: Our account balance is: \$17,478.48.

Other News:

# Bylaws Committee

August 8, 2023

**Section/Committee Name or Logo:** Bylaws Committee

**Current Board members:** Kersten Matera (Chair), Brittney Bergholm, Elizabeth Bolton, Yvette Couser, Alyssa Jobin, Amy Lappin, Eric Stern

**Upcoming Activities/Programs/Events:**

The Bylaws Committee was asked to help NHSLMA edit their bylaws in order to become a section of NHLA. I enlisted the help of the bylaws committee. We made suggested edits and gave input on NHSLMA's Constitution and Bylaws. We sent our suggestions and revisions to Mindy and the President of NHSLMA on 7/7/23.

From the list of volunteers which Denise forwarded to NHLA (6/13/23), I reached out to two potential volunteers for the Bylaws Committee. Brittney Bergholm (Goffstown Public) and Elizabeth Bolton (Barrington Public) responded that they would both like to join the committee.

I responded to Sue Harmon's (READS President) inquiry (7/27/23) regarding the procedure for READS to create a Special Committee and/or a Standing Committee for establishing a Program Planning Committee as part of the READS Board.

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

**Other News:**

Respectfully submitted,

Kersten Matera

## **Legislative/Advocacy report for August 2023**

### Website

- Changes were approved for the web page to help us better communicate with our members. They include
  - A form to send us items of concern
  - A form to notify us of current local/state/fed legislation
  - Questions to us – email address
  - Hot bills – not necessarily all we are tracking

### Workshop

- A Pre-workshop survey is going out for the month of August that will inform our Advocacy Workshop scheduled for October 24.
- We are looking for common themes to inform our Advocacy kit building and the workshop: what are your issues? What's holding you back?

ALA EDI Committee Report

8/8/2023

EDI holds monthly meetings on the first Thursday of each month at 1pm. We currently have five active members in the group and seek new members who would like to learn about and promote EDI to support the NH library community.

This month, EDI has discussed and accomplished the following:

- EDI has prepared a list of potential trainers for the Executive Board at their request to help the Board hire a trainer who can boost their awareness of EDI issues. The group strongly recommends the following:
  - Based on the experience of several group members in working with James McKim, the group recommends hiring him for a half day workshop to introduce basic EDI concepts and language to the Executive Board at the end of this year. This will help ensure that a new Board has a basic understanding of EDI as NHLA moves forward with any future initiatives.
  - Based on their extensive use of an established framework for assessing organizations' capacity for EDI, the group recommends hiring the NH Equity Collective to help us move forward with incorporating EDI principles into library practice.

**\*If there is agreement with the above suggestions among the Board, EDI is willing to reach out to discuss costs and scheduling options and return with quotes for the Board.**

- EDI is working to put together a standalone half-day workshop for NHLA members for 202 with UNH's NH Listens.

**The group seeks feedback to help determine the types of EDI programs the Board would like to see at the NHLA Spring conference.**

- EDI is still working to put together a newsletter. We are also working to include upcoming EDI related events and organizations that will be useful to membership with the goal of becoming a clearinghouse for such information for librarians.

Respectfully Submitted,

Melissa Mannon

EDI Committee Chair

The following is a list of New Hampshire based options for training managers in EDI principles. The consultants on this list were culled by members of the NHLA EDI group. The list is provided to the NHLA Executive Committee to help them consider a path to educate members about culturally effective organizations. The need for this training aligns with NHLA's original purpose for forming the EDI taskforce in 2020,

<https://www.nhlibrarians.org/Pages/Index/225198/edi-committee-welcome-page>.

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1. DEI Directive [www.deidirective.com](http://www.deidirective.com)

“Our training programs are designed to help foster workplace collaboration, improve hiring processes, mitigate unconscious bias, and lead to the development of inclusive teams.”

- Have not reached out to them
- Mentioned by Mindy Atwood

2. NH Listens (UNH) <https://carsey.unh.edu/new-hampshire-listens>

“NH Listens partners with local communities, schools, and state-wide organizations to create environments that help move conversations forward. Working with us brings nonpartisan, civic engagement expertise into challenges your community is facing and helps guide the process, ensure broad outreach, and monitor fairness.”

