Remote:
Jen Newberg (Executive Director for MLA), Patti Bross (President), Jami Trenam (Legislative Chair), Amy Mars (ARLD Chair), Lisa Motschke (Secretary), Jim Weygand (MLTA Chair), Katie Sundstrom (Member at Large), Dave Collins (Intellectual Freedom Chair), Stacey Hendren (President-Elect), Sarah Ethier (Treasurer), Kirsten Clark (Past President), Julia Carlis (PLD Chair), Hannah Buckland (ALA Chapter Councilor)

Guests:
Olivia Hedlund (MILE Chair), Christie Kess (TSS Chair)

Welcome and Introductions – Bross
The meeting was called to order by Bross at 10:01 a.m.

Review and Adopt/Amend Agenda – Bross
Sundstrom made a motion to adopt the agenda, Clark seconded.
All were in favor and the motion was approved.

Approval of the June 2020 Board Meeting Minutes
Hendren noted a change on page 5. The statement should read, “Free MLA membership for BIPOC members and supporters is an option.”
Hendren made a motion to accept the minutes with the correction, Trenam seconded.
All were in favor and the motion was approved.

Approval of the Financials – Ethier
July 2020 Financial Report
June 2020 financials included in the meeting packet.
1. Total Assets: $159,932.43
2. Total Revenue YTD: $70,308.72
3. Total Cost of Sales YTD: $1250.00
4. Monthly Expenses for June: $12,901.74
5. Total Expenses YTD: $79,303.74
6. Showing YTD Net Income/(Loss): ($10,245.02)

June 2020 membership renewals were $4,726; giving us $19,227 YTD in membership revenue. This is still short of our budget targets.

Newberg noted that to reach the budgeted amount we’d need to take in $23,000 in membership dues next quarter.

Carlis made a motion to approve the financials; Collins seconded.
All were in favor and the motion was approved.

MHQ Update – Newberg
MHQ staff are working from home and likely will be through the end of the year. MHQ just finished their first virtual conference for another client. They kept the experience engaging, and they received some great feedback. This will benefit MLA as we plan for our own virtual conference.
Mars asked if there were any issues securing vendors or sponsors. Newberg said this association didn’t have any issues, and had a new sponsor come on. Sponsors aren’t backing away necessarily, they’re just doing it differently. For example, participants can watch a vendor/exhibitor video rather than visiting a booth.

**Bylaws Update – Motschke**

Final draft of the Bylaws was included in the Board packet. Motschke proposed bringing this document to the Parliamentarian for review prior to a vote to accept by membership. The cost to have the Parliamentarian review the document is $150/hour or a maximum of $500.

Collins asked how much of the document needs to go to membership vote on, and how much is creating clarity? Bross noted that we will ask membership to vote on various changes so that failing to pass one doesn’t impact the others.

Hendren advocated for working with the Parliamentarian to help us with some of the language, determining what needs to go to full membership, and how to remove Appendix A.

The Board discussed the membership situation in the Minnesota Library Trustees and Advocates Division (MLTA). Their numbers are more in line with a Section rather than a Division. Weygand didn’t see much potential to increase membership numbers.

Mars asked what a change from a division to a section means for members of that Division. Bross noted that the major change is a seat on the Board and a vote, but does it does not prevent someone from attending meetings. Divisions don’t have dedicated funding, and when they hold events they are cost neutral.

Weygand described a potential program to discuss libraries in Minnesota and the value of MLA, which he hopes will drive interest in supporting members. This would be on behalf of the Minnesota Association of Library Friends (MALF) not MLTA. Hendren is supportive of that initiative and offered support to Weygand if needed.

The revised Bylaws will be made available to membership by the end of August.

Sundstrom made a motion to change MLTA from a Division to a Section and to hire the MLA Parliamentarian at a fee not to exceed $500, Mars seconded.

All were in favor and the motion was approved.

Bross will work with Motschke to formulate the questions that will be sent to the Parliamentarian.

**Engage and Education Members**

**Conference Update – Bross**

All the submitted sessions have been reviewed. Letters will go out to folks so they know the status of their session; 51 were submitted.

We successfully deferred all 2020 contracts, and have secured Duluth for 2022.

Hendren asked about the progress on making the division and business meetings free, if technically possible. Bross will bring that back to the Conference Planning Committee.

Mars asked what technology will be used for the virtual conference. Bross indicated that we will use Zoom; we will purchase several licenses to make everything work.

Newberg mentioned that we will use Sched to pull it all together. Kelley is renewing Sched access so the virtual conference schedule can be populated.
Mars asked for an update on the keynote speakers. Kenotes will be Jana Shortal, three authors, a professor from St. Scholastica, and our Parliamentarian Pat Reymann. [https://www.mnlibraryassociation.org/page/2020FeaturedSpkrs](https://www.mnlibraryassociation.org/page/2020FeaturedSpkrs)

**Awards Committee Update – Clark**
A call for nominees will go out on July 31. The deadline is sooner than normal, because we will record short videos of the award winners. Clark asked the Board to submit names of people who you think should be nominated.

