



NHLA Executive Board Meeting Minutes

August 11, 2:00-4:00

Virtual Meeting via WebEx

Call to order at 2:01 PM

Members Present: Amy Lappin, Yvette Couser, Sarah St. Martin, Kim Gabert, Christine Frieze, Lori Fisher, Amber Coughlin, Bobbi Slossar, Mindy Atwood, Todd Fabian, Katharine Gatcomb, Heather Rainier, Denise van Zanten, Deb Hoadley, Randy Brough, Linda Pilla, Michael York, Lisa Jose, Conrad Moses.

The State Library Report was added to the agenda. Motion to approve amended agenda moved by Lori, seconded by Amber. Passed unanimously.

Motion to approve the June Executive Board minutes made by Yvette seconded by Amber. Motion passed with Bobbi and Deb abstaining as they were not present.

Note: voting members were polled individually for all votes.

Officer's Reports

- [President's Report](#)
 - EDI (Equity Diversity Inclusion) task force update
 - Lisa Jose has joined the current members. Please reach out to Leigh Ann Hamel if you are interested in joining.
 - Focus is how best to support the NH community in EDI endeavors.
 - Next meeting on Thursday August 13.
 - Amy continues to work on creating connections with other groups in the state and discussing ways to support each other.
 - A new NHLA/NHSLMA Facebook page has been created: Librarians of the 603.
- [President Elect's Report](#)
 - Fall Conference Discussion
 - Virtual Business Meeting will be on October 16. Agenda includes approving last year's minutes, introducing the new slate of officers, and a program.
 - New GoToMeeting business subscription allows up to 250 attendees.
 - Yvette has reached out to Debby Irving, author of *Waking up White*. She is able to do a virtual presentation for \$2000 for 0-4 hours on zoom. She has great links for high impact engagement, and the book has a good reputation. Her presentation has different levels and would recommend



starting at level 1 to get everyone on the same page. We have the money in the budget (\$3000 was budgeted for the Fall Conference, which was supposed to be joint with NELA), and want the event to be more than just the business meeting to be a value to members and to encourage attendance. Would like to have a speaker to get excited about.

- Discussion of cost.
 - ❖ Would like this program to be inclusive, and a discussion around cost ensued, including if it should be free to members or NH librarians.
 - ❖ Discussion of a sliding scale of \$0-50 for registration. Concern is that library's professional development budgets will be cut due to pandemic, but not all, so this allows those who can afford to pay the opportunity to contribute to the cost.
 - ❖ NHLA is saving money this year, but we still need to be conscious of the budget as historically NHLA has been an unstable financial organization. Impact might not hit for a year or two. Consider the questions that even if the money was budgeted, should it be spent?
 - ❖ Concern over possible decreasing membership next year. Linda put in the chat that 2019 had 521 members, and 2020 has 522 members (with an increase in fees), but does not reflect possible budget cuts for 2021.
 - ❖ Suggestion of putting out a query to the membership to get a feeling for who would attend and be able to pay. Time is of the essence as the Board does not meet again until right before the business meeting.
- Discussion of other possible speakers, including a person of color, and the pros and cons of both having a person of color speak, as well as a white person.
 - ❖ Yvette explained how she chose this particular speaker. NHLA recently had a person of color speak at the 2018 business meeting where Jody Gray, Director of The ALA Office for Diversity, Literacy and Outreach Services, did presentations on diversity. Yvette read Debby Irving's book with her town's Chamber business book group, and all members were interested and engaged. One member commented that she had a similar experience growing up and saw herself in the book. Yvette felt that with NH being majority white, that having a white person speak would resonate with white librarians, knowing that there was a person of color who presented two years ago.



- ❖ Several people put other speaker suggestions in the chat, and having a panel was also suggested. Yvette will look into these other options.
 - Agreed that to move forward a vote on a spending cap needs to be made at this meeting. There was agreement that NHLA needs to make creative efforts to recoup as much as the cost as possible.
 - ❖ Brief discussion of whether other funds could be used. The McDonald grant is not for conferences, but workshops are permitted. Deb will look into if it's possible for some of that money to be used for this event as an exception given the extenuating circumstances.
 - **Vote:** Randy made a motion to allow NHLA to spend up to \$2000 for the Fall Business Meeting and to let the conference committee/those involved in the planning to determine the best way to recoup as much of the \$2000 as they can. Amber seconded. Motion passed unanimously.
- Past President's Report
 - Approval of Slate of Officers for 2020 Election
 - Christine is still waiting for the final slate, pending the Treasurer (longer term and steep learning curve).
 - If you have past section treasurers to recommend, please let Christine know.
 - Election is in September. Christine will send complete slate to Amy before the end of next week, and Amy will send the vote out electronically on Friday August 21.
 - **Vote:** Mindy made a motion to extend the presentation of slate of officers to August 21, and make accommodations for online voting to approve slate. Amber seconded. Passed unanimously.
 - 1 application for the Ann Geisel award.
- [Treasurer's Report](#)
 - Finished FY20, up by about \$1700, so spent less than we earned last year.
 - Auditors are doing review the week of Sept 7.
 - Kim will be sending out questionnaires to EB members and will need those returned quickly to assist in the review.

