

NHLTA planning session, December 12, 2018

Notes from facilitator, Liz Tentarelli

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Thank you for the opportunity to facilitate this session. It was a pleasure to see former NHLTA colleagues once again and to participate in planning.

I have sent an updated Action Plan for 2019 to Mary Castelli and Susan Guardiello. My hope is that Susan will clean up the formatting a bit; I'm an infrequent user of Tables. After that it will be the job of the Executive Committee or the entire board to define when the tasks would be done and who would be responsible for specific tasks.

My major **takeaways from the session** are as follow:

1. Taking on more tasks before building the board could easily lead to director burnout.
2. In spite of that, there is enthusiasm for continuing the work of NHLTA, moving in some new directions.
3. "Many hands make light work" needs to be taken seriously by directors and committee members, with all doing some work outside of the meetings. This could include
 - write articles for the newsletter or the website (great writing skills not needed, as Katrinka and Connie can do some editing),
 - follow up with key people to make regional events or workshops happen,
 - serve as liaison to other entities or to specific regions where collaboration could be beneficial to our mission and keep in touch with them,
 - attend regional meetings or workshops as back-up, with the specific task of noting which attendees show the interest and know-how that might make them good candidates for board or committee positions and then pass those names and notes along to the Governance committee for further action
4. Continue to look at the work that needs to be done and determine when the best course of action is to pay someone to do it; expand NHMA contract or hire consultant or other person for limited specific tasks.
 - This could include a closer look at social media and electronic communication.
5. Look at new uses for NHLTA funds that will involve and benefit more libraries:
 - after some research design a grant program using the \$1600 + in donations in honor of Lillian Edelmann that would both honor Lil and possibly benefit the northern part of the state where Lil lived and where most of the donors live.
 - design a special projects grant using surplus funds (exercise suggested \$10,000). Suggestions included making this available to small libraries ("small" to be defined) for something other than building or staff expenses, with or without matching local contribution.
 - revise the scholarship program and publicize it, with encouragement of conference attendance applications particularly for trustees living at a distance from the conference.
 - consider scholarships for intensive workshops or major conference attendance, with the expectation that the recipient would share the knowledge upon return via the newsletter, a workshop at the conference, or a regional presentation.
 - find out more about "paralibrarian" status, courses offered, and consider offering scholarships. The discussion noted that this might directly affect more libraries than the current granting of MLS coursework scholarships that benefits just a few libraries.

6. Suggestions for the newsletter (with expectation that more people should be writing articles)
- when new website is up, a column called something like “Tips and Tools” that points to the website
 - more detailed article on scholarships when some decisions about other kinds of uses are made
 - article with links to NH Center for Nonprofits and to the State Library
 - brief articles of what NH libraries are doing to foster kindness and diversity
 - article about possible uses of discarded or donated books, such as donating to social service agencies, food pantries, homeless shelters, county nursing homes or houses of correction, etc.
 - article on what a paraprofessional is (Bert volunteered to do this)
 - explanations of acronyms, such as RSAs, NELA, etc.
 - calendar of events that includes more than NHLTA events, such as conferences and some of the NHMA workshops
 - encourage presenters at our conference to write a very short article for the newsletter, then include a link to their ppt presentation on our website, for those who weren’t able to attend.
7. We wrapped up by sharing the answers written earlier in response to my question: *What is the most important thing that NHLTA does?* Your answers show that we are trying to be true to our mission!
- educate and train library trustees
 - foster communication among trustees
 - spark and motivate trustees
 - advocate for libraries

The Action Plan – a draft.

The action plan I’ve drafted, much of it based on the 2018 original goals and ongoing actions and your comments on that plan, has two major headings (retained from 2018):

Improve NHLTA Engagement and Communication with its Members
and

Assure the Future of NHLTA through Strategic Board and Committee Recruitment

Under those headings will be found 6 goals, lettered A – F. The new goal in that is

GOAL D: Increase involvement through offering of grants and scholarships.

Our exercise (thank you all for participating so enthusiastically) brought up a number of possibilities that can and should be explored further.