



## **MLA Executive Committee Agenda**

Friday, August 11, 2023, 10 – 12

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 June 9, 2023 meeting
3. President's Report
4. Treasurer's Report (Sarah)
  - a. Vote to approve the Treasurer's Report
5. Association Manager's Report (Kristen)
6. Conference Update (Conference Committee Co-Chairs)
7. Committee Reports
  - a. Updates
  - b. MBLC
  - c. MLS
  - d. NELA
  - e. MSLA
  - f. Other
8. New Business
9. Old Business
  - a. MLA website updates and resource page
10. Adjournment

*\*Next meeting: Friday, October 13, Virtual*



**Executive Board Transition Meeting  
Friday, June 9, 2023  
10:00 am – 12pm  
Virtual Meeting via Zoom  
MINUTES**

Attending: Noelle Boc (Personnel Issues), Joanne Lamothe (Past President), Kim Hewitt (President), Bernadette Rivard (Treasurer), Tina McAndrew (Secretary), Kristen Collins (Association Manager), Will Adamczyk (Legislative), Michelle Filleul (Vice President), James Lonergan (MBLC), Andrea Fiorillo (IF/SRC), Laurie Lessner (Conference), Sarah Breen (Assistant Treasurer), Felicia O'Keefe (YSS), Eileen Dyer (Legislative), Susan Caulfield (IF/SRC), Robert Hayes (Program Planners), Courtney Andree and Sharon Shaloo (Mass Center for the Book), Sarah Sogigian (MLS), Danielle Savin, Allison Bridgewater Esme Green (Conference), Ellen Keane (Conference)

## **BUSINESS MEETING**

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**Call to order:** 10:07am

**Motion to approve the minutes of the April 14, 2023 meeting** as amended to add approval by members of votes taken made by Bernadette Rivard and seconded by Michelle Filleul. Esme and Danielle abstained.

### **Treasurer's Report** | *Bernadette Rivard*

The May report is in progress. As of April, the deposit to Framingham was made for next year's conference. Lots of conference transactions transpired in April. Investments are up. Motion to approve the Treasurer's Report made by Esme Green and seconded by Michelle Filleul. All in favor.

### **2023 Conference Report** | *Conference Committee Chairs*

Esme reported the committee will look at financials for next year in order to ensure a profit. A good start has already been made in planning for next year's conference and there has been lots of interest in joining the Conference Committee.

### **Partner Organization Updates** | *Organization Representatives*

- **MBLC**  
James reported that things are looking good for the budget. James thanked Andrea and Susan for their contributions toward the joint statement on intellectual freedom. Kim thanked Sharon for her work and welcomed Courtney.
- **Mass Center for the Book**  
Courtney introduced herself and will give an update at the next meeting.

## **Save the Date: E-Board Meetings | [Eventkeeper](#)**

Executive Board Meeting Adjourns at 10:18am Motion to adjourn made by Tina McAndrew and seconded by Bernadette Rivard. All in favor.

## **TRANSITION MEETING + SECTION CHAIR TRAINING**

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### **Introductory Remarks and Agenda Review | *Kim Hewitt and Michelle Filleul***

Kim introduced herself and welcomed new members. Michelle introduced herself as the incoming president.

### **Incoming Officers Introduction | [Roles and Duties](#) | *Kim and Michelle***

- President – Kim Hewitt – described some of her responsibilities as working with the administrative board, presiding over meetings, appointing chairs in accordance with bylaws, keeping membership informed. The President position is a 3 year term with president elect and past president
- VP/President Elect – VP for one year, now president – Michelle Filleul described some of the duties of VP as a liaison to Conference Committee, working with the administrative board, steps in for president if necessary, and serves on the finance committee
- Past President – Joanne Lamothe – comes up with slate for next round of officers and is aware of all terms of the offices
- Past Treasurer – Bernadette Rivard – reported this is the first year all three treasurer roles filled; the Treasurer holds a busy role during conference, works with organizations on banking and investments; documents all procedures for the future treasurer, and informs members of being aware of each budget for incomes and expenses
- Treasurer – Sarah Breen – is in training to be Treasurer, currently processes checks and helping to write the Treasurer Report
- Assistant Treasurer – Danielle Savin introduced herself, was a member of the Conference Committee and Investment Committee. Bernadette reported the treasurer roles meet regularly to manage investment account. Decisions regarding investments will be made on the June 30 balance with decisions made in September to coincide with the fiscal year rather than calendar year.
- Association Manager/Conference – Kristin Collins is currently learning about officer roles, gives membership updates, upholds data integrity tracking members, makes payments; as Conference Manager she coordinates all aspects of yearly conference.
- Secretary – Tina McAndrew – introduced herself as the member that takes the minutes for the administrative and executive boards, emails them to members, and posts online.

