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AMERICAN LIBRARY ASSOCIATION MEMBERSHIP MEETING

MAY 9, 2019

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>> LOIDA GARCIA-FEBO: Good afternoon, ALA members and guests.

I'm Luida Garcia-Febo, ALA President. I will be Chairing the ALA Virtual Membership meeting which I'm officially calling to order.

This meeting is being held in accordance with ALA bylaw Article 2, section 4 which states membership meetings may be held virtually and executive board shall establish the procedures for such meetings. Membership meetings are convened to communicate with members about their association's work and to allow members the opportunity to participate by offering a venue where members may submit resolutions for consideration.

For this year's membership meeting, I would like to remind everybody of our statement of appropriate conduct which states in part, ALA seeks to provide a conference environment in which diverse participants may learn, network and enjoy the company of colleagues in an environment of mutual respect. We recognize a shared responsibility to create and hold that environment for the benefit of all. Some behaviors are, therefore, specifically prohibited, harassment or intimidation based on race, religion, language, gender, sexual other Yen disagree, gender identity, gender expression, disability, appearance or

other group status, sexual harassment or intimidation, including unwelcome sexual attention, stalking, physical or virtual, or unsolicited physical contact, yelling at or threatening speakers verbally or physically.

Before proceeding, please note several items on the screen to help you participate. Look at the right-hand panel of the webinar window. It contains the key areas that are we'll use to engage in public text chat or to submit a question or comments to be raised allowed. If you want to interact with all attendees, use the public chat area. If you don't see the chat window on the right side of the screen, please click on the chat icon in the bottom of your screen.

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The moderator may group similar questions or comments together.

As with all technologies, we may encounter some blips, thank you for your patience.

You can also connect with others via Facebook or on Twitter using the #VMM19. #VMM19.

Today's Agenda is on the screen. The Agenda shows today's main topics. If there is no objections, the Chair declares the Agenda adopted.

In order to have adequate time, my report and the Executive Director and the treasurer will highlight important details first. When all presentations have been completed, there will be a 6-minute Q&A session. When asking a question, specify your question, whether your question is directed at a particular speaker, to myself or to all of us. Now it is time for my president's report.

ALA staff, leaders and members have been working on many prongs for the fiscal year 2020 Fund Libraries Campaign. In March to the white House proposed eliminating the funding for the institutes and library services for the third year in a row. ALA worked with our library champions in the House and Senate to circulate letters to support the Library Services Technology Act and the Innovative Approaches to Literacy, IAL Program. Again, ALA advocates delivered. We saw a significant increase in support for the letters, and we have great news on the House side. Last week the subcommittee that oversees the spending proposed a 25 million increase for us and 17 million of that, it will go to ASLTA. The House proposal has a 2 million increase for ALA.

A new cohort is in place, and they just met in Washington D.C. for their first meeting. ALA is working closely with chapters and other state associations on a pilot project to deal

in national network of key library advocates. Our first legislative fly-in at the end of February to lay the groundwork for the ALA annual letter campaign was successful.

New advocacy resources: ALA introduced new resources for members to cultivate relationships with the members of Congress and Congressional staff. Resources include AMLS funding, a social media advocacy toolkit and a checklist for video storytelling and live training events on social media. We have developed a series on how to use storytelling to impact library advocacy supported by the resources on digital storytelling mentioned earlier.

During National Library Week, we invited advocates to share the library story on social media. The #mylibrarymystory was wildly popular on Twitter and Instagram. Google's National Library Week video included the hashtag too.

About the recruitment and appointment of the new Executive Director: The search Committee is in place and they are meeting. The search firm is Isaacson, Miller. The job announcement, it was posted on multiple websites. Currently the search process is underway. We expect the finalists to meet with the executive board on in October. And we expect to introduce the new ALA Executive Director during the ALA Conference in January, 2020.

Special thanks to all that continue to donate to the Library Disaster Relief Fund. As you know, last year, ALA gave out 20 grants to libraries in the Caribbean to help libraries rebuilding efforts.

The 2018 meeting, the ALA executive board voted to affirm the ALA will apply a social justice framework to the ALA strategic directions.

During the 2019ALA Mid-winter meeting, counsel passed a resolution to adopt sustainability efforts for value of librarianship.

wellness: The ALA wellness website for library workers, it was revamped with new content for eight areas: Emotional, environmental, intellectual, occupational, physical, spiritual, social and financial wellness. The ALA presidential citation for wellness in the workplace will be presented for the first time during our annual conference.

