

FINISHED FILE

AMERICAN LIBRARY ASSOCIATION  
2020 MIDWINTER MEETING  
PHILADELPHIA, PENNSYLVANIA

TUESDAY, JANUARY 28  
8:30 A.M.  
ALA COUNCIL III

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>> WANDA BROWN: Good morning, councilors.  
>> Good morning!  
>> WANDA BROWN: The chair calls the third meeting of ALA Council to order and asks if everyone can hear me.  
(Chorus of yeses.)  
>> WANDA BROWN: Great. At this meeting, we will continue to follow the same rules that were approved at the ALA Council I meeting. Please watch the overhead screen for the motion description to use on your voting card. You may only use that descriptor. Please do not improvise. Your voting record is at your place. You should have a blue card for this morning's meeting. Please write your name on that card now. If you must leave before adjournment, please take your card to Marsha Burgess. Cards without names will be voided. Those of you who are on the agenda to report, please come up to the stage and sit beside Mary Ghikas shortly before your presentation. A quorum for a Council meeting is 75 councilors. We have well over

75 councilors present and, therefore, we have a quorum.

The agenda, Council Document 8.3, and all other documents issued since the last Council meeting are available on ALA Connect, the ALA Council webpage.

We have received one item to add under new business. That's the ALA financial discussion. Are there any objections to the agenda this morning?

Hearing none, the chair declares the agenda adopted.

ALA Policy A.4.2.3 provides that memorials, tributes, and testimonials will be presented at the beginning -- testimonials will be presented at the beginning of the last session of ALA Council at the Midwinter Meeting. I will now read the names of persons being recognized by memorial resolutions. Let us stand as I read the names of those being remembered today. They are:

Ellen Greenblatt

Willis Bernard "Bill" Lukenbill

Dr. Hilda L. Jay

Bill Ptacek

Carolyn A. Markuson

Learned T. (Dag) Bulman

Jennifer Ford Paustenbaugh

Thank you. Please be seated.

We have received the following tribute to announce today: Resolution Recognizing the Florida Library Association's 100th Anniversary, and a Resolution Honoring Dita Kraus, "The Librarian of Auschwitz."

Pause for applause.

(Applause)

Copies of the memorials, tributes, and testimonials are available on ALA Connect and the ALA Council webpage.

I now direct your attention to ALA Council Document 11.2 and call upon ALA councilor Andrew Wertheimer, head teller of the Council Tellers Committee, to present the results of the ALA Executive Board election. Andrew?

>> ANDREW WERTHEIMER: Thank you, and good morning and aloha. On behalf of the Council Election Tellers Committee, kYmberly Keeton, Romelia Salinas, and myself, Andrew Wertheimer, it is certainly a pleasure to present the results of the results of the election.

We are pleased to certify the results. 180 ballots were requested. A very nice return of 154 ballots were returned, and zero were voided. You did well with the electronic system.

(Applause)

And the moment you are waiting for, although some of you have looked already, the following three candidates were elected to the three-year terms 2020-2023. Their terms will begin at the close of the 2020 ALA Annual Conference and end at the close of the 2023 ALA Annual Conference. Those selected are Latrice Booker, dean of

library services, Indiana University Northwest; Alexandra Rivera, student success and community engagement librarian, University of Michigan Library, and Larry Neal, library director, Clinton-Macomb Public Library.

Please rise and give them applause.

(Applause)

Very briefly, we thank you for your vote and also thank the staff for a seamless first electronic Council ballot, and lastly again, thank you to all of the people who ran for this election. Mahala.

>> WANDA BROWN: Thank you, Andrew, and congratulations to newly elected Board members.

I now refer you to Council Document 20 and 20.2 and call upon Rob Banks, chair of the Committee on Legislation, to report. Rob?

>> ROBERT BANKS: Thank you, Madam Chair. My name is Rob Banks, and I am chair of the Committee on Legislation. As we begin 2020, the Committee on Legislation would like to pause and reflect on what we've accomplished last year in the advocacy and policy realm. We wrapped up the FY 18 and FY 19 federal budgets almost simultaneously. Despite national chaos, ALA increased IMLS funding by \$9 million for FY 18.

(Applause)

Exactly. And \$2 million in FY 19. In addition to the budget cycle, ALA worked to advocate for the nomination of Hugh Halpern as the Director of the Government Publishing Office, and on January 9, 2020, the U.S. Senate confirmed the nomination of ALA and PLA member Crosby Kemper III as director of the Institute of Museum and Library Services.

(Applause)

Yes. Not only do we confirm Hugh and Crosby in a politically very intense time, ALA pushed this confirmation through in 58 and 51 days respectively. For you political science nerds out there, a new report from the nonpartisan Partnership for Public Service shows that on average, it takes the Senate 115 days to confirm a presidential appointee. ALA accomplished this three times as fast. I think speaks highly of the skill and know-how of our team in DC and our network of advocates working together across the country. It took a network to get this done, and they were very effective.

ALA staff and advocates worked tirelessly to make this happen, and I would personally like to thank Kathi Kromer and all of the ALA staff in the Public Policy and Advocacy Office for stewarding her resources judiciously, creatively, and powerfully for ALA.

We have developed a successful partnership with the U.S. Census and recently received 59 library minigrants to support their readiness. In case you haven't noticed, libraries are playing a huge role in the 2020 census. As you all remember from my report last Midwinter, I was very excited about the public policy and advocacy team's recent evolution and growth. This time last year, the Washington Office

reorganized and streamlined their work. This intentional effort was made to break down silos and align our national, state, and local advocacy efforts. This happened quietly but was so impactful in ALA's work on the Hill and across the country.

This report only covers a small amount of the ground that COL and ALA covered this year. For a recap about recent developments in public policy and advocacy, please refer to the 2020 Midwinter Washington Office Report, Council Document 21, I believe it is, and the written version of the COL report.

COL has developed and approved a legislative agenda to strengthen and guide ALA advocacy's efforts through the second year of Congress, the full text of which is included in our written report. It reflects current opportunities that will have the greatest impact on libraries, including funding, equitable access to high-speed Internet, copyright, government information and services, and emerging policy issues.

In the spirit of engaged citizenry, we strongly recommend that members contact your senators and representatives, both federal and state, to express your opinion on library issues. That's how we make an impact.

I want to make a habit of reminding the leaders in this room that successful advocacy for library policy priorities relies on the active and continued engagement of ALA members as community leaders and policy advocates. The sustained engagement of ALA members and America's library supporters is essential to advancing positive policy outcomes on these key issues. We call on Council to join the ALA Action Center at [ala.org/takeaction](http://ala.org/takeaction). Respond to action alerts and advocacy opportunities, build relationships with their elected officials and community leaders, and communicate the impact that libraries have in our communities. If you are on social media, I encourage you to follow @ALALibrary, where you can find all of the public policy and advocacy news in real-time. ALA posts regularly to Facebook, Instagram, and LinkedIn as well and would love for you to share, engage, and lift up this content so we can broaden the ALA advocacy base.