### **MLA Budget and Timelines | *Sarah Breen***

#### *Important timelines*

- Submit budget | October – Bernadette showed the FY24 budget; each committee has its own page; in the fall the Treasurer sends out a blank spreadsheet for each committee to

fill in numbers; last year's numbers are there for comparison of past spending. The Investment Committee analyzes the budget as well; budget is in Google Drive  
Any fundraising profit brought in by an individual committee is money for all of MLA. Discuss and finalize | December

- Vote on budget | February

### **Introduction of MLA Staff and Explanation of Roles/Responsibilities** | *Kim and Michelle*

- Interim Association Manager and Conference Director, Kristen Collins

### **Important Documents** | *Kim, Michelle, Kristen*

Kim shared website calendar, each section and committee expected to post meetings here and Info Sheet; YSS, and LITS may need Chairs; Kristen walked through Google Drive and how to login to the MLA website

[Info Sheet for Committee Chairs](#)

Overview of [Google Drive](#) and [MLA website](#)

Social Media Policies and Guidelines (*see Info Sheet linked above*)

[By-Laws and Strategic Plan](#)

[Section Mission Statements](#)

Budget

[Calendar Eventkeeper](#) | [Annual Calendar](#)

[Contact List for Organization](#)

### **Committees, Sections, Liaisons + Archivist Expectations** | *Kim and Michelle*

Michelle reviewed expectations; must be a current member of MLA

#### *Participation*

- Attend Executive Board meetings (one vote per section)
- Hold regular section meetings/programs and post on Eventkeeper
- Develop and propose programs for Annual Conference
- Appoint a liaison for Conference Committee and ensure that person attends Conference Committee meetings
- Appoint a liaison for Public Relations Committee and ensure that person attends PR Committee meetings

#### *Finance and Reporting*

- Create and submit a budget by October deadline
- Prepare reports for E-Board meetings (6 times a year)
- Prepare an annual report for Annual Business Meeting (held at Conference in May)

#### *Administrative*

- Update the [E-Board Contact List](#) with the most current list of members/contact information
- Maintain accurate information on Masslib.org
  - Regularly review your area of the website
  - *Supply association manager with information for posting*

## **Introduction of Committees, Sections, Liaisons + Archivist | *Kim and Michelle***

- **Conference Committee**  
Ellen Keane talked about having reps from each section to have representation from all parts of MLA; present slate at conference; not just professional but fun events at conference too – conference is awesome! Joanne asked for each committee to provide a current liaison to conference committee
- **IFSRC**  
Andrea encompass all things intellectual freedom/social justice. Liaison to conference; held symposiums on current topics the last 2 ½ years - all censorship harassment all the time
- **Legislative**  
Wil discussed Library Legislative Day at the State House; Legislative helps groups hold legislative breakfasts, supports Ebook legislation with Ruth Balser, and writes letters on bills that are library related and adjacent
- **LITS** – Kim is currently looking for a chair for this group which deals with technology and privacy issues
- **Membership** – Kim is working to find new members
- **Paralibrarian** – Kim described the Paralibrarian group as working toward increasing awareness of paralibrarians and their participation in library community. It serves as a network for career opportunities; it meets every other month on zoom
- **Personnel** – Noelle resurrected this group and rewrote its mission. Noelle is working to be a resource for personnel topics and issues. Noelle discussed the action plans and links:  
1. Removing barriers for entry into the field of librarianship 2. Retention of staff; put together a list of places to post jobs, list of ideas for volunteers and interns in libraries. Personnel meets every other month on Mondays at 2pm
- **PR** – Kim explained Public Relations does all things social media, newsletters; committees run requests from media for interviews/questions through PR
- **Programming** – Robert explained that Programming is trying to advance programming statewide; the group was just formed 2 years ago and meets 5-6 times per year. Currently, it is going through some changes and improvements and working on collaborating with other sections.
- **YSS** – Felicia – Youth Services meets every other month. When the committee does not meet, it holds Lunch and Learn which provides continuing education throughout the year. Attendees can have a conversation, ask for advice, or practice a presentation.
- **Archivist** – recently vacated
- **ALA Councilor** reports to and communicates between ALA and MLA and attends the ALA conference.

Kim mentioned that the Reference and User Sections has been defunct for two years and would like to see it restarted. LITS is in need of support as is PR. Anyone interested should reach out.