**Strengthening our Organization**
**Strategic 90-Day Plan – Bross, Hendren**
Getting the website redesign finished is the highest priority. The MLA/ITEM conversation is also a priority; the next meeting is in August.

The PLD and Community conversations are continuing via Zoom. Hendren mentioned that Nicole Miller spoke on self-care, and Jenny Sippel from MCTC spoke on Self Care in Service of Anti-Racism. There were good insights and some discomfort. The next session is July 30; Jenny Moran and Jody Wurl will talk about “Sharing the value of libraries in a pandemic.”

Bross noted that we will have an updated plan to look at in August for Q3 and Q4.

**Anti-Racism Discussion – Bross**
Bross asked Collins to facilitate a conversation with the Board each month. The Board should bring topics to Collins for consideration.

One option the Board is considering is to offer free membership to BIPOC library staff. Mars clarified that it isn’t exactly free membership, more accurately it’s a non-monetary membership in recognition of their representational labor in the organization.

Hendren asked how long MLA would offer membership category option. She recommends adding it for 2021, but to review it yearly; it’s easier to extend than to remove it.

The Board discussed potential timelines, logistics, showing that it has value, and aligning it with our other actions mentioned in the statement on anti-racism.

Mars noted that the category may create a budget issue, and one option is to spread the cost out on the other membership levels. Sundstrom inquired if there were any legal restrictions in creating a membership category based solely on race. Mars clarified that we wouldn’t be asking people to specify their race rather they would choose a membership category.

The Board discussed the value of offering this membership category on its own versus alongside the other actions outlined in the statement. Offered on its own it may not provide as value to members as intended. There was also concern that option could have some unintended implied expectations of members who choose the category.

Collins noted that people may interpret the option in many ways, and it is our task to frame it as recognition of the work library staff are already doing. We want to provide this optional membership category, which may eliminate any legal concerns.

Hendren suggested we push forward on the creation of a task force so they can look into things like free membership, verbiage, and other engagement options.
The Board discussed offering a scholarship, but the extra barrier of an application process may discourage members. An alternative to an application is a financial challenges checkbox without need for supplemental application materials or proof. There are other members who would benefit from such an option. However, there is an inherent power dynamic with having to ask for financial help.

Having an ad hoc committee would be beneficial, especially if they have a specific charge and a hard deadline.

Bross asked for a motion to create an ad hoc committee.

Collins will lead the Board in an anti-racist topic each month to include personal reflection, discussion on becoming an anti-racist organization, reviewing the action items in the MLA statement, and more. The goal is to bring anti-racism into the Board in a permanent fashion.

The ad hoc committee would advise the Board and ideally become a division with a permanent seat on the Board. Collins and Mars will work on a proposal for the Board to review.

**Activate Library Advocacy**

**Legislative/Contract Negotiations Update – Trenam and Hendren**

The Partners met in early July. The partners are Minnesota Library Association (MLA), MLA Legislative Committee, Council of Regional System Library Administrators (CRPSLA), Information and Technology Educators of Minnesota (ITEM), and the Multitype Library Systems (MCMT).

The discussion focused on what is fiscally possible, and whether they wish to continue working with Capital Hill Associates. No decisions were made at that meeting, but progress is being made.

Capitol Hill Associates has offered to keep their rate flat for 2021-2022. This is generous, the rate has not been increased for many sessions. The current contract ends August 31, so a proposal will come to the Board at the August meeting.

The contract with Capital Hill Associates is $63,100 annually; paid by CRPSLA 58%, MLA 30%, MCMT 9.33%, and ITEM flat $4,600. MLA serves as the fiscal agent.

The Board discussed the financial implications of the renewed contract and arrangement with the partners. There are a variety of options. The Legislative process is an important component of our collective impact for all libraries in Minnesota.

The Legislative priorities are developed at the Legislative Forum. That creates the vision, the Legislative Committee reviews it and they adopt, finally the MLA Board adopts the platform. Trenam encouraged the Board to share any suggestions for improvement to the process.

Newberg shared that MLA being the fiscal agent challenges our cash flow as an organization; other organizations pay us for this invoice and we need to have sufficient funding to cover the invoice until we receive payment. Our contribution equates to 36% of membership dues.

Newberg asked the Board if we are you seeing the outcomes to justify the investment of membership dues. Public Libraries tend to benefit more from the work of the lobbyist. An example is the work to change RLTA to give more flexibility. Part of showing the value is communicating about the value. Preservation of existing state funding is of great value as counties see reduced revenue.

Hendren noted that our top priority is to activate library advocacy, so perhaps 36% of membership dues is justified. It’s the priority that’s hardest for us to achieve on our own.
Trenam and Hawkins reviewed the strategic plan feedback and it showed positive feedback about having a lobbyist.