A new task force on safety and workforce will be in libraries, it was established. Our webinar offering strategy for those experiencing migration and workplace stress, it is both on the ALA APA emotional wellness page.

We developed a video series to help library workers invest equity, Diversity & Inclusion principles in services provided. Those releases remind members of professional tools to address this and racial profiling, and about new and existing resources that were developed.

In the area of international relations: We established the

ALA International Spotlight to highlight ALA's 1700 international members. As of October, I was invited to join the library advocacy efforts and to speak at the European Parliament. We presented webinars and partnered with the United Nations library in New York for an event about the Sustainable Development Goals and its role in American libraries in supporting their communities.

Under the theme Libraries Equal Strong Communities, our national library tour and advocacy efforts included visits and rallies highly covered by the media at academic, public, school libraries in certain states, Colorado, Massachusetts, Rhode Island, Washington State, Florida, California, Washington D.C. The official community organizations, state librarians and the Presidents of Librarian Associations attended, and counsels proclaimed the day a day of action for libraries and a toolkit to highlight the value of libraries and empower patrons to advocate for libraries if available, including news coverage checklist, social media, graphic templates, along with new statements developed to support the tours. Here are some pictures from Colorado, Massachusetts, Rhode Island, Washington state, Seattle, Florida.

That concludes my president's report.

I will now pass the microphone to ALA Treasurer Susan Hildreth.

>> SUSAN HILDRETH: Good afternoon, everybody.

I'm happy to be with you.

Today we'll talk a little bit about the state of our financial affairs. We'll talk about how we budget our funds through our operating structure. We'll discuss how we're doing so far this fiscal year, FY19, progress on our important investments we're making and how we think we'll finish the year. We'll also -- I'll conclude with the proposed budget, continued investments in priority areas and the financial health of the organization.

So here we go.

Here is a look at how we structure our funds and we structure our budget by funds. Our operating budget, as you see on the left includes the general fund which are our offices, the Washington office, the Office of Intellectual freedoms, the support departments like IT and HR. Also in the operating structure are the divisions and roundtables. Our capital budget includes the physical facilities in Chicago, DC and Connecticut and our IT systems. Our grants budgets includes both grant activities for ALA as a whole and division of grants and grants to other entities or offices, our endowments represent about 45 million total, could be a little more today, you never know, you have to check the market, but we rely primarily on the annual interest generated by the endowment investments.

So how are we doing this year? Now remember that ALA's fiscal year is September through August. We are looking at the 7-month mark and from looking at that from total ALA, our revenue is 500,000 more than budgeted, our expenses, they're also 800,000 more than budgeted. So what that comes down to, it is our net expenses as of March 31st, 5.2 million, that's 200,000 dollars more than we had budgeted. Remember this year, we have budgeted an investment budget, we have planned deficits.

So overall, at this point in time, ALA is very close to its budget. Now I have a little more information in terms of specific funds. We are going to talk a little bit about the general fund with this slide.

In the general fund, which everyone is always very interested in, our expenses are higher than our revenue due to lower publishing revenue and that also results in related overhead. We have lower interest income due to timing of cash flow requirements, and we have had higher than anticipated AV costs for Mid-winter in Seattle.

Our division revenues are slightly lower than anticipated, roundtables and grants are on track. This gives you a little bit more detail about where we are. I want to talk a little bit about some of the key initiatives and investments that we are making over the next three years. So FY19, the first year, the investment budget, we had an overall investment of about 1.9 million. We had 177,000 in fund-raising and development, 410,000 in advocacy and 1.3 million in IT. So in terms of enhancing our fund-raising capacity we have reallocated existing staff positions to support 2.5 additional FTE in our development office. It took a little while to get these staff on board so they are all on board as of late February and we see that FY20 and 21 will be enhanced efforts in terms of development. Because we were really gearing up with our staff in FY19 we don't anticipate huge additional funds. We also are investing in supporting 21st Century advocacy efforts and I wanted to mention that we're investing in a customer relations management system, CRN system for advocacy information and the Washington office and the development offices are collaborating on that platform which will launch in June of 2019.

President Luida Garcia-Febo gave a good decryption description of the fly-in, another additional investment which was very successful this will year.

