



## **Executive Board Agenda**

Friday, December 10, 2021, 10am – 12pm  
Virtual meeting via Zoom

### ***Join Zoom Meeting***

**<https://us02web.zoom.us/j/82832523996>**  
***Meeting ID: 828 3252 3996***

1. Call to order
2. Vote to approve the minutes of the October 8, 2021 meeting.
3. Treasurer's Report
4. FY23 budget review and discussion
5. Conference Update
6. ALA Statement on Censorship discussion and vote
7. EveryLibrary collaboration update
8. Updates
  - a. MBLC
  - b. MLS
  - c. NELA
  - d. MSLA
  - e. Others
9. New Business
10. Old Business
11. Adjournment

\*Next meeting: Friday, February 11, 2022 @10am

**Massachusetts Library Association  
November 30, 2021**

<b>Starting Balance</b>				<b>\$35,115.57</b>
<b>Income:</b>	<b>Category</b>	<b>Notes</b>		
	400.1	Conference Attendee Registration		
	400.2	Conference Exhibitor Income	2021 Conference	75.00
	400.3	Conference Meals	2019 Conference	-66.00
	400.5	Conference Sponsor Income		
	400.6	Conference Other Income		
	410	Membership		3815.00
	410.1	NELA Joint Memberships		
	420	Program Income		
	400.6	Other Income		
	430	Committee Fundraising		
	440	Sponsorships/Donations/Other	EBSCO and other donation	
	491	Transfer from Investments		
			<b>Total Income</b>	<b>\$3,824.00</b>
<b>Expenses:</b>				
	600	Program Expenses	Jordan Miller Award	500.00
	610	Scholarship		
	630	Travel		
	650	Dues & Subscriptions		
	670	NELA Membership Expense		
	700	Conference		
	700.11	Conference AV Expenses		
	700.12	Conference Awards		
	700.13	Other Conference Expenses		
	700.3	Speaker Fees		
	700.6	Conference Printing & Copying		
	700.8	Conference Payroll	Kristen	2192.82
	700.9	Conference Credit Card Fees		
	750.1	Payroll	Rebecca	1072.96
	750.101	Payroll Tax	Both Employees	1053.46
	750.102	Payroll Workmen's Comp	Both Employees	16.73
	750.103	Payroll Vendor Fee	Both Employees	179.60
	750.11	Postage		
	750.12	Taxes & Filing Fees		
	750.13	Office Supplies		
	750.2	Professional Services		
	750.3	Credit Card Merchant Fees	Membership CC Fees	202.33
	750.4	Website Hosting		27.00
	750.5	Insurance		
	750.6	Telecommunications	Cell Phone	75.62
	750.7	Travel		
	750.8	Printing & Copying		
	750.9	Equipment & Software	Zoom	143.34
			<b>Total Expenses</b>	<b>\$5,463.86</b>
<b>Balance as of</b>			<b>Balance</b>	<b>\$33,475.71</b>

Respectfully Submitted:

*Bernadette O'Riordan*

Fidelity Investments Accounts	10/31/2020	6/30/2021	10/31/2021	11/30/2021
Cash Reserves	4827.2	4827.84	29828.12	29828.31
Investments	134544.9	165375.38	145463.09	144214.9
<b>Total Fidelity Accounts</b>	<b>139372.10</b>	<b>170203.22</b>	<b>** \$175,291.21</b>	<b>174043.21</b>

\*\* moved 25K from Investments to Cash Reserves  
recommended by Investment Comm, voted by Admin Board

Wild Apricot Receivables	10/31/2020	6/30/2021	10/31/2021	11/30/2021
<30 Days	2330	1205	2140	580
30-60 Days	1605	195	100	410
60-90 days	0	2325	165	0
90 days +	1085	1135	510	290
<b>Total Receivables</b>	<b>5020</b>	<b>4860</b>	<b>2915</b>	<b>1280</b>



