

Paralibrarian Board Meeting (approved 3/8/22)

Friday, November 5, 2021, 10:00 am

In-Person Meeting, with Remote Option

Changed made at meeting January 14, 2022

Attending In-Person:

InterState Reciprocity Liason & Co-President, Heather Rainier, Hooksett Public Library. Co-President, Cyndi Burnham, Goffstown Public Library. Review Committee Chair, Lee Ann Chase, Hooksett Public Library. Education Chair, Eileen Gilbert, Belmont Public Library. Treasurer, Julie Spokane, Brookline Public Library. Secretary & Webmaster, Amanda Alwyn, Laconia Public Library.

Guest attendee: Hope Garner, Griffin Free Library, Auburn.

Attending via Go-to-Meeting:

General Board Member, Krista Bordeleau, Pelham Public Library.

Meeting called to order: 10:10 am.

- Approval of minutes
 - Julie motions to approve the May 11, 2021 meeting minutes, with amendments.
 - Lee Ann 2nds.
 - All in favor, minutes are approved.
- President's report
 - Hope is attending her third meeting.
 - Cyndi and Heather appoint Hope as a General Board Member. Hope may now vote on upcoming items at this meeting.
 - Agenda items
 - Cyndi would like feedback about the format of the agenda.
 - Instead of reading out the reports that are sent in every meeting, it would be more productive to go through any concerns, questions, and then just give a summary of the report. Nuance and details will still be discussed.
 - Reports will be included at the end of the agenda.
 - The Secretary requests that reports still contain detail, as they will be included in the minutes.
 - NHLA updates
 - Educational Committee discontinued
 - Report from NHLA is that the sections are successfully doing classes and education opportunities and that the Education Committee overlapped
 - NHLA encourages sections to work together
 - Our mission is to address the staff that doesn't get addressed any other way; to include all staff. We will continue to provide this access.

- Heather recommends reading the NHLA minutes when they come out.
- Denise van Zanten, Library Director at Manchester City Library is the new NHLA president. Lisa Houde at Dover Public Library is the new NHLA vice president/president-elect.
- The Geisel award was not given out this year.
- There has been legislation proposed to require employees, and volunteers to have background checks
 - There was a similar proposal last year that was for all volunteers, including any performers, and NHLA worked to have it not pass
 - This year has added all employees
 - NH LSR: Legislation proposed to require employees and volunteers to have background checks. Currently, background checks for volunteers are a best practice recommendation and employee screenings are based on library/town personnel policies.
- NHLTA has started planning their spring conference
 - NHLTA reached out to Heather and Cyndi about a volunteer position for planning this conference. Paid by NHLTA. For anyone interested it would be a good way to plug the section. Heather will forward it to the group.
 - It would count toward certification
 - Form E, it would be a good experience
 - Management category
 - FTW equivalent hours as work time
 - Lori had found our old Para binders at the state library. She kept one as a sample, but the state library did not keep the rest.
 - Where is this binder now? Heather will see if she can get one to show the library trustees association just how much goes into a certification.
 - All certifications are also in our NHLA dropbox.
 - Would like to give them an estimate of the hours that it takes to put one together.
 - Krista was tracking her time filling out her level 1 and can get those numbers to the group.
- NHLA 2022
 - The spring conference will be held in October 2022 as partnered with NELA
 - The conference will be in Manchester.
- NHLA Board openings - Bylaws Committee & Chair, Archivist
- Working with NHSLMA to find areas of collaboration
- Website: The NHLA website still cannot be updated but that the content has not been lost. The problem stemmed from malware that was installed via GoDaddy, not WordPress. Dale Dormandy of Gilford and

Mark Glisson of Hooksett are making progress. There were some communication issues with NHLA.

