

YALSA Board of Directors
Midwinter Meeting, Virtual
January 22-26, 2021

YALSA Executive Session Notes, June 27

Meeting began at 8:02 a.m. PST

Meeting ended at 8:58 a.m. PST

Present Executive Board Members: Todd Krueger, President; Amanda Barnhart, Future President, Abby Phillips, Division Consoler; Jane Gov, Fiscal Officer, Kate Denier, Ex-Officio; Josie Watanabe, Secretary

Guests: Dawn McMillan; Tammy Dillard-Steel, YALSA Executive Director, Karen Lemons, Director; Kelly Czarnecki, President Elect; Rebeca Denham

Agenda:

Fiscal Situation

YALSA has financial numbers through January 2020. This is due to outsourcing our finances and the COVID-19 pandemic.

Membership is on a downward trend

What do we want to focus on with short term strategic plan and how this will impact our financial situation?

YALSA has been budgeting over the last few years at a loss- and so our net assets are depleting.

YALSA increased the amount of the Symposium to make a profit. One change we are trying to make to balance our budget—although, the majority of our budget goes to staff. Tammy is doing 3 jobs and the Board will need to find a more viable solution moving forward so that Tammy can focus on our new strategic plan.

ALA board did not approve our budget—they sent it back. Only option is to evaluate YALSA staff levels.

We are not making money with award ceremonies this year because we are not charging money to attend.

Pre-conference ideas that could generate revenue in the future.

Hard to see savings in traveling when we didn't see the budget?

- 2 YALSA staff could travel for Mid-Winter. ALA pays for staff to go-savings will show in general fund. No one traveled to symposium and so that is a savings. Closed caption was needed

- Platform for YALSA is not free for symposium. We need closed captioning \$10,000 + platform \$25, 000 +staff cost+ reduced prices for speakers.

We need to look at sponsorship—ALA has had some success with this.

ALA general fund affects YALSA and so we have to see ALA and YALSA budget as one-single checkbook.

Increase member dues for those who can pay?

Decrease prices of workshops? This could increase participation.

Ask YALSA members to donate?

It's important that we focus on our new strategic plan, this will help us get sponsors, donations, new members.

SCOE spoke about merging the youth divisions, do we know any additional information?

- Many libraries are doing more family, intergenerational programming. Getting rid of the siloed age groups that the library and other institutions have created. De-colonizing practices, un-silo our programs.
- Working with other youth division—what that will look like us going forward? Explore other ways we can work together formally and informally.
- How can we better communicate with other youth divisions now?
- If we were all one division—teens often get left behind because children are easier to engage. How do you make sure teens get the attention they deserve? This happens when one youth services position is hired.
- The merge could help us serve the age spectrum of pre-natal-young adult better.
- EDI would be a good way to Segway into working with other youth divisions-they really need help with this!
- ALSC has the largest membership.
- How can YALSA move forward without losing our identity.
- How can we have relationships with other divisions? Presidents breakfast. Initiate a meeting with other offices and breakfasts with casual conversations.
- We need to get to know other division officers.

Virtual Annual YALSA Board Meeting

Call to Order: 9:35 a.m. PST

End of Meeting 1:47 p.m. PST

**YALSA Board of Directors – Midwinter 2021
Minutes from the 2020 Annual Conference
[Item #1]**

Board Members Present: Amanda Barnhart, President Elect; Trixie Dantis, Director; Kate Denier, Ex-officio; Tammy Dillard-Steels, Ex-officio, Traci Glass, Ex-officio and Director, Jane Gov, Financial Officer; Todd Krueger, President; Karen Lemmons, Director; Gregory Lum, Financial Advancement Committee Chair and Ex-officio, Melissa McBride, Director; Charlie Osborne, Director; Abby Phillips, Division Counselor; Colleen Seisser, Director; Valerie Tagoe, Director; Josie Watanabe, Secretary

Board Members Absent: None

Guests: Franklin Escobedo, Janice _____, Nichole O’Conner, Stacy _____ Board Advocate, Susannah Goldstein, Yvette Garcia, Ni’Shele Jackson, Dawn McMillan, Rebecca Denham, Amilia _____, Elizabeth _____

House Keeping:

Put add your name, board role and pronouns to your Zoom name tag.

Review virtual board meeting rules and norms.

Information Forum:

At board II, we will have our ALA Executive board representative, Maria McCauley and BARC liaison, Peter Hepburn give us updates.

Denier: Systemic Racism Conversation Group has selected an article for first discussion: Characteristics of White Supremacy-Dismantling White Supremacy. Tracy will lead. We will send out a link shortly.

Lum: Thank Nichole and Leticia for their hard work on the grant for his wife. Leticia tracked all the donors and sent Gregory updates weekly. Thank you both!

Barnhart: Freedom To Read Foundation considers Broad Band/Internet access a right just like reading.