National Library Legislative Day is being relaunched this year in 2020. As you know last year with the Annual Conference in DC, it was decided to not hold the National Library Legislative Day in 2019. This year it's back and will be better than ever. The event is capped at 450 people, and registration is filling up fast, so please visit [ala.org/nlld](http://ala.org/nlld) to learn more.

In summary, 2019 was an exciting year, and the Committee on Legislation is looking forward to supporting ALA as we move into 2020. Thank you for your time this morning.

(Applause)

>> WANDA BROWN: Is there any discussion of the report? Thank you, Rob.

I now direct you to ALA Council Document 18 and 18.1 and call upon Emily Drabinski, chair of the International Relations Committee, to present her report. Emily.

>> EMILY DRABINSKI: Thank you so much, President Brown, and thank you to everyone on the staff of ALA who have facilitated our time here together. I just want to extend my thanks, especially to the folks who have made it so we could get drinks and dinner together. It's been wonderful.

A report on the IRC. I want to start with a thank you to the members of the Committee who are listed in this Council document, as well as Michael Dowling, our staff liaison. This is my first time chairing a Council committee. I at time felt like Bernie in weekend at Bernie's with Michael propping me up, making it possible for me to do my work. I know he is already home, but I would like it read into the record that he has been invaluable.

So a brief update. First, if you look at the document, it gives you lots of numbers, so I won't say too much about that. The IFLA update is -- I want to call out the fact that Helen Mandl, the deputy secretary of IFLA, joined us here as we continue to work to extend our relationships around the globe.

IFLA has done some extraordinary work this year. I want to call out their role as part of the International Committee of the Blue Shield working to create a statement expressing grave concern on behalf of the international library community regarding the threats by President Trump to target Iranian cultural sites as prohibited by the Iranian Convention of 1954. It's part of the work our associations can do, and I have been inspired by that.

A few other things of note. This year, through a grant to ALA from the U.S.-Russia Foundation, we hosted a U.S.-Russia dialogue on the civic role of libraries in the 21st century. That included a discussion of the UN Sustainable Development Goals, which I will speak to a bit more in a minute.

The Sharjah International Library Conference and ALA Guadalajara FREE PASS Program continued this year, and we continue to give assistance to libraries in the Bahamas after Hurricane Dorian. We are in contact with the Australian Library and Information Association and are waiting for direction from them to assist in recovery and rebuilding of libraries that may be impacted by the fires. IRRT chair reported to our committee on a number of their actions and initiatives, including a webinar series directed to meet its international members. The IRRT continues to sponsor an Emerging Leader, and for the fourth year in a row one of the projects selected by the Emerging Leaders is an international-related effort, which we applaud. The IRC notes and acknowledges the efforts to make the RDA Toolkit the global standard, and because we are talking about budget a bunch this weekend, just to note revenue from subscriber in fiscal year '19 was \$511,713.

Revenue from all international sources for ALA exceeded \$2.4 million. We are clearly a contributor to the bottom line, if that's the thing we want to spend our time talking about. I will just say that.

Another action that we took at this Midwinter Meeting was to -- was approved by the Executive Board, a Task Force on the Sustainable Development Goals for the U.S. So a task force to think about the ways that U.S. librarians can get involved in the Sustainable Development Goals. And we talked at the Executive Board meeting about the sort of sense that the U.S. is not a global actor, right, that we are the U.S. and everyone else is international, and it's a sort of parochial sort of sense that I think you get sometimes if you have a lot of power and are used to having it. So we are exciting about what that task force will do to make clear the commitments that we have to the rest of the world.

And just a point of personal privilege. We didn't talk about this on the committee, but part of why I am interested in it is I think it might be time for ALA to think about the imperial legacy of our actions around the globe as a sort of benevolent force that actually extends U.S. power, global power, to places that, you know, suffer from that effort. So that's something that I will be thinking about as I continue the back half of my time on this committee.

I do have -- so that's the report.

>> WANDA BROWN: Okay. Are there any questions concerning the report? Microphone 2.

>> LOIDA GARCIA-FEBO: Loida Garcia, Executive Board. Thank you, Emily. Great job. I have a point of clarification.

>> EMILY DRABINSKI: Thank you

>> LOIDA GARCIA-FEBO: Not for you, but for the audience. Puerto Rico is not an international matter.

(Applause)

Puerto Rico -- so I know they were very nicely concerned that they were not included, but it's not an international matter. It is managed by the Chapters Office of the ALA, and we are in contact with the people there. The buildings are okay with everything, and we will let you know if we need help with anything as we did with the hurricane. Thanks so much.

>> EMILY DRABINSKI: Thank you, Loida.

>> WANDA BROWN: If there are no other questions concerning the report, we will proceed with the action item.

>> EMILY DRABINSKI: So we have one action item. This is the 100th anniversary of the American Library in Paris established under the auspices of the ALA and Library of Congress from a core book collection collected by ALA for the American libraries serving in France during World War I. This is our resolution. Just as another point, interestingly, the same sort of book deposit was made to Manila in the Philippines around the same time, but rather than becoming

an American library in the Philippines, it became the sort of core of the national library of the Philippines. I think there's something politically interesting about that, but the resolution doesn't address it, so this is the resolution.

>> WANDA BROWN: Is there any discussion of the motion? If there's no discussion, we'll proceed with the vote. Will of those in favor of the motion please raise one of your hands.

Any opposed?

The motion passes. Please mark your ballot: CD#18.1.

>> EMILY DRABINSKI: Thank you.

>> WANDA BROWN: Thank you, Emily. I now direct your attention to Council Document 19 and 19.5 and call upon Julia Warga, chair of the Intellectual Freedom Committee, to report. Julia?

>> JULIA WARGA: Good morning. Thank you, Madam President, and thank you, members of Council.

As the chair of the ALA Intellectual Freedom Committee, I am pleased to present this update of the Committee's activities. First, I would like to take a moment of personal privilege as the senior trustee of the Merritt Humanitarian Fund, I hope you will join me in celebrating the Fund's 50th anniversary this year. For those of who you are unaware, the LeRoy C. Merritt Humanitarian Fund was established in 1970 as a special trust in memory of Dr. LeRoy C. Merritt. It is devoted to the support, maintenance, medical care, and welfare of librarians, who, in the trustees' opinion, are denied employment rights or discriminated against on the basis of gender, sexual orientation, race, creed, religion, age, disability, or place of national origin, or denied employment rights because of the defense of intellectual freedom.