Joanne brought up discussing a protocol for changing over the emails and names of officers each year. Congratulations to Sarah Breen who is going to be the Assistant Director in Groton!

**Transition Meeting Adjourns** at 11:42am

*\*Next meeting: Friday, August 11, 2023*

Respectfully submitted,

Tina McAndrew

Secretary

## **President's Executive Board Report — August 2023**

### **Meetings attended:**

- MLA Admin Board Meeting on July 14, virtual.

### **Upcoming Events:**

- MBLC Board Meeting on September 7, Virtual or in person at Forbes Library, Northampton Public Library.

### **Personnel/Chair Updates:**

- Nicole Langley will be stepping up to Co-Chair the Leadership and Management Section.
- Jocelyn Tavares has stepped down from the Public Relations Committee, we are in the process of trying to find members for this committee, if that does not happen, members from each section may be asked to step in to help. We may also have someone from the Admin Board represent this committee.

Respectfully submitted,

Michelle Filleul, President

August 8, 2023

Massachusetts Library Association				
7/31/2023				
Starting Balance				\$30,279.36
Income:	Category	Notes		
	400.1	Conference Attendee Registration		
	400.2	Conference Exhibitor Income		
	400.3	Conference Meals		
	400.4	Basket Raffle		
	400.5	Conference Sponsor Income		
	400.6	Conference Other Income	t-shirt income	\$135.79
	410	Membership		\$3,488.00
	410.1	NELA Joint Memberships		\$350.00
	420	Program Income		
	400.6	Other Income		
	430	Committee Fundraising		
	440	Sponsorships/Donations/Other	from Kristen Collins/ Typecast	\$500.00
	491	Transfer from Investments		
			Total Income	\$4,473.79
Expenses:				
	600	Program Expenses		
	610	Scholarship		
	620	Site Costs		
	630	Travel	ALA Councilor hotel reimbursement for ALA Conf.	\$1,554.00
	640	Meals		
	650	Dues & Subscriptions		
	660	Miscellaneous	Flowers for Joanne	\$107.31
	670	NELA Membership Expense		
	700	Conference		
	700.1	Meals		
	700.11	Conference AV Expenses		
	700.12	Conference Awards		
	700.13	Other Conference Expenses	2024 Capital Convention Contractors deposit	\$2,312.50
	700.2	Site Costs	2024 Hotel deposit	\$6,890.00
	700.3	Speaker Fees		
	700.4	Conference Travel		
	700.5	Hotel Expenses		
	700.6	Conference Printing & Copying	2023 Conference Printing	\$1,090.00
	700.7	Conference Supplies		
	700.8	Conference Payroll	Conference Payroll	\$1,955.75
	700.9	Conference Credit Card Fees		
	750.1	Payroll	Manager's Payroll	\$1,218.00
	750.101	Payroll Tax	Both Employees	\$1,140.71
	750.102	Payroll Workmen's Comp	Both Employees	\$19.22
	750.103	Payroll Vendor Fee	Both Employees	\$199.40
	750.105	Mass Unemployment Repayment		\$1,723.32
	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	\$52.46
	750.4	Website Hosting		



**MLA 2023 Conference Financial Report**

Income			FY2023	Paid in FY2024 for FY23 Conference
	400			
	400.1	Attendee Registration	78,475.00	0.00
	400.2	Exhibitors	27,197.00	0.00
	400.3	Meals	5,415.00	0.00
	400.4	Basket Raffle	2,385.63	0.00
	400.5	Sponsors	7,925.00	0.00
	400.6	Other Income	329.58	135.79
		<b>Total Income</b>	<b>121,727.21</b>	<b>135.79</b>
Expenses	700			
	700.1	Meals	80,872.25	0.00
	700.11	AV Expenses	16,525.26	0.00
	700.12	Awards	0.00	0.00
	700.13	Other Expenses	788.32	0.00
	700.2	Site Costs	11,375.00	0.00
	700.3	Speaker Fees	1,500.00	0.00
	700.4	Travel	713.27	0.00
	700.5	Hotel Expenses	4,815.18	0.00
	700.6	Printing & Copying	1,040.00	1,090.00
	700.7	Supplies	5,217.24	0.00
	700.8	Conference Payroll	28,297.30	0.00
	700.9	Credit Card Fees	2,555.72	0.00
		<b>Total Expenses</b>	<b>153,699.54</b>	<b>1,090.00</b>
		<b>Net Loss</b>	<b>-31,972.33</b>	<b>-954.21</b>
				<b>-32,926.54</b>
				Less Salary
				28,297.30
				<b>Total Loss</b>
				<b>-4,629.24</b>