## CONFERENCE COMMITTEE

Executive Board Report  
December 2021

*The MLA 2022 Conference: Turn the Tide: will be held at the Resort and Conference Center in Hyannis, May 23-24, 2022.*

**Registration Fees:** The Conference Co-Chairs and the Conference Director would like to submit the following registration fees for the 2022 Conference:

Type	Registration fee
<b>Non-member - 1 day</b>	\$235.00
<b>Non-member - 2 days</b>	\$320.00
<b>Member - 1 day</b>	\$175.00
<b>Member - 2 days</b>	\$235.00
(student, unemployed or retired) - 1 day	\$95.00
(student, unemployed or retired) - 2 days	\$135.00
(Platinum Institutional)	\$0.00
(Gold Institutional)	\$0.00
<b>MLA Admin board, MBLC, MLA Conference Committee - 1 day</b>	\$35.00
<b>MLA Admin board, MBLC, MLA Conference Committee - 2 days</b>	\$70.00
<b>Speaker</b> 1 day speaking	\$0.00
Non-member - 1 day speaking + 1 day attending	<b>\$270.00</b>
Member - 1 day speaking + 1 day attending	<b>\$210.00</b>

**In-person and hybrid options:** After careful consideration of the Conference budget, the co-chairs and the conference director determined that some Conference programs will be recorded and that we will not be able to offer a hybrid streaming option.

**Meetings:** The Conference Committee met via Zoom on Friday, October 15. We met in person in Worcester for our November meeting to choose which program proposals to move forward with at the Conference. Our next meeting will be held on Friday, December 16 at 10 am via Zoom.

**Program Proposals:** 77 program proposals were submitted. The Conference Committee met on Friday, November 19th to choose the conference programs.

The Committee chose to move forward with 49 programs including 2 keynotes for the Conference. Our keynote speakers include Kaetrena Davis Kendrick and John Chrastka. We are finalizing the schedule and speakers will be contacted shortly.

**Sponsorship/Exhibitors:** Our Conference Director, Kristen Collins has begun working on sponsorship. Please contact her directly if you have any new potential exhibitors or sponsors.

Respectfully Submitted,  
Michelle Filleul, Conference Co-chair



## **Intellectual Freedom/Social Responsibilities Committee Executive Board Report — December 2021**

---

### **Past Activities:**

- Met September 16, 2021 to discuss our budget and plan conference sessions

### **Upcoming and Ongoing Work:**

- MLA Conference Committee: MLA Conference 2021 session preparation; reaching out to presenters, honing topics, submitting proposals.
- Next meeting is March 3, 2022

Respectfully submitted,

Andrea Fiorillo and Steph Barnaby Co-Chairs, IF/SRC



## **Jordan Miller Committee Report**

December 7, 2021

This year's winner of the Jordan Miller Storytelling Grant is the Norwell Public Library in Norwell, MA.

Congratulations to the Norwell Public Library!

The library will use the grant to hire local storyteller Len Cabral for an in person (or back up Zoom program) in the spring of 2022. They will promote the event with a Story Walk of Len Cabral's "How the Rabbit Lost His Tail." Norwell Public Library's children's librarian Jessica Phillips was inspired by Project Ready to incorporate more diversity in her programming and applied for the Jordan Miller grant to help her do this. Her grant application was selected from a pool of 40 submissions.

Preference for this award year went to Massachusetts libraries, preference next year will go to New England libraries outside of Massachusetts.

Respectfully submitted,

Pam McCuen & Amy Dorsheimer  
Jordan Miller Committee Co-Chairs



## **Leadership and Management Section**

Report, November 2021

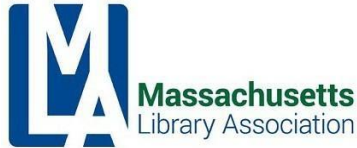
The membership of LAMS MLA met Thursday, November 18, 2021 with fourteen people in attendance. The group discussed the impact of hiring gaps on libraries: how it has provided opportunities to rethink policies and the onboarding process, and how to retain those who are hired. Successful onboarding measures included developing a buddy system for new hires, creating a manual of information for new hires to review, and giving new hires a schedule of rotation for the first week. These benefits extended to the wider staff as they gave input on and received clarification about library processes.