The other trustees and I have begun planning two events to be held in the upcoming year, a Reception for a Cause at the Annual Conference in Chicago and a celebratory 50th anniversary event at Midwinter in Indianapolis.

Now I would like to highlight some of the IFC's accomplishments during Midwinter. The IFC voted to approve the revised version of Religion in American Libraries: Q&A, which accompanies the Religion in American Libraries: An Interpretation of the Library Bill of Rights. It also voted to approve a revised set of privacy guidelines for library vendors at this conference. The previous privacy guidelines focused on e-book and digital content vendors. The new guidelines encompass all vendors who provide online platforms or data management services to libraries.

In response to members' requests and concerns about surveillance, facial recognition technology, and digital resources and services, the IFC has formed two working groups to analyze and address these issues through the lens of library privacy and patron rights. We hope to present an update at ALA annual that will include new resources that will help libraries address the privacy issues raised

by these technologies. The committee also anticipates approving a new Q&A to accompany the revised version of the access to digital reports and services, an interpretation of the Library Bill of Rights, which was adopted by Council in 2019.

The IFC is currently seeking liaisons from around the Association to assist the Committee in crafting resources, providing feedback on documents, and helping to address intellectual freedom concerns. Liaisons are asked to share the particular perspective of their division or round table when working with the Committee, and we ask that they be prepared to share updates from their particular unit. If you or someone you know is interested, please let me know.

And now I have action items. Okay.

>> WANDA BROWN: Are there any questions concerning the report? If there are no questions, we'll proceed to the action items.

>> JULIA WARGA: The IFC has two action items for your consideration this morning. The first action item is for the interpretation -- oh. CD 19.4. This is for an interpretation that will be incorporated into the 10th edition of the Intellectual Freedom Manual, which is planned to be published before the end of 2020. In reviewing the manuscript for the manual, the editors discovered that Access to Library Resources and Services, Regardless of Sex, Gender Identity, Gender Expression, or Sexual Orientation: An Interpretation of the Library Bill of Rights, contained one factual error and outdated language. It also used outdated references to the Policy Manual. The proposed changes do not alter the substance of the interpretation, and they will assure that all of the documents in the new edition of the Intellectual Freedom Manual are up-to-date.

Therefore, I move to adopt CD 19.4, Access to Library Resources and Services Regardless of Sex, Gender Identity, Gender Expression, or Sexual Orientation: An interpretation of the Library Bill of Rights.

>> WANDA BROWN: Is there any discussion of the motion? Microphone 5.

>> Martin Garnar, Intellectual Freedom Round Table councilor and in this case editor of the Manual. I would just request that we approve these changes, and while I know that Council always wants to make sure that our documents are the best and there are other changes that could be made to this document, at this time, because of where we are in the production schedule, it would be really helpful to approve this because I would be, frankly, embarrassed if we had some outdated language in the Manual with my name on it. I don't want that. So I would urge your approval. Thank you.

>> WANDA BROWN: Thank you.

Is there any further discussion on the motion? Hearing no further discussion, will all those in favor please raise one hand.

Thank you. Any opposed? The motion passes.

>> JULIA WARGA: Thank you. The section --

>> WANDA BROWN: I am sorry. One second.



Mark your ballot: CD#19.4.

>> JULIA WARGA: The second action item is the Resolution on Forming a Working Group to Align Vendor Privacy Policies with ALA Policies and Ethics. This resolution is proposed in part in response to the LinkedIn privacy that highlights how library vendors' privacy practices and policies are actually inconsistent with ALA's stated values in regard to library users' privacy. I would like to acknowledge the IFC Privacy Subcommittee's hard work to craft this document in a timely manner.

Therefore, I move to adopt the action item 19.5.

>> WANDA BROWN: Is there any discussion of the motion? Hearing no discussion, let's prepare to vote. All those in favor raise one hand.

Thank you. Any opposed?

The motion passes. Thank you.

>> JULIA WARGA: Thank you. And thank you, Madam President, for the honor of chairing the ALA Intellectual Freedom Committee. I would like to thank the Committee members, the liaisons from around the Association, and the Office for Intellectual Freedom for their hard work and dedication. I would like to especially acknowledge Deborah Caldwell-Stone for her invaluable advice and our staff liaison Ellie Diaz, who cheerfully keeps track of our documents, language changes, conference calls, and copy editing needs. It's because of her that we can do the hard work of the Committee, and she keeps us well on track. Thank you.

(Applause)

>> WANDA BROWN: Mark your ballots: CD#19.5.

The next item on the agenda is the joint report from the Committee on Legislation, International Relations Committee, and the Intellectual Freedom Committee on the Resolution in Defense of the Free Speech of Supporters of the Movement for Palestinian Rights Annual 2018-2019 ALA CD Document 49.

>> JULIA WARGA: The Resolution in Defense of the Free Speech of Supporters of the Movement for Palestinian Rights was approved by a vote of 63 to 62 at the 2019 ALA Annual Conference Membership Meeting. It was then presented to ALA Council, which voted to refer the resolution to the Committee on Legislation, the Intellectual Freedom Committee, and the International Relations Committee. In referring the resolution to the three committees, Council asked them to review the resolution and report back to ALA Council at ALA's 2020 Midwinter Meeting. The chairs of each committee formed a task force that included representatives from the Social Responsibilities Round Table and a member of Council.

The Task Force ably co-led by former IFC member and current Privacy Subcommittee member Eldon Ray James and Emily Drabinski worked throughout the fall for a revised edition. While the Task Force was not able to produce a consensus document, they produced a carefully

detailed report. However, the documents did not have support of every member of the Task Force.

The International Relations Committee voted 6-3 to advise Council of the majority committee opinion that the resolution relates to domestic policy and is, therefore, not in the purview of the IRC. The IRC brings no recommendation to Council. The Committee on Legislation and the Intellectual Freedom Committee voted not to support the resolution for the reasons stated in our written reports. Thank you.

>> WANDA BROWN: Are there any questions concerning the report? Hearing no questions, thank you for your report.

>> TARA BRADY: I am sorry. It's not a question, but I am still a little unclear procedurally. Is there an action item or no?

>> JULIA WARGA: No.

>> WANDA BROWN: There is no action item.

>> TARA BRADY: Okay. So I do have -- oh, I am sorry. Tara Brady, Social Responsibilities Round Table councilor. So there's no debate at this time? Is that right?

>> WANDA BROWN: There is nothing to debate.

>> All right. Thank you.

>> WANDA BROWN: Okay. So this --

>> May I ask a procedural question? We had the resolution from ALA Annual. Is that resolution still before Council? It is now before Council? So do I move that we -- that it -- what do I have to do to get us to talk about it?

(Laughter)

Okay. So we are done? I go to the floor? Okay.

>> WANDA BROWN: No. Hold on one second. Just hold on one second. The staff need to display the resolution that was on the floor last Annual.