State Library Report

- State Library is open, but handling patrons through appointments only. This week started to send all ILL materials that were in bins when stopped operations in March



back to the owning libraries. Vans are running on the normal schedule and the hope is for this to be completed in two weeks. Once that is complete, will look at starting ILL back up. Mary Russell did a survey and got positive responses. Most libraries are ready to start ILL as soon as the vans ready. The key is safety, for drivers and library community. It will be up to each library to quarantine materials before they go out, and also when materials come in. The REALM study suggests a 72-hour quarantine, but if libraries use a longer time frame, that is fine.

NHLA Spring Conference

- Denise reached out to Mill Falls.
- Can cancel conference without any financial burden. Options listed in report, but conflict with other NELA conferences, and could be a financial burden. Food costs would be higher due to manned buffet stations. 2022 is joint conference with NELA whereas 2023 is not, so wouldn't have the same pressure.
- Can move to 2023 at same deposit. However, that will open up the contract, and other fees may go up. Having it in 2023 would stay on our every other year schedule. Denise would not chair in 2023.
- If the Fall Business Meeting is via GoToMeeting, it's possible to still plan something virtually this year. Time for planning and organizing this is a concern with pandemic planning taking up time of the Conference Committee members.
- **Vote:** Denise made a motion to move our deposit and contract with Mill Falls to Spring 2023 roughly around the beginning of May. Seconded by Randy. Motion passed unanimously.
- Denise will go back to Mill Falls and bring back contract to Officers and will sign new contract. Will try to get the first week of May.
- Randy expressed thanks to Denise and the Conference Committee for the work they've done on prior conferences and helping us decide what to do going forward. Thank you Denise!

Other business:

- The Small Libraries Summit has some progress on getting a speaker. It's a difficult time, so the summit is delayed and will not happen this year due to COVID-19. Brittney from Bristol has been working on identifying programming, so it has not been forgotten.
- Welcome to Conrad Moses, who is the new NHLTA liaison. It is nice to have someone from the Trustee's association joining us as there had been a gap for a while. Conrad had been the liaison for a few years previously.

Section and Committee reports



- Scholarship: no report at this time
- Continuing Education Committee: no report at this time.
- [Membership](#)
- [YALS](#)
- CLNH: no report
- [READS](#)
- ULAC: no report
- [Paralibrarian Section](#)
- [Advocacy and Legislative Committee](#)
- Information Technology Section: no report at this time.
- Intellectual Freedom Committee: no report
- [Conference Committee](#)
- Bylaws Committee: no report
- [ALA Liaison](#)
- [New England Library Association Liaison](#)
- [NH Center for the Book Liaison](#)
- Database Administrator : no report at this time
- Technical Services Ad-Hoc Committee: no report at this time.
- NHLTA liaison: Position vacant
- Social Media: No report
- Archivist: Position vacant

Adjourned at 3:25.

Respectfully submitted by Sarah St. Martin



NHLA President's Report

August 2020

The Equity, Diversity, and Inclusion Task Force discussed at the June Executive Board meeting, has been formed and the initial members are Leigh Ann Hamel, Emily Weiss, Yvette Couser, and myself. We have met twice since June with another meeting scheduled for mid August. An email has been sent to NHLA membership asking people who are interested in participating in this work to contact Leigh Ann. The fall business meeting will include a speaker and discussion related to this work. The particulars of this will be discussed at the August 11, 2020 Executive Board meeting.

Conversations continue with NHSLMA regarding ways we can partner in advocacy efforts. More detail is included in the August report from the Legislative and Advocacy Committee. There may also be interest from academic librarians in also having conversations regarding supporting each other in our advocacy efforts.

A [letter was sent out on June 12](#) reaffirming NHLA Executive Board's letter from May regarding libraries reopening and addressing issues with the media's interpretation of the Governor's Economic Reopening Task Force's recommendations allowing libraries to open at 50% capacity.

Letters drafted by Lori Fisher to Representatives Kuster and Pappas and Senators Shaheen and Hassan on behalf of NHLA requesting support for Library Stabilization Fund Act (S.4181/H.R. 7486) were sent by email to the legislators and their staff. Many thanks to Lori Fisher who makes all of this happen. The relationships she has formed mean that when we request support, they already know who we are and are often willing to help.

I attended the NHLTA meeting on August 5, 2020 through Zoom. Conrad Moses will be the new liaison to the NHLA Board. Conrad has previously held this position and I look forward to having his presence at our meetings. Like many organizations including our own, NHLTA is considering their options for their spring conference which had been planned for an in person meeting at the Grappone Center. There will be more news following the upcoming NHLTA Education Committee meeting about how the conference will proceed.