- Have done some workshops in the recent past with libraries, including sticking with a tough conversation, fundamentals on equity and belonging, navigating conflict and community engagement.
- Fee for half day up to \$2000
- Contact Michele Holt-Shannon [Michele.Holt-Shannon@unh.edu](mailto:Michele.Holt-Shannon@unh.edu)
- Katie Hamilton from EDI reached out to them and they would like to meet with group to discuss options

3. Organizational Ignition <https://organizationalignition.com/organizational-performance-through-diversity/>

“Our Organizational Performance Through Diversity Services include a 360 DEI assessment, DEI implementation advice, and training help you ignite your organization's overall performance by developing and instituting policies, procedures, and practices that value and equitably include diverse employees.”

- Contact James McKim
- Melissa Mannon from EDI has worked with him in the past and he has some experience with libraries. We have not contacted James directly about this training.



4. New Hampshire Equity Collective <http://equitynh.org/culturally-effective-organizations/>

“Increase organizational cultural effectiveness and improve the capacity of organizations in NH to provide high quality services to all populations (especially racial, ethnic and linguistic minorities) by incorporating the elements of a culturally effective organization.”

- Contacts: Trinidad Tellez [drttellez@yahoo.com](mailto:drttellez@yahoo.com), Maria Doyle [mdoyle@nhchildrenstrust.org](mailto:mdoyle@nhchildrenstrust.org), and Paula Smith [psmith@snhahec.org](mailto:psmith@snhahec.org)
- Use “The Culturally Effective Organizations Framework Organizational Assessment” - A “tool to help assure that organizations have capacity to provide high quality care, programs, and services to all.” Have extensively used this tool in the healthcare industry in NH and interested in adapting it for libraries.
- Cost flexibility
- Melissa Mannon of EDI talked extensively with Trini and Maria about using this tool to help an organization better understand its implementation of EDI principles now and capacity for the future

5. NH Center for Justice & Equity <https://nhcje.org/> (stems from Endowment for Health work on equity with Anthony Poore)

“Building on the accomplishments of the [Race & Equity in NH Series](#), the NH Center for Justice & Equity will organize around those solutions, providing backbone support to their Workgroups (law enforcement/criminal justice, civic engagement, government, education, health, and economic development), and over time fully integrate those efforts into the Center.

- We have not yet contacted them for further information

6. UNH Social Justice Education <https://www.unh.edu/diversity-inclusion/trainings-programs/social-justice-education>

“Trainings are offered to on-campus departments and offices as well as off-campus schools, non-profit organizations and municipalities, and for-profit businesses... The team of Social Justice Educators offers flexible programming options to suit your needs. Choose from an 8-hour full day of training or customize a training to engage participants around specific areas of social justice that best suits the needs of your office/group.”

- \$1,600 for up to 8 hours of training, plus travel costs to and from the site.
- Contact UNH Office for Equity and Diversity 603-862-1058 (We have not reached out to them directly)

## ITS Section Report

**Tuesday, August 8th, 2022**

The ITS Section hosted a hybrid meeting on Wednesday, June 28th at 10:30 a.m. at the Concord Public Library. Topics discussed included the Concord Public Library's new 3D Printer and eBike Bookmobiles, the State Library's NED Robotic Arm initiative, translation features of websites and catalogs, AI trends and updates, etc.

The section continues to support discussion on both the Publicity & Marketing Committee and ITS Section Google Groups.

The next ITS meeting date is scheduled for **Wednesday, August 30th at 10:30 a.m.** The section plans to meet in-person (with a virtual option as well) if a suitable location can be found.

Respectfully submitted,

ITS Co-chairs  
Mathew Bose  
Mark Glisson

## New Hampshire NELA Representative report – August 2023

### NELLS:

The NELLS Committee has released their final report for the 2023 New England Library Leadership Symposium. It is attached separately. It is great and informative and very thorough.