## Interim Association Manager Monthly Activity Report

**Name:** Kristen Collins

**Date:** August, 2023

<b>Member Relations</b>	<ul style="list-style-type: none"><li>• Managed incoming emails/inquiries/phone calls</li><li>• Renewed some people's memberships</li></ul>
<b>Technical</b>	<ul style="list-style-type: none"><li>• Merged duplicate members' records</li><li>• Updated members' records</li><li>• Follow up with exec board to update all committee members</li></ul>
<b>External Relations</b>	<ul style="list-style-type: none"><li>• Prepared NELA report and sent to NELA rep</li><li>• Created new members via ALA</li><li>• Attended ALA Leadership meeting; sent notes</li></ul>
<b>Conference Management</b>	<ul style="list-style-type: none"><li>• Built out sessionize dashboard</li><li>• Created a committee hub for committee members</li><li>• Attended conference committee meeting in July</li><li>• Back and forth w graphic designer</li></ul>
<b>Finance</b>	<ul style="list-style-type: none"><li>• Followed up on aging receivables</li></ul>
<b>Next steps</b>	<p><b>Conference:</b></p> <ul style="list-style-type: none"><li>• Start working on approach for sponsors/exhibitors kit</li><li>• Add terms and conditions for exhibitors</li><li>• Add terms and conditions for contract</li><li>• Source 2025 program</li></ul>



## **Paralibrarian Section Report**

**August 2023**

Our last meeting was at June 13<sup>th</sup> At Andover Memorial Hall with some attending virtually. The following was discussed:

### **MLA Conference:**

- Our program, Dynamic Duos, was well received with about 40 people attending.
- We will be thinking about programming for next year's conference.

### **PARA Certification:**

- Plans are being made to begin moving our PARA Certification forms online on the MLA website. PARA certification registration fee can be submitted electronically through the MLA Store via the MLA website currently.

### **2023 – 2024 Meeting Dates:**

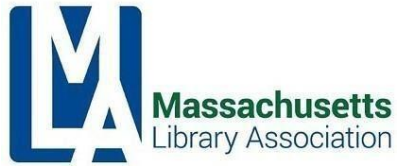
- 9/12/23, 11/14/23, 1/9/24, 3/12/24,
- 4/9/24 (5/6/24 5/7/24 Conference) 6/11/24

### **Committee Members:**

- Chairperson Anna McGrath
- Vice Chair Desiree Zicko
- Secretary & Conference Chair Valerie Gould Heithaus
- Treasurer Andrea Hogan
- Awards Chair Jennifer Burke
- Career Development Gerry Deyermond
- Past Chair Allison Sloan
- Working on recruiting members for section

Respectfully submitted,

Anna McGrath  
Chair, Paralibrarian Section



## **Program Planners Section**

**August 2023**

The MLA Program Planners Section has not met over the summer and has little to report.

Our Adult Programming Subcommittee met last month for an hour. Some guest speakers and programs are being planned for the future.

Discussion of a 2-year action plan has occurred.

Respectfully submitted,  
Robert Hayes, Chair

## **MBLC Director's Report to MLA Executive Board August 2023**

**FY2024 Budget:** The [Conference Committee budget](#) has been released and meets the requested funding levels in the MBLC FY2024 Legislative Agenda except for the Center for the Book. The Conference Committee funded the MCB at \$420,000, not the \$440,000 requested. In addition, Senator Oliveira's \$750,000 additional request for the State Aid Regional Libraries line made it through Conference and is now part of the FY 2024 budget voted on by the House and Senate on July 31<sup>st</sup>. The Governor has up to 10 days to decide to accept the budget as voted or to veto lines or sections.

**Intellectual Freedom Update:** Rob Favini attended the MLA Intellectual Freedom/Social Responsibility Committee meeting at the Morrill Library in Norwood on July 20<sup>th</sup>. The 12 attendees discussed topics including:

### **Censorship and Proposed Legislation**

The group discussed the major points of 4 bills that have recently been submitted ([HD.4399](#), [HD.4443](#), [SD.2679](#), [SD.2673](#)) Rob was able to give some context of the major differences between the bills and relay the MBLC's involvement in providing information to Senator Cyr's staff regarding SD.2673.

### **MBLC/MLA/MSLA/MLS Joint Statement on Intellectual Freedom and Censorship**

Andrea Fiorillo provided background on the joint statement and encouraged folks to sign on as individuals and to share the statement with their library boards and staff. The discussion included sharing the many resources that have been posted on the MLS and MBLC sites.