Other activities since the June Executive Board meeting include attending virtual ALA Council meetings, taking over as chair of the ALA Chapter Relations Committee, and participating in the ongoing work of the ALA Nominating Committee which is continuing to work to identify people willing to stand for election for the position of President Elect in the 2021 elections.



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Respectfully submitted,

Amy Lappin



NHLA Vice President's Report August 2020

I am participating on the EDI Task Force along with Leigh Ann Hamel, Amy Lappin and Emily Weiss. We have been meeting and discussing priorities, including having the Fall Business Meeting feature a speaker regarding this topic. I've reached out to author Debby Irving's rep and Debby is available and interested; Debby is the author of *Waking Up White* and I think her perspective may be helpful for us. Her fee is \$2000.

As part of the EDI Task Force, I've joined the ALA EDI Assembly. We met virtually on August 4. The members of this Assembly total over 100 and seem to be representatives from all 50 states. This was the initial meeting and areas of our field and work to be audited were identified. I think participating in the Assembly will help inform the NHLA Task Force as we move forward.

Respectfully Submitted,

Yvette Couser, Merrimack Public Library



NHLA Treasurer's Report

August 2020

Kim Gabert, NHLA Treasurer

Financial Report

Please find attached a copy of

- NHLA's July 2020 Profit & Loss Statement
- NHLA's Balance Sheet as of July 31, 2020
- FY21 Income and Expenses as of July 31, 2020
- FY20 Final Income and Expenses as of June 30, 2020

NHLA's total assets as of July 31, 2020 were \$235,823.39.

The review with Wipfli is scheduled for the first week in September. I anticipate getting questionnaires in the next few weeks requesting the names and addresses of all the Executive Board Members and Officers.

Below is a listing of cash held by each account as of July 31, 2020.

NHLA checking	\$2,372.68
NHLA savings	\$67,966.18
CLNH	\$16,262.09
READS	\$4,180.70
PARALIB	\$6,211.86
ULAC	\$3,813.21
YALS	\$5,250.28
ITS	\$1,305.11
WINCHELL LOAN (revolving fund)	\$24,998.55
NORRIS (scholarship)	\$3,089.48



MACDONALD FUND (continuing ed/professional development)	\$15,675.03
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Membership Chair Report

NHLA Board Meeting - Tuesday, Apr. 9th, 2019

Processed new NHLA membership applications, renewals and level changes

Summary as of 8/7/2020:

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	3	1	2	2	-	-	-	-	-
First Time Member	92	46	42	42	2	2	-	-	-
Library Run by 1 Person	22	12	10	10	-	-	-	-	-
Lifetime Member	47	47	-	-	-	-	-	-	-
Retired Librarian	7	4	3	3	-	-	-	-	-
Salary \$25,000 - \$50,000	244	170	72	74	-	-	-	-	-
Salary \$50,000-\$75,000	136	97	39	39	-	-	-	-	-
Salary over \$75,000	17	16	1	1	-	-	-	-	-
Salary under \$25,000	174	100	73	73	1	-	-	-	-
Trustee/Friend/Student	44	17	27	27	-	-	-	-	-
Unemployed Librarian	2	-	2	2	-	-	-	-	-
Total	788	510	271	273	3	2	-	-	-

Membership this time last year was at 511. We are currently at 510.

Regular functions:

- Continued to monitor memberships for 1st Time Member Rate age-outs
 - contacted members & advised of member level change necessary
- Continued to manually change the “Renewal Due On” dates for “Member Level Changes” that were initiated in December as payments came in
- Merged duplicate contacts & updated contact emails as needed
- Submitted the May, June July 2020 Joint NELA/NHLA Membership Reports to NELA

Respectfully Submitted,

Linda Pilla



NHLA Membership Chair

**YALS Section Report
August 2020**

On May 28 YALS met virtually via GoToMeeting for our bimonthly board meeting. Our next meeting will August 27 on GoToMeeting. Please refer to the YALS June section report for details of the June board meeting.

Updates from YALS:

- YALS continues to compile resources for teens and librarians during the COVID-19 pandemic.
- In light of the COVID-19 pandemic, YALS has opted to cancel our annual conference. In lieu of the conference, YALS will host an afternoon of virtual booktalks from various publishers on September 24th. There will also be a keynote address from author Julie Dao. The schedule has been finalized for the conference, and registration information will be sent out to YALS members in mid-August. The event will be free to attend.
- YALS and CLNH will be hosting an afternoon of idea sharing and networking for youth services librarians on Wednesday, August 19th on GoToMeeting. NH youth services librarians are encouraged to submit program proposals for presentations. The afternoon will begin with presentations and conclude with networking and brainstorming in breakout groups. The focus of the afternoon will be virtual programming and “what comes next” as many librarians begin to prepare for fall.