Okay. Now this resolution is open for debate.

>> Tara Brady, Social Responsibilities Round Table councilor. Apologies for my confusion. The Social Responsibilities Round Table stands behind this resolution and the wording that was passed at the Membership Meeting at Annual. It is clear, direct, and to the point. however, the Task Force process only included the resolution, adding clarity and detail, and explicitly writing out inferences that were read in by some. This resolution saw a very helpful and productive discussion at Council Forum last night, and we believe that we can use that feedback to improve the resolution further.

>> WANDA BROWN: Thank you. Microphone 4.

>> Andrew Wertheimer, chapter councilor from Hawaii. I appreciate being allowed to be on that Task Force. I think that it's really worthwhile to go and see that none of the committees that reviewed the document saw value in bringing even the revised proposal, which was much more balanced. The original proposal is really -- has a lot of problems. It goes far beyond what our parallel organizations

in ACLU and other groups did, and basically, it's advocating for one position. I definitely have some issues with the legislation as it is, and I encourage you to contact your legislators in areas of problem regarding free speech. This area brought to Council membership with a 63-62 vote. Council was appropriate, took it to a task force and reviewed it with experts. Then we sent it to the appropriate committees, who decided not to bring it to Council.

This version that you have is much more problematic. We have a lot of really important issues to discuss, such as the budget, and I think we can't solve the issue in the Middle East. If SRRT would have been responsible with this, they would have then taken this back and crafted it in a way that would be less objectionable and at a time when we have more time and with 24 hours so that people could have time to review this. Title alone basically seems to be taking the defense of Palestinian rights.

So again, I encourage if there's a way to -- last time we voted to send it to the specialist. Like I said -- yeah, I step down. Thank you.

>> WANDA BROWN: Microphone 4.

>> EMILY DRABINSKI: Emily Drabinski, councilor-at-large. The resolution is not about the Middle East. That is why the International Relations Committee brought no recommendation to Council. This is a resolution about United States law and restrictions on free speech and intellectual freedom, which is what ALA does.

I appreciate that we have an urgency sort of association-wise in terms of our budget, but there's also an emergency with this, given Trump's recent Executive Order on the same subject.

As I said on Council floor at Annual, like referring these things to committee is about making them die without Council making a decision, so I would urge us to just go ahead and make the decision. And if this resolution gets voted down, then it gets voted down. If it gets voted up, it gets voted up. But this process of referring infinitely rather than taking a stand on an issue that is bigger than us so it's appropriate for the Association to take a stand on it, I think it's a mistake. I know those of us on the Committee were burdened with work Council should have done and should have taken on at annual. So I would like us to go ahead and vote on this so we can continue moving forward and having new conversations next year.

>> WANDA BROWN: Microphone 3.

>> Stephanie Chase, PLA division councilor. I want to say PLA and the Board are not in support of this. I want to share some feedback we received. It points out this resolution does not advance the legislative agenda and is not related to libraries; that our advocacy resources are limited, and our primary focus must be on issues that impact libraries and have a federal legislative nexus. Funding for

libraries is an ongoing priority. No one speaks in support of library funding except for ALA. In order to be successful in meeting legislative priorities, it's necessary that ALA remain nonpartisan and work with legislators and legislative staff on both sides. We cannot fund libraries without the support from legislators.

The resolution will have no impact on library-related legislation and will dilute ALA messaging. While resolutions of this sort have been supported by Council in the past, the political situation has changed in DC. ALA messaging must be relevant, concise, and realistic. Individual ALA members are encouraged to contact their legislators directly, where their opinion will hold greater weight as constituents. I, for one, personally, am thankful that we on this floor can refer resolutions to committees and task forces and really have the ability for people to process, to think, to give us their expert opinion, and from these three groups that we gave this resolution to, I just want to reiterate what the councilor from Hawaii said, that we received very clear feedback that this is a resolution that we should really strongly consider not approving. Thank you.

>> WANDA BROWN: Microphone 5.

>> Lorelei Sterling, Alaska State chapter councilor. I speak in opposition to the resolution. When we communicate with advocacy in mind, the most important thing to me seems to be to speak in a way that enables the listener to hear you. It's my understanding that Committee on Legislation opposes this resolution because it will do the opposite of that. It will close doors for them and make it harder for them to communicate effectively with legislators. I would prefer if it stripped out references and instead reaffirmed our core beliefs and values. Some might say this would take the teeth out of this resolution, but I think it would actually enable our public policy and advocacy staff to be more effective, even on this particular issue, because we would be helping them keep doors open and bridges unburned.

>> WANDA BROWN: Microphone 3.

>> Ray Pun, councilor-at-large, and a member of the ALA Policy Corps. As a member of the ALA Policy Corps, a new initiative bringing in different advocates from the library space in support of advocacy work, we've worked really diligently and effectively in identifying key areas to really improve policy work. However, this resolution would derail a lot of the work we've been doing with our legislators. In fact, we have our fly-in and Legislative Day coming up. This would have an impact in terms of how we discuss and strategize what we do.

And also, with the IMLS grant that was approved \$9 million, we don't want to risk any of those relationships that we have with those stakeholders. So I firmly disapprove this resolution.

>> WANDA BROWN: Microphone 5.

>> SANDY HIRSH: Hi. I'm Sandy Hirsh. I am the International Relations Round Table councilor, and while I am fully in support of

the protection of free speech; however, the issue before you is very complex, and I am concerned that support for this resolution may not reflect ALA's values or all of ALA's values and may, in fact, take away from ALA's core mission and could alienate many ALA members and supporters.

We did refer this to the three committees, and they have indicated either that they didn't take a position or they don't support the resolution, and I think that was very clear. So I personally urge you and on behalf of IRT urge you not to support this resolution.

And I'd like to call for the vote.

>> MICHAEL GOLRICK: Point of order.

>> WANDA BROWN: Is there a seconder to closing the debate?

>> MICHAEL GOLRICK: Point of order.

>> Second.

>> WANDA BROWN: What's the point of order?

>> MICHAEL GOLRICK: Michael Golrick, division councilor for the Association for Specialized, Government, and Cooperative Library Agencies.

Unless I am confused about the rules of order, I thought it was not permitted to speak to an item and then call for the vote.

>> SANDY HIRSH: My apologies if I misstepped.

>> MICHAEL GOLRICK: But I may be confused.

>> WANDA BROWN: I am going to ask Eli to come explain.

>> MICHAEL GOLRICK: Thank you.

>> ELI MINA: Under the Sturgis Rules of Order, that was the rule. Under Robert, it's fine to end your comment by making a secondary motion as she did, so her motion is in order.

>> MICHAEL GOLRICK: Thank you very much, and I apologize for my confusion.