### **Candidates for library boards, school boards, and other municipal boards**

Andrea shared a statistic that between 500 and 600 Moms for Liberty-supported candidates have won local municipal elections across the U.S. This represents a 55% success rate in the elections where their candidates have run. The group discussed the impact of having a well-organized and funded national organization getting involved in local elections. Andrea encouraged all to spread the word that librarians must pay attention to local elections to be aware who is running for library trustees and school boards. Local groups active in supporting candidates who want to limit intellectual freedom include Mass Informed Parents and the Massachusetts Family Institute.

### **August 5<sup>th</sup> Call to Hold Prayerful Story Times**

A national movement led by former teen actor Kirk Cameron and Christian conservative publisher BRAVE Books encouraged parents to reserve library meeting rooms on August 5<sup>th</sup> to pray, sing, and read BRAVE books. The Mass Family Institute promoted the [event](#). Local and national organizers were asked to report any obstructions by libraries in booking rooms, which will be met with legal challenges.

### **Banned Book Week Read-Ins Planned**

The MLA and MBLC will be rolling out promotion and guidelines to Massachusetts libraries to hold Read-In [events](#) to highlight that the library is for everyone. Read in will provide a space for people to read what they want under the tag line "Free people read freely." Event details will be coming out soon.

**Digital Equity Update:** Members of the MBLC staff continue to work collaboratively with the [Mass Broadband Institute](#) (MBI) as they create a plan to address the digital divide statewide. The MBI will be hosting a statewide listening tour made up of a series of regional meetings and focus groups that will

inform the development of federal funding plans that will help Massachusetts access broadband and digital equity funding from the federal Bipartisan Infrastructure Law. The MBLC will be helping to set up and facilitate satellite locations at public libraries in support of the listening tour. The meetings will run through September and October.

**MBLC E-rate Outreach:** Aleck Johnson, MBLC's E-rate consultant, facilitated a meeting with the Network Administrators to outline current E-rate programs and procedures and gather feedback on how/if they have been using E-rate funds for Network operations or in support of individual member libraries. Aleck also outlined the scope of his engagement with the MBLC highlighting services that he can provide to the Networks.

**Worcester Public Library's Book Vending Ribbon Cutting:** Rob Favini attended the ribbon cutting for Worcester Public Library's book vending machine program. The ribbon cutting took place at Worcester's Union Station where one of three book lending machines are located. The library also has machines at the YMCA on Main Street and at the Worcester Senior Center. Each vending machine holds about 300 books that include best sellers, fiction, and nonfiction titles. The vending machines were made possible through America Rescue Plan Act funds as administered by the Institute for Museum and Library Services. The MBLC granted the funds to Worcester as part of the Communities Hard Hit by Covid (CHHBC) grant program.

**2023 United for Libraries Virtual: Trustees, Friends, and Foundations,** Tuesday, August 1 to Thursday, August 3, 2023. The MBLC purchased statewide registration to this interactive three-day virtual event that featured expert speakers on current topics facing library Trustees, Friends, Foundations, and staff who work with them. Registrants were able to participate in program sessions live and/or watch recordings on-demand. Registration is funded in part with funds from the Institute of Museum and Library Services. For more information on the program and speakers visit the conference web page: [https://www.ala.org/united/events\\_conferences/virtual](https://www.ala.org/united/events_conferences/virtual).

During July, the **Communications Team** held events with Bruins mascot Blades at Ashland Public Library and Haverhill Public Library. Both events were well attended. Commissioner Cluggish joined the fun in Ashland and, with the help of Blades and a local hockey coach, ran the trivia round. Commissioner Vilas Novas attended in Haverhill where she ran trivia with Blades and talked with families and kids as they participated in the crafts, photo booth, and games. The Team also awarded Bruins prizes to 35 libraries (listed below). The libraries were selected through a random drawing of all those participating in the statewide summer library program. Bruins prizes including at-game experiences, team signed jerseys, and Brad Marchand signed photos and pucks.