Respectfully submitted,
Katharine Gatcomb, YALS President
August 4, 2020



READS

REFERENCE AND ADULT SERVICES SECTION

READS President Report to NHLA For August 11, 2020

The READS Executive Board met on Friday, July 24 at 10 AM via GoToMeeting.

Programming

- We are still looking for two more programming committee members

READS Digital Archive

- Maintenance of the archive will be added to the duties of READS Vice President/President-Elect
- A call for content will be publicized in the READS newsletter

Nominating Committee

- The READS ballot was distributed on Tuesday, August 4 to the READS membership
- In accordance with the READS by-laws it was distributed at least 60 days in advance of the Annual Meeting
- Ballots are open now and will close on Tuesday October 6
- Natalie Moser is running unopposed for VP/President-Elect
- Laura Pezone and Jessica DeLangie are running for the Treasurer position

READS Annual Meeting

- The READS 2020 Annual Meeting will be held remotely on October 9 at 10 AM. To attend, please click on the following [link](#) or see below.
- As part of our Annual Meeting, we will share the election results of the 2020 READS Executive Board election.
- Following the announcement of the election results, the Executive Board will meet to discuss transition plans and other business
- In the event that a quorum (17 people) does not attend, minutes from the 2019 READS Annual Meeting will need to be approved in 2021

READS Award of Excellence



- READS received no nominations for this award
- The READS Board has decided not to award a READS Award of Excellence in 2020

The READS Board is scheduled to meet next on October 9 at 10 AM via GoToMeeting.

Respectfully submitted,
Mindy Atwood
READS President



NHLA Paralibrarian Section Report to the Board

Virtual meeting held on June 24, 2020.

- Congratulations to Dawn Mazur, Derry Public Library and Jo-Ann Houde, Nesmith Library for achieving their Level 1 certifications.
- The Review Board is accepting and reviewing applications again and will continue to do so with a rolling timeline for the foreseeable future.
- Members drafted a curated list of recommended online professional development opportunities which was shared on NHLA's site and NHAIS.

Submitted by Heather Rainier



Advocacy and Legislative Committee report for NHLA Board Meeting, 8/11/2020

1. NH Legislative Issues

None to report at this time, as the legislature has held limited activity due to COVID-19.

2. NHLA COVID-19 Response

The NHLA COVID-19 Resource page on the NHLA web site has been streamlined and some resources from earlier in the pandemic have been archived in a Google document associated with the advocacy@nhlibrarians.org email account. Resources and policy samples will be added to the page as needed.

3. The Library Stabilization Fund Act

Lori assisted Amy Lappin with outreach to our Congressional delegation about the [Library Stabilization Fund Act](#) in late July. Congresswoman Kuster signed on as a co-sponsor in the US House before it was introduced, and Senator Shaheen has now signed on to the US Senate version. Please take a moment to thank both of them for their continued support of libraries in NH by sending a quick email or making a phone call to their District or DC office.

4. Conversations with our NH Congressional Delegation

August is traditionally the time when our Congressional delegation is home in NH and meeting with constituents. Lori reached out to all four District offices in hopes of scheduling an online meeting with each member, as well as State Librarian Michael York, Amy Lappin from NHLA, NHSLMA president Karen Abraham, and NHSLMA advocacy chair Stephanie Charlefour. NHLTA president Katrinka Pellechia was also going to be invited to listen in. Unfortunately, it is unclear right now if/when our delegation will actually break in August. Stay tuned, because we may end up meeting with District office staffers instead in late August/early September. Our focus is on CARES money (NHSL), and the need for funding/support for NH broadband, municipal revenue losses, and school librarian positions.

5. Advocacy presentations



Lori is presenting Telling Your Library Story as a NHSLMA (NH School Library Media Association) Summer Camp 1-hour session on Tuesday 8/11 at 9 am. This session was slated to be at the in-person NHSLMA conference back in March, which was cancelled due to COVID. The session will focus on the storytelling outline from ALA, with samples for school librarians.

6. Strengthening our relationship with NHSLMA

Amy Lappin and Lori have held a few online meetings with leadership from NHSLMA, who reached out to see how we can work together on advocacy and social media sharing. NHSLMA plans to roll out a social media advocacy campaign regarding school libraries in September, and NHLA will be working with them to retweet/repost relevant items. Thank you to Azra, our NHLA social media coordinator, who created a [Facebook Group](#) with NHSLMA to better connect public librarians and school librarians.

