

Connecticut Library Association Board Meeting
August 1st, 2019
Middletown Library Service Center, Middletown
9:30 am Coffee/10:00 am Business Meeting

MINUTES

1. **Call to Order:** President Lisa Karim called the meeting to order at 10:01am

2. **Approval of Minutes**

a. **June 6th, 2019 meeting minutes**

A ***motion*** to approve the minutes of June 6th, 2019 was made by Peter Ciparelli and ***seconded*** by Shelley Holley and was ***approved by a majority. Motion passed.*** No abstentions.

3. **Old Business**

a. **President's Report-Lisa Karim:**

Introductions of the Board

A ***motion*** to add the Legacy Fund item to the agenda was made by Beth Crowley and ***seconded*** by Leslie McDonough and was ***approved by a majority. Motion passed.*** No abstentions.

Attended chapter leaders forum at ALA – we all have the same challenges, which was heartening. Lisa established a lot of networks we can pull from.

Lisa thanked the Board for their commitment to CLA. She noted that the budget being proposed for FY 19-20 relies much more heavily on fundraising than budgets have in the past. Professional organizations in other states began actively fundraising years ago. In order to assist with fundraising we're looking for a Grants/Fundraising Chair. Please take publicity posters for CT Literary festival and post in them in your libraries.

She reminded the Board that CLA is a member driven organization, encouraging people to please renew their memberships and charging others to seek their peers and colleagues and friends to join as well.

b. **Treasurer's Report-Kristina Edwards:**

Kristina discussed the updates to the budget format to distinguish between essential costs and those we have some flexibility to reduce. We will be seeing out the rest of our contract with Gallo and Robinson to the end of November and then modifying to mid-tier/reduced package. Kristina stated that the budget is keeping with CLA's fiscal realities and asked the Board to keep in mind that the numbers in the budget proposal are more in line with our actual expenses and revenues than in previous years.

Additional report from Kristina included highlights on her goals for the year. She will be working on the following during the current year:

- Assist with Fundraising efforts to raise money for CLA
- Set up the correct insurance for the library association, we need to have D&O insurances for the board members
- Meet and get a plan from the representative from Charles Schwab
- Meet/speak with each committee to make sure that they understand financial responsibilities and find out what they need in order to make the best decisions for picking venue or setting program fees

c. **Approval of 2019-2020 Budget [VOTE REQUIRED]**

Kristina discussed the updates to the budget and reflected the updates to Lobbyist. We will be seeing out the rest of our contract with Gallo and Robinson to the end of November and then modifying to mid-tier/reduced package Kristina stated that the budget is keeping with CLA's fiscal realities and asked the Board to keep in mind actual costs and take into consideration that this is a realistic budget. She

noted that it balances. Jennifer K. pointed out the fact that we are not providing funds for Adelaide Mix and Kristina confirmed. There were no other questions, comments, or concerns.

A ***motion*** to approve the 2019-2020 Budget was made by Kate Byroade and ***seconded*** by Peter Ciparelli and was ***approved by a majority. Motion passed.*** No abstentions.

4. New Business:

- a. **January 2020 Meeting:** The January 2nd, 2020 meeting will be moved to January 9th, 2020. It will still be at the Middletown Library Service Center. There will be no snow date for the January meeting.
- b. **CT Centennial Commission on Women's Suffrage – Kate Byroade**
Attended an organizational meeting around women's suffrage events.
Votesforwomenct.com – for any event that is tied to women's suffrage to get submitted and posted there. Submitted through their calendar or you can email info@votesforwomenct.com. Launch event in mid-September, press event to formally launch website and get things underway. Hoping to create a place to list presenters, speakers and resources for people looking for information. Secretary of State Denise Marrow is happy to attend events and speak briefly on where we are today on women's suffrage. Two sets of banners to exhibit, launch in November, available beginning in December. Speakers lined up who will give a 45 minute talk on women's suffrage.
- c. **US Census 2020 – Kate Byroade**
Citizenship question will not appear. Important for libraries to have reps on those committees as we are on the forefront of the census. Every person in this state needs to be counted. We need to be on the ball with this. If there is no committee forming, it is worth raising your hand and forming one. Tuesday 8/27 10:30 Norwalk Library with Jim Hines. US Census staff are happy to come to do Census presentations.
- d. **Legacy Fund:** Lisa K. stated that we need to adopt the fact that we are going to create a Legacy fund. Glen Grube has been working the past presidents. Maxine Bleiweis has drafted a solicitation letter and has agreed to match all donations that the CLA Legacy Fund receives through December 31st, 2019. There is a verbal commitment from another public library in Connecticut of a \$2,000 donation. There were no questions, comments, or concerns among the Board.
A ***motion*** to approve the Legacy Fund was made by Mary Etter and ***seconded*** by Francie Berger and was ***approved by a majority. Motion passed.*** No abstentions.

Committee/Section/Roundtable/Regional Representatives Reports:

ACLB: Denise Stankovics: Denise stated that the ACLB handbook is now posted to their website. She encouraged all librarians, as well as all board members, to read it as it covers every aspect boards are concerned with. ACLB's Fall meeting will be Friday, November 8th, 2019. Ken Wiggin will be giving the keynote address on measures that matter and there will be 4 separate breakout sessions which are: Board Basics (refresher on good board governance and practice), a CT Data Collaborative Panel (effective use of data to assess community needs, advocate and build support for libraries), Media: Navigating a Hyper Democratized Media Landscape (strategies to foster positive media relationships) and an untitled session with Catherine Marx, Partnership Specialist with the U.S. Census Bureau, on libraries' role in seeing to it that everyone is counted in the 2020 census. The after-lunch speaker will be Hugo Balto of CT Latino News on the "CT Public Library Stories" partnership.

ADA: Maria Bernier: Maria reminded all section chairs, new or veteran, to include the special accommodations language in all registration materials. It is available on the State Library website. If there are any questions, just get in touch with Maria..

ACLPD: Ramona Burkey: Ramona reported on the CT Vision for Resource Sharing and Urban Libraries Task Force initiative. The first Task Force meeting is August 28th, 2019.

ALA: Erin Shea: Absent. Lisa K. gave Erin's report: Erin reported that ALA Council Session 1 had something new occur, which was it began with a facilitated discussion on equity, diversity, and inclusion through a social justice lens. Having an interactive workshop was unusual for a Council session, and there was a lot of great feedback afterward.

Erin also stated that several positive resolutions were passed, including a resolution on library service for children in detention at migrant centers denouncing that existence and the deplorable conditions of existing centers and a resolution on renaming the Melvil Dewey Medal, an award to recognize librarians for achievement in recent creative leadership, due to his reputation of being racist, misogynistic, and anti-Semitic. The awards committee was charged with coming up with a new name.

Archivist: Gerald Seagrave: No report

Awards: Region Reps: No report

BCALA: Vivian Bordeaux & Robert Kinney: Absent

Career Development: Laura Horn: Absent. Lisa K. mentioned the Leadership Institute that is upcoming at the University of Hartford on Friday, August 9th, 2019.

CAS-L: Barbara Johnson & Mary-Ellen Minichiello: Mary-Ellen stated that the CAS-L annual conference will be held at the CT Convention Center on October 20th and 21st, 2019.

CLA Lobbyist: Gallo & Robinson: Absent

CLC: Jennifer Keohane: Jennifer stated that there is lots of stuff going on. CLC is working on extending all bids with same terms and that they have held the same terms for 4 years. CLC will also be selling reusable tote bags that say, "I Love CT Libraries."

Commission on Ed Tech: Colleen Bailie: Colleen reported that the next committee meeting will be in September.

CSL: Ken Wiggin: Absent. Dawn LaValle reported for Ken: Legislature has still not acted on a Bond Package. The original bill had \$5 million in grant funding. (We have approximately \$8 million available in 2019.) The State Library received 7 "Notice of Intent" to apply for construction grants. 8 projects are waiting to be place on the Bond Commission Agenda

The 15 students who participated in the State Library's Digging Into History project safely returned last Friday after nearly 3 weeks in France restoring some of the WWI trenches CT soldiers fought in. This is the first time any WWI trenches used by American Forces have been restored. The students also visited many WWI battle sites and memorials as well as a tour of the French Senate hosted by the Senator from the region the trenches are located in. Next year the State Library will host a group of French students to CT to learn about the Rochambeau Trail and other CT connections to France. Dawn gave kudos to CSL staff member Christine Pittsley for her outstanding leadership on this project.

Dawn also reported that CSL's Remembering World War One: Sharing History/Preserving Memories (also lead by Christine) was selected as a 2019 Award of Excellence winner by the American Association of State and Local History (AASLH). The AASLH Leadership in History Award is the nation's most prestigious competition for recognition of achievement in state and local history. The award will be presented at a special banquet on Friday, August 30 as part of the AASLH annual meeting in Philadelphia, PA.

Dawn also stated that Eric Hansen, Electronic Resources Coordinator, retired August 1st. His position will be refilled under the title Digital Content and Innovation Coordinator. The position for LSTA Coordinator has been posted. CSL is also welcoming Kym Powe at the Children's and YA Coordinator on Friday, August 2nd.

Children's: Alison Murphy & Michele Kaminski: Alison reported that she and Michele are planning the Children's Section meeting, which will be at the Wallingford Public Library on Friday, October 4th, 2019. They plan to start

publicizing in two weeks. They have a loose theme set of: “Kindness in the Library,” which will include a keynote speaker from the Leonia Public Library and a panel on kindness programs in libraries.

College & University: Lisa Thornell: Lisa reported that the Info Literacy Conference had 71 registrants, 69 showed up, and only 19 were CLA members. Everyone who responded to the survey said their expectations were met or exceeded. Lisa said there is no date or location set for the next Info Literacy Conference and she hopes to have that information for the next Board meeting.

CLASS: Carolann Slayton: Carolann stated that the section has a co-chair vacancy as Samantha Partney has stepped down as co-chair. Their fall workshop will be held Friday, October 11th at the Wallingford Public Library and the keynote topic will be, “Keeping Safe in the Library in an Active Shooter Situation.” The second speaker will speak on Census 2020. The workshop format will be changing to be morning only with a networking lunch opportunity in Wallingford if people choose to go out on their own after the meeting. It is not too late to join the committee!

Conference 2020: Stephanie Prato & Chris Carney: Chris Carney stated that the 2020 Conference will be held on April 26th – April 28th, 2019, at the Mystic Marriot. The theme will be: “Setting Our Sights on Success.” There will be a call for programs beginning approximately September 28th with a November 22nd deadline.

CT Center for the Book: Lisa Comstock: Lisa reported that The Connecticut Book Awards will be held on October 20th in Hartford. The keynote is Phillip Caputo and the emcee is Anne Nyberg. Lisa also mentioned a new CT Center for the Book initiative called: Bookmark/This! It is a celebration of Connecticut grown literary activities scheduled throughout Hartford and leading up to the CT Book Awards. For more information, please visit their website.

Customer Service: Shelley Holley: Shelley reported that Ellen Janpol has officially resigned as co-chair of the Customer Service section. Their fall workshop will be held on Friday, October 25th, 2019, at the Wallingford Public Library.

Development & Planning: Carl Antonucci: Absent

FOCL: Frank Ridley: No report

Grants/Fundraising: Lisa K. mentioned again that we are looking for a Grants/Fundraising Chair.

Intellectual Freedom: Sam Lee: Reports on Lynda – making people angry with their privacy policy forcing patrons to get a Linked In account to access their resources. Librarians stormed ALA/Linked In regarding to privacy policies. Erin Bermen, chair of privacy subcommittee, met with Lynda developers and PR people to discuss concerns as libraries. Did not listen. GET REPORT FROM SAM. Email Sam for sample statement for libraries if they are dropping Linked In Learning/Lynda.

Sam reported that since the May Conntech posts about Lynda.com changing platforms, she wrote a blog for the Intellectual Freedom blog (<https://www.oif.ala.org/oif/?p=17968>), that caught the attention of concerned librarians leading up to the annual ALA conference where LinkedIn had a vendor spot. Sam was then asked to join a national working group organized by Erin Berman, Chair of the Privacy Subcommittee, who then got in contact with LinkedIn to continue discussions about libraries' concerns about their LinkedIn Learning platform and how it doesn't work with libraries' professional ethics. After much back and forth between the working group and LinkedIn, LinkedIn refused to see how their platform would be problematic for libraries and offered no changes to the platform that would make it acceptable to libraries. Erin and the working committee drafted a statement with ALA (<http://www.ala.org/news/member-news/2019/07/ala-urges-linkedin-learning-reconsider-changes-terms-service-impair-library>) encouraging libraries to drop LinkedIn Learning. Erin's State Librarian, Greg Lucas, released a statement (http://www.library.ca.gov/Content/pdf/pressreleases/CSL_Press_Release_LinkedInLearning_7.22.2019_Final.pdf) not recommending LinkedIn Learning to libraries. Together, they then released an op-ed (<https://calmatters.org/commentary/library-privacy/>) outlining the issues to the wider public. EveryLibrary got in on the action and started a petition. Coverage then expanded to Boing Boing and ZDNet. LinkedIn continues to defend

their position that they are acting in the "spirit" of library ethics, despite many librarians telling them otherwise. Sam will be on another call on Friday, August 2nd with the working group to plan next steps. She also has draft language other libraries are using to communicate to patrons why they're dropping Lynda/LinkedIn for anyone who need it.

Jennifer K. mentioned that CLC stopped working with Lynda about 3 years ago when they were bought by Linked In because they tried to change their pricing and that CLC is also looking for alternatives.

Lisa Thornell asked if Academic Libraries are also joining the fight, but Sam stated that while she heard some chatter, she hadn't heard enough about it to comment.

Legislative: Beth Crowley & Mary Etter: Beth stated that Legislative met with Kate Robinson. Out of the 3 tiers Gallo & Robinson provide, the middle tier includes lobbying for one issue while Gallo & Robinson still keeps track of all the issues coming up. Legislative chose to go with 2nd tier which fit the budget and we will have to decide on the main issue. Beth stated they appreciate that we will be finishing the contract through November and then we will reduce our costs starting in December. They will get better clarity from Kate regarding what they will do for us. The next Legislative meeting will be Monday, September 9th at 3pm at MLSC. They will no longer be having their meetings after the CLA Board meetings.

Beth also mentioned that they will be holding Town Hall meetings in each region. The first meeting is in Region 6, on September 25th at the Groton Public Library from 3-5pm. Beth and Mary will be there to hear from everyone in that region of any issues they want considered for Legislative agenda. They will pitch for membership, too, by showing all attendees what CLA does for libraries and employees, too.

Mary also reported that although we are dropping to the 2nd tier, if there is a crisis that involves a different topic, then we can negotiate working on that particular project as well. It is not inflexible and can change as situations change.

Membership: Trish Tomlinson: Absent. Tom Piezzo gave a report for the Membership committee: Tom stated they have been discussing ways to improve funding and membership. Institutional membership rates will be raised by approximately 25% for each category - the increase ranging from \$15 for the smallest libraries to \$45 for those with budgets over \$1,000,000 per year. This measure will net an added \$1,400 per year, even assuming, for safety, that 3 of the 46 institutional libraries discontinue their participation. Tom stated that, for comparison, individuals with a salary over \$80,000 pay \$80 per year, but libraries with a budget under \$100,000 are charged \$50 for their institutional membership, and those between \$100K and \$300K pay \$80. Tom also stated that immediate cancellation of this membership class was deemed too risky given CLA's tenuous budgetary state, although the potential for increased revenue long-term was calculated as quite feasible. Tom also stated they are investigating using a mail service other than StarChapter to communicate member renewal reminders given the unreliability of StarChapter.

NELA: Christy Billings: Christy reported that The New England Library Association Annual Conference will be held in at the Mystic Marriott 625 N Rd, Groton, CT October 20th-22nd. Early bird registration is open through September 1st. Check out the many speakers and topics scheduled for the NELA Conference! Visit <http://conference2019-nelib-org.shdlr.com/grid> for conference details, including the full schedule.

News from the New England State Reps:

From the Massachusetts Rep to NELA, Krista McLeod:

In Everett, MA at the Parlin Library, the Mayor wished to abolish the Board of Trustees at the library. The city attorney had identified language in the Massachusetts State laws related to the establishment of public libraries seems to indicate that while municipalities incorporated as Towns are required to have Library Trustees, those incorporated as Cities are not. At this point the Everett Board of Trustees is still intact, but they have had their power greatly diminished. This is a matter of deep concern for libraries in MA, especially those in cities.

The ParaLibrarian Section in MA has completed its agreement with the New Hampshire Library Association Para Librarians (NHLA) and now has a reciprocal agreement to recognize the 3-Level PARA Certification between two states.

From the New Hampshire State Rep: Amber Coughlin: New Hampshire Library Association Fall conference is November 1st in Hooksett, NH. Keynote: Rebekkah Smith Aldrich will speak on sustainability.

The New Hampshire Law Librarians Association is dissolving itself and has donated its remaining funds to NHLA.

The New Hampshire Library Association looks forward to coordinating with NELA for the 2020 NELA Conference in Portsmouth, NH.

From the Rhode Island State Rep: Jessica D'Avanza: Rhode Island Library Association received good news that 200,000 in state aid to public libraries was added to the Rhode Island State Budget.

From the Maine State Rep: Michelle Sampson: A year-long statewide Reciprocal Borrowing Pilot Program will begin September 2019. If patrons in good standing belong to 1 of 3 networks, they may return books and/or use their home library card to check out items at any participating library within those systems.=

Registration for MLA's Annual Conference is now open. The conference is to be held at the Sunday River Resort in Newry, ME Sept 30 & Oct 1; the theme is LIBRARIES: Building Stronger Communities for Maine's Next 200 Years. Details can be found at: <https://mainelibraries.org/AnnualConference2019/>

Elections for MLA's Executive Board were recently held; Wynter Giddings of Curtis Memorial Library was elected as VP/President-elect and Cadence Atchinson was re-elected as Member at Large.

Newsletter/Website Editor: Jen Datum: Jen stated that there will be a website redesign now that budget is passed. Jen will work with Leah Farrell and Publicity for a more modern looking website. The CLA Newsletter will come out August 15th and Jen reminds people to please print out at your library and distribute and post. She also reminded people that CLA SWAG is available for fall workshops. Please contact that office to see what is available and/or arrange a pick-up or drop-off.

Jen also stated that the information you enter in your personal CLA profile is what shows up on your Board page listing so please verify that it is the correct address, email address, etc, that is listed.

Jen also mentioned there still are StarChapter email issues with non-receipt or items going to SPAM so please let Jen D. or Danielle know if you are not getting emails.

Jen also stated to please remember to send fall workshop/meeting information to CLA members directly through StarChapter not just mailing lists.

PEG: Peter Ciparelli: No report

Publicity & Communications: Leah Farrell & Francie Berger: No report

Procedures: Catherine Potter: Cathy stated she is getting familiar with the bylaws.

Public Library: Maria Zervos: Maria stated that the fall workshop will be on November 8th, 2019 at the Wallingford Public Library and it will be focusing on Genealogy. There will be a speaker from the State Library on their Genealogy offerings for both patrons and librarians, and there will also be a professional Genealogist who will discuss DNA research in Genealogy. Maria also stated that the Passport to CT Libraries program will return in 2020 and that information on this is forthcoming.

Reference & Adult Services: Matt Earls: No report

Resource Sharing: Steve Cauffman: No report

SCSU: Arlene Bielefield: By 8/10, faculty putting together the self-study – last step in the accreditation process. Working with advisory board in September. Committee on accreditation will visit around March 23, 2020. Planning for forum on 10/18 – library community is invited to come and show what the program will look like, welcomes input.

Technical Services: Dana Hanford: Absent. Kristina stated that the section's fall program will be on October 24th at the Wallingford Public Library and it will be on RDA and Bibframe.

Technology: Genevieve Francis: Absent

Young Adult: Brittany Pearson: Brittany reported that Alyssa Skorski has resigned as section co-chair. Brittany is looking for new co-chair. Brittany is currently planning the fall workshop, which she stated will take place in November, but does not have a date yet.

Region 1: Travis Feder: Travis reported that he has been in communication with Beth Crowley, Legislative Committee co-chair, regarding planning a regional Town Hall style meeting for this fall. He has reached out to the public and academic libraries in Region one, with a handful of responses so far, all of which have been positive.

Scoville Memorial Library in Salisbury has received a grant from the Connecticut Trust for Historic Preservation to obtain an analysis of their 1895 building envelope and to address an ongoing seepage issue in their main circulation area.

Region 2: Susan C. Ray: Susan reported that Summer Reading is still a major part of programming in Region 2 libraries throughout August.

Explore the CT Wine Trail at Cora J. Belden Library in Rocky Hill on Tuesday, August 13th, at 8:00pm. Connecticut has wineries with beautiful scenery, daily tastings, and live music! You can come and get insider tips for exploring the CT Wine Trail with Michelle Griffis, of ctwine.com.

If you have any gently-used textbooks that you would like to donate consider giving them to the New Britain Public Libraries Annual Textbook Sale. Textbooks across all disciplines sell for just \$2 per book during Library hours. All proceeds directly benefit the library.

At the Enfield Public Library, patrons are now able to check out an instrument. Try out a guitar, mandolin, banjo, or ukulele. Each instrument will circulate for 3 weeks and may be renewed once barring there are no holds. Each comes with an instructional book, information about how to access their online learning resource, *ArtistWorks*, and a coupon for one free lesson at a local music store!

Region 3: Leslie McDonough: No report

Region 4: Geri Diorio: Gerry reported that Elaine Braithwaite, who has been Interim City Librarian since August 2018, was offered the job as City Librarian for the Bridgeport Public Library, and has accepted.

The Stratford Library Association is to be environmental. Being mindful of the plastic grocery bag ban, they are holding a boomerang bag creation day August 14th. These are cotton tote bags that patrons will sew themselves.