NELLS 1 and NELLS 3 will take place in 2024. NELLS 1, “Emerging Leaders” is an introductory leadership workshop designed for early career librarians. It’s primarily online with a shorter in-person component. NELLS 2, is for mid-career librarians with 3-15 years of experience and takes place in-person. NELLS 3 is in person, self-funded, and is targeted at professionals who have been in the field for 15 years or more.

2023 Conference in Springfield, MA: #NELACON – Everyone Can Be a Hero, October 15th through 17th. Early Bird pricing will be available until September 8th. For more details:

<https://nela2023.godaddysites.com/attendees>

The conference this year will have its after hours banquet on Sunday night. There will be cosplayers for photographs, a costume contest, and a DJ. It is a five minute walk to the banquet venue.

Some of the featured speakers this year include Robin Bradford, Becky Spratford, Jessamyn West, Hannah B Harvey, and Kelvin Watson. Program proposals have been responded to and programs have been scheduled. For a detailed program schedule, see this:

<https://nela2023.godaddysites.com/detailed-program-schedule>

It’s the end of an era. Mary Etter, who has designed the NELA games at every NELA conference since time immemorial, will plan her last NELA games this year in Springfield. She has retired, and will no longer be the game designer. We will miss Mary’s contributions but look forward to what kind of social activities the committee will come up with in the future!

Next year’s NELA conference will take place in Portland Maine.

The Emerson Greenaway Award deadline has been extended to August 18th, 2023.

Respectfully submitted

Amber Coughlin  
NELA Representative

## **ALA Councilor Report**

**08/08/23**

### **Current Board members:**

Amy Lappin

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

**Income/Expenses and Balance of Account:** N/A

### **Other News:**

ALA continues to respond to state library commissions' membership withdrawals as well as attacks by some GOP lawmakers.

On August 7, ALA President, Emily Drabinski gave an [excellent interview to NBC News](#) that gets to the heart of the broader issues and may inform talking points as we discuss the issues with our own libraries, trustees, and patrons.

The ALA Chapter Relations Office continues to try to assist Chapters with communicating out around these issues as well. They have provided us with a template letter for language we could use as well as some talking points. Including:

- ALA is nonpartisan, nonprofit
- ALA serves all (demographics & ideologies)
- ALA's history and prominence
- ALA's governance (large council, executive board, etc.)
- Library Bill of Rights and legacy of 1st Amendment support
- Specific points talking to the benefits for state library membership
- Exact numbers on increases to IMLS grants due to ALA / chapter advocacy
- Exact numbers on direct ALA funding to states
  - For example, in Georgia, 37 libraries received almost 1/4 million dollars since 2021 from ALA

I'm looking forward to discussing this further with you all.

Respectfully Submitted,

Amy Lappin  
NHLA ALA Councilor

## **NHLA Scholarship Committee Report, August 2023**

Current Board members:

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

### **Meetings/Programs/Events**

Next Scholarship and Loan deadline is September 1<sup>st</sup>!

### **Winchell Loan Repayment Options**

A Winchell Loan awardee, currently living abroad, requested an alternate payment method to pay off her balance of \$3,500, so over the past two months, the committee chair, along with the NHLA Database administrator and the Treasurer has been investigating the feasibility of offering credit card repayment.

The chair decided to utilize the invoice creation tool in Wildapricot and have the awardee repay through the invoice. Unfortunately, having credit card repayment processed by our credit card payment vendor Affinipay costs the association roughly 3% a transaction, which, for a \$3,500 balance is roughly \$100.

This led to the NHLA Treasurer and Database administrator to investigate with Affinipay whether or not NHLA could pass along this cost with a surcharge to the awardee. Due to the abbreviated timeframe (the loan repayment was due July 1), and a number of restrictions required when implementing a surcharge, the committee chair opted to forego the surcharge in order to collect the balance.