7. Advocacy Swag with NHLA branding

Lori has counted and stored all of the NHLA branded swag that was purchased and provided to us by ALA for the Presidential Forum in January 2020. All of these materials are stored at NHSL:

- Totes – 100

- Hammocks – 25

- Phone card holders – 500

- Pop sockets – 100

- Notebooks – 300

- Power banks – 90

- Stickers – 500

- Step and Repeat banner with stand (used behind speakers and for photo ops)

- Two new NHLA banners (3'6" x 7'6" with grommets on all sides)

Any officer, board member, or section that wishes to use the banners or step and repeat should contact Lori directly to arrange dates/transportation: lori.fisher@dn-cr.nh.gov.

Respectfully submitted:

Randy Brough and Lori Fisher, Co-Chairs of the NHLA Advocacy and Legislative Committee



NHLA Conference Report August 2020

NHLA Spring Conference 2021:

I met with the NHLA officers on July 28th to discuss the conference given the current situation with COVID-19.

As requested by our officers I have been in touch with Mill Falls about our upcoming Conference and we have some options to discuss.

- Keep current reservation and adapt to any COVID 19 restrictions that may/will be in place.
 - This would mean a scaled down conference which most likely will not have vendors as many companies are not traveling. Ballroom at 50% can only hold 150 so that would be our limit with the other meeting rooms holding less people as well so we would need to pre-register for sessions.
 - Libraries in NH may not have the funding to send staff as many are already facing budgetary restrictions.
 - We would need to step up our planning as the committee and myself have been taking care of our “home fronts”.
- Cancel conference and roll deposit to another date. Mill Falls is willing to do this and reissue the contract with updated dates. Options:
 - Reschedule conference to Fall of 2021. (NELA in Springfield, MA October)
 - Reschedule conference to May of 2022. (NELA/NHLA joint conference that fall)
 - Reschedule conference to May of 2023.

The sooner we make our decision the better off we will be financially. If we wait too much longer we'll have to address our food and guestroom “requirements” in the contract as these extra costs come into play with Mill Falls if we cancel too close to the date. Mill Falls is still selling 2021 dates and will most likely be able to fill the dates we would be giving up.

I stated to them that I would have a decision from the board as soon as possible based on our meeting schedule.

Joint Conference with NELA:

The conference is virtual and our joint in person venture has been rescheduled for 2023. First sessions started the week of August 3rd.

Respectfully submitted,

Denise M. van Zanten
NHLA Spring Conference Chair



NH ALA Councilor Report from ALA 2020 Annual Conference (virtual)

ALA Council, is the membership governing body for the American Library Association (a 501(c)3, consisting of 184 councilors). Representation comes from state chapters, ALA divisions, and ALA Roundtables. NH Library Association is a chapter of ALA.

This is the first time that ALA Council (and ALA Annual Conference) has been held virtually. While it was a little challenging to do this whole process online, overall I think it went well – particularly the ease of voting online as a Councilor.

My report below includes an Executive Summary with highlights, and then a listing of the major agenda items for each Council meeting, with links to reports and resolutions. Unless noted otherwise, I voted yes when the vote occurred. I was there for all discussions, but what is clear to me (having been present) may not be clear to the reader of this report. Please feel free to contact me if you have questions about anything related to this report, ALA Council, or ALA in general: 603-271-2393; lori.fisher@dncr.nh.gov.

Executive Summary

For NH librarians and NHLA, there are four major issues to highlight from 2020 ALA Annual Council meetings: ALA's financial situation; the vote for the Council to own the process for Forward Together (ALA governance reorganization, formerly done by SCOE); a resolution about protecting patron privacy in library COVID-related policy; and a resolution on developing library security policies. Details about all Council actions are referenced in my full report.

1. **ALA Financial Situation:** As mentioned in my report from ALA 2020 Midwinter Conference, ALA finances are in a precarious position. Please see the following linked documents, which were reviewed during ALA Annual Council meetings:

[ALA CD#13.2-13.3](#) – ALA Treasurer's Report and Annual Estimates of Income for FY21

[ALA CD#48](#) – ALA Financial Questions from Councilors & Responses from Exec Board

[ALA CD#48.1](#) – ALA roundtable Net Asset Balance appendix 1

[ALA CD#48.2](#) – ALA Division Net Asset Balance appendix 2

In particular, please read ALA CD#48, and ALA CD13.2-13.3 (PowerPoint). These two documents give the best overview summary that Councilors received during the meeting. Bottom line: ALA is cash poor due to declining revenues (primary revenue sources, plus cancellation of annual conference), overspending in capital IT projects, increased operational costs due to



COVID-19, and unanticipated costs for the ALA Chicago headquarters move. Due to the outsourcing of accounting overseas and the pandemic, monthly financial reports have not been available since January. While ALA Council normally approves the FY21 budget at Annual, we could not do that because of the lack of financial reporting. There will be a special Council meeting in September in order to approve a FY21 budget ceiling number, which sets the stage for the ALA executive board to approve a FY21 budget. ALA budget year runs September through August. In addition, the decision was made by ALA Executive Director Tracie Hall to have ALA staff furloughed for six weeks during FY21 – these weeks will be distributed throughout the fiscal year. Actually all ALA staff will also experience a two week furlough in FY20 during August. A resolution was created by a Council member asking that ALA leadership do everything possible to reduce the number of furlough weeks for ALA employees (I was a seconder on that resolution) but the resolution never made it to Council for a vote.