The group discussed difficulties with hiring for part-time positions, handling sicknesses/absences, and the impact of unions. Of particular concern was the resentment that could breed between part-time and full-time employees over benefits, particularly sick leave.

Participants discussed how to keep track of what patrons need and ask for, and how this information can be used to (1) direct a strategic plan and (2) expand and shape the operational budget. Discussion also included how to improve staff morale, including throwing monthly parties, giving staff library-branded clothing, free candy, and improving communication/creativity through the Slack platform.

The meeting on January 20, 2022 will feature Katie McQue who will talk about the MMA-Suffolk University program. Potential topics for the March 17, 2022 meeting include the relationship between library administration and their Boards (Trustees and Friends Organizations), managing a multigenerational staff, and coaching.

Respectfully submitted,  
Tracey Graham  
LAMS Secretary



## Legislative Committee Executive Board Report December 2021

Legislative Committee has been meeting regularly via Zoom. We have an average of 13 members in attendance, representing most parts of the state, as well as several different key partner organizations, including MBLC, MLS, MSLA, WMLA, CMLA.

The Legislative Committee is currently focusing on the following:

- **Legislative Day** – We have confirmed that there will not be an in-person Legislative Day at the State House, Spring 2022 due to the State House remaining closed to the public. We expect to begin organizing the virtual component at the December 17<sup>th</sup> meeting.
- **Legislative Breakfasts/Events** – We have at least five confirmed events established with two more in the developmental stages. The State Budget cycle is back on track so we are encouraging networks, libraries and associations to set local dates for in-person / virtual events during January, February and March, 2022. These efforts will lead us into the larger Virtual Days that the Leg Com is planning for Spring 2022.
- **Testimony – H4120 An act modernizing library access to electronic books and digital audiobooks filed by Rep. Balsler.** Leg Com was instrumental along with MBLC in organizing testimony in support of this legislation with some recommended language inclusions. We will follow up with more details as the bill moves forward (or not.)
- **MLA Annual Conference** - We are working with John Chrastka from EveryLibrary to present a program at the Conference that will build on the importance of advocacy effort, entitled “Advocacy: Part Two”.
- **EveryLibrary partnership** - We are working with a library advocacy non- profit to help improve our advocacy work as a committee and for all of MLA. This is just starting to grow.
  - The background video on that topic is available at: <https://vimeo.com/564426154> The video is password protected, use "library1234".
  - Specifically, the Orientation Packet for Legislators that was developed by Leg Com during the pandemic took a back seat while the State House was closed. We will update the message and distribute it through the Ranking Members in the Legislature and members of the Library Caucus. Also, an



expanded element to Legislative Day to include the public will involve the public taking a pledge to support Massachusetts Libraries.

Currently, the Legislative Committee through its co-chairs is working with MLA Admin, EBoard EveryLibrary to hold the 3<sup>rd</sup> in a series of workshops/visioning plan for MLA in January, 2022. This effort is shaping short term and long term advocacy goals for MLA.

Next meeting: December 17, 2021

Respectfully submitted,  
Co-Chair, Jennifer Harris, Plymouth Public Library, retired & Co-Chair, William Adamczyk, Milton Public Library



## **Paralibrarian Section Report for December, 2021**

Our last meeting was a virtual meeting attended via Zoom on November 16, 2021.  
We discussed the following:

### **MLA Conference:**

- “Your Town 101” conference program submitted to conference committee.
- We will be holding our Annual meeting, presenting Awards and Certifications at conference.