>> WANDA BROWN: Now that we've had it moved and seconded, we need to take a vote on whether to end debate, and we have to have two-thirds; right? Those in favor of ending the debate stand up. Tellers, please count.

You may be seated. Those against ending the debate please stand. Please count.

We will continue debate. There were 75 people in favor of ending the debate and 69 against, so we will continue debate.

Microphone 4.

>> Thank you. Nick Buron, councilor-at-large.

We are a deliberative body, and we do not move as fast as we'd like to move. And therefore, we have committees that are set up and subcommittees and task force that look at these issues in great detail. This particular motion was brought to three committees to look at it to do the work for me, and I appreciate that. And it is quite telling when they come back and do not give a recommendation. As many people in this room have been on these committees, I don't think it's probably disrespectful that we are ignoring the

recommendations, but I actually really value the recommendations that come back from people that put in lots of work on this. And so it really holds a lot of weight for me.

What also holds a lot of weight is actually talking about these issues. And in my 12 years of being on Council, I don't remember that we called for a vote twice in one session, so it's important to sit back and listen to this, and when people are done at the microphone, I think at that point, we can start to vote.

>> WANDA BROWN: Microphone 2.

>> MICHAEL GOLRICK: Michael Golrick, division councilor for the association for specialized cooperative government and library agencies. I got that backwards. Anyway.

In the report that we heard, I thought I heard a specific vote count from one of the committees, unless I was confused, and that was the from the joint committee. I was kind of wondering what their input was. There was one specific vote that -- at least what I heard was that there was one specific vote that it was not in the purview of that committee, but I did not hear words from the other two committees and was wondering if perhaps we could hear that to help inform our decision. Thank you.

>> WANDA BROWN: Would someone from one of those committees like to address the question on the floor?

Microphone 5.

>> AARON DOBBS: Aaron Dobbs, small round table councilor, member of COL.

A quick summary of a very long discussion at a retreat and at this meeting essentially highlights everything that was called out by our Public Library Association's councilor over at microphone 3 a few speakers back. We are ALA. We are one of the few groups -- and I say few meaning one -- groups that reliably advocate for libraries, library funding, policies that support libraries, the advancement of services to library users, et cetera. So when we talk about working with Congress to get that funding and to advance all of our important stuff, including free speech for everyone, including intellectual freedom for everyone, we can't call out -- excuse me. Let me roll that back. It's not can't. It really does us no favors when we call out specific legislation in a resolved clause or in an example and say this is really bad because it helps us alienate people that may be our supporters on just about everything else.

So we've got people on one side of the political spectrum that people generally think of as not library supporters that have gotten us things that we really, really want. We got approval of someone in -- in a shorter time than the usual average. We've got a Librarian of Congress that's a librarian. The person that did that, apparently, is involved in some of these. So what we are saying is gee, thanks you gave us this. What have you done for us this year? You are not really doing us any favors with this one, so we don't really like

you anymore. That doesn't really help us advocate.

If we say we are concerned about this legislation because there's free speech implications for a specific population, we can say that, and that's not a problem. But if we say you, as a sponsor or supporter of this bill, are doing us harm and we don't like you anymore, they are going to say oh, you don't like us? Then I am really sorry that I helped you get all that stuff that you wanted, and maybe I won't support you the next time you need me to do something for you. So that's really what we are trying to avoid.

So when we referred this out, we asked for it to come back -- we, Council -- come back with language in a way that we can say this in the legislative process so we can say the important things that are in this resolution in a way that doesn't alienate people that are otherwise our supporters. Thank you.

>> WANDA BROWN: Microphone 3.

>> Tara Brady, Social Responsibilities Round Table councilor. I move to suspend the rules so that the mover of the original membership resolution, Tom Twiss, can speak.

>> WANDA BROWN: Is he here? I need permission from the assembly to proceed with what microphone 3 just suggested, which is to ask the original person to come forward to speak, who is not a member of Council.

>> TARA BRADY: Sorry, I did not clarify.

>> WANDA BROWN: It's okay. We are learning together. Does Council give permission? If you do, raise your hand. Thank you. Is the person here?

>> Hi. I am Tom Twiss, and member at large and member of SRRT action Council.

Every civil liberties organization in the United States except ALA has expressed alarm about the massive wave of laws targeting the movement for Palestinian rights. The Center for Constitutional Rights and others have described this as the new McCarthyism, and Glenn Greenwald has observed that the attempt to outlaw advocacy for Palestinian rights is the single greatest threat to free speech in the U.S. today.

In our SRRT report on the resolution, we predicted that unless this challenge is stopped, we can expect even more of such legislation. Since we wrote those lines, that's already materialized. In the last two weeks, another state has enacted anti-BDS measures, bringing the number up to 28 at this point. 13 still considering them. And in the house, Representative Lee Zeldin, with the support of 60 members of Congress, has reintroduced Israel anti-boycott, which imposes criminal penalties up to \$1 million for companies supporting BDS.

How should ALA respond? It's clear, for in the first place, this legislation addressed by our resolution will directly impact our profession. If you are a librarian, consultant, or trainer who is an independent contractor and refuse not to sign the pledge not to

boycott, you cannot hold a position in one of the many libraries in states or communities with this legislation. If you apply, you won't get the job. If you already work there, you will be fired. The same is true for any vendor to these libraries.

Beyond that, this legislation is a direct attack on our core values. Our free speech interpretation of the Library Bill of Rights includes a specific mandate urging librarians everywhere to resist restrictions on free speech and support those against whom such governmental power has been employed. It describes the defense of free expression as our most basic professional responsibility, and it pledges ALA will not abrogate these principles.

Some have said that today putting --

>> WANDA BROWN: Time.

Microphone 2.

>> Leroy LaFleur, councilor-at-large.

I just want to say that I really want to honor the process that we went through, having this resolution looked at at annual, and the process of referring it to a task force. I think they did their due diligence on behalf of the Association, and I appreciate the work that they did, and I think that it is both responsible and respectful to recognize that work.

I am also a member of the Policy Corps advisory team, and so I want to recognize what we've heard from those groups as well.

I also, however, want to recognize that while I was not at that Membership Meeting, we have a vast -- we have a large number of members, including people in this room, who were also in support of at least the sentiment behind this resolution. So depending on what happens after this vote, I do think that, as a person who is in favor of free speech and an association, as we just heard, who is supportive of free speech, this is not going away, and we need to figure out how we move forward on at least some of these pieces.

And I will just add that I did mention to the SRRT folks, I haven't heard much in terms of the Anti-Semitism Awareness Act. It was introduced last year, and I haven't heard much recent discussion on college campuses, but perhaps ACRL would be a place to reach out for at least some of the ideas that are in this resolution.

>> WANDA BROWN: Microphone 4. No, he spoke already.

>> Ann Ewbank, councilor-at-large.