- Heather requests that everyone fill out the NHLA survey that was just sent out.
 - <https://forms.gle/FqpWNpDXTQwvHnUq6>
 - Strategic Plan committee - Please complete the survey, responses will be used in the development of a two-year plan for NHLA. The intention is that it will be four pages and will follow Vermont's similar plan in structure.
- Old Business
 - In a past meeting, we suggested changing the terminology of our section name to Certified Library Professional because of the connotations of the term "para"
 - Heather will send out the survey she found from 1997 about the term
 - Heather was going to reach out to MA to see if our reciprocity agreement may be impacted by this change. She will bring their response to the next meeting.
 - Heather and Cyndi will put the question of changing our name into their next NHLA report.
- **Past President's report**
 - Status of election ballot
 - There were 21 votes for Dawn as Vice President, however, Dawn has left the library field and will be unable to fill her role.
 - We are once again without a Vice President.
 - Heather and Cyndi will determine names, with who is left on the nominating committee, and we will need to hold a special election.
 - Lisa Cutter has left the board.
 - Discussion about the Vice President position is tabled to the next meeting, once we reach Patrick. Where are we at, and where do we need to be.
- **Secretary's Report**
 - I have recently started attending the Technical Services committee meetings (it was an ad hoc committee and has now gone through the process of becoming a standing committee).
 - At one of the meetings, they discussed their goal of holding classes on cataloging. They would like to collaborate with Paralibrarians on classes. I shared some information on the past classes we had, and when we had them last (since the website was down I couldn't link it, but we had this information on our website).
 - They would like to reach out about the curriculum we might have used, and any information we might already have.
 - I gave Angela Brown (of Amherst) Cyndi's contact information as a place to start. Their goal at this time is to support the library community with best practices for NH librarians in cataloging.

- Cyndi made a motion to approve a \$375 budget to purchase swag for prizes for the social media parade.
 - 7 voted yes, 5 did not vote, out of 13 total board members.
 - Motion approved.
- Lee Ann made a motion to approve the waiting certifications
 - John Locke, Meredith Public Library, Level 1
 - Carla Ferreira, Bedford Public Library, Level 2
 - Danielle Arpin, Pelham Public Library, Level 2
 - Patrick Arnold, Derry Public Library, Level 3
 - Cynthia Burnham, Goffstown Public Library, Level 4
 - 4 voted yes, 9 did not vote, out of 13 total board members.
 - Not enough votes to pass.
- Voting results from 2021 Vice President/2022 President-Elect
 - <https://forms.gle/uQk3hWh6CWhQyPAN8>
 - 21 votes for Dawn (all votes were between 8/24 and 9/2)
- **Treasurer's report**
 - FY 22 Budget as of 6/30/21, attached at the end
 - FY 22 Budget as of 10/15/21, attached at the end
- **Webmaster's report**
 - A congratulations post was put out on Facebook and the blog for newly approved certified paras after the previous meeting
 - Our social media parade video is done! However, because our website is down, the only way to view it is through my personal google drive. We are waiting for our website to come back to be able to send that out.
 - We didn't want to create a YouTube account, to have just 1 video and then not use it again.
 - Cyndi will contact those who participated to update them.
 - https://drive.google.com/file/d/1cG64933_1UxHthoOQOGdX9A5_6dgwL4p0/view?usp=sharing
 - A reminder post did go out.
 - We had 14 total participants:
 - Krista Bordeleau Level 2
 - Cyndi Burnham Level 3
 - Cheryl Ingerson Level 4
 - Amanda Alwyn Level 3
 - Bettielue Hill Level 1 and Julie Spokane Level 4
 - Dawn Mazur Level 2 and Patrick Arnold Level 2
 - Marcia Strykowski Level 4
 - Marie Mehegan Level 2
 - Linda Hough Level 1 and Cherie Gable Level 2
 - Lee Ann Chase Level 4
 - Danielle Arpin Level 1
 - NHLA website is still down, update from NHLA is that they're working on it, but no idea when it will be back.

- Heather is hopeful that it will be up in the next month or two
 - In the interim, we will add the major documents to our Google Drive so that board members can send the read-only links out to those who need them.
 - Before the website went down:
 - Created a blog post and an NHAIS post inviting people to nominate librarians for our open positions
 - Approved minutes were posted to the website
 - Updated the certified Para's list
 - Updated the board contact information page
 - Updated our board info brochure.
 - Once we have the blog back, we would like to resume practice to invite all of our membership to the board meetings
 - Patrick will be able to send out an email to the section through WildApricot
 - Can we also try the 603 Librarians Facebook group?
- Education Chair's report
 - Eileen attempted in August to set up the certification how-to, but people were not ready at that time.
 - Julie and Amanda believe that it's best for others who more recently went through the certification process to present the class.
 - Lee Ann should be present, as the expert.
 - Cyndi has recently gone through the whole process and would be the voice of experience
 - Hope is in the beginning stages and would be a good voice for the early stages
 - Offer quarterly?
 - Education committee status
 - Eileen plans to take this year to plan a series of classes, and to train a successor/s, then step back
 - The Plan
 - To line up a series of classes based on each of the categories of librarianship, 3 in spring and 3 in fall
 - The topics are broad enough for a variety
 - Online is now a viable option, hybrid might be the way to go moving forward
 - Potentially would like to have classes every other month, starting in February
 - We need to pick up the momentum we lost over the last two years of not having any classes.
 - People have been using a lot of online resources
 - Reach out to other libraries to find out who can host in person, and if they have a remote option.

