**Board Meeting Minutes**  
Friday, September 17, 2021 via Zoom  
10:00 AM – 12:00 PM

**Board Members:** Stacey Hendren (President), Steve Harsin (President-Elect), Kirsten Clark (Past President), Sarah Ethier (Treasurer), Sara Fillbrandt (Secretary), Dave Collins (Intellectual Freedom Chair), Sarah Hawkins (Legislative Chair), Jenny McBurney (ARLD Chair), Jody Wurl (PLD chair), Katie Sundstrom (Member-At-Large)

**Excused:** Hannah Buckland (ALA Chapter Councilor)

**Executive Director (Synergos):** Joy DesMarais-Lanz

**MLA Business:**
- Welcome and Introductions
- **Review and Adopt/Amend Agenda**
  - The meeting was called to order by Hendren at 10:05 a.m.
  - No changes to the agenda. Agenda approved as set.
- **Approval of the August Board meeting minutes (Fillbrandt)**
  - Minutes were distributed 20 minutes before the meeting; for those who had read through them no changes were suggested at this time.
  - Approval of August minutes tabled until November meeting.
- **Approval of the financials (Ethier)**
  - August 2021 financials included in the board packet.
    - Aside from the conference there are no other large expenses coming up that Ethier is aware of.
    - Contacted by St. Kate’s about purchasing memberships for their MLIS students. Approved the mass membership purchase at $20/person instead of $30/person, but want to have an MOU put in the file to look at the membership charge for students from St. Kate’s in the future.
  - Motion made by Harsin to approve financial report, seconded by Sundstrom, all were in favor and the motion was approved.
- **Synergos/Executive Director Update (DesMarais-Lanz)**
  - If you have things for the conference that aren’t already being done - please let Joy know - Synergos doesn’t know what they don’t know - so they’d rather have more information than less.
  - If you’re emailing individual staff, please copy the office office@mnlibraryassociation.org on all communications - several staff have vacations planned this summer and Synergos doesn’t want anything to get missed.
  - As always, if you have questions about anything, just ask!
**Discussion of Synergos Board Leaders Summit (Hendren)**
- Thank you to Synergos for putting on this Summit! It was a beneficial learning experience as a board member.
- Keynote takeaways: this member-first community concept would be great for MLA moving forward: distractions are everywhere for large organizations, and are we focused on the mission of our organization and serving our members?
- We need to focus on the future, we need to look at the demographic from 18-26 and how do we reach these future librarians? Wurl has been looking at the free version of [https://www.ypulse.com/](https://www.ypulse.com/) and has gotten some insights into GenZ.
- Attended sessions about thought diversity, membership growth, developing leaders, and had a great time getting to know the Pheedloop platform.

**Strategic 90-day Plan (Hendren)**
- Updates for items due July-September:
  - Will be discussing Q3 goals in November.
  - Hendren and O’Hara working together on recruitment and how to get folks engaged with board service and interest.

**Engage and Educate Members:**
- **ARLD Update (McBurney)**
  - ARLD is getting ready for their business meeting at the conference. Elections are open and will close on Sept. 24th. Will announce new board members at the business meeting.
  - Will be updating bylaws at conference, and voting on an amendment to align the ARLD calendar with the MLA calendar - working on details regarding having a quorum so a vote can be held.
  - ARLD is having issues with the emails from MLA again. Working with Joy and Jennifer on diagnosing this problem and figuring out what’s going on and how to solve it.
  - Going to ask what folks need/want from ARLD in breakouts - going to decide on topics later today at their board meeting.

- **PLD Update (Wurl)**
  - Have a board meeting next Monday, and will submit a request for an eblast to get nominations for the PLD board. Nominations to close in October, election in November, with the newly elected board members shadowing in December and take things over in January.
  - Had a great discussion about intellectual freedom led by Kate Eidem and Dave Collins. There is a lot of concern from staff across the state about this topic - some collections contain anti-vaxxer books which could be seen as problematic, but collection development policies protect those books - so how do we handle this issue?
  - PLD is planning for the annual conference. Not as far along as ARLD at this point.