Krueger: Commented about ALA virtual event: Great to attend sessions that did not overlap w/YALSA Board. Great sessions that were able to be cobbled together in such a short period of time.

Board Doc #	Notes	Motions/votes
#0	Approval of Agenda	Motion: Glass Second: Lemmons Oppose: 0 Abstain: 0

**YALSA Board of Directors – Midwinter 2021
Minutes from the 2020 Annual Conference
[Item #1]**

#1	Approval of Minutes	Motion: Lum Second: Gov Oppose- 0 Abstain-0
Consent Items #1-#13	<p>Consent Items: Thoughts and Concerns</p> <p>#8 Accessibility on platform, was this addressed?</p> <p>#9 Lack of indexing? Was this addressed?</p> <p>#13 Chair Reports: We need further clarification on how we review the chair reports. The last reports that we discussed was Dec/Feb. We need to discuss this further on connect/board conversation. We should get the board liaison involved—what are their thoughts/ideas?</p> <p>Board Doc #8: We approved to move into a new format—was that done?</p> <p>In Board Docs #8, #11, #12, all three are challenged in getting contributors. Any discussion on merging things at this point?</p> <p>During the pandemic Brown Bag, there were many programs and ideas that were shared. How do we transition people to share in HQ?</p> <p>#8, #11, #12 all have a slightly different audience, however, we</p>	<p>Motion: Gov Second: Dantis</p> <p>Oppose-0 Abstain-0</p> <p>Approve with the understand 8,9,12,13 we follow up with the board documents</p>

	<p>need to think about how to utilize resources in the best way possible.</p> <p>Liaison for programming HQ, looking at analytics quarterly to see what posts were getting the most hits. This information will help us in making decisions.</p>	
<p>Informational Items</p>	<p>Krueger would like to bring the informational items to the forefront and thank YALSA staff and thank folks who provided the Informational item.</p> <p>Comments/questions about the informational items? None</p>	
<p>Action Item #14 Bylaw language change for meetings</p>	<p>Mid-Winter—are we not meeting in person because of the change to the midwinter format.</p> <p>Are we planning to meet in mid-winter?</p> <p>We brought forth 4 different models, can we clarify—are we meeting virtually at Mid-Winter? No, we are meeting in person in Indianapolis if the meeting doesn't get canceled because of COVID-19.</p> <p>Are we still considering all 4 options? Yes, this document become activated after Mid-Winter and be placed on the spring ballot.</p> <p>There is no EDI statement on this document. Having EDI statements on policy documents is especially important to change institutional racism.</p> <p>There was a comment made in amchair reports—having a hard time finding board members/officers to</p>	<p>No Vote</p>

	<p>run. Had a hard time finding volunteers to run for committees.</p> <p>Thank Watanabe for bringing up the lack of EDI statement.</p> <p>Option #2 seems more accessible because board members wouldn't have to travel twice each year.</p> <p>Option #4 Second meeting at symposium-this could help us attract new members.</p> <p>Prone towards leading towards option #2 if we held one meeting virtually. More people may be able to participate even if they don't have been in their job title.</p> <p>If we are looking for a bylaw change, #1 gives us the most flexibility. Not everyone has access to technology. Virtual option will always be there and should be added.</p> <p>There should always be an option for to meet virtually. We should change board agreement to allow virtual participation, this will lead to more diversity and access to the board. In addition, libraries may not allow staff to travel next year due to budgets.</p> <p>When is Forward Together ready to make their decision? They are approving timeline now and hope to finalize plans before next June. Should we have a bylaws change now or wait? Yes, COVID-19 could affect conferences for the next two years.</p>	
--	--	--

	<p>This bylaw change is very specific to YALSA—this is like a state law and so we need to think beyond the moment and seriously consider the option of having hybrid virtual meetings from now on.</p> <p>What would we like to see in an EDI statement?</p> <p>Diversity and Inclusion-we need to have more options to participate and join the board if we want more diversity, access and inclusion. Option for virtual participation should be allowed for every board meeting.</p> <p>Having board meetings available virtually opens up access. If they are virtual it opens up discoverability and participation for people who are not at conference. Virtual is much more open to our members.</p>	
<p>Action Item Board Doc #15</p>	<p>Creation of Selection Lists</p> <p>Is there a chair person for this committee? Do we want overlap in on-boarding and off-boarding? We can add something about a chair—that was an oversight. Yes, we need to stagger terms.</p> <p>Is there enough volunteer support to add this new committee?</p> <p>If we were not getting enough volunteers-can we have people from the book groups be liaisons and be on this committee? They can better represent the work.</p>	<p>Motion: Seisser Second: Tagoe</p> <p>Oppose-0 Obstain-0</p> <p>Item 15 passes with suggestions: Adding Chair, staggering appointments, making a suggestion of current materials, retired selection committee members can be members for this committee</p>