I'd like to give you a case study of my home state of Montana and the impact that the passage of this resolution would have on my state.

So in my state, we have just over 1 million individuals in the population. We have a Republican senator and a Democratic senator, both of whom sit on the Senate Appropriations Committee. We also have a Republican Congressman. I know that all three individuals, all three of our delegation, do not support this legislation.

We have 117 libraries in Montana, and the vast, vast majority of these libraries are tiny. We are talking about a library in a place



called Circle, Montana, which is the Starbucks -- the furthest you can get to a Starbucks is in Circle, Montana. It's 250 miles away. In the world. Okay? We are talking tiny towns.

There are no IT staff in these libraries. They rely on the just over \$1 million of block funding in LSTA that provides a shared catalog. It also provides a lifelong learning librarian at the state library, and we would lose our state match.

So I would like you, all councilors, to consider the trade-off of sending this resolution to every single member of Congress and the impact that it would have on my state. Thank you.

>> WANDA BROWN: Thank you.

Microphone 5.

>> Sara Dallas, councilor-at-large and member of the working group and also a member of the Committee on Legislation.

Michael asked what was the vote in Committee of legislation. It failed -- unanimously we could not endorse this resolution.

The Combating BDS Act, considered on its own, does not impair free speech. It operates so as to allow states to pass anti-boycott laws that cannot be blocked or overturned on the grounds that federal law or foreign policy preempts state anti-boycott laws.

The core free speech harm that arises from anti-boycott law is that the state treats individuals differently based upon the political positions they choose to express. For example, requiring an individual to sign a pledge or oath to not engage in a boycott of Israel in order to obtain employment with the same state or to do business with a state can be seen as a type of viewpoint discrimination.

Federal court have addressed these provisions by blocking their enforcement when they are challenged by those affected. Calls for boycott can themselves impair academic freedom, as noted by the American Association of University Professors. An opinion of the AAUP, academic boycotts of Israel violate the principles of academic freedom and the free exchange of ideas that are core values of AAUP. Any resolution should plainly state that ALA takes no position on the Israeli-Palestinian conflict and that ALA takes no position on calls for divestment or economic sanctions, such as the BDS movement. Thank you.

>> WANDA BROWN: Microphone 4.

>> Andrew Wertheimer, chapter councilor from Hawaii.

So again, the resolution that you have in front of you does not make any of those things that Sara mentioned, so it does not -- basically, it takes a stand on this issue. The resolution that actually went to the three different committees was improved, so it basically tried to be much more nuanced and saying that it was going against -- that ALA takes a stand against anti-Semitism as well as Islamophobia. This resolution that you would be voting on does not make those claims. It is a one-sided document. It's going to be offensive to

the Jewish community at a time when anti-Semitism is real. Again, in this state, a person came in with guns and killed people in a synagogue. If ALA wants to go and take a stand, it's not just our legislators who are going to be offended. It's part of our civil rights coalition that we try to believe in all people's dignity.

Again, the issue is really complex. I am concerned with free speech issues. I have contacted my legislators to go and express the things that I think are an issue. I encourage you to do the same. But for ALA as a vote, I ask you, I beg you, please vote this current resolution down. Thank you very much.

>> WANDA BROWN: Are there any other first-time speakers before Aaron speaks again?

Microphone 3.

>> Eileen Palmer, New Jersey chapter councilor. I remain confused in part because this was such a divisive issue at the Membership Meeting, but also because even in the comments from Tara, our SRRT councilor, there was reference to better improved wording. I don't want to vote in favor of a resolution that even SRRT recognizes could be improved. So if our only choice is to vote on this wording, I think we have to take into account that many people that have worked on this have already identified better wording and could perhaps come back at Annual with a resolution that might work better for the Association and for those of us that are struggling to balance two different perspectives.

Thank you.

>> WANDA BROWN: Thank you.

Microphone 5.

>> AARON DOBBS: Aaron Dobbs, small round table councilor.

Just a last piece of the discussion from COL. We emphasize that the mission for the Library Association is to provide leadership for the development, promotion, improvement of library information services and the profession of librarianship in order to enhance learning and ensure access to information for all. And part of that discussion essentially was let's make sure that our advocacy efforts are effective and don't alienate our potential allies.

Thank you.

>> WANDA BROWN: Is there any further discussion? Hearing no further discussion, are you prepared for the vote?

All those in favor of the motion as it is on the floor please raise your one hand.

The motion that's on the screen as it is written.

I am sorry, the resolution. Sorry.

Are you in favor? All those in favor, hands be shown.

Those opposed.

It's defeated. Thank you.

Before I move on, the chair declares that you should stand and stretch for just a second. Just stand and stretch your legs. I'd

like to sit and stretch.

Don't leave, just stretch.

(Laughter)

If you have to go -- let's take like a three-minute bio break.  
Five.

Five-minute bio break is fine.

(Break taken)

>> WANDA BROWN: Let's make our way back to our seats.

Before we took our bio break, I forgot to tell you to mark your ballots: CD#49.

The chair directs you now to Council Document 13.1 and calls upon ALA Treasurer Maggie Farrell to present the FY 2021 programmatic priorities for your consideration.

>> MAGGIE FARRELL: Thank you, Madam President. Good morning, councilors.

>> Good morning.

>> MAGGIE FARRELL: I want to bring forward to you the programmatic priorities. We will have an action item after the end of the short presentation.

The programmatic priorities are the foundation of framing the work that we do. Dollars are not attached, as this sets the stage for assigning resources. The priorities will guide not only the FY 21 budget planning, which will get under way shortly, but it also informs the Board and BARC regarding our recent discussions.

The strategic directions represent the Association's primary areas of focus over a three- to five-year period. These are drawn from our strategic plan. They include advocacy; information policy; professional & leadership development; equity, diversity, and inclusion. Using the strategic directions as a foundation, the programmatic priorities represent the basis for the development for the FY 21 budget. The programmatic priorities are: Diversity; equity access to information and library services; education and lifelong learning; intellectual freedom; advocacy for libraries and the profession; literacy; organizational excellence, and transforming libraries.

There is a strategy to address FY 21 and beyond, so we continue to, as we look at FY 21, we are also looking beyond FY 21, looking to leverage the strong net asset balance, moving forward with continued strategic investments, monitoring the impact of those investments, and to continue to refine the strategy as needed.

We are also -- and we talked about this shortly over the last couple of days -- we use ALA's bank line of credit and other assets to support our work.

Additionally, in FY 21, we are considering the sale -- not considering but implementing the sale of ALA Headquarters. We have

talked about this as well.

We are participating in the Moving Forward initiatives, but we are looking at those initiatives with our financial responsibilities, with a financial lens. And we will be working with Moving Forward in order to provide more detailed financial analysis that will help the Association in determining their decisions for Moving Forward. Although I do want to reiterate Moving Forward is about member engagement and member services and supporting libraries. As your treasurer and as the F&A Committee and BARC Committees, we do need to provide the Association with some financial details that will assist in the decision-making process.