### **PARA Certification:**

- 7 and 1 resubmitted PARA portfolio were received at our November 5<sup>th</sup> deadline. (Need to emphasize value of MLA membership. (5 nonmembers and 2 MLA members)
- Working with the MLA manager to have PARA certification registration fee submitted electronically through the MLA Store via the MLA website.
- Established a committee to look into placing the PARA portfolio process on line

### **Social Media:**

- Desiree is working with PR section for submissions on the Facebook page

### **Membership:**

- Working on recruiting members for section and the PARA review board since we have two members who have will be retiring in 2022.

Respectfully submitted,  
Anna McGrath, Chair Paralibrarian Section



## **Reader's Advisory Section Report December 2021**

The Readers' Advisory Section met on October 21st for a business meeting and on November 18th for a business meeting and a discussion of the Romance genre.

Our treasurer stepped down over the summer, and Alene Moroni is our new treasurer in addition to being our secretary.

We submitted several conference programs for consideration, and two were accepted. We are looking forward to meeting with MLA members at Annual Conference and growing our section.

We have created a Google Group in hopes of having an email list that members can email with readers' advisory questions or examples of RA materials (such as booklists or social media graphics).

Respectfully submitted,

Pam Aghababian and Anna Mickelsen, co-chairs



## **Youth Services Section Report December 2021**

The Youth Services section held its latest meeting on Zoom on November 18, 2021. We discussed the possibility of changes to our bylaws, mainly adding a Vice-Chair position back into the Executive Board. These changes will hopefully be voted on at the YSS meeting in January.

YSS put a call out for people to join the nominating committee. According to Article 6 of our Bylaws, we need to create a Nominating Committee for the upcoming vacant positions on the YSS Executive Board. We need to fill three Executive Board offices in 2022: Vice Chair, Committee Liaison and Secretary. The nominating committee will be in charge of collecting nominations for these vacant positions. These nominations will then be passed to the Executive Board (around the end of January) and put on the ballot for voting at the YSS Annual Meeting at the MLA conference in May.

We are in talks to attempt to start the YSS newsletter again. We also discussed doing Lunch and Learn virtual events every other month, instead of meeting each month. This way we can open these up to people who wanted to present at the conference, but didn't get approved to, or just as a practice before the conference.

Our next meeting is on Thursday, December 16 from 1:00pm - 1:45pm on Zoom.

Respectfully submitted,

Felicia O'Keefe  
Chair



**Stronger together**

Please see the link below to access the full annual report.

<https://www.masslibsystem.org/wp-content/uploads/FY21-Annual-Report.pdf>

## **NELA Representative Report**

**Prepared for Meeting of December 10, 2021**

The NELA Board met on November 19<sup>th</sup>, 2021 in-person/hybrid at Springfield MAMutual Convention Center.

- There if a lot of changeover in the NELA Board this year, so there were several orientations this fall.
- The NELA Conference completed its 2021 sessions (three virtual programs throughout the fall,) plus a one-day in-person program at Holy Cross on October 18<sup>th</sup>. Attendance at the in-person program was moderate.
- NELA Past President Mike Zeller is working on putting together a plan to do a regional salary survey and is looking for someone to participate from the MLA Board. I am hoping to bring this up at our Executive Board Meeting on Friday.

News from the States:

- NH: The formation of the NHLA's Equity Diversity Inclusion Ad hoc Committee. The New Hampshire Library Association Committee on Equity, Diversity, and Inclusion guides the work of the NHLA Executive Board and its Sections by evaluating policies and creating professional development opportunities within an intersectional antiracist framework founded on the ideal of social justice for all. The Committee works to identify, promote, and share resources to support the ongoing advocacy work of the NH library community, with a mission of fostering a coordinated, collaborative dynamic in order to make NHLA an organization where all members have a voice and a home. The EDI Committee is tentatively planning a program in January.
- VT: VLA has been hosting a professional development workshop series called First Thursdays. Topics so far covered include: John Swan and intellectual freedom, the trauma-informed library. "Racism's influence on the library world" is scheduled for December 3rd.