In terms of what we're doing with IT, we're making a number of investments, and I want to make sure that everyone knows that we're on track, on budget for these investments, significantly we have brought on an interim CIO in January as well as the project manager to help facilitate these investments. We have upgraded our virtual server platform, we're upgrading eCommerce and membership systems so we're moving ahead with IT and we'll

talk a bit more about that in a few slides.

I wanted to share with everyone we are projecting FY19 year-end results. Now, remember, as I said earlier, we had a budget in FY19 with a planned deficit of 2.4 million. Given where we are right now and the anticipated results we have for the rest of the year, we're projecting that our deficit at the end of our fiscal year, August 31st, '19, it will be 3.6 million higher. So we had anticipated 2.4, so we're anticipating that we're going to have an additional 1.2 million in deficit, that's not related to our investment budget, it is related to operations. This deficit will be impacted by the results of annual Congress. Hopefully it may be reduced. That's the hope. It will be impacted by actual results when we get to August 31st. Again, our investments are on target, and it is greater than anticipated deficit, as I said previously, it is due to higher AV costs for Seattle Mid-Winter, significantly higher, lower publishing revenue, lower interest income and lower overhead. We wanted to alert you to that so those of you that follow financial information will not be surprised when we share that information with you at the annual conference and later in the fiscal year.

So we're going to talk a little bit about our FY2020 preliminary budget. This will be presented to the council at our annual conference in Washington D.C. in June. Again, here we are, our FY20 budget details. This is the preliminary picture for FY20. We have total estimated revenue for all of ALA, total ALA at 49 million with 28.1 million estimated in the general fund. You see that in the left column.

The general fund budget reflects the continuation of our planned strategic investments in development, advocacy and IT as of about 2.3 million for the specific investments. Our expenses are budgeted at 30.6 million for the general fund so we have again a planned deficit of 2.4 million which will be offset by the net assets. I want to make sure that everyone understands that the budget will be reviewed at the annual conference and is subject to revisions based on the FY19 fourth quarter revenue and expenses and any other critical factors.

So actually the budget, it is not finally approved until the executive board meets in October and approves the budget that reflects all the information we have at the end of the fiscal year, August 31st, 2019.

I want to clarify that there is no revenue included in this budget from any potential real estate transactions that we may be considering.

I wanted to go a little bit more in depth on our FY19 investment spending and our FY20 investment budget. Hopefully if you're interested, you can look at the slides later on after the webinar, I know there is a lot of information here. We're showing the three-year plan for the investments and we have two

categories really of investments, operating or ongoing investments and capital which for the most part is one-time expenses. We're on track with FY19 and we're continuing to make the investments as outlined in FY20, the only change here for FY20 is 60,000 in additional funding for advocacy to support the national public policy Corps. I notice that many members are saying, you know, wow, how do we know the investments are paying off? We know that ALA managers, staff, member leaders have identified benefits and metrics to measure the impacts of the investments. For instance, with development, it that's fairly straightforward, more member engagement at all levels will result in greater number of pledges and a greater amount of those pledges in terms of advocacy, our targeted relationship building, it will be demonstrated by more committed champions and some of the great results that our president talked about in terms of recommendations for the budget.

Finally, I would like to thank the budget analysis and review Committee, it is Chaired by incoming treasurer for focusing on the impact of these investments. We're working diligently to come up with more metrics to share with all of you and that's an effort led by some of our members.

Finally, I'm just going to review with you, I think some of you, hopefully you have seen this previously, this is our projected balance sheet for FY2019. I want everybody to understand that ALA has a strong balance sheet. How do we determine what that is, we look at our assets, the cash investments, the real estate, inventory, then we deduct from those assets our liabilities, our payroll, account payable, debt, post retirement obligations to result in our net assets. As you see from this slide, we have 79.7 million in assets and 43.4 million in liabilities resulting in 36.6 million in assets or about 45 -- 45.5% of our total assets. This is the very strong position for a non-profit association to be in.

Please remember that and also this balance sheet does not show any results from potential sale of real estate.

I'll be here to answer any questions for you after the presentations and I'm turning this over to Mary Ghikas.

>> MARY GHIKAS: Thank you, Susan.

We have -- when we spoke last time, last year this time, we began talking about ALA's changes and the changes in the world ALA exists in. We know the world of libraries are changing and how do we have to change to fulfill the mission to provide leadership for the development, promotion, improvement of library and information services in order to enhance learning and ensure access to information for all.