The Board discussed the various options forward, and agreed that there is value in continuing as the fiscal agent in the contract with Capital Hill Associates if it moves forward.

The contract will come back to the Board in August. The Virtual Legislative Forum is August 10.

**Other**

**MILE 2021 – Hedlund**

Olivia Hedlund reported on the progress of the MILE Planning Committee. Planning was well underway but due to the various factors they have come to the Board to discuss next steps.

The MILE Planning Committee proposes to postpone MILE 2021 to 2022; a virtual version wouldn’t be as impactful. This would shift the event to even years going forward.

The Board discussed ways to use this as an opportunity. An option is a virtual MILE alumni meetup, which would include networking and an opportunity to talk about what’s working with MILE and what’s not. It’s also an opportunity to reconnect with participants of the Mid-Career 2019 preconference session. The MLA Zoom account has capacity so any costs would be minimal.

Bross is working with MHQ to cancel the contract for Sugar Lake Lodge; the venue where the 2021 event was planned.

Bross asked for a motion.

Hendren made a motion to postpone MILE 2021 to MILE 2022, and to investigate a virtual MILE 2021 for Alumni to evaluate and re-envision the future of the MILE program; Collins seconded.

All were in favor and the motion was approved.

**Policy Review: Leadership Positions – Bross**

The MLA leadership position descriptions on the website and in the policy manual were out of sync. The goal is to approve updated descriptions. We will link from the website to the Policy Manual so we don’t have to update in multiple places.

Bross asked for a motion to approve the changes to the position descriptions.

There were questions about the Legislative Committee and MLTA, which will need to be removed but not until the Bylaws changes are approved by membership.

Bross asked the Board everyone review the policy manual pages 5-18. We will revisit in August.

**PLD Update – Carlis**

Carlis reported that PLD is continuing the listening and sharing sessions. The next one is planned for July 28th. The CYP Summer Reading Wrap Up session is being planned. The session will focus on how summer reading went, what they might want to keep in future years, and the equity impacts.

Meeting adjourned at 11:48 a.m.; be well.
Chat transcript
09:58:53 From Jami Trenam: Good morning!
10:02:23 From Amy Mars: I agree, thanks Stacey!
10:15:05 From Amy Mars: What are the implications of going from division to section? Do they lose specific benefits or funding?
10:15:45 From Dave Collins (he/him): good question, Amy.
10:24:35 From Katie Sundstrom (THPL): 3.1 Membership of Board of Directors lists that it includes the Chairs of the Divisions.
10:25:56 From Stacey: Thanks Katie
10:29:43 From Stacey: MN Writes MN Reads
10:31:45 From Amy Mars: It was a good conversation!
10:33:27 From Jen - MHQ to Stacey (Privately): Will the next community conversation be open to the public or members only?
10:41:00 From Stacey to Jen - MHQ (Privately): Public. I am trying to figure out a good way to transition them to free for members, cost for nonmembers. I am thinking after the conference we can restructure.
10:45:55 From Jami Trenam: There's a power dynamic there and puts on the onus on the recipient to ask for help
10:54:41 From Amy Mars: I like that idea, Dave
10:56:20 From Lisa Motschke: Yes, definitely.
10:58:35 From Jami Trenam: Thank you Dave (and Amy)!
11:01:25 From Lisa Motschke: yes
11:01:28 From Dave Collins (he/him): yes sounds good
11:01:37 From Lisa Motschke: Lost you again
11:35:59 From Amy Mars: I really like that idea!
11:36:06 From Julia Carlis (she/her/hers): Me too!
11:36:10 From Amy Mars: (I'm a MILE alumni)
11:36:34 From Jami Trenam: yes! Curious how many of us on the board are MILE alum? :)
11:36:49 From Julia Carlis (she/her/hers): Almost all of us. :) 
11:36:53 From Amy Mars: I think postponing it makes sense too.
11:38:56 From Jami Trenam: I agree - makes sense to postpone/morph...the relationships are one of the biggest benefit and wouldn't translate well to an online environment.
11:39:08 From Dave Collins (he/him): thumbs up
11:39:26 From Jami Trenam: (In terms of cohort) - an alum meetup would be great virtually
11:39:48 From Stacey: Potential for breakouts by year
11:43:10 From Jami Trenam: the space at conference could just be to plant a seed or a MILE mixer/meet up
11:43:42 From Amy Mars: 2021 sounds good to me. If it goes well we may want to continue to do this in the off years.
11:44:25 From Stacey: Proposal to postpone MILE 2021 to MILE 2022, and to investigate a virtual MILE 2021 for Alumni to evaluate and re-envision the future of the MILE program.
11:44:48 From Dave Collins (he/him): I second
11:45:10 From Amy Mars: Aye!
11:45:35 From Jami Trenam: Thank you Olivia!
11:45:52 From Jami Trenam: 2013 here :) 
11:46:16 From Amy Mars: Thanks, Olivia!
11:48:31 From Jami Trenam: Thanks all

July Board Packet materials: