

**NMLA EXECUTIVE BOARD**  
**RETREAT MORNING - JANUARY 12, 2007**  
**9:00 - 11:45**  
**Socorro Public Library**

*Facilitators: Valerie Nye and Anne Lefkofsky*

*Members Present: Phyllis Reed, Anne Lefkofsky, Valarie Nye, Eileen O'Connell, Linda Morgan Davis, Jennifer Brown, Marian Royal, Dinah Jentgen, Dotty Pfeifer, Joe Becker, Kathy Matter*

**Purpose of meeting:** Bring closure to this year's discussion about the "value" of NMLA to NMLA membership. Pursue a tangible course of action ensuring that this issue is mediated with a view toward association's future sustainability.

**Goal:** To formulate an action plan that can be taken forward during the 2007-2008 business year -- and in subsequent years as needed.

**Steps:**

► Focus final discussion on the following points: Prioritized items go forward to the next iteration of the Board for attention.

- Developing various levels of direct member involvement in the association, so people are aware of leadership opportunities on the Board, and feel comfortable running for Board positions

**Discussion Points:**

**A. Direct Member Involvement:**

**Weaknesses:**

- Intimidating to get involved. Should have a recognized and deliberate program to help people get involved.
- Throw in at Deep End
- Perpetuation of old processes...locks people in, locks people out
- Inactive Committee Members...responsibility is stress on chair
- SIG chairs not part of board
- Contributions undermined when committee chairs unable to vote
- Leadership by default
- Lack of incentives for leadership
- Presidents/VP not attending NMLA or ALA on NMLA's budget
- No way to target key positions to key training opportunities
- VP must do the conference...intimidating, time/labor intensive/no committee continuity
- Time constraints to get to meetings

\*Could hire a consultant

\*Build on welcoming new members

\*Mentors for new members

### Strengths:

- Easy to get involved if you want to  
This group would be inviting....some not
- Fiscal Position could make funding training/conference opportunities
- Conferences are good....was great to have various tracks at the conference
- Possibility of board able to prioritize money

### Possible Outcomes of Discussions:

- SIG Interest Groups should have a program at the conference
- Develop infrastructure to back up when circumstances change
- Program Committee responsible for NMLA Conference (Member at Large on Program Committee)

**Possible Action: Craft motion we will make this afternoon. Start SIG change through this meeting.....Change SIG Responsibilities/Make SIG chairs voting members of the NMLA Board.**

Discussion: Might be good to increase members at large. Or give criteria to SIG's, regional members at large would be great, and could move into welcoming new members in their region, SIG's may need to vote a leader through an election. Get intent clear for Board. Give SIG's time to make changes. Could simultaneously approve budget and SIG changes. Allow time at March conference to discuss business meetings/SIG meetings.

### **B. Restructuring of the VP / President-Elect's duties and responsibilities (focus on Board initiatives and leadership; move conference planning responsibilities to an ongoing program / conference committee)**

#### Discussion:

- President should have 2 year term.  
1 yr. presidential term undermines continuity (NMLA loses 1<sup>st</sup> year of learning)
- Need to build flexibility into the budget to be able to send SIG representative to national conference
- Webjunction has capabilities of teleconferencing, rather than email. More potential for more participation. Maybe access membership list regionally, could create something else from our core database,
- Later should look at a funding mechanism to pay expenses to meeting.

### **C. Recruitment and retention of both NMLA members and officers**

#### Discussion:

- Dotty new Membership Chair.
- Membership continues to grow.
- All want networking

- Mentoring
- A regional member-at-large, or someone, to contact them
- Group email or blog per region
- Send every new member a letter, outreach..... training, follow-ups are being done by Lorie.
- NMLA salary statistics would be good....advocate salaries
- All about NMLA information and how it is now being accessed.....libraries are all about community building
- Raise visibility
- Political support
- Could re-define majority/quorum

**E. Defining and developing the “value proposition” that both attracts and retains members in NMLA**

- Ongoing guiding organizational value/agenda/mission/strategic plan/interest of paying members

Anne mentioned we are here to discuss changes needed in NMLA, and the possibility of forming a work group to implement decisions made today. Ad Hoc committee to work on issues, hire a consultant, to work on solutions....or Members at Large Committee to take this on recommendations then handing them to Louise (Comm.) to decide if she needs a task force, or other.

Val discussed the restructuring of MPLA-South Dakota Report shows they are facing the same issues and have hired a consultant. Large geographically like us and small population. Anne: Honor that we can be a “think tank” today.

**Points taken forward:**

- Charge members at Large with new ways to engage sigs as voting members....Recognize Betty’s Contribution
- Postpone SIG approval process & notify SIGS (SIGS as are until further notice)
- Task force to Decide what VP position should look like
- Discussion begins on conference/training funds \$1000 per event
- Hiring consultant