The changes -- (audio issue) -- the revenue streams have changed, one is the investment budget, including making the highest and best use of ALA Chicago real estate. One is organizable effectiveness and governance review which you will

hear about later. A third stream is the membership and communication study that was completed earlier this year. Fourth, all of our internal changes, including the IT review, fifth, realigning advocacy including stronger relations with ALA chapters and other state associations and we'll talk about the sixth stream of change, changes in conference programming.

Let's start with -- let's start with the beginning, let's start with the investment budget. Susan covered this very thoroughly. I'm not going to spend a lot of time on it. I do want to take the opportunity, however, to note that in planning for the investment budget, the ALA executive board authorized management to retain a commercial real estate firm. We have since signed a letter of intent with the potential, I stress potential buyer. In a -- I have fielded many, many questions from members over the past month about this, and probably the most frequent question I get, it is what happens to the proceeds from a potential sale. The answer is if there is a sale, the bulk of the proceeds from that sale will go into the ALA endowment and in the endowment they will be able to generate additional operating revenue for ALA for many decades to come.

That is the Number one question out there.

I would like to move on to talk -- to briefly mention the second stream. In January of 2018 the ALA board called on members across the association, all areas of the association to rethink ALA in the context of a digital technology rich 21st Century. Lessa Kananiopua Pelayo-Lozada will talk about this a bit later today. I'll move on to the third string.

In March of 2018, ALA management commissioned two studies on -- one on membership models and one on communications. These studies were prompted by extensive feedback from members which we came in the form of conference kitchen Table conversations, ongoing emails and Numbers of surveys.

Supporting the two studies was an additional member survey which was sent out over to 65,000 members, former members and potential members in July of 2018. We received over 10,000 responses, a very good rate, survey results were shared and are helping to inform their work, SCOE. Among the top-level results we received, including information like the following, members see ALA as an advocate for the profession. While over half of those responding are satisfied with their ALA membership, far fewer is very or extremely satisfied which means we have a lot of room for innovation and improvement working together. Two-thirds of ALA members pay their own membership dues. I don't think that will surprise many of you. On the list of widely used benefits, it were things like the American libraries, the annual conference, AL direct, ALA eLearning programs and ALA standards and guidelines that come from the ALA and member divisions. The Number one professional challenge reported, it is keeping up-to-date with new trends and

developments in the field.

A lot of work still remains to be done in implementing recommendations from these surveys, the staff and member Committees will be working on this over the coming months and years. But two related projects I wanted to particularly note, one is that ALA is currently completing an audit of ALA digital assets with the aim of simplifying the landscape and increasing consistency in the user experience. That complexity, the lack of consistent sip has been a major theme for the members. We're acting on that. Two, ALA public policy and advocacy office in Washington and the ALA development, they're working with ALA IT to pilot a management tool, responding to sales force, it is to manage -- to manage relationship information. What do I mean by that in this case? So we have a member in a particular congressional district who has -- who went to college with a congressman. That's a piece of relationship data that we can't currently handle in our internal systems, which is very valuable in an advocacy environment.

This the kind of information that will allow us to retain, utilize to increase even further ALA's effectiveness into the advocacy arena.

Going on to our internal changes in the IT study, there have been and there will continue to be internal changes. We are working to support rapidly changing workflows and rapidly changing member needs. We have to make those changes.

IT is and it will continue to be over the coming years a significant focus. In response to questions from members and the board ALA contracted for an external assessment that has been concluded and following board review with that assessment, ALA has contracted with an interim chief information officer for a year. That will put the next steps in that area on the work list of the new Executive Director when that happens.

Some more projects are likely in relation to both of these studies. We are -- we have just completed the recruitment process for a new ALA membership director and we expect to be able to make that announcement very soon.

So going on to the national network, when we looked at ALA and today's very tumultuous political environment with challenges and extraordinary opportunities for libraries, strengthening ALA's already strong advocacy structure became a clear priority.

What we have -- what we are envisioning here, it is very much a ground-up, a community-up, not a national down network. We believe this will enable us to be more closely aligned with ALA chapters and other state associations and stakeholders. We wanted to build up from local congressional districts, it will ground our advocacy and community-based relationships, and then magnify those community-level -- that community-level work

through a national network and national communication channels. With he believe this will increase stability and sustainability for our advocacy work in what can be very uncertain times.

In fiscal 19 we will be piloting with several states, and again I would look for announcements on which states soon, that work is fairly well along and we're in the process of finalizing agreements with various entities.

