Minnesota Library Association
Annual Membership Meeting Minutes
Friday, October 2, 2020 at 12:02 p.m.
Virtual Meeting; Zoom

I. Welcome and Introductions. The meeting was called to order by President Patti Bross at 12:02p.m. A quorum was present with 61 members in attendance.

II. Adopt Agenda. Bross asked for any additions, hearing none the agenda was adopted, subject to emergency changes as determined by the Chair.

III. Approval of 2019 Annual Meeting Minutes. The Annual Meeting Minutes are reviewed by the Minutes Review Committee and approved by the Board of Directors at the October 2019 board meeting. Bross asked if there was any objection to continuing this practice. Hearing none, Bross appointed Sara Ring and Steve Harsin to review the 2020 Minutes, and present them to the MLA Board of Directors at the November 2020 meeting.

IV. Reports
A. State of the Association Report – Bross presented an update on the work from the last year.
   1. Developing work plan based on MLA Statement on Systemic Racism
   2. Supported members and navigated new world
      a. Developed new ways to connect more often
      b. Transitioned 5 in-person events to virtual
      c. Developed new Community Conversations
      d. Partnered with MDE for virtual conversations
   3. MLA/ITEM partnership exploration
   4. Revised Bylaws
   5. Full Financial Review
   6. Redesigned website by end of 2020
   7. Action steps from Statement on Systemic Racism – Dave Collins (Intellectual Freedom Chair) reported on the work that has been pursued as a result of the MLA Statement on Systemic Racism. Questions and suggestions can be sent to Collins directly.
      • Listen to and learn from our library community
      • Support BIPOC (Black, Indigenous, People of Color) library staff
      • Establish an Ad Hoc committee to gather ideas and create an action plan
      • Add antiracism resources to our website
      • Incorporate antiracism into the agenda for the monthly MLA Board meetings
      • Create annual antiracism training for the MLA Board
      • Hold the organization accountable in moving these items into action
   8. In Memoriam – MLA has more than 100 years of history because of the strength and passion of librarians. We take time to remember the legacy of colleagues who have passed this year.
      • Charles Brown, former director Hennepin County Libraries
      • Floyd Henderson, Twin Cities research librarian
      • George Herman, University of Minnesota Libraries
      • Shirley Higginbotham, former director of Minnesota Valley Regional Library – Mankato
      • Donna Johnson, Allina Health Library
• Waiva Menfee, former director of International Falls Public Library
• Tzvee Morris, MELSA from 1977-2003
• John See, MEMO President 1979-1980


1. Net Assets: In 2019, MLA had a net loss of $38,439.77, primarily related to unexpected costs at the annual conference at Mystic Lake. We budgeted for a $64,000 net gain at the conference but had a loss of more than $37,000, due to unplanned AV and food costs. Registration numbers were also much lower than expected, impacting income at the event.

2. At the end of 2019, the MLA operating reserve was barely at minimum appropriate levels per MLA policy which states that we have a 9-month operating reserve. No funds were added to strategic reserve.

3. Income: 42% came from conference and event registrations, followed by Membership dues at 17%. Advocacy support was 17%; that money from ITEM, Multitypes, and Regional Libraries is a pass through to pay for our Lobbyist (Capitol Hill Associates). Ethier thanked our Exhibitors and Sponsors, who contributed 13% of our 2019 income. The 1% portion of Advertising Revenue is money we take in from postings on the MLA job board.

4. Expenditures: 44% went to Conference and other programming; 30% went to the Management HQ contract; 18% went to the lobbyist; and 2% went towards banking fees, the majority of which pays for credit card transaction fees for membership renewals and event registrations.

5. 2020 has been a challenging year. We have a projected net loss of over $16,000, as of August 2020. However, where we’ll end the year is hard to project, as most of our revenue and expenses occur around the MLA Conference. Recent conference registration numbers suggest we should cover all costs, but the exact profit is TBD.

6. Showing a graph of membership dues revenue YTD and historical data, we are behind on membership dues for 2020 thru August. Though hopefully that will improve since more renewals happen around the Annual Conference.