The situation is quite dire. We are facing the loss of our Association if they cannot regain their financial footing in a sustainable way.

2. Forward Together next steps:

[ALA CD#42](#) – Forward Together report & draft action item (original document)

From the document above, Council was asked to vote to take responsibility for the Forward Together process going forward. A number of Councilors took issue with how the resolve was worded in CD#42, and a substitution was created and approved at Council III:

CD#42

Move to amend the motion presented in CD# 42 by substitution to read as follows:

1. ALA Council, as the policy-making body of the Association, takes responsibility for the decision making on the Forward Together process;
2. ALA Council requests that the ALA Executive Board present the SCOE Report with specific action items and a draft timeline to ALA Council along with consolidated feedback from the various conversation sessions, hearings, and email commentary prior to a fall meeting;
3. That the President call at least one meeting of ALA Council (fall meeting) prior to the Midwinter Meeting devoted exclusively to discussion of changes to the structure of ALA governance and the detailed plans for a Constitutional Convention;
4. ALA Council requests the Forward Together Working Group and the Forward Together Fiscal Analysis Working Group provide regular, ongoing formal updates to ALA Council for discussion prior to ALA Annual Conference in Chicago in 2021;



5. ALA Council requests that the timeline include scheduling a Constitutional Convention before and during the ALA Annual Conference in Chicago in 2021.

I personally have issues with the governance model in the Forward Together report, especially as it relates to the voices of chapters and chapter members. Since Councilors have not been able to see the feedback from the many town halls and other feedback sessions, I am trying to reserve judgment until I can review that information. The NHLA executive board will be discussing this issue again once we have more information from #2 in the resolution above, and at that point they can decide if they want to issue a statement about it (previous discussion at the NHLA Executive Board meeting in April 2020 resulted in no action taken at this time). For more information about Forward Together, visit <https://forwardtogether.ala.org>.

3. [ALA CD#43](#) - Resolution on Protecting Privacy and Safety in Coronavirus-related Library Policy

This resolution is important for all librarians to read, as it addresses the information collected by libraries and how that information should be used. Information collection can create “disproportionate barriers for members of marginalized communities and erode hard-earned community trust.” If you share one item from ALA Council with your governing bodies, this would be it given the NH privacy law on our books for libraries ([NH RSA 201-D:11](#)). At minimum this is a good reminder for a lens to use when creating any library policy.

4. [ALA CD#45](#) – Resolution on Developing Library Security Policies in keeping with ALA Policy

This resolution is in response to the police violence seen in the United States against people of color (BIPOC), and how libraries need to review and change their securities policies to rely less on police presence/action and look more toward social work, de-escalation tactics, and mental health resources. There was significant debate about this resolution (first presented in Council I, and then re-presented with a changed resolution clause in Council III). A few people felt that the new resolution clause watered down the document and took the “teeth” out of it, but the majority felt it was a good change because it tasked the ALA president with convening a working group comprised of representatives of different kinds of libraries to create guidance in this area. Look for more on this at ALA Midwinter 2021.



Last, Mary Ghikas, longtime executive director, retired as of 6/30/2020 after nearly 3 decades at ALA. Tracie Hall, the new executive director, started in February 2020.

Below is my detailed account of Council activities. Please reach out with questions.

Submitted by Lori Fisher, NH ALA Councilor (2019-2021)

ALA Council I – Tuesday 6/23/2020

ALA CD#13.3 – [Approval of the Annual Estimates of Income for FY 2021](#)

This vote did not happen because ALA has not received financial reports from its accounting firm since January. There will be a special Council meeting called in September to approve the annual estimates of income (which sets the budget ceiling for FY21) and allows the ALA executive board to approve a final budget. FY21 starts 9/1/2020.

ALA CD#43 – [Resolution on Protecting Privacy and Safety in Coronavirus-related Library Policy](#). This resolution passed by majority vote.

ALA CD#45 – Resolution on Developing Library Security Policies in keeping with ALA Policy. Withdrawn for revision and re-presented at Council III.

ALA Council II – Tuesday 6/23/2020

ALA CD#27.2 – [Committee on Organization \(COO\) Report & action items](#)

The action items were significant: Dissolve three division of ALA (Association for Library Collections and Technical Services - ALCTS, Library Information Technology Association - LITA, and Library Leadership and Management Association LLAMA; create a new division Core – Leadership, Infrastructure, and Futures as a division; dissolve the ALA division Association of Specialized, Government, and Cooperative Library Agencies - ASGLA; allocate ASGLA to the following ALA units:

- State library agencies will go to the ALA Chapter Relations office which will include LSTA coordinators, library development, and youth services consultants from state libraries;
- Library services to underserved populations will go to ALA Office for Diversity, Literacy, and Outreach Services (ODLOS), including deaf, dementia, Alzheimers, print disabilities, incarcerated/detained persons, tribal librarians, and universal access;
- Library cooperatives/consortia will go to Core;
- Federal and armed services libraries will go to ALA Reference & User Services Association (RUSA).