Significant -- so going on to conference: Significant changes were made in the structure in New Orleans, those changes were made to improve the way the meeting worked for most of the people who come to that meeting. The need to remodel ALA's current Mid-Winter meeting has been apparent for some time, new technologies has provided new work for working without getting on a plane, there is increasing demands on member time and dollars. A highly competitive environment also demands that we continually rethink and refresh what we do. That work is underway.

The a, LA conference Committee working with conference services is proposing a new content centered midyear meeting with interactive workshops and campfire discussions, the proposed content focus would be in two areas primarily, the broad area of leadership strategy and the future, and another broad area of books, media, authors and readers. The major celebrations that people are accustomed to at Mid-Winter would continue and there would be more. Again, look for updates on this over the coming weeks.

Finally, President Luida Garcia-Febo has talked about the search, and I don't need to talk about it. This slide on your screen, it does not give you a direct link to the position description for the ALA Executive Director and to the search Committee announcement which includes the list of all members of the search Committee.

It has been and still is my pleasure to serve as your Executive Director and I'm preparing to hand over that really wonderful role at the end of the 2020 Mid-Winter meeting.

Thank you very much for your attention.

That concludes my report. I'm always happy to take questions. You can always reach me at the email on your screen.

Thank you.

>> Thank you to all of the presenters.

This is your moderator. We do have a couple of questions.

This is directed to Susan, a question from John: Does the investment include new technology after moving?

>> SUSAN HILDRETH: Just to clarify the question: Does the investment include new technology after relocation of the HQ, ALA HQ? I think the person is asking -- I'm just going to assume that's what he's asking.

You know, that's a really good question. I sure you had say that we don't have a specific property yet where we might relocate, although I know the staff and ALA HQ is certainly looking at that. We're looking at a plan to really in a way have an interim solution for IT between moving from the physical ALA headquarters to a new headquarters, if that does occur. I would also see if Mary would want to respond to that at all? I know IT is thinking a lot about how they would manage investments and new services if there were a move.

>> This is Mary.

Our current interim CIO, they managed a physical move for the American Hospital Association which is of comparable size. What we're looking at is -- it is a warehousing kind of solution as we move, and then the new technology and new building. Technology in two areas, it operating and AV type technology. The technology that supports webinars and supports virtual meetings.

Both of those kinds of technology are being built into a separate technology move budget.

We have a couple of different budgets that we're working with for the move. One, a physical move, the other, a technology move.

Does that help?

Do you want me to respond?

>> No, I think that answers the question. I will go to the next question.

I wonder if, I believe this is to Mary and/or Susan. This is -- I wonder if instead of buying the space, could you please, I think as -- the longer term view would be to lease. I understand that endowment is long-term value, but once the building is sold, it is gone.

I'll initially respond. You may want to add. This is Susan. In terms of looking at a new physical space for ALA, we're definitely looking at leasing, and the final decision has not been made, but the brokers we're working with certainly are talking about leasing as many non-profit associations that have legacy buildings, if you will, they have gone to a leasing model. I believe that was the question. Mary, you may want to add something.

>> MARY GHIKAS: You're spot on. We're looking at a lease.

>> Thank you.

The next question, regarding Mid-winter. Will divisions have time for their events, asked Jennifer.

>> There will be -- this is -- I'm assuming this is coming to me. This is Mary Ghikas. There will be many opportunities to submit proposals for meetings for discussion groups, for events.

It could well be competitive.

So some things are being wired into the preliminary model. So the Carnegies, for example, they made major advances and the things that support it, it is there, if on the other hand the question is can a discussion -- take -- can a group leave one -- can the group lead one of the discussions, yes, there is a proposal, a call for proposals that go out, the members will respond and there will be opportunities.

Does that help?

>> Okay. The next question, it is from Libby Holten. Can you share the states that are participating in the pilot program? I can't at this point. I would expect to be able to make it -- to have an announcement in the next few weeks. We're still really in the process of negotiating, agreeing on how this is going to work with the states involved. I don't want to get out in front of the actual agreement processes? We can, we will.

>> The next question, it is since ALA has been coming more and more international and global based, has ALA considered to modify the American part of ALA asked Rontain, that's directed to Mary.

>> MARY GHIKAS: You know, it hasn't come up lately.

It is an interesting question. Some associations have moved in that direction. Many others have not. All I can say is put the question out there and let members chew on that for a while.