- **2021 Conference update (Hendren)**
○ All business meetings for subunits will have Zoom links sent out for everyone who might be interested regardless of membership status.
○ Have met and exceeded the sponsorship goal! Have met our exhibitor goal.
○ Registration for this year is still low, please register for the conference and if you are a presenter you must register in order to present.
○ Will be talking to Synergos about possibly extending the registration deadline.
○ Budget-wise the low registration shouldn’t have a huge impact.
○ With the Delta variant we will not pursue the dine-arounds, trivia will go ahead, and the MINITEX hallway sounds like it will be fun!
    ■ Hallways - the people you see and haven’t talked with in a while? Talk to them and catch up!
    ■ Give people a chance to go to a breakout room or talk in the general room. Group conversations were limited to 5 people, but may be expanded.

● Annual Meeting Overview/Prep (Hendren)
  ○ Agenda:
    ■ Welcome & Introductions (Hendren)
    ■ Review and Adopt/Amend Agenda (Hendren)
    ■ State of the Association (Hendren)
    ■ Treasurer’s Report (Ethier)
    ■ Legislative Priorities (Lynch will be presenting on ‘22 priorities)
    ■ Plans for 2022 (Harsin)
    ■ Board Election Results (O’Hara)
    ■ Bylaws Change (Fillbrandt)
        ● Only change is that we’re adding ITEM. (Yay!)
    ■ Membership Dues update & discussion (Clark)
        ● Approval needs to be ⅔ of the Board and by a majority of the membership at the annual meeting. No update to bylaws need to be made, just changes to the website (as stated in the bylaws).
    ■ Questions (Hendren)
    ■ Closing statement and Adjourn (Hendren)
  ○ Pat Reymann will serve as our Parliamentarian for the meeting.

● Member Dues discussion
  ○ Concerns have been brought forward and we need to address them:
    ■ 3% based on gross or net salary?
        ● We assumed gross income was the gross for everyone - and the recommendation is to base it on gross annual salary.
    ■ Request that there be a cap on the membership rates.
        ● WI has a cap at $250, and for members who’s organizations pay their membership going beyond that $250 would affect how their org will pay for other memberships.
        ● We aren’t sure where ITEM’s salaries fall.
        ● Will those who make over $100,000 a year think their membership is worth the cost?
        ● Move forward with a vote for this year and have an amendment for a cap in 2022.
Data privacy about individual incomes:
- specifically staff in accounts receivable in orgs that pay bills will see 3% of an exact amount.
- Synergos’ contract states explicitly that they cannot share this information.
- The Medical library association bases theirs on the budget of the library the person belongs to. (This wouldn’t be sustainable for public library workers.)
- We don’t talk about how much we make and perhaps this could lead to conversations about equitable pay across our profession.

What about dues for those who are unemployed, between jobs, etc.?
- We are planning to keep the same bottom category for 0-29,999 a standard $30, the 3% would go into effect for those making $30,000 and above.
- This is also an honor system - we don’t truly know how much you make!
  - Please reach out to Kirsten Katie and Stacey if you have or come across any additional thoughts/concerns about this proposal.

Intellectual Freedom Committee Report (Hendren for Collins)
- IFC will be presenting 2 sessions at the conference; they will not be having a business meeting.
- Article about surveillance came out on Sept. 14th that will be discussed: [https://www.the74million.org/article/gaggle-spy-tech-minneapolis-students-remote-learning/](https://www.the74million.org/article/gaggle-spy-tech-minneapolis-students-remote-learning/)
  - They aren’t just surveilling folks during the school day, but also during the night and evenings and tracking violent words and mental health searches. Please read the article for the discussion.