7. The Budget Committee will soon start putting together the 2021 budget.

C. Legislative Priorities – Legislative Committee Chair-Elect Sarah Hawkins recapped the process for developing the 2021 Legislative Platform with input from Membership.

Proposed 2021 MLA/ITEM Legislative Priorities:

1. Support Lifelong Learners by Improving Minnesota School and Public Library Services
2. Assist Communities in Securing Quality Library Facilities and Cultural Programming
3. Expand Broadband and Digital Access to All Minnesotans
4. Maintain funding for Minitex and provide bonding support for public Higher Education facilities that improve access to library and digital learning space

Virtual Library Legislative Week February 21-27, 2021

V. New Business
A. Plans for 2021 – President-Elect Stacey Hendren shared MLA’s plans for 2021– Join the Movement

1. Implement final year activities of the Strategic Plan
2. Increase use of virtual tools for greater equity
3. Expand and engage MLA membership
4. Grow advocacy efforts with partners
5. Develop leaders around the state
6. Transition to new management company: Synergos
7. Come together to address systemic racism

B. **Board Election Results** – Nominations Committee Chair Pam O’Hara thanked members of the committee for their hard work: Ryan McCormick, Laura Morlock, and Mollie Stanford. O’Hara acknowledged and thanked those who agreed to run.

2021 Board election results:
1. President-Elect: Steve Harsin
2. Secretary: Sara Fillbrandt
3. Legislative Chair-Elect: Liz Lynch
4. Intellectual Freedom Co-Chairs-Elect: Rachel Wexelbaum and Kate Eidem

C. **Bylaws Revision** – Secretary, and Bylaws Committee Chair, Lisa Motschke made a motion that the Bylaws Revision hereby be presented and adopted, by direction of the Bylaws Committee. Bross explained the process for a Revision; each article will be reviewed separately, changes will be explained, articles are open for amendment, if amendments are made they will be debated and voted on, with a majority vote needed to amend, a final vote will be taken on the entire set of Bylaws needing two-thirds in the affirmative.

Motschke thanked the Bylaws Committee for all their work; Kirsten Clark, Katie Sundstrom, and Dave Collins.

1. Overview of changes:
   - Reviewed for consistent grammar, word usage, and clarity
   - Updated and rearranged to bring our Bylaws in line with Roberts Rules of Order best practices
   - Removed outdated practices and updated to current standards
   - Updated Past President’s role to reflect current practice
   - Removed dues structure from Appendix A, and posted it to the website
   - Removed Minnesota Library Trustees and Advocates as a Division due to lack of membership as defined in the Bylaws
   - Guidance from Pat Reymann; Parliamentarian

2. Article 1: Membership and Dues
   - Active Member category updated to include Advocates
   - Added phrase “current in dues” for clarity
   - Dues no longer listed in Appendix A of the Bylaws; moved to the website only to prevent editing errors
   - No changes to dues structure
   - “Changes to dues requires approval of two-thirds of the MLA Board and a majority vote by membership at the annual meeting.”

3. Article 2: Officers
   - Added Past President to acknowledge current practice and needs
   - Consolidated references to Officer roles into this article from others throughout the document
   - Simplified statements on disbursements of funds for clarity

4. Article 3: Nominations and Elections
   - Relocated from Article 11
   - References to absolute dates updated to relative dates (weeks before Annual Conference)
   - Removed outdated practices and added modern options

5. Article 4: Meetings
• Relocated from Article 12
• Board meetings open to ‘other interested individuals’ rather than ‘the public’
• Noted that closed Board meetings are allowed but only to protect privacy of individuals or institutions
• Added a section regarding electronic meetings

6. Article 5: Board of Directors
• Relocated from Article 3
• Consolidated references to Board roles into this article from others throughout the document
• Simplified role in committee appointment and aligned roles with current practices
• General readability improvements

7. Article 6: General Policies
• Relocated from Article 14
• Added language to help the organization appropriately respond in the event of a Board resignation or vacancy
• Open Meetings section moved to Article 4: Meetings
• Indemnification section moved to a new Article 18

8. Article 7: Committees
• Relocated from Article 9
• Removed unnecessary language
• Added Standing Committee descriptions