- HPL has the technology to host hybrid classes
 - We would have a finite number of in-person spots but could open it up to more with virtual
- Auburn can host up to 8 in-person and can do virtually
- Should we do January? February?
 - Too soon to plan for January
 - If we do March/April/May, a class a month. We can market now to get the excitement and come back strong.
 - Start advertising in December/January – about the time that renewals for NHLA go out
 - Consistency is key going forward. What months we do this in now, and when it aligns with the fall, with even spacing, will determine how we proceed.
- Cyndi’s coworker has an introductory and advanced Canva class prepared.
 - They could hold the intro class in March, and the advanced one in the fall
- Mark could repeat a technology class
- Susan Brown from Derry has a reference class, possibly focus on over the phone, post-covid reference
- Education Committee meeting
 - To be held within a month, to report back before the next board meeting
 - Set a schedule for the next year
 - The NHLA renewal letter goes out on December 1
 - Bring a list of classes to the table
 - Who was successful, and who is still around
 - Where can we host classes – contact libraries to see who can host
 - Hope would like to help on the Education Committee
 - How many paras already do NHLA, CHILIS, READs, etc. How many cannot do anything because other staff are participating and they remain behind to run the library?
 - Do we have 4 spring, 2 fall, and summer, and winter classes because more conferences are happening in the fall? Should the summer and winter classes be only virtual?
 - We could plan for January virtual class, 2023. Then March, April May?
 - 6 regular classes a year, with at least 1 being a children’s topic
 - Deb Dutcher would be a good person to reach out to about children’s classes
- Board attendance at workshops?
 - To help run, go-to person, give out certificates, promote the section/board
 - Some teachers are glad to do the certificates, some are not

- Just introduce presenter, take attendance, take payments if needed, talk about the process, give out certificates, and invite to board meetings
 - When Eileen gets a schedule, send out the list to the board, to assign a member to the class
 - Make a checklist/script to follow so that we are giving out the same message in each class.
 - Revisit the idea of one-on-one coaching sessions for single libraries
 - Most coops are still virtual, table discussion until the spring.
 - Where are we all located, and how can we go to the classes
 - Charging for classes and virtual/in-person
 - Do we record and make the classes available online?
 - If we charge, we cannot also offer it for free
 - NHLA has a YouTube channel
 - The money from classes goes to be able to subsidize the cost of the conference
 - We could restrict the video to those who registered
 - When we get the website back we could send out the password-protected link to only those who attended
 - Or, we could wait to post it for 6 months to send it out to the general section
 - We do repeat classes. Why sign up for a class if you can watch it online?
 - No certificate for just a video.
 - Discussion tabled to a future meeting because there are so many options.
 - Summary
 - February – how to prepare your application with Cyndi, Lee Ann, Hope
 - Offer two sessions on different days, at different times so more people can attend
 - March – Canva with Stacy
 - April – Reference Interview with Susan Brown
 - May – Technology with Mark
 - For this season, we will charge the regular amount for classes. \$10 for members, \$15 for non-members. Same cost for in-person or remote attendance.
 - Advertise to Paras first, and then open to general NHLA.
 - Meet within a month, to set down a plan for these classes and the rest of the year
- Review Chair's report
 - Revote for Certification recommendations. The original email vote did not garner enough responses.
 - John Locke, Meredith Public Library, Level 1
 - Carla Ferreira, Bedford Public Library, Level 2