It is a question ultimately that comes down I think to the way that all -- that our members see themselves and see the association.

>> We will wrap up the Q&A and move to the next presenter, Lessa Kananiopua Pelayo-Lozada.

>> LESSA KANANIOPUA PELAYO-LOZADA: Hello, everyone. Thank you.

It is my pleasure to update you on SCOE. I want to start off by saying how grateful our Committee is to all of the folks from across ALA and beyond who provided input to this important stream of change and how grateful we are for the leaders and members who have come before us to lay the groundwork for this review process.

Our work is driven by our members, and only through our members can we continue to grow together as ALA and make a better, stronger association. Our organization has been here for libraries and library workers for 142 years and as we acknowledge our quickly changing world, we acknowledge the need to evaluate ourselves and review how ALA meets the needs of members and fulfilling the mission. We hope that this is just the first in a regular review process so that adjusting and tweaking the work to deliver the greatest impact to members is not a single association-shaping event, it becomes what we do on the -- in the regular institutions, lives and careers, a series

of slight adjustments over the course of years to keep growing in a positive direction and enabling our members to do their best work towards providing leadership in the field as a library worker or library supporter and ensuring information access for all.

For those of you that may be new or those that aren't, I'm sorry, our Committee of 20 and our consultants were charged had in June, 2018 by then ALA President Jim Neil to imagine a modern association for a modern profession. As described earlier, our organization is in a time of great change and within all of this change we need to ask ourselves what will librarians, library workers, supporters and their institutions and communities need in the future? How does ALA support those needs through its structure? Is our current structure the best mechanism that needs those needs? What are the avenues we use as an association to identify the most significant trends and what is actually driving those trends?

How can we impact both? Being the leadership our members and our communities need. As an association, we have been asking ourselves these questions for a long time. This isn't the first time we have looked at what a better ALA may look like and our members have been asking for change through membership surveys, it kitchen Table conversations, social media and more.

Our numbers indicated a stronger need for virtual participation, better responsiveness, more dialogue between members and more value for member dues.

This Committee is the answer to those calls for action. We hope, anyway.

We have been working with all of you to make sure that we're changing the parts that need improvement and strengthening those parts that work really well for our organization.

What works well includes the things that keep all of us coming back, like the ability to make connections and explore opportunities with other library workers and supporters across the nation. It is -- all of these things, they work really well. We need to make sure that we have a healthy, fiscally striving organization that delivers high value impact for our members. An organization that plans and works together towards a common vision and mission for librarians and shares resources within itself and it makes the member experience a positive, engaging experience for all.

In thinking more about the positives and strengths of our organization, I would like to return to our foundation because our mission and our core values are at the heart of our work and are what unites us and again keeps us coming back to and wanting to make a better ALA. Our values guide us towards enhancing learning and ensuring information access for all. Our innovation and commitment to inclusivity keeps us fresh and constantly thriving to be better for the communities and better

members of our associations.

Whether we are in the frontlines of a reference desk or advocating for libraries on a local, national level, we know that our work and the work of the association is our communities, the tools that they need to excel in goals and endeavors. These are the things that we keep under our feet and build upon as we as an association engage with the recommendations, and these are the things that we need to remember as we determine how to make the biggest and best impact.

It brings us to the future. The future of our organization, it is built upon those strengths and continues to identify what works for us and what unites us, while improving the things that hinder us from meeting the needs of all our members, not just those that can figure out our complex systems, our current world needs us to be agile, nimble, flexible, needs us to be customizable and needs us to be fiscally healthy. I want to acknowledge here the work that many of our ALA units and groups have already been doing, long before ZOE existed, to set the examples to align with the future attributes and those that took the creation of ZOE to integrate their own review processes. Processes and changes to better align our organization with itself and create consistency and sustainability change towards good, change to support our members and the mission towards a better ALA and 21st Century library leadership.

We have been assessing our organization from a high-macro level point of view since June, 2018. Our considerations are listed there. I also want to note that our focus, the focus of any potential recommendations that we will be sharing with you all in June include enabling consistent broad, efficient member engagement for all members, enabling organization wide planning focused on a common mission or vision for us, supporting again financial sustainability and creating what sustainable long-term change. Ultimately, delivering the high-value product services and impact for members. We're here to make connections. Connections within our organization and within each other and the work of this Committee is to help members make those connections more easily so that they can receive the support they need when they need it and where they need it. I know you all are wondering what are the recommendations! Well, our timeline is very ambitious, we just actually finished meeting for two days in Chicago, and we modified our timeline a bit. Don't worry, you will still see recommendations in June!