#### **Bruins Summer Library Prize Winners**

##### **Grand Prize**

High Five game experience: Haverhill Public Library

Bench Assistant game experience: Thayer Memorial Library, Lancaster

High-five game experience: Middleborough Public Library

##### **Team-Signed Bruins Jerseys**

Melrose Public Library

Bushnell-Sage Public Library, Sheffield

Walpole Public Library

##### **Brad Marchand Signed Bruins Puck**

Athol Public Library

Porter Memorial Library, Blandford

Emily Williston Memorial Library, Easthampton  
Fitchburg Public Library  
Boyden Library, Foxborough  
Brooks Free Library, Harwich  
Lakeville Public Library  
Thomas Crane Public Library, Quincy  
Rockland Memorial Library  
Somerset Public Library  
Southborough Library  
Goodnow Library, Sudbury  
West Springfield Public Library  
Vineyard Haven Public Library, Tisbury

#### **Brad Marchand Signed Photographs**

Public Library of Brookline  
Paul Pratt Memorial Library, Cohasset  
Millicent Library, Fairhaven  
Georgetown Peabody Library  
Sawyer Free Library, Gloucester  
Norwell Public Library  
Orange Public Libraries  
Lawrence Library, Pepperell  
Shrewsbury Free Public Library  
Upton Town Library  
Lucius Beebe Public Library, Wakefield  
Beaman Memorial Public Library, West Boylston  
Weymouth Public Libraries  
Wilbraham Public Library  
Worcester Public Library

The team also concluded the **soft/quiet censorship survey** for directors of all types of libraries. The questions are different than those the team worked with State Aid staff to include in the Annual Report Information Survey (ARIS).

Questions on the soft censorship survey included:

- Have you withheld ordering a title that may be considered controversial due to negativity surrounding book challenges?
- Have you reconsidered displays and books or items featured due to negativity surrounding book challenges?
- Have you or your staff been targets of negative comments on social media or in traditional media?

The survey was done to get a better understanding of the full impact that the current climate is having on library staff and services. There were 237 total respondents: Public: 199, School: 35 Academic: 2 Special: 1

While we're still compiling data and considering the best way to release it, there are several initial findings stand out: 25% of public library respondents report that library staff have been harassed; 11 libraries had formal challenges that they did not report. These 11 libraries experienced 59 challenges, with one library experiencing 32. In terms of funding, only one library, a public library, reported experiencing funding issues due to a formal challenge.

The survey was anonymous, but allowed for people to comment about their experiences and needs. The comments speak to how stressful the climate is. Many libraries have had informal challenges and incidents. Many say things like they've been "lucky so far but know it's coming" Several share how afraid they feel and how stressful it is for staff.

**Staff News:** Five veteran MBLC staff members have informed us that they plan to retire this fall:

- Shelley Quezada, our Consultant to Special Populations, came to the MBLC in 1984;
- Paul Kissman, our Library Information Systems Specialist, started in 1995;
- Susan Gibson, our Accountant, came on board in 2006;
- Lauren Stara, one of our Library Building Specialists, has been with the MBLC since 2013; and
- Mary Rose Quinn, our Head of State Programs/Government Liaison, joined us in 2014.

We will be celebrating all five staff closer to their retirement dates in October and November, but we wanted to thank them all for their dedicated service to the MBLC and to the Commonwealth's libraries and wish them well on their upcoming retirements!

I'm happy to announce that Kate Butler will be moving into Paul's position starting August 28. Kate's experience and institutional knowledge in the unit makes her uniquely qualified to take over as the Agency's Library Information Systems Specialist. Please join us in congratulating Kate!

In addition, Andrea Bono-Bunker will be moving into Lauren's position in late October. Andrea's experience and institutional knowledge also make her uniquely qualified to serve as the Agency's supervisory Library Building Consultant. Please join us in congratulating Andrea!

Finally, I recently informed MBLC Chair Conrad that I plan to retire at the end of June 2024. The staff and I will be happy to assist the Commissioners as appropriate throughout the director search process.

For the previous director search in 2017, a search committee was officially formed at the January 2017 monthly meeting and "charged with identifying and recommending candidates for the position of Director for consideration by the Board of Library Commissioners."

The search committee reviewed applications and conducted preliminary interviews, with the charge to forward up to five finalists to present to the Commissioners. The search committee's work began in January 2017 and concluded in early April. The Commissioners interviewed the remaining finalist (me-- there were two finalists, but one withdrew) in an open public meeting on April 21, 2017.

The 2017 Director Search Committee included representatives from the MBLC (the vice chair and secretary of the Board and one staff member); a network representative (Chair Conrad in her role as the executive director of the SAILS Network); the BPL president; the MLS executive director; an MLA representative; a Gateway City library director; and the chief of the Rhode Island Office of Library and Information Services. I believe previous director searches may have included a few additional representatives from MBLC affiliates and/or partners.