- Danielle Arpin, Pelham Public Library, Level 2
 - Patrick Arnold, Derry Public Library, Level 3
 - Cynthia Burnham, Goffstown Public Library, Level 4
 - Julie motions to approve certifications. Amanda 2nds. Cyndi abstains from her own. All in favor, certifications pass.
- Anne Meyers has left Hooksett Public Library but will remain on the Review Committee.
- **Membership Chair's report**
 - Membership Totals report, attached at the end (provided by Julie)
 - FY Ending 6/30/2015 – 46 members (1/2 year)
 - FY Ending 6/30/2016 – 88 members
 - FY Ending 6/30/2017 – 55 members (NHLA switched when it ended its fiscal year)
 - FY Ending 6/30/2018 – 69 members
 - FY Ending 6/30/2019 – 77 members
 - FY Ending 6/30/2020 – 76 members
 - FY Ending 6/30/2021 – 69 members
 - Patrick did not attend the meeting. Dawn has left the section.
 - Overall the number of people employed in the library world is down
 - A lot of people have retired, new people are harder to come by
 - Wages are up in other professions, and we are struggling to compete
 - Strategy to recruit new members, tabled
 - Krista will reach out to her director and Assistant director about communicating with trustees
 - Heather will reach out to Patrick
- **Mini-Conference Committee Chair's report**
 - Update on Social Media Parade
 - The video is ready, but we don't have a way to share it until the website is back up and running
 - Swag is out to the people who participated
 - Status for receiving certificates
 - We still want to do certificates at the conference, but don't want people to wait more than 6 months to receive theirs.
 - They will receive their letters as they get approved
 - And when we have a conference in planning mode, then we will hold them to give out at the conference. Until then, certificates will be mailed.
 - At the next conference, we will recognize all those who had received theirs since the last conference
 - Is Fall 2022 realistic?
 - There are already several conferences in the fall
 - Still too soon for in person
 - Tabled for now

- New Business
 - Google doc with Para info (Cyndi)
 - We need something to host documents until we get the website back.
 - If no updates by the new year, discuss our own website option. However, as a section, we need to see what we're allowed to do as part of NHLA.
 - Guidelines, by-laws, minutes, section contacts, section brochure, education links, certification list. Read-only links.
 - Going forward, Patrick can send out the minutes, once approved, to the section list
 - Content for our blog/WildApricot
 - Review of a class, or webinar to promote our offerings, and also to generate discussion and to know what we want to repeat
 - Tech Services Committee collaboration (Amanda)
 - Angela Brown, from Amherst, is open to collaboration as they get their committee started.
 - Linda Kepner, who is now semi-retired, was also an excellent cataloging instructor
 - Compile communication with other sections
 - Liaison with NHLA to get sections to share what they're doing
 - READS has spring round table discussions – can cross-promote to our section
 - Offer to advertise for them to our section
 - Future of Paralibrarian, the letter from Hope attached at the end.
 - Create a survey in a few months, “ if we went away”... etc, see the letter
 - A survey is a good idea because we've been mostly silent for almost two years
 - Remind the section that we're here, and see what they're looking for
 - Is this filling a need, how do we improve?
 - Collaboration is more important with the dissolution of the Education Committee
 - Ask the membership what they think, and get some feedback – after we have a few classes again
 - Look outside our group, who else are we competing against
 - Does that mean changes to our section, or how we run things?
 - What can we do?
 - Where are we going?
 - Who else is doing it?
 - How do we reach those thinking of becoming paras?
 - Developed a library flyer years ago, and send it to every library, asking directors to please post where all staff can see it
 - We are here for you

- In the next two weeks, Heather, Julie, and Cyndi will collaborate on the wording for the flyer
 - Send out in January
 - Will want feedback from the board
 - Libraries might limit who can join sections because of budget cuts
 - We will have to wait and see how we're impacted after renewal time
 - Appointment of General Board Members & Committee Members (Heather & Cyndi)
 - Cyndi appoints Hope to the Education Committee
 - Hope joins Eileen and Krista
 - **Next Meeting Business**
 - Tabled discussion on Advocacy position/committee, whether this needs to be a new position, committee, or part of another position.
 - The mission statement for the section.
 - The first page of our guidelines has a section that, while not called a mission statement, fills the purpose.
 - Do we need to revise? Last updated 2018.
 - Should we rewrite to review and refocus as a section? Does it still fit after the last two years of change?
 - When looking for committee help, such as the Mini-conference, draft personalized communication welcoming help from the section.
 - Send wording to Patrick to send to the section membership
 - Send to Amanda to post to the blog (once we have it back)
 - Up to the chair to draft the wording and send to the right people
 - Schedule meetings on a regular occurrence so that they are predictable by paras who want to attend
 - *Action items*
 - ALL - Fill out NHLA survey <https://forms.gle/FqpWNpDXTQwvHnUq6>
 - ALL - Read the NHLA minutes when they're posted
 - Heather will send out the survey she found from 1997 about the term Para
 - Heather was going to reach out to MA to see if our reciprocity agreement may be impacted by changing our section name. She will bring their response to the next meeting.
 - Heather and Cyndi will put the question of changing our name into their next NHLA report.
 - Discussion about the Vice President position is tabled to the next meeting, once we reach Patrick.
 - Where are we at with board members, and where do we need to be.
 - Reconviene nominating committee
 - We will add the major documents to our Google Drive so that board members can send the read-only links out to those who need them.