	<p>People leading great graphic novels—would have a better idea of what is going on.</p> <p>Shout out to Steven, the HUB manager—they have really changed how the HUB is run. Steven has done amazing work.</p> <p>This committee could help focus on EDI work.</p> <p>This committee member can work with chair to make sure we are getting all of the titles to review. Can keep an eye on what is out there, what is new.</p> <p>Alternating would just be first year.</p>	
<p>Action Item Board Doc #16</p>	<p>Establish a President’s Theme Implementation Task Force</p> <p>Support educational task force committee, find topics that celebrate diversity of staff patrons</p> <p>Support Non-YALSA Members-find pathways to engage with them.</p> <p>There will be a report of recommendations.</p> <p>Do we need to stagger appointments? It would depend on final report—does more work need to be done?</p>	<p>Motion: Phillips Second: McBride</p> <p>Oppose-0 Abstain-0</p>

	<p>Engagement strategies? Hard enough for member, what about non-members? Division/membership committee—has done some work on this. Suggestions: have a presentation at JCLC conference, focus groups at YALSA Symposium. Paper survey at YALSA sponsored survey. Now we need to determine how that will work with social distancing</p> <p>Y. Garcia is Chair</p>	
<p>Discussion Item Board Doc #17</p>	<p>Morris Award Manual Task Force</p> <p>This was discussed on Connect, Krueger will compile thoughts and send feedback.</p> <p>Having it codified in this way will be very helpful. We had to contact the former chair or YALSA staff to answer many questions.</p>	
<p>Discussion Item Board Doc #18</p>	<p>Odyssey Group Recommendations-Part 2</p> <p>Concerns of ASLC: Is this adding to the work load to have 2 awards, should we focus on one age?</p> <p>Since this encompasses two divisions—it should have two age groups. It will not make more work.</p> <p>Evaluate language for publishers: Should publishers or must publishers submit? This language could impact submissions.</p>	

	<p>We should be more loose with the publisher language. Part of having an administrative assistant is being able to work with publishers on-going.</p> <p>#1 and #4 is where the ALSC is having the most concerns. Krueger will forward ALSC comments/suggestions to YALSA board.</p>	
<p>Discussion Item Board Doc #19</p>	<p>Fiscal Report</p> <p>We only have a report from January—since we outsourced our finances, COVID and moved headquarters.</p> <p>These are not second quarter numbers—these are the January report.</p> <p>Last year’s budget was based on a loss and so we will continue to deplete our Net Assets. In order to be healthy we should be at \$328,000. When we get the up to date budget, it will be around \$50,000. This was caused by a 10 year depletion of our financial assets.</p> <p>Regardless of what the numbers say, we are on target since we budgeted for a loss of \$38,000.</p> <p>Gregory’s wife’s name is misspelled. The way that the memorial grant is shown on the</p>	

	<p>budget, it looks like YALSA is using it to cover expenses now.</p> <p>Donations for J. Lum’s grant is for fiscal year 2021 and beyond. The grant will last 22 years.</p> <p>When you reach the endowed amount-then you can begin to award the prize.</p> <p>Krueger, Dillard-Steel and Lum will discuss the memorial grant further.</p>	
	<p>Extend Board Meeting to 11:40 a.m. PST</p>	<p>Motion: Gov Second: Seisser</p> <p>Opposed-0 Abstentions-0</p>
	<p>Fiscal Report Discussion Continued:</p> <p>What happens if we spend down our Net Assets? We will be depended on ALA. This puts us in the same category as the organizations that have had to merge or be discontinued.</p> <p>The questions that Dillard-Steele raises in the financial report should be put in strategic plan. This has to be a high focus/high priority for next year.</p> <p>There are a lot of questions that Dillard-Steele raised in the financial report that we need to discuss—how would you like to discuss? We should discuss at our next board chat. The feedback will help Dillard-</p>	

	<p>Steele shape the discussions she will have have with the consultants who help with our strategic plan. We will start the discussion in Connect and continue at our Aug 5 board chat. When we talk about it in connect-please view this holistically instead of answering each question. The big question at hand is, how can we be fiscally healthy? Fiscally stronger—keep that in mind. We need to keep this discussion at a high level and not get bogged down in each individual question.</p> <p>We need to increase member donations. 20 by 20 campaign was good way to do this, we need more advertising and support behind this campaign</p>	
<p>Maria McCauley ALA Executive Board Representative</p>	<p>Maria McCauley, ALA Executive Board Representative</p> <p>ALA Executive Board’s statement on systemic racism is symbolic and we are taking responsibility for past racism committed towards black, indigenous and POC.</p> <p>ALA also put out a statement affirming their support for rights of transgender people.</p> <p>Policy and advocacy: Libraries were included in the largest economic stimulus package in history, which passed March 27. The \$2 trillion Coronavirus Aid, Relief, and Economic Security Act (CARES) Act includes \$50 million for the Institute of Museum and Library Services (IMLS) for digital inclusion projects and more than \$30 billion in relief for schools and colleges, plus billions more for state and local</p>	