Develop Leaders
- ALA Emerging Leader Program (Buckland)
  - No applicants are from Minnesota this year. We can either recruit someone to support, support someone from another state or Canada, or wait until next year to sponsor a candidate.
  - Can we turn this into a plan moving forward? Make it part of our strategic plan for emerging MLA leaders.
  - Board voted to wait a year to sponsor a candidate from MN for the ALA Emerging Leaders program.

Activate Library Advocacy:
- Legislative Committee Update (Hawkins)
  - Legislative forum was held on September 1st, had great turnout and feedback.
  - The morning was education sessions by Buckland and Capitol Hill Associates (Sam Walseth and his team). The afternoon included an opportunity for each of the Minnesota Library partners to share their struggles, opportunities, and strategies for moving forward.
  - Have drafted legislative priorities to send to the partners, and after the partners meet in the first week of October, those priorities will be presented at the Legislative committee at the conference.
Some of the priorities:
  ■ To support lifelong learners by improving systems.
  ■ Defining a “school media center”.
  ■ Advocate for investment in infrastructure (some opportunities for federal funds going into 2022 bonding structure).
  ■ Expanding broadband digital access across all of MN.
  ■ Monitoring and opposing legislation that promotes censorship.

The state wants to know how Minnesotans want to spend ARP monies and there is a request for MLA to share what we think. If you are interested in responding as an individual to this survey before Sept. 30th:
https://forms.office.com/pages/responsepage.aspx?id=RrAU68QkGUWPJriclVmCjBsfeAiuduxCkDwYdAjyK9VUMDUyNUc1RkITMkdORTk3SzFWWEE4NE5JRC4u

Strengthening our Organization:
  ● Membership Committee Report (Sundstrom)
    o Numbers are about the same as usual. Can maybe make this an annual check in?
    o Committee in creating a welcome letter for new members.

  ● ITEM Update (Hendren)
    o Joy is working on an updated contract proposal and how that adjusts our annual contract. Met with attorney from DBS Law: legally we are absorbing ITEM and their assets, so the attorney will be providing legal consultation and document preparation.
    o ITEM will pay the transition fee, but not sure how that will work.
    o See the letter in the board packet from DBS Law.
    o Motion to approve the letter and get started with the documentation made by Fillbrandt, seconded by Wurl, discussion: do we need to specifically outline that will only be about 5 hours of billing so they don’t draw it out into a 30 hour ordeal. The only way this becomes more is if there are any surprises for the absorption. Could have something in the letter that if time is going to exceed 10 hours attorneys need to get prior approval to continue/charge/etc.
    o Motion amended to include this language. All were in favor and the motion passed.

  ● Policy Review: Conflict of Interest Policy (Hendren)
    o Additions proposed:
      ■ “by January 31 every year of service.”
    o Motion made by Harsin adopt these proposed changes, Sundstrom seconded, all were in favor and the motion passed.

  ● Policy Review: Code of Conduct (Hendren)
    o Not currently in the policy manual or in the bylaws, it’s only on the MLA website.
      ■ Should we add to policy or bylaws? Or add language that we follow the ALA codes?
- Hendren and Fillbrandt to put together language to add to Policy manual that we follow ALA's code of conduct. Need to examine ALA's code and the language that they use so that we regularly look at it and are using the correct language.
- Clarify that MLA's code of conduct is embodied in our policies and the policies of ALA.

- Anti-Racism Discussion (Collins)
  - Discussion about “Not Reaching Pouches” that are being distributed by the Minnesota Department of Safety - what happens if Libraries are asked to distribute these? What will our response be? Things to think about.
    - Think about positive police presence and negative police presence. What else can we do for our communities to support them and keep them safe?

Other:
- Items from the Floor: none.
- Reminders: let Hendren know if you have things you want to add to the agenda in November.

Meeting adjourned at 11:56 a.m.

August Board Packet materials:
2021-09-17 Board Meeting - Google Drive