The first vote on these dissolutions and distributions passed. The second vote (required by ALA bylaws) occurs at the special Council meeting after Council III.



ALA CD #25.1 – [Constitution and Bylaws Committee report and action](#). The changes outlined in the document to the ALA Constitution and ALA bylaws to allow electronic meetings and voting were passed by majority vote.

ALA CD#20.3 – [Committee on Legislation report](#)

I will be joining this committee for a two year appointment beginning 7/1/2020.

ALA CD#18.2 – [International Relations Committee report](#)

ALA CD#19.6-19.10 – [Intellectual Freedom Committee report & action item](#)

The resolution presented condemned police violence against Black, Indigenous, and people of color (BIPOC), protesters, and journalists passed by majority vote.

ALA CD #22.1 – [Freedom to Read Foundation \(FTRF\) report](#)

ALA CD#42 – [Forward Together/Steering Committee on Organizational Effectiveness \(SCOE\) report and action item](#). This item was presented, but discussion and vote on this action item was moved to Council III.

ALA CD#46 – [Resolution Condemning US Media Corporations' Abridgement of Free Speech](#). Moved to Council III due to time.

ALA Council III – Saturday 6/27/2020

ALA Budget Discussion

As mentioned in my report from ALA 2020 Midwinter Conference, ALA finances are in a precarious position. Please see the following linked documents, which were reviewed during ALA Annual Council meetings by ALA Treasurer Maggie Farrell:

[ALA CD#13.2-13.3](#) – ALA Treasurer's Report and Annual Estimates of Income for FY21

[ALA CD#48](#) – ALA Financial Questions from Councilors & Responses from Exec Board

[ALA CD#48.1](#) – ALA roundtable Net Asset Balance appendix 1

[ALA CD#48.2](#) – ALA Division Net Asset Balance appendix 2

In particular, please read ALA CD#48, and ALA CD13.2-13.3 (PowerPoint). These two documents give the best overview summary that Councilors received during the meeting. Bottom line: ALA is cash poor due to declining revenues (primary revenue sources, plus cancellation of annual conference), overspending in capital IT projects, increased operational costs due to



COVID-19, and unanticipated costs for the ALA Chicago headquarters move. Due to the outsourcing of accounting overseas and the pandemic, monthly financial reports have not been available since January. While ALA Council normally approves the FY21 budget at Annual, we could not do that because of the lack of financial reporting. There will be a special Council meeting in September in order to approve a FY21 budget ceiling number, which sets the stage for the ALA executive board to approve a FY21 budget. ALA budget year runs September through August. In addition, the decision was made by ALA Executive Director Tracie Hall to have ALA staff furloughed for six weeks during FY21 – these weeks will be distributed throughout the fiscal year. Actually all ALA staff will also experience a two week furlough in FY20 during August. A resolution was created by Council asking that ALA leadership do everything possible to reduce the number of furlough weeks for ALA employees (I was a seconder on that resolution) but the resolution never made it to Council for a vote.

The situation is quite dire. We are facing the loss of our Association if they cannot regain their financial footing in a sustainable way.

ALA CD#42 – [Forward Together/Steering Committee on Organizational Effectiveness \(SCOE\)](#) report and action item.

Council Parliamentarian Eli Mina explained the options for changing ALA's constitution and bylaws as a precursor to the discussion on Forward Together. From the document above, Council was asked to vote to take responsibility for the Forward Together process going forward. A number of Councilors took issue with how the resolve was worded in CD#42, and a substitution was created and approved at Council III:

CD#42

Move to amend the motion presented in CD# 42 by substitution to read as follows:

5. ALA Council, as the policy-making body of the Association, takes responsibility for the decision making on the Forward Together process;
6. ALA Council requests that the ALA Executive Board present the SCOE Report with specific action items and a draft timeline to ALA Council along with consolidated feedback from the various conversation sessions, hearings, and email commentary prior to a fall meeting;
7. That the President call at least one meeting of ALA Council (fall meeting) prior to the Midwinter Meeting devoted exclusively to discussion of changes to the structure of ALA governance and the detailed plans for a Constitutional Convention;
8. ALA Council requests the Forward Together Working Group and the Forward Together Fiscal Analysis Working Group provide regular, ongoing formal updates to ALA Council for discussion prior to ALA Annual Conference in Chicago in 2021;



9. ALA Council requests that the timeline include scheduling a Constitutional Convention before and during the ALA Annual Conference in Chicago in 2021.