9. Article 8: Subunits
• Relocated from Article 5

10. Article 9: Divisions
• Relocated from Article 6
• Removed Minnesota Library Trustees and Advocates as a Division due to lack of membership as defined in the Bylaws

11. Article 10: Sections and Article 11: Round Tables
• Relocated from Article 7
• Relocated from Article 8, respectively

12. Article 12: Management and Staff
• Content relocated from Article 4: Executive Director and renamed Management and Staff
• Added language to describe current practices of hiring a management company

13. Article 13: Relations with Other Organizations, Article 14: Finances, Article 15: Referenda, & Article 16: Parliamentary Authority
• Relocated from Article 10
• Relocated from Article 13
• No changes
• Relocated from Article 17, respectively

14. Article 17: Amendments
• Relocated from Article 16
• Clarified process of proposing Bylaws amendments

15. Article 18: Indemnification
• Newly created from Section 8, Article 14 General Policies
VI. **Questions and Comments** – There were none. Hendren extended a final thank you to the Conference Planning Committee and transitioning to virtual. Bross thanked the Board, and congratulated those who are coming onto the MLA Board and Divisions and Committees Boards.

VII. **Adjourn** – Hearing no new topics Bross adjourned the meeting at 12:47 p.m. Next year’s meeting specifics will be announced at a later date.

VIII. **Chat Transcript:**

12:11:19 From Jane Armstrong: It was a pleasure working with Shirley Higginbotham
12:15:40 From Steve Harsin: It appears revenues have trended down for about three years?
12:16:16 From Sarah Ethier, Treasurer: Yes, revenues have been trending down.
12:16:44 From Sarah Ethier, Treasurer: Any financial questions can be emailed to me at sethier@scottlib.org
12:21:44 From Jami Trenam: A specific small action you can take now to support broadband is to take the MN Speed Test: http://mnruralbroadbandcoalition.com/speedtest
12:25:57 From Stacey Hendren (she/her/hers): stacey.hendren@co.anoka.mn.us
12:26:08 From Stacey Hendren (she/her/hers): Contact me if you have ideas or want to get involved.
12:26:16 From Scott Vrieze: Great job Stacey!
12:27:15 From Amy Boese she/her/hers: Congrats and thank you, new board members!
12:27:17 From Stacey Hendren (she/her/hers): Congratulations and thank you to those who accepted nomination!
12:31:18 From Stacey Hendren (she/her/hers): MLTA will become a Section instead of a Division
12:39:15 From Sarah Hawkins: Just want to clarify that reducing MLTA from a division also removes them from a board position.
12:44:02 From lenore: are there sections and articles?
12:44:46 From Lisa Motschke: The sections are the numbers within the articles.
12:46:11 From dave collins, he/him: Thanks Lisa for coordinating this work!
12:46:27 From Julia Carlis (she/her/hers): Thank you for taking on that huge project Lisa and team!!
12:46:34 From Christie Kess (she/her): Yes, thank you, Lisa and bylaws team for all this work!
12:46:36 From Jen Newberg: Thank you Lisa!
12:46:37 From Margaret Stone (she/her): Thanks for all that work. It was needed. Great job.
From Sara Fillbrandt: Thank you to Lisa and bylaws team for all this work!

From Lisa Trana: Thank you all for everything!

From Elizabeth Tegeler: Thank you all!

From Amy Boese (she/her/hers): This has been a great virtual MLA. Thank you all for your work!

From Melissa Prescott (she/her/hers): Thank you, everyone. This has been a great conference. I also appreciate the hard work of the MLA Board members.

From Ryan McCormick: Yay! Thanks all!

From Hayley Coble (she/her): thank you everyone!

From Jonathan Carlson (he/him): Thank you!

From Margaret Stone (she/her): Bye everyone!

From Scott Vrieze: Thank you!

From Sara Fillbrandt: Thank you everyone!

From Ginny Moran (she/her): Thank you!

From Sarah Hawkins: Woohoo! Great MLA all.

From Christie Kess (she/her): Thank you!

From dave collins, he/him: yay!

From Jodi Grebinoski-Virginia PL: Thank you for the Bylaw work!