



Executive Board Meeting Minutes
Friday, December 11, 2020, 10:00am
Virtual meeting via Zoom

Attending: Betsy Perry, Meena Jain, Rebecca Beckley (Association Manager), Nora Blake (President), Marissa Antosh (YSS Past Chair), Ellen Rainville (ByLaws), Pam Aghababian (Readers Advisory), Jennifer Harris (Legislative), Sarah Sullivan (Leadership & Management), Bernadette Rivard (Treasurer), Pam McCuen (Jordan Miller), Esme Green (ALA Councilor/Past President), Sarah Breen (Reference Users), James Lonergan (MBLC), Joanne Lamothe (Vice President), Kim Hewitt (Conference), Will Adamczyk (Legislative), Andrea Puglisi (PR), Krista McLeod (NELA), Callan Bignoli (LITS), Greg Pronevitz (MSLA), Alene Moroni (Readers Advisory), Noelle Boc (Secretary), Lizzy McGovern (YSS), Kristen Collins (Conference Director), Sharon Shaloo (Mass Center for the Book), Sarah Sogigian (MLS)

Call to order: 10:04am

Motion to approve the minutes of the October 9, 2020 meeting made by Esme Green and seconded by Bernadette Rivard. All in favor.

Proposal for new Section - Meena Jain and Betsy Perry

- A Program Planning Section is proposed and it aims to be able to create something that brings all of the elements of programming together into a model for others to duplicate at their libraries that addresses all ages and is EDI (Equity/Diversity/Inclusive) friendly as well. Want to be able to share informational resources, creating a database of programming, and best practices. Also want to create a connection between libraries and communities. This year has thrown the issues of programming into sharp relief.
- Signatures are still being obtained, but it will meet its goal shortly. This section will be proposed to the membership in the spring. The February meeting of the Executive Board will be when it needs to be decided if it is moving forward as the proposal has to go to membership 60 days before the Annual Meeting.
- Potentially programming awards can go through this section instead of through PR. General discussion is in support of this section and we will bring it forward to the February meeting once all documentation is in order.

Treasurer's Report--Bernadette Rivard

- Our income was pretty good and our expenses are going towards payroll and towards the virtual conference at this point. We have about \$15,000 in the bank right now and our investment accounts are doing well. Working on our loan forgiveness for PPP.
- **FY22 budget planning**--we're assuming if you haven't submitted a budget for your section/committee, then you don't have one. If you have submitted a budget, Bernadette will get back to you about questions if we have any. Expectation is that your income should equal your expenses. Bernadette will work with Conference Committee about their budget separately.
- Krista McLeod noted that NELLs is still a big question mark about whether it will happen or not in 2021, but individual states normally each give \$2,000 to donate to it. MLA can add it into the budget just in case NELLs is able to be held in 2021.

Conference Update--Kim Hewitt & Kristen Collins

- About 30 programs have been accepted overall. Still working on sponsorship proposals for our virtual programming. Expenses obviously will be down with a virtual conference.

Legislative Committee Partnership with Every Library--Will Adamczyk

- Every Library is a PAC group and they work with libraries on both an individual and a state level. Jennifer Harris, Greg Pronevitz and Will have been all talking to them with possibilities. Main goals are to improve advocacy work with libraries in Massachusetts and to give MLA more of a branded public identity. This last is especially important as MLA is reached out to more and more often for advocacy from different libraries and groups.
- Currently have a plan that will be rolled out over the next 6 months and will include creating an advocacy packet for our legislators and getting a member of the library caucus to endorse it. Want to see about brokering a meeting with the library caucus members.
- Would like to expand Legislative Day and broaden the scope of it and see if we can get more public support and involvement.
- Create a pledge drive for support (not monetary) for libraries. This would involve members of the public pledging their support for their own local library as well as libraries in general.
- Also considering an advocacy retreat to really define our MLA agenda. All of the sections, committees, Administrative and Executive Boards will be called upon to pitch in.
- There is no cost associated with partnering with Every Library; just our own costs with postage and printing, etc.
- Ellen Rainville notes that MLA is a non-profit so we CAN be advocates, while other organizations may have their hands tied.
- MSLA's board will be discussing this next week and should likely be active partners as well.

Strategic planning update--Nora Blake

- A draft is being worked on, with help from consultant Cindy Roche.
- The summer survey was fruitful, with quite a good amount of feedback. A 3 year plan is under consideration and will be ready in February if not sooner.

Updates

- Nominating Committee--Esme Green
 - Candidate for Vice President for next year is Kim Hewitt. Bernadette Rivard is going to run for Treasurer again.
- MBLC--James Lonergan
 - Numbers are MUCH better than expected due to the state's rainy day reserve funding. MBLC was successful in getting their budget lines funded more than expected.
- MLS--Sarah Sogigian
 - New strategic plan is passed and the FY2021 budget is approved. Read the annual report that is linked in the packet. Thank you to everyone for your advocacy.
 - We saw record highs in almost everything this year. 57% increase in the Commonwealth ebooks program. Delivery numbers are lower only because we shut down for several weeks.
- NELA--Krista McLeod
 - Conference was overall successful, although attendance dropped off at the end.
- Other--Pam McCuen --NERTCL is seeking a representative from Massachusetts; pass it on if anyone might be interested in your youth services departments.
- YSS--introducing the new YSS chair, Lizzy McGovern. Thank you to Marissa Antosh for stopgapping the role of chair until now.

New Business

- **Code of Conduct for MLA Executive Board Members, Section Members and Committee Members Draft**
 - Discussion around having the code signed annually during transitional meetings and that a database is kept of who signed. The Executive Board would have to approve that measure.
 - Do we want to specify behavior that is conducted electronically as well as in person?
 - Discussion around changing the language to be more positive. Perhaps start it with a pledge around positive conduct and structure the document with more aspirational guidelines that are then followed by the nitty gritty of what to do if they are violated.
 - General agreement that giving some training and support to incoming co-chairs to help deal with running meetings would be valuable. Could consider bringing in an outside speaker/trainer for this purpose.
 - The Administrative Board will work on a rewrite of this draft for the February Executive Board meeting.
- **Code of Conduct for MLA Conference, Meetings, and Events Draft**
 - Some of the same issues as discussed from the other code of conduct are also prevalent here. Rewrite the code to be more of an expectation of positive behaviors and the idea that you will be welcomed and supported and safe at the event. Follow these guidelines with the details of procedure for when the code is violated.
 - Suggestion to perhaps edit down the document into something more digestible and perhaps link to a longer document that includes the procedural information.
 - Again, the Administrative Board will work on the edits of this draft for the February Executive Board meeting.
- **ALA Councilor**—Esme Green
 - Midwinter announcement was just put out. Esme can forward information to you if interested.

Motion to Adjourn from Will Adamczyk at 11:37am

*Next meeting: Friday, February 12, 2021 @10am

Respectfully submitted,
Noelle Boc, MLA Secretary