I personally have issues with the governance model in the Forward Together report, especially as it relates to the voices of chapters and chapter members. Since Councilors have not been able to see the feedback from the many town halls and other feedback sessions, I am trying to reserve judgment until I can review that information. The NHLA executive board will be discussing this issue again once we have more information from #2 in the resolution above, and at that point they can decide if they want to issue a statement about it (previous discussion at the NHLA Executive Board meeting in April 2020 meeting resulted in no action taken at this time). For more information about Forward Together, visit <https://forwardtogether.ala.org>.

ALA CD#46 – [Resolution Condemning US Media Corporations’ Abridgement of Free Speech](#). This resolution was referred by majority vote to the Intellectual Freedom Committee and the International Relations Committee, who will report on the matter at Midwinter 2021 Council meetings.

ALA CD#47 – [Resolution on Financial Autonomy and Collaboration among ALA Management, Divisions, and Roundtables](#). This resolution was drafted due to the shock Councilors felt at Midwinter 2020 upon hearing that revenues from PLA were used by ALA with no communication to PLA membership or leadership. Due to the financial discussion at the beginning of Council III, with input from BARC and PBA, along with new communication protocols being put into place by the Executive Board, there was a majority of Councilors who wanted to hold off on ratifying this resolution. It was defeated in a majority vote.

ALA CD#45 – [Resolution on Developing Library Security Policies in keeping with ALA Policy](#). This resolution passed by majority vote.

This resolution is in response to the police violence in the United States against people of color (BIPOC), and how libraries need to review and change their securities policies to rely less on police presence/action and look more toward social work, de-escalation tactics, and mental health resources. There was significant debate about this resolution (first presented in Council I, and then re-presented with a changed resolution clause in Council III). A few people felt that the new resolution clause watered down the document and took the “teeth” out of it, but the majority felt it was a good change because it tasked the ALA president with convening a working group comprised of representatives of different kinds of libraries to create guidance in this area. Look for more on this at ALA Midwinter 2021.

ALA Council Special Session – Saturday 6/27/2020



Second votes required by ALA by-laws:

Vote to disband ALCTS, LITA, LLAMA and create CORE – passed by majority vote

Vote to disband ASGLA – passed by majority vote.



NELA Report for NHLA's August Executive Board meeting:

NELA's 2020 conference schedule has begun. The first sessions were mostly uneventful, but there were some initial technical difficulties and minor confusions to be worked out by session leaders and ITS support. Mostly presenters having a tough time sharing their screens. There's been a suggestion that we do more test runs with everyone so that they have a chance to practice sharing their screens. There were also some unexpected complications due to power outages across the region, particularly in RI and CT.

There were over 300 registrations, and just under 300 attendees in total. The four 9am sessions had 22, 11, 9, 6 attendees respectively, and the four 11am session had 20, 11, 25, 30.

Keynote speaker Laurie Halse Anderson was the biggest draw, with 70 attendees. She was kind enough to do an extended Q&A session in the NELA lounge after her talk. The use of the NELA lounge for socializing was not terrifically popular, but a few folks popped in for the Q & A and there was a puzzle available for folks to work. There was a concerted effort to get eyes on vendor pages which seems to have worked to some extent. There was a symbol scavenger hunt in the virtual vendor hall for raffle prizes (a signed copy of Anderson's book and a gift card) and anyone who visited at least three vendor booths during the conference was entered into a raffle for free admission to NELA 2021.

Upcoming conference days and keynotes are as follows: August 27 - Keynote: Alan Inouye; September 17th - Keynote: Susan Halpin; September 29th - Keynote: Robert Aziz; October 13th - Keynote: Joel Christian Gill; October 27th - Keynote: Alison Macrina; November 12th - Comedian: Juston McKinney; November TBD

NELLS 2021 is probably not going to happen in the traditional, physical way next year. Folks felt that the in person connections one makes at NELLS will be difficult to replicate. A new leadership committee by special appointment has been proposed to run a virtual leadership program in lieu of residential NELLS in 2021. The logistics of this will be developed by the committee. The current NELLS cochairs will focus on creating new alumni connections and strengthening the current NELLS alumni network.

Respectfully submitted,

Amber Coughlin

NELA Representative



Center for the Book Report for the NHLA Board August 2020

Ladybug Update

From Mary Russell: "Ladybug voting materials should be posted by the end of August and nominee posts have been appearing on the blog on Fridays for the past few weeks."

National Book Festival

The Library of Congress' National Book Festival will be held online this year. Not many details available yet. The Center is discussing whether or not to participate.

I will be unable to attend our board meeting on Tuesday because my library is preparing for re-opening.

Respectfully submitted,

Emily Weiss

NHLA Liaison to the Center for the Book

8/7/20



New Hampshire Library Association | nhlibrarians.org