Conditions of implementing a surcharge include:

- 30-day notice to credit card companies of intent to begin collecting surcharges moving forward
- Surcharges must be universal and applied to all payments processed for the association, regardless of amount unless a separate, parallel system is established
- Surcharges cannot be collected on debit card payments
- Surcharges must be broken out on a separate line item of an invoice
- Surcharges cannot exceed 3%

### **Recommendation**

*As chair, I do not recommend implementing a surcharge for credit card repayment.* This is the first time in my five years as chair that there has been a request for credit card repayment, and awardees in the past have not provided any feedback requesting a different payment method. The rarity of the situation, combined with the complications of instituting surcharges makes it an unattractive option.

This was a situation with extenuating circumstances (the awardee had moved abroad), and the association provided an emergency accommodation allowing her to pay off her balance.

My recommendation is that NHLA can offer credit card repayment, but limit it to emergency situations where the awardee cannot pay by check if any such situations should any arise. Awardees should still be directed to pay off their balances via check whenever possible.

**Other activities**

The committee chair also processed a repayment check of \$500 from separate Winchell Loan awardee.

Submitted by Carlos Pearman, Chair

**New Hampshire Library Trustees Association Liaison Report**  
**NHLA Executive Board Meeting: August 8, 2023**

NHLTA Meetings of August 2, 2023 (No meeting in July)

The Board meeting accepted 2 new nominees, Carol Boynton and Cathy Harvey. Carol Boynton will be on the communication and legislative committees. Cathy Boynton was elected to the NHLTA Executive Board. Ms. Boynton is a NH State House Representative and sit on Fish and Game Committee. She represented Chesterfield, Hillsdale, and West Moreland.

NHLTA held 2 regional Trustees get-together at Webster Free Public Library on June 10<sup>th</sup>. There was a great conversation, mostly on finances and budget. There was presentation by one of the Library Trustees on the history of the Library.

NHLTA's Trustee Orientation Workshop on July 17 at NHMA. The workshop was well received, 68 Trustees/Library Staffs attend. The results from the follow up survey were positive.

NHLTA retreat was be held on May 23 at the Common Man Restaurant on May 23. Tom Ladd was the presenter. The focus was on strategic planning, expanding board and committee members, and resources and ways to benefit our members.

NHLTA Newsletter: Next date for the Fall Newsletter's articles is September 1<sup>st</sup>.

NHLTA next Board meeting is Wednesday, September 6, 2023, 9:30-12:30, in person at NHMA.  
This meeting will be a continuation working on our succession planning.

NHLTA regional Meeting:  
September 21, Peterborough Town Library 10:00-11:30am

NHLTA 2024 Annual Conference will be on June 5th.

Respectfully submitted,  
Conrad Moses  
NHLTA Liaison  
Website: <https://nhlta.org>

## NHLA Paralibrarian Section

**Current Board members:** Heather Rainier, Past President/Interstate Liaison; Cyndi Burnham, President; Julie Spokane, Interim VP; Katie Ondre, Secretary; Pam MacDonald, Interim Treasurer; Amanda Alwyn, Webmaster, Carla Ferreira, Certification Review Committee Chairperson; Hope Garner, Education Committee Chairperson; Krista Bordeleau, Newsletter; (Vacancy)Membership Committee Chair; General Board Members Anne Meyers, Cheryl Ingerson, Mary Ann Shea, Lee Ann Chase, Edmund Lowe

### Upcoming Activities/Programs/Events:

Thanks to the dedicated efforts of Hope Garner, we have the following classes scheduled and will be open for registration at the end of the week.

September 11 Book Repair Workshop at Peterborough (10-2pm) only in person registration for this one

September 19 Weeding class at Meredith Public Library (1-3pm)

October 5 Weeding Class in Peterborough (10-12)

Canva I class in Hooksett (10-12)

### Income/Expenses and Balance of Account:

|                               |             |
|-------------------------------|-------------|
| Account Balance as of 7/31/23 | \$ 8,480.62 |
|-------------------------------|-------------|

### Other News:

We welcome [Rubi Simon](#), Director of the Howe Library in Hanover to our Board as our newly created position of NH Director Liaison. We anticipate the role to function as an advocate and to provide information to Library Directors on the benefits of encouraging staff to further their professional knowledge through the Paralibrarian Certification program.