- Amanda will update what needs updating and send to Cyndi/Heather to post to google
 - Guidelines, by-laws, minutes, section contacts, section brochure, education links, certification list. Read-only links.
 - Education committee
 - Meet in less than a month to plan the classes for the rest of the year. Return with plan at next meeting.
 - Reach out to other libraries to find out who can host in person, and if they have a remote option.
 - Cyndi will pass on co-worker's contact information about Canva classes
 - Make a checklist/script to follow so that we are giving out the same message in each class.
 - Discussion about offering access to taped virtual classes and charging for admission tabled to a future meeting because there are so many options.
 - Update board contact list to reflect board changes.
 - Strategy to recruit new members, tabled
 - Krista will reach out to her director and assistant director about communicating with trustees
 - Heather will forward the NHLTA volunteer position to the group.
 - Heather will check in with Patrick
 - Where is the binder Lori found now? Heather will see if she can get it to show the library trustees association just how much goes into a certification.
 - Krista was tracking her time filling out her level 1 and can get those numbers to the group.
 - Most co-ops are still virtual, table discussion about in-person coaching until the spring.
 - Is Fall 2022 realistic for our mini-conference? There are already several conferences in the fall. Still too soon for in person. Tabled for now.
 - In the next two weeks, Heather, Julie, and Cyndi will collaborate on the wording for the section promotional flyer to send to all libraries.
- Adjourn
 - *Meeting adjourned at 12:28 pm.*

Next Meeting: Friday, January 14 at 10:00 am at Hooksett Public Library.

FINAL				BUDGET VS.		
Budget 7/1/20-6/30/2021		Budget	Actual	ACTUAL		
Account Balance as of 7/1/20			6151.8			
Income						
	Certification Fees 10 @ \$	\$ 200.00				
	July. Cert. Fee		\$60.00			
	Aug. Cert. Fee		\$60.00			
	Oct. Cert. Fee		\$20.00			
	November Cert. Fee		\$80.00			
	March Cert. Fee		\$20.00			
	April Cert. Fee		\$20.00			
	Total Certification Fees	\$ 200.00	\$260.00	\$ 60.00		
	Class Fees July					
	Class Fees August					
	Class Fees September					
	Class Fees October					
	Class Fees November					
	Class Fees December					
	Class Fees January		\$15.00			
	Class Fees February					
	Class Fees March					
	Class Fees April					
	Class Fees May					
	Class Fees June					
	Total Class Fees	\$ 1,800.00	\$15.00	Budget =6 Classes/20 attendees/@ \$15 \$ (1,785.00)		
	Membership Dues - Jul					
	Membership Dues - Aug					
	Membership Dues - Sep					
	Membership Dues - Oct		\$5.00			
	Membership Dues - Nov		\$5.00			
	Membership Dues - Dec		\$15.00			
	Membership Dues - Jan		\$115.00			
	Membership Dues - Feb		\$155.00			
	Membership Dues - MAR		\$20.00			
	Membership Dues - Apr		\$15.00			
	Membership Dues - May		\$5.00			
	Membership Dues - Jun		\$10.00			
	Total Membership Dues	\$ 375.00	\$ 345.00	\$ (30.00)		
	Mini-conference Fees	\$ 1,000.00		\$ (1,000.00)	Budget = 50 People X \$25	
	Interest (as of June)	0.00	0.65	\$ 0.65		
	Total Income	\$ 3,375.00	\$ 620.65	\$ (2,754.35)		
Expenses						
	Training					
	Sept/Oct/Nov	\$ (300.00)				
	Mar/Apr/May	\$ (300.00)				
	Total Training	\$ (600.00)	\$ -	\$ 600.00		
	Mini-Conference Expenses	\$ (2,500.00)		\$ 2,500.00		
	Catering					
	Space Rental					
	Speaker					
	Décor, awards, gifts, invites					
	Bags					
	Total Conference Expenses	\$ (2,500.00)	\$ -			
	Other Costs:					
	Certificates	\$ (100.00)	(39.94)			
	Postage/Mailing Labels	\$ (50.00)				
	Copying	\$ (25.00)				
	Total Other Costs	\$ (175.00)	\$ (39.94)	\$ 135.06		
	Total Expenses	\$ (3,275.00)	\$ (39.94)	\$ 735.06		
	Net Income (Expense)	\$ 100.00	\$ 580.71	\$ 480.71		
	Account Balance as of 6/30/21		\$ 6,732.51			