They've also begun circulating Gardening kits in canvas tote bags. They contain tools, seeds, and instructions for planting and nurturing the plants.

The renovated Westport Library opened June 23rd. There was a ribbon-cutting, music, dancers, podcasters, food, and a Coney Island Sideshow performer.

The Greenwich Public Library is "significantly repurposing and enhancing (their) Main Building to meet the changing needs of the community. The Library will remain open during the project. A phasing plan mitigates disruption while allowing for the continuation of most services." This is challenging during summer reading, as you can imagine.

Region 5: Robbie Marshall: Robbie reported that there are several libraries in Region 5 that are undergoing renovations, including:

The Blackstone Library Entry Project is scheduled for completion in August.

The Milford Public Library renovation project has gone out to bid. With the assistance of a state library grant, they are planning an expansion of their Children's Department and the addition of 2 small public meeting rooms.

Cromwell Belden Public Library: 3 Phases of construction are slated for completion in mid-August. The grand re-opening discussion is pending.

There have been numerous Family Game nights in: Haddam, East Haddam, and Meriden libraries, an Escape Room at Case memorial, and they are now doing Lawn Game check out at Levi E. Coe.

Milford Public Library just hosted the Overdrive Digital BookMobile. It was very well attended and a great way to promote their e-content. Christine Angeli, Library Director encourages other Overdrive Libraries to request a visit. The Overdrive staff was knowledgeable, patient and wonderful with the community and they expect to see an impact on the number of Overdrive users.

The Cheshire Library will help to plan and participate in the Town's upcoming 325th Anniversary celebration scheduled to kick off this fall.

The West Haven Public Library will be hosting some Carnegie themed programs, as they are a Carnegie library and August marks 100 years since his death. They'll also be starting a community garden at the Main Library, and are encouraging acts of philanthropy through social media pages. The Friends are hosting the annual book sale on September 6th & 7th.

Robbie also reported that she sent out Beth Crowley's request for the Town Hall meetings and she has received 1 response so far.

Region 6: Gale Bradbury: Gayle reported that Waterford Public Library will host Children's author, Joyce Lapin, on August 10th, reading from her picture book *If You Had Your Birthday Party on the Moon*.

East Lyme and Otis Library – Norwich will host Craig Harris in a multimedia and participatory 50th anniversary celebration of Woodstock. Otis Library is also offering an Adulting 101 series of life skills workshops.

Sue Bronan at the Preston Library is still feeling very frustrated and short-staffed. She has 3 part-time and 1 full-time opening with 1 part-time filled. The Board spoke about changing the full-time to part-time. She is looking for a Children's Librarian now. The Board members visited 27 libraries and came back with a slide show of things they saw, many of which Preston also does.

Vicky Coffin, the Library Director at the Salem Free Public Library, commented that she worked as a part-time librarian nights and weekends for many years while her children were little so she could be home with them during the day. She noticed in the Minutes discussion that membership levels in CLA are faltering and stated that for her, personally, she was not a member of CLA for many years because she didn't feel that there was anything relevant being offered for her with her situation. She stated that workshops and professional development always took place during the day when she was unable to attend. She guesses that many part-time librarians and library staff working in the state may not join because most initiatives offered are geared towards full-time library staff. While she is not sure how to remedy this, she thinks it might be a concept that would be good for an open brainstorming discussion.

5. Adjournment

A ***motion*** to adjourn at 11:24 am was made by Kate Byroade, was ***seconded*** by Jennifer Keohane, and was ***unanimously approved. Motion passed.*** No abstentions.

Attendance: Lisa Karim, Tom Piezzo, Kate Byroade, Kristina Edwards, Danielle Valenzano, Christy Billings, Travis Feder, Susan Ray, Leslie McDonough, Geri Diorio, Robbie Marshall, Gale Bradbury, Allison Murphy, Michele Kaminski, Lisa Thornell, Carolann Slayton, Maria Zervos, Matt Earls, Steve Cauffman, Brittany Pearson, Maria Bernier, Chris Carney, Shelley Holley, Jen Datum, Sam Lee, Mary Etter, Beth Crowley, Cathy Potter, Peter Ciparelli, Leah Farrell, Francie Berger, Denise Stankovics, Ramona Burkey, Gerald Seagrave, Jennifer Keohane, Colleen Baillie, Frank Ridley, Jennifer Datum, Arlene Bielfield, Lisa Comstock, Mary-Ellen Minichiello