



**NJLA Executive Board Meeting**  
**October 20, 2020**  
10:00am–12:00pm  
via Zoom

## **MINUTES**

### **Call to Order – Jen Schureman Brenner, President**

The President calls the meeting to order at 10:04am

**Present:** Jen Schureman Brenner, Karen Cerra, Danielle Cesena, Leslin Charles, Pham Condello, Corey Fleming, Tonya Garcia, Kate Jagggers, Adriana Mamay, Laverne Mann, Samantha McCoy, Eileen Palmer, Will Porter, Jeanne Marie Ryan, Jessica Trujillo, Pat Tumulty, Leah Wagner, John Wallace, Kerry Weinstein

**Guests:** Radwa Ali; Kate-Lynn Brown; Peggy Cadigan, NJSL; Tanya Finney Estrada; Allen McGinley; Keisha M. Miller; Karen O'Malley; Ellen Ryan; Joan Serpico; Joyce Valenza, Rutgers

### **Adoption of Agenda – Jen Schureman Brenner, President**

Addition under New Business: Promotion of CSS Elections

Jeanne Marie Ryan moves to adopt the amended agenda. Pham Condello seconds and the motion passes.

### **Minutes - Kate Jagggers, Secretary**

#### **Board Meeting September 15, 2020**

With no corrections, the minutes are accepted.

### **Financial Report - Samantha McCoy, Treasurer**

- Thanks Keena Rudolph for her work on the financial reports each month, and also thanks the Finance and Conference Committees for their work on a thorough proposal for the 2021 Conference
- Working with the President and NJLA office staff to transfer signatories in advance of Pat Tumulty's retirement
- At the last meeting, Eileen Palmer questioned which budget should list the \$30,000 refund from Harrah's for the 2020 Conference (which was paid FY20 but is indicated as revenue on the FY21 budget), and a close-out of last year's numbers showing this refund was requested. The treasurer notes that this is still being worked on.
- Jeanne Marie Ryan moves to approve the Bills List. Will Porter seconds and the motion passes.

### **Reports within NJLA**

### **Jen Schureman Brenner, President**

- Thanks to Tonya Garcia and Jeanne Marie Ryan for accepting temporary appointments to the Board earlier this year, and for their service to the Board and the Association
- Also thanks to Pat Tumulty for her years of service as NJLA's Executive Director and library advocate, and Jen wishes her a happy retirement
- Finally, notes the hard work of the association throughout the pandemic, and notes her hopes for a strong future of NJLA

### **Pat Tumulty, Executive Director – [Full report](#)**

- Working with the task force and office staff on the transition of the physical NJLA Office
- Submitted a 20-page transition document to the Finance Committee, Jen Schureman Brenner and Leah Wagner
- Participated in presenting at the virtual Trustee Institute, hosted by NJSL and NJLTA, which brought in close to 300 attendees on October 17
- The Senate State Government Committee heard Legislative bill 2644, which would allow libraries to dispose of certain materials (like books) without advertising for bid
- Keena Rudolph is still working on Paycheck Protection Program along with Chris Carbone, Chair of NJLA Finance Committee, to ensure that it is filed
- Thank you for the gift of chocolate from the full Executive Board! Pat extends her thanks to everyone for the privilege of working with NJLA the past 30 years. A list of Pat's many accomplishments during her tenure with NJLA was submitted with her Board report.

### **Eileen Palmer, ALA Councilor – [Full report](#)**

- The full monthly report highlights updates on Forward Together, ALA's reorganization project, which includes recommendations about Round Table
- The next ALA Councilor meeting is November 5 with the primary focus being on Forward Together
- Tonya Garcia is taking part in a free webinar on November 5 from ALA's Committee on the Status of Women in Librarianship (COSWL), "[How Employers Can Support Library Workers Who Are Caregivers During COVID-19](#)"
- A Tribute Resolution was written honoring Pat Tumulty (thank you to the cumulative effort in composing this document, including Cindy Czesak and James Keehler); the resolution will go to ALA Council at Midwinter. All ALA Councilors in NJ served as seconds on the motion. Eileen Palmer moves for the adoption of this resolution by the NJLA Executive Board. Leah Wagner seconds and the motion passes.

### **New Business**

1. **Conference Committee** – Pham Condello presents a written proposal from the Conference Committee, which recommends a fully virtual annual conference in 2021. Adriana Mamay asks what conversations were had with other groups who moved from in-person to successful virtual structures, particularly with regard to any potential adjustment in registration fees. The Committee looked at "a number of different

platforms,” as well as the registration fees for virtual conferences from ALA and PaLA. There is some discussion about lowering the fee for attendees for virtual-only. Will Porter suggests possible opportunities for scholarships, bringing the Scholarship Committee into the conversation. Pat Tumulty reminds the Board that NJLA has been left in Dag Bulman’s will, which should provide a substantial amount of funds for scholarships (delayed at this point due to COVID).

Eileen Palmer shares concerns about the timing of endorsing a virtual-only event with regard to NJLA’s contract with Harrah’s. The recommendation is that the conversation should include Kim Lyons, discussing the strategy involved with approaching Harrah’s. The Conference Committee is asked for a deadline in purchasing the virtual platform necessary for moving the Conference virtual-only, but the answer is basically “as soon as possible.”

Eileen moves to authorize NJLA leadership and the Conference Committee to communicate with Kim Lyons, and potentially Harrah’s, to begin discussions regarding the 2021 NJLA Conference. Jeanne Marie Ryan seconds and the motion passes.

2. **Signatories to NJLA Financial Accounts** – The following resolutions were passed by roll call vote, supporting a previous affirmative Board vote recorded on June 16, 2020:
  - Samantha McCoy moves to remove Judah Hamer, Pat Tumulty, and Tonya Garcia from NJLA’s TD Bank Checking Account, and add Samantha McCoy (Treasurer) and Jen Schureman Brenner (President) as signatories to this account. Eileen Palmer seconds and Jeanne Marie Ryan (in the temporary absence of the President) calls a roll call vote. All in favor, none opposed, no absentions. Tonya Garcia and Kerry Weinstein are absent from the vote.
  - Samantha McCoy moves to remove Judah Hamer and Pat Tumulty from NJLA’s Scholarship and Lakeland Accounts, and add Samantha McCoy (Treasurer) and Jen Schureman Brenner (President) as signatories to these accounts. Jeanne Marie Ryan seconds, and calls a roll call vote. All in favor, none opposed, no absentions. Tonya Garcia and Kerry Weinstein are absent from the vote.
  - The intention is to pass additional resolutions adding the NJLA Executive Director to all accounts upon their hire
3. **YASS & Librarians of Color Roundtable Toolbox** – Kate-Lynn Brown & Keisha Miller presented a proposal for a virtual Library Toolbox, “Making Difficult Topics Discussable,” with a \$750.00 fee for presenter Elizabeth Williams Riley, a renowned diversity, equity, and inclusion ambassador. NJSL has committed to paying \$750.00 for a total program cost of \$1,500.00. John Wallace asks if there is an attendee limit, and Jeanne Marie Ryan asks if the session can be recorded and made available for a limited time. The recommendation from the Finance Committee is to hire Elizabeth Williams Riley at the proposed cost to facilitate this program. The motion passes. The virtual program is slated for December 18, 2020 and open to all NJLA members at no cost to them.
4. **TOPCATS** – Danielle Cesena reports that there was a meeting earlier this month, and that there will be a restructuring of the divisions of TOPCATS to more effectively proceed.
5. **Leadership Orientation** – Leah Wagner reports that there were about 74 participants,

and the meeting shared information about the structure of the association and the Executive Board, as well as about membership communication. Jen Schureman Brenner requests feedback, and Laverne Mann reinforces the concern that came up at the session about conflicts with scheduling NJLA events and meetings. Laverne received Jen's approval outside of this meeting to share a Google Calendar with the leadership.

6. **Member Services Committee** – Jen Schureman Brenner shares a proposal from the Member Services Committee (drafted for review by Erica Krivopal and Ally Blumenfeld, Committee Chairs), including reduced rates for those who are experiencing financial hardship, as well as a way for members to sponsor others' membership fees. There is concern about tying reduced fees to the NJLA recommended salary scale. Additional recommendation to separate the option to donate membership from the actual renewal/membership form.

Laverne Mann moves to accept the changes to the membership fee structure as proposed by the Member Services Committee with the removal of the word "underemployed." Will Porter seconds and the motion passes.

Eileen Palmer moves to create a Membership Sponsorship fund. Samantha McCoy seconds and the motion passes.

7. **Promotion of CSS Elections** -- There is no action on the table, but a request for the NJLA Office to help share information about open positions on the CSS Board.
8. **Executive Director Search Committee** – Leah Wagner reports that applications are due on October 23, and so far there are 30 applications submitted with a number of strong applicants. The task force is meeting next week and will schedule interviews on November 4 and 5, after which the expectation would be for a recommendation for hire to go to the Board. The aim is still for a start date of January 1, 2021.
9. **Nominations & Elections Committee** – On behalf of the Committee (Beth Cackowski, Cara Berg, and Steve Hrubes), Leah Wagner reports that there were two petitions for special election for Vice President/President-Elect, and 20% of the membership have already voted following yesterday's announcement. The election runs until October 28. The results of the election will fill the positions of first and second Vice President for the remainder of the NJLA year.

## Old Business

### Partnering organizations

1. **NJ State Library** – Peggy Cadigan shares [a full report](#) from Mary Chute, State Librarian
  - Mary Chute sends her congratulations to Pat Tumulty on her retirement
  - Applications for Construction Bond funding have been ranked and submitted to the State Librarian for review.
  - Eileen Palmer commends the State Library for the work done on the voter guide, and has shared the document with ALA
2. **Rutgers LIS** – Joyce Valenza, Rutgers University reports on the potential for a program, perhaps at NJLA Conference, on the impact of the pandemic on our profession in NJ
3. **NJASL** – No report

#### 4. **NJLTA** – No report

### **Good of the Order**

#### **Board Committees**

The President recognizes the appointments of the following Board subcommittees:

- Budget Committee: Samantha McCoy, Treasurer (Chair); Jen Schureman Brenner, President; (vacant) 1st Vice President; members-at-large Will Porter and Laverne Mann
- Bylaws Committee: Kate Jagers (Chair), Will Porter, John Wallace, Danielle Cesena
- Planning Committee: 2nd Vice President (Chair), Leah Wagner, Adriana Mamay, Leslin Charles, Corey Fleming
- Organizational Committee: Pham Condello (Chair), Kerry Weinstin, Jessica Trujillo

#### **Resolutions honoring NJLA Executive Director Pat Tumulty**

Leah Wagner reads aloud a resolution from the NJLA Executive Board honoring Pat Tumulty for her 30 years of service to NJLA as Executive Director. Leah Wagner moves to accept this resolution on behalf of NJLA. Jeanne Marie Ryan and Corey Fleming second the motion, and the motion passes. The resolution will be shared to the Board and posted online for the NJLA membership.

On behalf of the Past Presidents, a gift is on its way to Pat as well (No fruit, promise!), and Eileen Palmer reports the honor of receiving all of the lovely notes coming in from many NJLA Past Presidents.

Pat Pavlak presents a proclamation from the city of Trenton, and a resolution from the NJ State Legislature, thanking Pat for her many years of library service and dedication to the NJ community. Leah Wagner shares that a legislative resolution is coming from Assemblyman Wayne P. DeAngelo's office as well.

On October 27, the Board of Chosen Freeholders of Cumberland County will be passing a resolution honoring Pat.

NJLA and NJ library leadership joined the conclusion of the meeting to share their well wishes.

#### **Action Plan**

The next NJLA Executive Board meeting will be **Tuesday, November 17, 2020, 10:00am**

Corey Fleming moves to adjourn at 12:06pm

*That's it, done and done -- Respectfully submitted by Kate Jagers, Secretary*