We are working with ALA staff on examination operations for streamlining and cost reductions and will continue to identify and pilot new business development.

As I mentioned, no dollars are assigned to these programmatic priorities. They are a guide as we begin the FY '21, and based on the discussions we had over the last couple of days, they will guide those discussions as well.

That concludes my report, but I do have a Council action item before you.

>> WANDA BROWN: Are there any questions concerning the report?  
Microphone 4.

>> KAREN SCHNEIDER: Karen Schneider, Executive Board.

Just a point of information. I believe the report being referred to as Moving Forward in this is actually Forward Together, a report of the Steering Committee on Organizational Effectiveness.

>> MAGGIE FARRELL: Karen, thank you for that correction. I take ownership for my action in moving. So apologies to SCOE. It is Forward Together. Thank you for that correction.

>> WANDA BROWN: Microphone 3.

>> JENNIFER BOETTCHER: Jennifer Boettcher, councilor-at-large. Just to clarify because it's not listed there, for all the councilors, the programmatic priorities in which we are voting on are on slide 6. So look at those and say is there anything there that we don't agree with. This is our chance to say no.

>> WANDA BROWN: Microphone 4.

>> Larry Neal, councilor-at-large. I don't know if this is the appropriate point to make this comment, but I am hoping as we work on the 2021 budget that we are very realistic about our estimates on revenues and expenditures.

>> WANDA BROWN: Microphone 3.

>> Meredith Wickham, chapter councilor for Mississippi.

I am reading the programmatic priorities and kind of looked around to make sure that I didn't see it. Can someone tell me what the programmatic priority Transforming Libraries means? And additionally, does Organizational Excellence comprise making sure we make financially sustainable decisions?

Thank you.

>> MAGGIE FARRELL: Thank you for the questions. I will answer them in reverse. The Organizational Excellence, yes, it does refer to that financial stability. And Transforming Libraries is a continuation of our advocacy efforts. These have also been in tandem with Presidential initiatives, and our advocacy work about how libraries transform lives. I hope that addresses your issue or your question. Thank you.

>> WANDA BROWN: Microphone 3.

>> Stephanie Chase, PLA division councilor.

I just would like to add I found it difficult to read, still a word-strong balance sheet in this report. Judging with everything we've heard, I think that kind of language is what's gotten us in trouble and made us surprised by the financial reports that we've heard this weekend.

I would just ask -- and I think we heard this from the comments that came up yesterday about the questions from this body -- that clarity and transparency about our financial state is imperative, and while we have a lot of nonliquid assets, I understand that may make that balance sheet look strong, it is currently not helping us in our situation, so I would just please ask, perhaps on behalf of this body, as we said yesterday, for ultimate transparency and clarity. Thank you. Transparency and clarity. Thank you.

>> WANDA BROWN: Thank you. Are there any further questions? If not, we are prepared to vote. Will those in favor please raise your hand. Thank you.

These opposed please raise your hand.

Motion carries.

>> MAGGIE FARRELL: Thank you.

>> WANDA BROWN: Mark your ballots: CD#13.1.

Thank you, Maggie.

(Applause)

It is now time for us to take up the new business. That was the ALA financial discussion. I am going to start the cushion by sharing with you thoughts that the Executive Board went into session yesterday, and we wanted to share this with you, so I am going to deliver this report on behalf of the Executive Board.

In the weeks leading up to this conference, information emerged that identified significant unplanned deficits in ALA's operational budget. We, the Executive Board, thank the Council for your frank and honest conversations regarding our finances at yesterday's Council II meeting. Your cogent and urgent questions are helping us clarify and illuminate the role of the Executive Board as stewards of the Association. We will provide some answers today but will give you fuller details in the upcoming weeks as we can. However, more importantly, we commit to better communicating with you.

We acknowledge the significance of this situation, and we hear your

concerns. We also acknowledge significant missteps. More than just acknowledging those missteps, we are pledging to you that we are going to resolve them. We seek to hold ourselves to a far greater level of accountability.

This is the first day of a long process to repair trust and build effective communications amongst the Board, the executive director, Council, committees such as BARC, the divisions, the round tables, and our many other stakeholders from committees to affiliates, but particularly our members.

The Board and I have committed to providing regular updates, as we will use ALA Connect as a portal to collect all preliminary questions by Tuesday, February 25. We will use those questions to inform our planning for the Executive Board and BARC meetings in April, as well as our response and strategy going forward.

We ask your assistance in working more effectively together and establishing and maintaining better lines of communications. The questions you have asked have really been helpful to us. You asked how did we get here? As you know, we have three main sources of revenue -- publishing, conferences, and memberships. Each of these areas has seen a decline well over the whole decade, this past decade they have been declining. So that's part of the how we get here.

Now, Mary, I have asked Mary to come forward and answer some of the questions that you laid out there yesterday, but I am asking your due diligence, I guess, to give us time to really research and prepare for you the documentation that's going to help us. And we don't want it to appear that this is a one-shot thing. This is a communication that we plan to continue. And we ask your assistance and your help with that.

So Mary, at this time, will come forth with some of the answers.

>> MARY GHIKAS: Good morning.

I don't know if it's better with or without my glasses at this point in my life. It's kind of a toss-up.

So I am going to go through several questions that came up in the course of the discussion yesterday. The ones I am -- the process of kind of selecting which ones to answer relates to what information I have with me or what I have, what I can quote numbers from without them in front of me. And usually I prefer to have a piece of paper.

So a lot of what you asked for is in EBD 13.9, which was sent to you, I realize, very late. You will find a lot of information in that document. If you have trouble finding it, just shoot me an email, and I will send it directly to you.

Let me just reiterate and support what Wanda said, that this has been -- this, where we are today, has been coming for -- I can spot this a decade ago, and if you really look hard, longer ago than that. There was a question, though, about specifically what happened with the unplanned overrun in fiscal '19. That's in document 13.9, so let me share that with you. There were several things that kind of

went off the rails in fiscal '19. None of them was individually catastrophic, but they add up to a lot of money. So ALA Publishing gross revenues missed their target by -- let me make sure I have the right set of numbers in front of me. So they were lower than budgeted gross revenue numbers. So top-line revenue numbers from ALA Publishing, which budgeted about 10.8 in round numbers -- which budgeted 11.4 in round numbers, and came in with 10.8. So again, not a gigantic discrepancy in terms of what the revenue projected and revenue earned, but enough to be painful. Some of that related to books that didn't get completed on time, so some of that revenue that was budgeted in '19 is now showing up in '20. We'll see how that -- what that does.