With our extremely ambitious timeline, we have been -- ambitious timeline we're open to modification. Our timeline has been extended a bit and the whole thing will be posted in connect in the next few days. I'll throw a lot of dates at

you that are not visual.

We had originally hoped to bring final recommendations for a vote at Mid-winter 2020 but now extending the testing, refinement time and the initial vote on Constitutional and bylaw changes to annual 2020.

We are required to vote on changes twice by counsel so our second vote will take place at Mid-winter, 2021 for placement on the spring 2021 ballot to be voted on by all members, not just counsel. Assuming it that everything is approved, I want to be clear that we're not flipping a switch after the spring 2021 ballot though.

We anticipate implementations taking years and we'll share that plan with you when the recommendations have been completed.

Again, the updated timeline will be posted to our connect space very soon, but we won't be bringing a pre-- we will bring a preliminary package of recommendations to you all in June. I'll have the dates for that on the next slide.

We tried to build in a lot more time for analysis review and if necessary pivoting, our Committee worked hard the last few days together and have been working hard to be mindful of the needs of our association and the input we received and we want to continue to function in this way.

Our membership has placed a lot of trust in our group to create a better ALA and we want to respect that trust by ensuring that we are inclusive and proactive in gathering, receiving, integrating feedback into something that we can all get behind and support.

So for our immediate needs, the recommendations will have input sessions at annual. You will have five of them. We will be having a virtual session in July.

We will be posting the slides online two weeks before annual, so that everyone has time to digest that.

I ask you all to please continue in the conversation with us. Stop by our ALA connect space and catch up on the updates, input sessions and webinars you may have missed and share that information as widely as you can.

On this slide, it does say that our virtual date is TBE but it has been confirmed as July 8 at 11:00 a.m. central. It is recorded and posted and we have the formal announcement of that together as soon as we can. We just decided on the date yesterday. I wanted to give you all a heads-up.

As always, feel free to contact me directly with the feedback, ideas, concerns.

This association is our association, and together we can continue to strengthen it so that our communities and our libraries may continue to be strengthened and supported by a better ALA.

Thank you, everyone, for your time today and I look forward to engaging with you all even more over the next few months.

>> We have a question for you from Jennifer. Why report to the executive board, not counsel? Will counsel see the full report?

>> LESSA KANANIOPUA PELAYO-LOZADA: Great question. Counsel will see the preliminary recommendations in June, of course, and then we will take it to the executive board so that they can kind of give a little green light, not annual official vote, when that green light has happened, we'll continue to do a larger fiscal, legal analysis so that we can bring a full big package and big picture to counsel and that's in January of 2020.

That is just going to be a preliminary discussion. We're actually not going to vote on anything in January 2020 because we want that feedback on the full package from counsel first.

That's all the questions I received in the Q&A, we'll go to the next line and then Luida Garcia-Febo will close the meeting.

>> LOIDA GARCIA-FEBO: Thank you, everyone, for your participation.

We have reached the end of our time for the virtual membership meeting. I hope you find this to be a beneficial experience. Here I'm going to interject with a very personal note, I'm very glad that during the time I was sharing the membership meeting Committee, when we established the pilot and finally the virtual membership meeting, ALA continues to do these, so we have come full circle, ten years, it is good, for those of you attending the annual conference in Washington D.C., please join us on Saturday, June 22nd, at 3:00 p.m. eastern time for the membership information session. ALA leaders will share information about our association, and then stay for the membership meeting that starts at 4:30 p.m. eastern time. Both meetings are back to back at the Washington Convention Center in Ball Room 8. A link to the sessions and the conference, it will be added to the chat. As we have observed in the chat area, there is a lot to discuss. The chat area will remain open for an additional 16 minutes to allow you to finish your conversation. Thank you. Thank you to the Committee of membership meetings, thank you, thank you Mary Ghikas, Lessa Kananiopua Pelayo-Lozada, Susan Hildreth, all of those that took the time to join us.

I also want to thank the staff who helped produce this meeting and our meeting will be available on the ALA website in a few days.

This meeting now it officially adjourned, however, the public chat will remain for 15 minutes for those who may want to complete discussions.

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