MLS Update July 2023

### Strategic Initiative 1

MLS ensures its services are sustainable, prioritize member needs, and equitably serve all member types.

Goal	Actions	Measurement of Success	Monthly work towards goal
MLS ensures service value to all member types.	<ul style="list-style-type: none"> <li>MLS will create new avenues for active member engagement, including task forces, class leaders, and project engagements.</li> </ul>	<p><i>MLS will report to member libraries on an annual basis the number of active member engagements.</i></p>	<ul style="list-style-type: none"> <li>MLS launched the annual nominating call, with a streamlined call and application process, thanks to Nominating Committee Chair Joe Rodio.</li> <li>Starting in August, we will be offering a new virtual Community Chat on Teaching in Libraries, for staff in all types of libraries:  <a href="https://calendar.masslibsystem.org/event/10933523">https://calendar.masslibsystem.org/event/10933523</a></li> <li>37 members attended the ACRL roadshow on Engaging with the ACRL Framework (June 12, 14, and 16), and 20 attended the roadshow on Open Educational Resources (61 &amp; 2).</li> <li>We have opened applications for school librarians to participate in the two-day Guided Inquiry Design Institute (August 17 + 18):  <a href="https://calendar.masslibsystem.org/event/10821457">https://calendar.masslibsystem.org/event/10821457</a></li> </ul>

MLS will continue to strengthen its partnerships and collaborations to allow MLS to focus on what it does uniquely well.	<ul style="list-style-type: none"> <li>Utilizing the newly created partnership policy and process, MLS will explore possible partnership work with the Library for the Commonwealth and other organizations.</li> </ul>	<p><i>MLS will report to member libraries on an annual basis the value of their partnerships.</i></p>	<ul style="list-style-type: none"> <li>We worked with EANE to host our second "Lunch &amp; Learn." It was about Creating Recognition Programs that Improve Retention.</li> <li>We also worked with EANE to host a class on Documentation Skills for the Supervisor.</li> </ul>
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New services will be designed to deliver the greatest statewide impact, able to expand and contract due to available funding and need.	<ul style="list-style-type: none"> <li>● MLS will evaluate current, new, and proposed services using a new internal service review process.</li> </ul>	<i>MLS will ensure that services are able to expand and contract due to available funding, need, and capacity.</i>	
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## **Strategic Initiative 2**

MLS empowers leaders to emerge at every level of library service, connecting staff throughout the stages of their careers.

Goal	Actions	Measurement of Success	Monthly work towards goal
MLS promotes excellence and continuity by providing professional development, conversation, and community around leadership.	<ul style="list-style-type: none"> <li>● Together with our partners, MLS will lead the planning of learning opportunities on leadership and management topics and ensure networking options in our engagements.</li> </ul>	<i>MLS will report to member libraries on an annual basis the leadership and management learning opportunities hosted and the reflection from participants.</i>	<ul style="list-style-type: none"> <li>● We have opened applications for members to attend the two-day RIPL Regional event (September 18 and 19): <a href="https://masslibsystem.org/blog/2023/06/30/june-2">https://masslibsystem.org/blog/2023/06/30/june-2</a></li> <li>● Delivery Coordinator Mandy Malikowski coordinated an in person visit to Reaching Across IL Libraries (RAILS)'s delivery facility for attendees of the ALA Annual Conference. 6 attendees from 4 states participated. <a href="#">023-news and-updates/#RIPL</a></li> </ul>

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Leadership, professional development, and networking opportunities will have flexible offerings in order to include participants from various library types, library sizes, and resources.	<ul style="list-style-type: none"> <li>● MLS will explore the creation of grants and/or scholarship opportunities to support member library staff in their professional development work.</li> </ul>	<i>MLS will report to member libraries on an annual basis the number of opportunities available, awarded, and the reflection from participants.</i>	<ul style="list-style-type: none"> <li>● We have reimbursed 39 members to take language classes. 96% of participants who have completed their class say the Language Learning Grant is helping them accomplish their language learning goals.</li> <li>● We have approved 123 members to take Library Juice Academy courses. 97% of participants who have completed their course say the Library Juice Academy grant program is helping them accomplish their learning goals.</li> </ul>
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### **Strategic Initiative 3**

MLS will take the lead in facilitating important conversations, and support member-facing initiatives focused on DEI: diversity, equity, inclusion, accessibility and social justice.