	<p>governments and nonprofit organizations.</p> <p>ALA has moved to its new headquarters.</p> <p>Finances: To help with the ALA budget, staff will be furloughed 5 days in 2020 and 23 days in 2021.</p> <p>Very difficult year-we were stressed because of declining revenue streams and then further impacted by COVID-19.</p> <p>ALA filed a claim against our insurance company for not holding a 2020 annual conference and the associated revenue lost.</p> <p>Requested a loan from the endowment Futures Fund- 2021/22 budget</p> <p>Questions: Movement on SCOE recommendations: Do you have updates on that? There was a vote so SCOE is under counsel's control. The process will slow down</p> <p>Say more about loan on endowment: Why was so much from building sale put into Endowment? ALA had a financial assessment done prior to selling the building and at the time, they thought we could get more money by investing the money, while at the same time getting a 1% loan from our endowments.</p> <p>Will the loan come from interest on the endowment or the endowment</p>	
--	--	--

	<p>itself? Maria will check into that for us.</p> <p>If people donate money to ALA for a specific event or award what prevents ALA from taking that money and using it to cover real-time costs? Anytime a donor gives money—that is completely protected. There is a strong legal president—donor directed funds are not touched. There are very strict fundraising rules.</p>	
#20	<p>Council Pre-Report</p> <p>Maria covered the financial updates well.</p> <p>SCOE: Need a congressional convention next annual because we need to make adjustments</p> <p>Council is still going on. Abby will update us when she knows more information.</p>	
#21	<p>Short Term Strategic Plan</p> <p>Do we need to have stronger language in goal #3 in how we can go forward in a fiscally strong way? This is the global view and we can get into the weeds when we work on the implementation plan.</p> <p>The language is not asset based, but seems very dire and dramatic. Feel free to sugar coat it, but we are in a dire situation. If there are specific suggestions, please send to Tammy.</p>	<p>Motion: Lemmons Second: Lum</p> <p>Oppose-0 Abstain-0</p>

<p>#22</p>	<p>MOU for Pura Belpre Award</p> <p>Is the 1200 expense the only expense for YALSA? This is our only obligation—we can donate more if we would like to and if we have the financial capacity.</p> <p>Is there a rotation of chair or is REFORMA always chair? Yes, there will be a rotation of chair. YALSA will chair in 2022. This information is in the document and in the handbook.</p>	<p>Motion: Watanabe Second: Phillips</p> <p>Oppose-0 Abstain-0</p>
<p>#23</p>	<p>MOU for the National Association of Medial Literacy and Education (NAMLE)</p> <p>So much good information and good that we are getting involved.</p> <p>Is ALSC involved? Not yet.</p>	<p>Motion: Lemmons Second: Osborne</p> <p>Oppose? 0 Abstentions? 0</p>
<p>Peter Hepburn BARC</p>	<p>Peter Hepburn: BARC Liaison/BARC Chair to YALSA division</p> <p>We do not have updated figures. He cannot provide any more additional information, but as soon as we do have updated budget numbers—he will meet with YALSA.</p> <p>ALA is taking a loan from Principal of the endowments –but will not touch anything in the YALSA area. 1% interest rate.</p> <p>Questions for Peter? Maria mentioned that ALA would like to expand revenue streams to 5, what are the other 2? These are conversations that Maggie has been</p>	

	<p>having w/Traci and so BARC is not aware and cannot respond.</p>	
<p>#24</p>	<p>Adoption and Presentation of Resolutions</p> <p>Resolutions were read for Dantis, Gov and Lum who have finished their board terms.</p> <p>Barnhart appreciated the challenges that Krueger had this year and passed on her appreciation.</p>	
<p>#25</p>	<p>Installation of New Board Members:</p> <p>President, Amana Barnhart Past President, Todd Krueger President Elect, Kelly Czarnecki Fiscal Officer, Kate Denier Director at Large, Susannah Goldstein Director at Large, Dawn McMillan YALSA Board Fellow, Rebecca Denham</p>	

**YALSA Board of Directors – Midwinter 2021
Minutes from the 2020 Annual Conference
[Item #1]**

1:47	Motion to adjourn meeting	Motion: Seisser Second: McBride Oppose: 0 Abstain: 0

**YALSA Board of Directors – Midwinter 2021
Minutes from the 2020 Annual Conference
[Item #1]**

**YALSA Board of Directors – Midwinter 2021
Minutes from the 2020 Annual Conference
[Item #1]**

**YALSA Board of Directors – Midwinter 2021
Minutes from the 2020 Annual Conference
[Item #1]**
