



Oregon Library Association Executive Board Meeting

December 15, 2023, 10:00 a.m. - 3:00 p.m.

Location: Hybrid meeting on Zoom (OLA 3)

Minutes approved Feb 16, 2024

[Agenda](#)

Present: Brittany Young (OLA President), Ericka Brunson-Rochette (OLA VP/Pres. Elect), Star Khan (OLA Past President), Roxanne M. Renteria (OLA Secretary), Stuart Levy (Treasurer), Shirley Roberts (OLA Association Manager), Wendy Cornelisen (State Librarian), Buzzy Nielsen (Parliamentarian), Kirsten Broadbeck-Kenny (ALA Representative), Carly Lamphere (ACRL-OR Chair), Monica Hoffman (CSD Chair), Liisa Sjoblom (Leadership Committee), Mark Richardson (OYAN Co-Chair), Megan Dazey (PLD Chair), Brandace Rojo (REFORMA OR Chair), Rinny Lakin (SSD Chair), Halsted Bernard (Tigard Public Library Director), and Cheryl Cyr (Tigard Public Library Circulation Manager).

[ACTION ITEMS highlighted below] [ACTION ITEMS for everyone in yellow]

Welcome & Icebreaker (Brittany Young)

- Our [community agreement](#) during our meetings.
- Icebreaker: What is an EDIA resource you have been wanting to share?
 - The following list of titles and resources was suggested by attendees:
 - Read the book [Rest is Resistance](#) by Tricia Hersey
 - Read the book [So You Want to Talk About Race](#) by Ijeoma Oluo
 - Read the book [White Rage](#) by Carol Anderson
 - Read the book [The Sum of Us](#) by Heather McGhee
 - Read the book [Me and White Supremacy](#) by Layla Saad
 - Read the book [Y'all Means All: The Emerging Voices Queering Appalachia](#) by Z. Zane McNeill
 - Read the [Interview](#) with Amanda Oliver, author of [Overdue: Reckoning with the Public Library](#)
 - Explore the website [TIO | Trauma Informed Oregon](#)
 - Sign up for the [Anti-Racism Daily Newsletter](#)

Agenda changes/minutes (Brittany)

- Minutes from October 20, 2023, [approved](#).

Treasurer's Report (Stuart Levy)

- Reports as of **November 30, 2023**
- See detailed financials on the OLA [website](#) (Login required).

- FYE Report Overview comments
 - These are the changes as of September 1, 2023
 - Total assets \$1.1 million—looking good
 - Treasurer feels confident, not overly concerned about any of the budget profits and losses at this time.
- Investment Updates Overview comments
 - There have been increases in Connected Wealth Solutions (Short to medium term investments) accounts since September 1st—the stock market has gone up
 - Recession doesn't seem to be happening, prices are dropping, and rates are looking pretty good
 - Investment earnings expected to go up
- OLA Finance & Investment Committee Meeting Overview comments
 - Committee members are selected from a variety of library backgrounds
 - Stuart offered a quick overview of members
 - Buzzy clarified in the chat—MaryKay (listed as retired below) works as an on-call consultant for the Special Districts Association of Oregon now. It's the first time SDAO has had a consultant with expertise in libraries.
 - Committee met with consultants, review Brent Gunderston's suggestion below regarding moving our 2.5% real estate investment to alternative lending
 - Current investment strategy is working; if FED lowers interest rates next year long term bonds might be impacted, which means short term bonds that mature should be invested into intermediate bonds when applicable
 - When it comes to the Finance and Investment Committee request that the OLA board approve the following suggestions 1, 2, and 3—there were some questions.
 - Per Stuart, the committee members were unanimously in support of asking the OLA board to approve suggestions 1, 2, and 3.
 - Rinny asked Stuart and Shirley to define alternative lending (financing that falls outside of traditional banks/credit unions, such as that from private lenders or microlenders), and expressed concern that it may be exploitative and fall beyond the bounds of our ethics.
 - Action Item: Shirley will reach out to Brent Gunderson to verify specifics regarding alternative lending
 - Given discussion and concern regarding suggestion 1 (alternative lending), Shirley recommends the board move on to vote upon suggestions 2 and 3, and hold on suggestion 1.
 - Per Buzzy in the chat, the board can vote before the February meeting via email.
 - Shirley suggests direness may wane on suggestion 1 by February
 - OLA Executive Board Voted to Approve The Finance and Investment Committee Suggestions 2 and 3

Current Fiscal Year (September 1, 2023 - November 30, 2023)

Balance Sheet (September 1, 2023 - November 30, 2023):

Checking: \$179,777.86

Total assets: \$1,109,357.43

Profits and Losses (September 1, 2023 - November 30, 2023):

- a. **Dues income: \$17,463.50** which is a 12.9% increase from this time last year (i.e. we are up \$1,994.00 in dues income compared to this time last year).
We have budgeted \$60,000.00 for dues income for the 2023-24 fiscal year.
- b. **Total income: \$18,298.89** which is a 6.2% decrease from this time last year (i.e. we are down \$1,200.37 in total income compared to this time last year, which is because we had some conference income already at this point last year).
We have budgeted \$286,159.00 for total income for the 2023-24 fiscal year.
- c. **Total expenses: \$38,197.89** which is a 2.1% increase from this time last year (i.e. we have spent \$791.55 more than we did last year at this time, which is primarily due to our new insurance covering directors/officers).
We have budgeted \$286,159.00 for total expenses for the 2023-24 fiscal year.
- d. **Net income: -\$19,899.00** which is a 11.1% decrease from this time last year (i.e. we are down \$1,991.92 in net income compared to this time last year).
We have budgeted \$0 for net income for the 2023-24 fiscal year.

Investments Update (September 1, 2023 - November 30, 2023)

- a. Connected Wealth Solutions (short to medium term investments)
 - OLA General Account: an increase of \$1,923.14 since September 1, 2023
Account value: \$155,470.92 and Original Investment: \$100,000.
 - OASL General Account: an increase of \$589.63 since September 1, 2023
Account value: \$164,403.02 and Original Investment: \$125,000.
- b. Donivan Wealth Management (long term investments)
 - OLA Reserve: an increase of \$3,528.51 since September 1, 2023
Account value: \$345,641.60 and Original Investment: \$233,916.80
 - Hull Endowment: an increase of \$1,837.66 since September 1, 2023
Account value: \$146,351.22 and Original Investment: \$155,000.
 - Hull Earnings: an increase of \$2,473.99 since September 1, 2023
Account value: \$84,050.48 and Original Investment: \$25,351.85

Finance/Investment Committee Meeting Notes (Stuart)

- **Finance/Investment Committee Members present:**
 - Stuart Levy, OLA Treasurer
 - Jen Maurer, OASL interim Treasurer
 - Jordan Popoff, Curry Public Library
 - Lee Van Duzer, Washington County Law Library
 - Lori Wamsley, Immediate Past OLA Treasurer
 - MaryKay Dahlgreen, retired, formerly Lincoln County Library District
 - Melissa Anderson, Southern Oregon University

- Shirley Roberts, OLA Association Manager [non-voting member]
- **not present:** Leigh Morlock, Jefferson High School (PPS)
- The Finance/Investment Committee met on November 13, 2023, with OLA's financial advisors from Connected Wealth and Donivan Investments.
- Summary of our conversation with Brent Gunderson from Connected Wealth (short- to medium-term investments)
 - Our current investments are still in line with our overall directives. He feels that our general strategy is good for the future.
 - The one minor concern that he has is our 2.5% invested in real estate, since that market is hurting. He recommended either moving that investment into the reinsurance business, or adding to our current investments in alternative lending.
 - He did think that, if we wanted, we could decrease some of our fixed income investments allocation (currently 50% of our fund) and then increase some of our alternative investments allocation (currently 20%) by that same percentage.
- Summary of conversation with Vince Donivan from Donivan Wealth (long-term investments)
 - Vince feels that our current investment strategy is working. The overall allocations have basically balanced, off only about 1%. We could rebalance, if we so choose, but it isn't necessary.
 - Vince feels that the interest rates will likely drop in the future, so we might want to re-invest in intermediate bonds when the short-term treasury bills mature.
 - Based on the OLA Long-Term Investment Fund Distribution Policy, we have the option to take a 1.5% distribution of our investments if the projected 10-year return on our investments is between 3% and 6%, and Vince projects a 5.6% return.
- **Needing Board Approval in December**
 - The Finance and Investment Committee requests that the OLA board approve the following suggestions:
 1. Move the 2.5% of our Connected Wealth investments that are currently in real estate and add it to our current investments in alternative lending.
 2. Take a 1.5% distribution of our OLA Donivan Wealth investments to help pay for our annual expenses.
 3. Authorize our Donivan Wealth investments advisor to reinvest maturing short-term treasury bills to intermediate bonds given investment environment status.

Association Report (Shirley Roberts)

- Oregon Battle of the Books (OBOB) & Oregon Association of School Librarians (OASL)
 - Been heavily focused on this for the past couple of months
 - There close to/over 600 registrants
 - Organizers are gearing up to send out questions
- OLA Conference Planning Committee 2024
 - Sent out presenter agreements
 - Contracted with keynote speakers
 - 2027: contacted with Seaside
 - 2025: document to docuSign for Eugene was sent out for approval
 - 2026: made contact with Hillsboro, question about days (April 29-May 1) is easiest to accommodate.
 - Shirley asked for objections to the conference being held one week later than normal.
 - Roxanne pointed out doing so may impact Dia celebrations and related attendance of Youth Librarians and Spanish-Speaking/Latino Services (which is always held April 30th per Ericka/ALA website). As a result, holding the conference during the 3rd week of April versus the 4th/5th is better.
 - Brittany pointed out the 3rd week is better in terms of Dia and Spring Break.
- OLA Manger Contingency Plan
 - Shirley has been making arrangements to ensure the laptop can easily be retrieved if something happens to the OLA manager, and sent to the Treasurer (in order to mitigate harm to the organization).
 - Quickbooks: As mentioned last time, this software is no longer available via CD-ROM disc. Users must pay an annual fee (and there is a cloud based version).
 - To save money, Shirley and her tech attempted to set up Quickbooks 2009 + Windows 7, but it poses compatibility issues when it comes to printing, etc.
 - Shirley reached out to TechSoup to purchase a version of Quickbooks 2021, but they denied her purchase request as OLA did not purchase Quickbooks 2009 from them. OLA had previously been using this version of Quickbooks for over a decade. Shirley wrote an appeal letter to the CEO and was denied.
 - She suggests OLA set aside the funds to purchase an annual subscription to Quickbooks each year. The cloud based version isn't ideal as it limits funds to 40 and has a less than ideal interface (for reference OLA tracks 50 funds).
 - Short discussion of using alternating backup external drives, and benefits of saving data in the Quickbooks cloud followed, as did the risk of annual subscription fees going up over time.
 - Executive Board voted to approve using \$649 on an annual subscription to Quickbooks
 - Action Item: Shirley will purchase an annual subscription to Quickbooks

State Librarian Report (Wendy Cornelisen)

- See the [State Library report](#)
- Overview Comments:
 - OLA IRRT & SLO sent letters to the Fujian Provincial Library to coordinate reciprocal visits (3 delegates expected to visit Oregon in Spring 2024, and 3 Oregon delegates will visit China in fall 2024).
 - SLO has began internal budget development for 2025-2027, likely due July 2024
 - Digital Collections on track to hit over 15k scans this year
 - Cataloging Services is working on changing subject headings, specifically racist place names. Their suggestion for [Whychus Creek](#) has been approved.
 - Talking Books Services continues, the department is fully staffed for the first time in over a year. There is a brand new outreach librarian in place as of the first week of November.
 - Currently, there are two open positions—half-time librarian position for Virtual Reference Coordinator and DEI Consultant.

Israel Palestine Conflict (Brittany)

- There was a last minute change to the agenda, and this fell between the funding related discussions of Josephine County and Salem.
- See [Northwestern Librarian Letter](#), [MELA Statement on Gaza](#), [APALA Statement](#), and the copy of a listserv post on [\[Michlib-I\] MeL Minute: Current Events in Focus: Hamas, Gaza Strip, Israel, Palestine](#) to better understand different approaches that have been taken when it comes to this issue.
- The board received a request from an OLA member regarding the possibility of issuing a Cease Fire statement, and she [read a statement](#) urging the board to do so.
- Various board members and attendees shared their opinion of the conflict, the merit of drafting a ceasefire statement, and whether or not they felt genocide was an applicable term. This was an incredibly lengthy discussion that involved a call-in, differences of opinion, and lack of consensus about how to proceed.
- ACTION ITEM: Brittany, Ericka, and Star will circle back on the topic of a ceasefire—folks are willing to reach out and share their thoughts in general and direction.

LUNCH—meeting resumed at 1:05p.m.

Issues in Oregon Libraries (Brittany)

- Funding
 - **Josephine County Library History** (Brandace Rojo)
 - Back in 2007/2008, the county closed the library and shifted funding to the Sheriff department.
 - Took year or two for the library to reopen as a non-profit, and it operated in this capacity until 2017 when a special non-contiguous district was formed. Which means there is a tax district comprising tiny islands around all 4 branches. This is a rural area. They have a small library district.

- Last week, a citizen who lives within the library district submitted a petition to opt-out, and the County Commissioners voted 2:1 to approve. In case it matters, the individual in question ran for the library board this past year and lost.
- At this week's County Commissioners meeting, there were 4 more petitions. They have decided to hold off on making any more decisions while they seek legal counsel.
- Library Board of Directors made a statement revealing they'll be taking legal action and filing an injunction really soon. More to come.
- Per Buzzy, this goes beyond Josephine County, and pertains to special districts.
 - The "Withdrawal Statute" to opt-out is easy to understand with a fire district or water district (i.e. when it comes to providing service directly to a property), less clear when it comes to parks & rec districts, hospital districts, special library districts, etc.
 - This has been done before but the context was different.
 - Previous examples include land being annexed. Another example included removing uninhabited land from a library district, which the library didn't have an issue with.
 - There may not be case law for this as of yet.
- Setting this precedent is concerning.
- There seems to be bipartisan displeasure over this.
- OPB Article: [Josephine Community Library pursues legal action after residents opt out of tax district](#)
- Josephine County [meetings are available on YouTube](#)
- [Salem to cut hours at the main and West Salem libraries starting Jan. 2](#) (Buzzy Nielsen)
 - This portion occurred after lunch
 - Per Buzzy, Salem's funding issues go back decades due to complicated reasons, and the library is underfunded.
 - City council attempted to pass a payroll tax on anyone who worked in the city regardless of where they lived, but it failed miserably (something like 80% opposed).
 - The city of Salem has a budget deficit.
 - Salem Public Library interim director cut back hours to reduce emotional burden on staff (SLO agrees); this is extreme but it was done with staff in mind.
 - Salem has had large staff turnover, including in management.
 - Part of a growing trend in libraries (Eugene, and Beaverton)
- Safety
 - Additional articles can be found on [page 4 of the Agenda](#)
 - See Oregonlive.com article: [3 former and current employees sue Multnomah County Library for race discrimination](#)
 - [Copy of Multnomah Lawsuit](#)
 - [Email from IFC/LDLC](#)
 - [Multnomah County Library employees feel unsafe at work, audit finds](#)

- More than 40% of staff feel unsafe
- Ideas
 - Per Ericka, we share information about libraries experiencing funding, or intellectual freedom issues, but do not discuss or offer support for library workers facing other toxic workplace situations.
 - What protections are we providing for staff who are targeted, managed out or fired for their marginalized identities?
 - Have we considered reframing this issue: could we treat discrimination in the workplace in a similar way as sexual harassment?
 - Responsibility for providing support and rectifying this issue does not solely rely upon IFC, REFORMA or the EDIA Committee.
 - Hopefully, we can have a conversation about what support can look like at this level.
 - Kirsten shared it would be helpful, as a director, to have a set of standards related to staff safety in the same way we had standards for public libraries, but also broad enough the we wouldn't suggest small libraries hire security guards the way NYC Public Library might need to.
 - Another attendee shared there needs to be protocols to protect staff in situations where the law hasn't been broken (i.e. in-person protections are higher, than those for staff working remotely who are threatened or abused over the phone, via chat, or email.
 - One example to protect staff could be discussing protections for staff who interface with the public via phone or computer.
 - Buzzy shared in the chat—Librarians at WSU recently launched a survey investigating related issues in the delivery of chat reference:
https://wsu.co1.qualtrics.com/jfe/form/SV_8iCRvj3cNIZcEHs“
 - Roxanne mentioned she recalls the 2020 Call to Action following the murder of George Floyd, and from what they observed the onus was placed upon librarians, and every day library works in the trenches. ALSC, YALSA, etc. very specifically urged her/her peers to push back against racist and prejudicial library policies, programs and procedures and to divest themselves of racism. What they have not seen is that same onus being placed upon the powerholders running our libraries. From their anecdotal perspective, they've observed an ever widening trench between everyday library workers/librarians and powerholders/library directors. This is made more complicated by the fact so many of

us are at various waypoints in our EDIA journey. Its creating this pressure cooker situation where those of us with less power have more formalized education on this topic, so when we are advocating for certain changes in policies and procedures or programs and services, our power holders don't possess the same knowledge in terms of best practices, and growing trends not just across the state, but the nation. Would like to see ALA and our national organizations place onus upon directors themselves to really get up to speed in terms of their own personal education on these topics, work on things like empathy, and servant oriented leadership.

- Other thoughts include:
 - National protections for LGBTQIA+ workers
 - Philadelphia Free Public Library example
 - Is there a way to show solidarity as an organization without taking political action?
 - How do we incentivize library directors who do not respond to PLD or don't have the bandwidth to attend PLD related events/trainings on these topics.
 - Facilitating education for city councilmen, to make things easier for directors (a lot of OLA's focus is on state policies versus city or county)
 - A lot of the intellectual freedom-related violence and violent rhetoric is being directed at school libraries, too. And they're typically solo or minimally staffed. Just a thought to consider with outreach efforts
 - Mission Creep
 - Expectation for library staff to serve the houseless or folks experiencing mental health crisis without adequate funding (i.e. Eugene closing the hospital will impact library workers)

Membership Benefits Update (Brittany)

- Review draft flier [Join Us](#).
- Providing equitable discounts, grants, or financial incentives to assistant units that are struggling could help with increasing participation numbers
- Two committees are not currently active: Membership Committee (this is *not* the New Member Round Table) and Communications Committee
 - Ericka suggested the VP could absorb New Member Round Table duties
 - Past-President position could perhaps absorb Membership Committee duties
 - Brittany suggested running this idea past a number of previous past presidents including Star and Arlene to get an idea of time-constraints and various duties
 - Position description can be accessed here: [Bylaws and Policies Chapter 5 \(Officers\) \(olaweb.org\)](#) (but they are outdated)
 - ACTION ITEM: Brittany and Ericka will email executive board about having

- o a designated person from their unit for membership committee
- ACTION ITEM: Brittany and Ericka will previous past presidents including to get an idea of time-constraints and various duties to see if that position could absorb membership committee duties
- o Another option would be for various units to designate a member to serve on membership. The past-chair position might be best suited to handling this task
- o Buzzy added in chat: One of the VP duties is "Keeps in close touch with the President throughout the year to aid in solving Association problems and prepares to assume duties and obligations of the Presidency." That reads as "and other duties as assigned" to me

Social Media Policy (Buzzy)

- Review [DRAFT Policy](#)
- Overview comments
 - o Buzzy has not received any new comments upon the draft
 - o The current draft is based upon two options, drafted by Emily O'Neil, that were combined
 - o There was a previous question about using social media to organize boycotts but legally this doesn't pertain to us
 - o Passed by a unanimous board vote
 - o ACTION ITEM: Buzzy will find a place to store

Meeting at 2024 OLA Conference - Update (Brittany)

- A short, but complicated discussion of the merits of holding the meeting in the morning versus the afternoon was held, especially as it pertains to conflicting meetings scheduled for that same day (i.e. the State Library Meeting).
- Eventually, those present agreed to schedule the OLA Board Meeting after lunch from 1:00-3:00pm on Wednesday to ensure attendees can still attend the Performer & Presenters Fair, Author Fair, or tour around Salem.

EDIA Antiracism Committee Report (Ericka Brunson)

- Listen to Podcast [Weeding Out Oppression in Libraries](#)
 - o As far as the podcast Weeding Out Oppression in Libraries is concerned, Season 2 Episode featuring Nichelle M. Hayes (founding director of the Center for Black Literature & Culture, and former CEO (Interim) of the Indianapolis Public Library, and current President of the Black Caucus of the American Library Association (BCALA) dropped on November 30th. Hayes shares her background in human resources with us as she discusses ways that HR departments can help library organizations become more inclusive, diverse, and supportive of BIPOC library staff. She brings concrete suggestions for how HR departments and, by extension, library directors can advance EDI from theory to practice. The discussion ranges from how administrators can support BIPOC staff to how mentors and professional groups can likewise be of support. As far as December is concerned, the committee will rerelease a previous episode, while members work toward scheduling a handful of upcoming guests so we'll have a surplus of episodes in the can to mitigate the workload in the new year.

- The committee has received a number of requests. Toward the end, we have a member serving as representative on the 2024 OLA Award Committee, and another sitting upon SLO's DEI Consultant hiring committee. We had a member attend the 2024 OLA Conference Proposal Review.
- Members are still engaged in the process of updating the committee member page and training resources pages on the committee's OLA member clicks site.
- Two committee members undertook the task of starting a committee Facebook page, and the rest of us have been contributing to a matrix of upcoming post ideas. We'd very much appreciate giving us a like and a follow: <https://www.facebook.com/OLAEDIA>.
- As you may have noticed, the committee submitted a query via the list-serv regarding the status of the MCL lawsuit.

Unit Reports (All)

- **Horner Exchange 2024 Update** (Brittany for IRR)
 - Established through a generous gift from the late Dr. Layton Horner to the Oregon State Library, and continuing through a relationship with the Oregon Library Association International Relations Roundtable, the Horner Exchange Program facilitates the exchange of library staff between Fujian Province, China, and Oregon, promoting the sharing of knowledge in library and information science and practices.
 - Fujian is Oregon's sister province in China, and the Fujian Provincial Library has maintained a sister library relationship with the Oregon State Library for the past three decades.
 - The 2020/2021 Horner exchange was postponed due to the COVID-19 pandemic. With the ease of China's zero-COVID policy, we have been in communication with the Fujian Provincial Library to tentatively schedule the next exchange for 2024. In May 2024, the Fujian Provincial Library will send four delegates for two weeks to Oregon, followed by The International Relations Roundtable in collaboration with the Oregon State Library. sending three delegates to China for three weeks in late October of the same year. Shirley Roberts and Jian Wang are collaborating with PSU/Office of Global Engagement & Innovation regarding funding for the 2024 Horner Exchange delegation.
 - The Horner Exchange Committee is currently planning activities and logistics for the upcoming exchange! We will soon issue open calls for delegates who will get the opportunity to visit China. Library Staff Exchange delegate applications are set to go live tentatively on 12/1 with a 1/16 application closing date.
 - When the application goes live, interested library staff can find the application here [OLA International Relations Round Table \(olaweb.org\)](https://olaweb.org)
- **Leadership Committee** (Liisa Sjoblom)
 - Access the report for a full over here: [December Leadership Committee Report](#)
 - Overview Comments:

- Mentor Match, LIOLA, and Leadership Google Drives have been merged with help from Shirley
 - All documents are now stored in the Leadership Committee Drive
 - Mentor and LIOLA Google Accounts are still active, and references to these accounts should be redacted (from Memberclicks, etc.).
 - Committee recommends Board determine how long to allow account of this nature to remain active (recommendation is 1 year)
 - Two requests of the board:
 - Add funds to the LIOLA account for LIOLA 2025. Ideally, the Leadership Committee would like the board to increase the leadership scholarship line item request by \$1000 for this fiscal year.
 - Would like 2-3 people join the Leadership Committee to help with LIOLA planning, does the board have recommendations? **ACTION ITEM: Liisa has is going to ask for 2-3 people**
 - Board voted unanimously in support of the request for the leadership scholarship line item to increase by \$1000 for 2025 (funds will be deducted from line 140 in the budget).
 - **ACTION ITEM: Stuart will contact shirley regarding the transfer of money for LIOLA**
- **SSD** (Rinny Lakin)
 - Full report available [here](#)
 - Working hard behind the scenes to provide staff support
 - SSD has scholarship funds
 - Is prioritizing Salem Public Library support staff when it comes to allotting scholarship funds to attend OLA 2024.
- **ACRL-OR** (Carly Lamphere)
 - “ACRL-Oregon Fall” is new, rebranded name of what was formerly called “Menucha”, and the event will be held in October at Reed College, and the biggest change will be a one day conference versus two
 - Working toward having a stronger presence at OLA 2024
 - Membership working on offering swag and sprucing up table at the conference
 - Working on language to make processes more appealing to wider audience
 - Member-at-Large resigned, position is temporarily filled with runner up from recent election—made possible by member vote.
- **OYAN** (Mark Richardson)
 - Have been working bylaw changes
 - Buzzy shared feedback about some of those changes, so OYAN will take those back to the votership

- Most of our conference program proposals were approved including the pre-conference session on Teen Mental Health.
 - OYAN has been sending out weekly emails on various topics to keep our membership informed (this was an initiative)
 - We started an Instagram account to help do the same for our membership
 - We are beginning to prep for the OYAN raffle.
 - We are still looking for an incoming chair
 - Most of our officers now have position (Google) emails that can be transferred new people when needed.
- **PLD (Megan Dazey)**
 - Board meeting scheduled for January 12th
 - A Public Library Director Meeting in North Bend on January 29th
 - Collected a list of topics to discuss from this meeting, but feel free to reach out Megan to share other topics you believe may be of interest
 - **CSD (Monica Hoffman)**
 - Mock Geisel, first half completed this week, second half coming in January
 - SRP, will be the table focus of activities at OLA (theme: Read, Renew, Repeat)
 - Planning for the Lampman Award Breakfast (OLA 2024)
 - Concerned (as always) if there is enough happening at the OLA 2024 conference to ensure children's librarians can get permission to attend

Action Item Review/Next Meeting (Brittany/Roxanne)

- ACTION ITEM: Shirley will reach out to Brent to verify specifics regarding alternative lending to verify OLA is being ethical versus exploitative
- ACTION ITEM: Shirley will purchase an annual subscription to Quickbooks
- ACTION ITEM: Brittany, Ericka, and Star will circle back on the topic of a ceasefire—folks are willing to reach out and share their thoughts in general and direction.
- ACTION ITEM: Brittany and Ericka will email the executive board about having a designated person from their unit serve on the Membership Committee
- ACTION ITEM: Brittany and Ericka will email previous past presidents to better understand time-constraints and various duties to see if that position has the ability to absorb Membership Committee duties
- ACTION ITEM: Buzzy will find an appropriate place on the memberclicks website to save the Social Media Policy
- ACTION ITEM: Stuart will contact Shirley regarding the transfer of money for LIOLA
- ACTION ITEM: Liisa has is going to ask for 2-3 people to join the Leadership Committee to help with LIOLA planning

Adjourned at 2:33 p.m.

Appendix. Common OLA Abbreviations.

- ACRL—Assoc. of College & Research Libraries
- CSD—Children's Services Division

- EDIA—Equity, Diversity, Inclusion, and Antiracism Committee
- IFC—Intellectual Freedom Committee
- LEG—Legislative Committee (formerly Library Development and Legislation)
- LIOLA—Leadership Institute of OLA
- OASL—Oregon Assoc. of School Libraries
- OBOB—Oregon Battle of the Books
- ORCA—Oregon Reader’s Choice Award
- OYAN—Oregon Young Adult Network
- PLD—Public Library Division
- REFORMA—REFORMA Oregon
- SLO—State Library of Oregon
- SSD—Support Staff Division