				BUDGET VS. ACTUAL		
Budget 7/1/21-6/30/2022		Budget	Actual			
Account Balance as of 7/1/21			6732.51			
Income						
Certification Fees 10 @ \$	\$ 200.00					
July. Cert. Fee						
Aug. Cert. Fee						
Oct. Cert. Fee						
November Cert. Fee						
January Cert. Fee						
Total Certification Fees	\$ 200.00		\$0.00	\$ (200.00)		
Class Fees July						
Class Fees August						
Class Fees September						
Class Fees October			\$15.00			
Class Fees November						
Class Fees December						
Class Fees January						
Class Fees February						
Class Fees March						
Class Fees April						
Class Fees May						
Class Fees June						
Total Class Fees	\$ 1,800.00		\$15.00	\$ (1,785.00)	Budget =6 Classes/20 attendees/@ \$15	
Membership Dues - Jul						
Membership Dues - Aug						
Membership Dues - Sep						
Membership Dues - Oct						
Membership Dues - Nov						
Membership Dues - Dec						
Membership Dues - Jan						
Membership Dues - Feb						
Membership Dues - MAR						
Membership Dues - Apr						
Membership Dues - May						
Membership Dues - Jun						
Total Membership Dues	\$ 375.00		\$ -	\$ (375.00)	Budget =75 members @\$5	
Mini-conference Fees	\$ 1,000.00			\$ (1,000.00)	Budget = 50 People X \$25	
Interest (as of .)	0.00		\$ 0.17	#REF!		
Total Income	\$ 3,375.00		\$ 15.17	\$ (3,359.83)		
Expenses						
Training						
Sept/Oct/Nov	\$ (300.00)					
Mar/Apr/May	\$ (300.00)					
Total Training	\$ (600.00)		\$ -	\$ 600.00		
Mini-Conference Expenses	\$ (2,500.00)			\$ 2,500.00		
Catering						
Space Rental						
Speaker						
Décor, awards, gifts, invites						
Bags						
Total Conference Expenses	\$ (2,500.00)		\$ -			
Other Costs:						
Certificates	\$ (100.00)					
Postage/Mailing Labels	\$ (50.00)					
Copying	\$ (25.00)					
Total Other Costs	\$ (175.00)		\$ -	\$ 175.00		
Total Expenses	\$ (3,275.00)		\$ -	\$ 775.00		
Net Income (Expense)	\$ 100.00		\$ 15.17	\$ (84.83)		
Account Balance as of 10/15/21			\$ 6,747.68			

NHLA Paralibrarian Membership Totals						
FY Ending				NHLA switched FY		1/2 year
6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016	6/30/2015
69	76	77	69	55	88	46

Dear Cyndi:

In response to your email to forward agenda items for the upcoming board meeting, I have been thinking about the future of the NH Paralibrarians' mission and purpose.

Perhaps if we refocused and revisited what we hope to accomplish we can find renewed energy. Perhaps this will help us recruit new members too.

One recommendation for nonprofit organizations is to survey the membership with the following questions:

- If we went away today, who would it matter to and why?
- What difference are we trying to make in our community?
- Who are our core constituents?
- What impact do they need us to have?

Another recommendation is to look outside our group to see how our impact might overlap. How are we different from the NHLA? What do we offer specifically to paralibrarians? Where can we combine efforts with NHLA to increase our community reach?

"The challenge can feel overwhelming, and some of the changes will be painful. Nevertheless, this moment also represents an opportunity for you and your nonprofit: to reinvent who you are, to better focus on your mission, and to better serve your constituents. The best way of doing so is to focus on the four areas outlined above." (Steve Zimmerman, Harvard Business Review 2020)

See you on Tuesday 9/14/21

Thank you!

Hope Garner
hopecraig@comcast.net