Goal	Actions	Measurement of Success	Monthly work towards goal
MLS will integrate the core values of diversity, equity, inclusion, accessibility and social justice into its policies, practices, procedures, and programs.	<ul style="list-style-type: none"> <li>● Utilizing learnings from our work last year, MLS will continue its review of documents, resources and practices to ensure they align with core values.</li> <li>● In partnership with trusted experts, MLS will begin an accessibility audit of MLS services.</li> </ul>	<i>MLS will demonstrate both increased resource allocation as well as substantive, visible progress in representation throughout MLS services.</i>	

Following the lead of trusted experts, MLS will build awareness in using the DEI tenets with member library staff to identify and eliminate barriers to inclusive library services.	<ul style="list-style-type: none"> <li>Utilizing established services, MLS will showcase member libraries that are using the core values of DEI within their communities.</li> </ul>	<i>MLS will report to member libraries on an annual basis the DEI learning opportunities hosted and the reflection from participants.</i>	<ul style="list-style-type: none"> <li>Due to recent demand, we will be offering two sessions for members on Understanding Teen Behavior:  <a href="https://calendar.masslibsystem.org/calendar/events/?t=d&amp;q=understanding%20teen%20behavior&amp;cid=6935&amp;cal=6935&amp;inc=0">https://calendar.masslibsystem.org/calendar/events/?t=d&amp;q=understanding%20teen%20behavior&amp;cid=6935&amp;cal=6935&amp;inc=0</a> </li> <li>We will be offering two sessions for members on Strategies and Techniques to Foster Inclusion of Patrons with Disabilities:  <a href="https://calendar.masslibsystem.org/calendar/events/?t=d&amp;q=foster%20inclusion%20of%20patrons%20with%20disabilities&amp;cid=6935&amp;cal=6935&amp;inc=0">https://calendar.masslibsystem.org/calendar/events/?t=d&amp;q=foster%20inclusion%20of%20patrons%20with%20disabilities&amp;cid=6935&amp;cal=6935&amp;inc=0</a> </li> </ul>
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Oscar Lanza-Galindo started with MLS as a Consultant on June 5th. Oscar joins the Consulting & Training Services department and will be focused on leadership and management topics. Learn more about Oscar: <https://masslibsystem.org/blog/2023/06/30/june-2023-news-and-updates/#Oscar>

The Consulting & Training Services department visited the Tufts Library (Weymouth) for their June department meeting. Special thanks to Robert MacLean (Director) and Heather Backman (Assistant Director) for providing them with a tour of the library.

Several MLS staff attended the American Library Association's Annual Conference in Chicago, IL. For more information, see our recent newsletter article: <https://masslibsystem.org/blog/2023/06/30/june-2023-news-and-updates/#Chicago>

Our FY24 Action Plan is available on our website: [https://guides.masslibsystem.org/ld.php?content\\_id=72394330](https://guides.masslibsystem.org/ld.php?content_id=72394330)

#### Member updates:

New Librarians/members Monthly Update -June 2023				
Librarian Name		Library	Town/City	Email
<b>Public</b>				
Brad Havill		Otis Library, Inc.	Otis	Havillb@cwmm
<b>School</b>				
Kelly Oldach		Brophy Elementary School	Framingham	koldach@fran
Laura Mirabito		Center School & Old Hammondtown School	Mattapoisett	lauramirabito
Margaret Muirhead		Lesley Ellis School	Arlington	mmuirhead@

School update from the 6.23 vote to remove from membership. The following have registered their membership qualifications and have been returned to membership.

<b>School Name</b>	<b>City/Town</b>
Mattapoisett - Old Hammondtown School	Mattapoisett
Arlington - Arlington Catholic High School	Arlington
Bedford - Lt. Job Lane Elementary School	Bedford
Concord - The Fenn School	Concord
Dedham - Avery Elementary School	Dedham
Lowell - Lowell Community Charter Public School	Lowell
Methuen - Methuen High School	Methuen
Reading - Joshua Eaton Elementary School	Reading
Salisbury - Salisbury Elementary School	Salisbury
Sharon - East Elementary School	Sharon
Wareham - Wareham High School	Wareham
Westfield - Westfield Intermediate School	Westfield
Westford - John A. Crisafulli Elementary School	Westford
Winchester - Francis J. Muraco Elementary School	Winchester
Rockport - Rockport Middle/High School	Rockport
Dalton - Wahconah Regional High School	Dalton
Milton - Fontbonne the Early College of Boston	Milton
Peabody - Bishop Fenwick High School	Peabody
Pepperell - Nissitissit Middle School	Pepperell
Rockport - Rockport Elementary School	Rockport
Townsend - Hawthorne Brook Middle School	Townsend
Townsend - Spaulding Memorial Elementary School	Townsend