Due to unforeseen circumstances, we find we are needing to fill our Membership Chair position. If anyone knows of a staff member that may want to get involved with the section, please have them contact [Heather Rainier](mailto:Heather.Rainier@hooksetlibrary.org); [Cyndi Burnham](mailto:Cyndi.Burnham@offstowlibrary.com); or Julie Spokane [jspokane@amherstlibrary.org](mailto:jspokane@amherstlibrary.org) for more information.

For the upcoming elections, we are also in need of filling the VP role, as [Julie Spokane](#) will be moving to the President position.

Since the section "reboot" we have had two candidates submit applications for Certification.



## **Technical Services Committee Report**

**08/04/23**

**Current Board members:** Angela Brown, Chair

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

-Committee Meeting August 22, 2023 at 2:00pm

**Income/Expenses and Balance of Account:** N/A

### **Other News:**

- Ann Murphy has retired so the Committee will need a new website coordinator. I will ask if any committee members are interested in volunteering. The coordinator will need website training.
- The Committee hosted a virtual presentation on series cataloging on June 27 that had 19 attendees.

Respectfully Submitted,  
Angela Brown  
TS Committee Chair

## **ULAC**

Report for NHLA Executive Board

08/08/23

### **Current Board members:**

Eric Stern, Chair

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

ULAC is scheduled to meet on Friday, August 25<sup>th</sup>, 10am at the Dover Public Library. This will be the group's first trip to Dover since I've been chair. We will then be meeting aboard the MS Mt Washington (in Laconia) on Friday, September 22<sup>nd</sup>, 10am. (This cruise will take the place of a September meeting.)

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

At the July ULAC meeting, the current balance was reported to be \$5,839.93.

### **Other News:**

ULAC met in-person at the Keene Public Library on Friday, June 23<sup>rd</sup> and then met again virtually on Friday, July 28<sup>th</sup>. In Keene on 6/23, ULAC discussed outsourcing and privatization of public libraries, court-ordered supervised visitations at public libraries, video surveillance, and capital improvement plans. Virtually on 7/28, ULAC had a follow-up discussion regarding supervised visitations, first amendment audits, public PC arrangements, and staff appreciation events/activities.

ULAC Chair Eric Stern has had conversations with representatives from DCYF regarding the issue of court-ordered supervised visitations. At the end of June, Eric met virtually with Melissa Vermette and Jessica Heiple, and outlined libraries' concerns. He then had a follow-up conversation with DCYF's General Counsel, Beth Margeson, in late July. ULAC will continue to weigh options regarding the supervised visitation issue moving forward.

Respectfully submitted,

Eric Stern, ULAC Chair

Wild Apricot Database Report (8/8/23)

Database Admin: Lisa Jose

Upcoming Activities/Programs/Events: N/A

Income/Expenses and Balance of Account: N/A

Other News:

- Responded to Conf. Chair re: providing email addresses to 3 party vendor; follow-up discussion by Conf. Chair at EB meeting for clarification
- Researched rules for credit card payment surcharges in Wild Apricot & AffiniPay; discussion at EB meeting
- Worked with Scholarship Chair & Treasurer to set up invoice for repayment of Winchell Loans with a credit card
- Continuing as liaison between Treasurer, Membership Chair, and Bookkeeper

Respectfully Submitted,

Lisa Jose

Wild Apricot Database Administrator

NHLA Executive Board 8.8.23

Website Coordinator's Report

Yvette Couser

I'm continuing to update the site as requests come in. Links to Conference handouts and presentations are up, but if anyone has additional information from the Conference or from their presentation that they would link included, please send that to me. The ALA Councilor page has been updated as requested. I took two weeks' worth of vacation during July, so addressing some of the more recent requests admittedly has been slow.

After our last meeting, I emailed Dale Dormody with the Board's questions about the front page header, as well as Committee requests about correcting the Facebook link and additions to the READS page. The former two requests are complete; the latter is more complicated. To change the front page top image to a slider where different library pictures are presented is probably possible but because of the current measurement of the space the images would not display well. The space could be increased but that would push the rest of the content down the page. I will continue to work on mock ups with Dale after I return from Maine.

Thanks.