We had lower than budgeted interest income by a substantial amount. \$800,000 compared to a million-two budgeted. And that was probably, in retrospect, a real prime example of bad budgeting.

We had lower than budgeted net revenue from the -- what year was it? -- 2019 Midwinter Meeting in Seattle, and that was really mostly on the expense side, including a very substantial expenditure for Council AV.

AV is difficult. There were some unusual issues last year. The thing to keep in mind about AV budgeting is that it's very city specific. A lot of it relates to both where we are, and last year we were in hotel space, if you recall. And it relates to labor law and labor relations in the specific host city. You will notice there are fewer microphones on the floor and fewer electrical outlets because we pay for each electrical outlet.

We had lower-than-budgeted overhead from across the board. It came -- everybody managed to come in a little bit lower than budget, so that's publishing, it's conference, et cetera. So you add all of this stuff up, and you get to a big number. So that was really kind of the -- that was really what we were looking at coming out of fiscal '19. So that was what the picture looked like in about -- from my perspective, coming out of Annual Conference. We were pretty sure that was pretty close to where we were going to end up. Our fiscal year ends the end of August.

By the time we got to early fall, it was clear that there had also been -- and that's the next question I will talk about or one of the next ones I'll talk about -- that there had also been a substantial overspend on a capital budget in capital budget, specifically in IT. So capital -- when that happens, it hits you in two different ways. On a cash basis, while ALA usually amortizes, depreciates IT spend over a five -- it's a five-year depreciation period spread over six years. If that makes any sense. It works. So it hits you in two places. It hits you on cash because while you are going to depreciate from a budget perspective, you are going to depreciate the this expense, but the cash goes out the door the minute you buy something. It also hits you in a budget basis because the depreciation schedule

then also has a big balloon that you've got to either get rid of or account for.

So that added to the complexity of this. It then became apparent that because of the timing of the sale and because of kind of a perfect storm of internal issues that had happened, a lot of them personal issues, that there were things that I had assumed were in the budget that weren't, but we had to put them there, which means you can't just add them on top. We can't do that. We don't have that. We don't have that luxury. So there had to be a hole created. So part of what we've been doing over the last -- looking at Denise -- two months feels like a very long time, but it's probably been two months, six weeks, something like that -- has been making a hole in the budget to accommodate a lot of these moving pieces. So that gets us out of the '19 budget into the '20 budget. We are about -- I just looked at the December financials. So we are coming up on being at the halfway point. January will put us at the halfway point roughly in the fiscal year.

One of the questions was about the sale and why we moved a very significant amount of money from the sale directly into the endowment. So I am visualizing a Council meeting. I am pretty sure it was New Orleans. And somebody on this side of the room stood up and said, you know, we are really worried. They stood up in one of the Council meetings and said we are really worried that ALA is going to sell the building, spend all the money -- which we could do in a very short time. You are absolutely correct about that. -- and then we'll have nothing. So we made this commitment early on in the process of looking at the real estate to think of it as a transformation of an asset. We are taking a real estate asset and turning it into an endowment asset. And in the endowment it would then generate additional ongoing revenue for the Association's operations. We don't pull out money from the corpus, but we do use the gain. So having made that commitment, we consulted with both our investment investors and with the Endowment Trustees and kind of got a fix on what we thought every million dollars in additional money going into the corpus of the endowment might mean for us in terms of operating revenue. So that was the fundamental logic behind moving the majority of the revenue from the sale into the endowment. It will, on an annual basis, generate the amount of money moved in at the current -- if you look at the endowment performance over a long period of time, it will pretty reliably generate an additional quarter million a year in operating revenue. That's not enough money to solve our problems.

It's enough to help. And the solution to our financial issues is going to be in a lot of quarter-million-dollar decisions. It's not -- there isn't any single magic bullet out there.

We then looked at the cost of the move. So part of the cost of the move is actually -- so you are looking at two different markets when



you are looking at the real estate move. You are looking at the market for selling stuff and you are looking at the market for leasing stuff. And they don't behave exactly the same way. So a lot of the cost of the move was actually being covered by the landlord in terms of financial support for the build-out and so forth. But there were some -- but not 100%. So then the question is how much of what we are taking out of the sale do we need to actually use to cover all of those costs. And in talking with our bankers, it became very clear that they were both not only willing to loan money to cover that, but that the cost of that loan would be significantly less -- noticeably less -- than the cost of the money coming back from the endowment. So it made more sense to make that endowment transfer as large as possible -- and yeah, there's a loan interest to pay back, but it's a lot less than the interest rates currently are very low, so that number is than the amount coming back from the endowment. We expect it to remain significantly less than the cost coming back from the endowment for a significant period of time.

That was the logic behind this. We made that logic clear in the conversation with the Board. Any kind of transaction like a sale or an agreement, a commitment to take out a new loan goes to the Board. And it was approved on that basis. And I think it's a -- I continue to think it was the correct action to take.

Let me go back, then, to the question of IT spend because there were a lot of questions related to that. Let me find the notes I put together last night on this. So I don't skip points. All right. So IT has both an operating budget and a capital budget. They work differently, and they get reported on differently, and there's a different level of management-level information that seems to flow on both of those situations. We are currently carrying depreciation from IT capital transactions going back to '15, and '15 will roll off our depreciation list, I think, this year and we'll keep moving forward. So when it became clear that there had been a substantial overspend, I spent some time, both with our finance staff and with our IT staff, and both of them have a piece of the puzzle here. When I looked at the capital spend over a period of several years, there had been a significant underspend in '16 and '17, followed by a significant overspend in '18 and '19. In sorting through where that went, the critical piece here -- and there were some little pieces, but the critical piece really relates to ALA's eCommerce system. Going back to that '16-'17 period, and I don't remember, I'd have to look up for you the exact year, but it's in that neighborhood that we've been -- we are struggling down this road -- ALA was dealing with an E-store that was effectively dying. Outages were not infrequent and dramatic; they were just day after day after day, and it was not a tolerable situation. So we began to look at alternative products. We also had a membership system that was on software that was effectively no longer being routinely supported.

We had to move some of these critical eCommerce systems. So we started looking for alternatives, and that's never an easy prospect with this association. It's not easy in any of your organizations, and it's really not easy in ALA. It's not easy in part because of things we always have to stick with and they are really important. We demand accessibility in software products, and some people just -- some associations do not. We also have a very complex structure. We have a very unusual membership dues structure. We have a nested membership structure. And these are typically things that come as a significant shock to every IT vendor we've worked with. And some have just opted to walk away and not work with us.

So after doing some significant searching, we contracted with a vendor. We started down the path of implementing first a dues and donations module and then the E-store. And then finally an eLearning component of the E-store. And it became clear somewhere in that 17ish sort of period that we had some real issues. We had a store that was mostly working. We had dues and donations that were mostly working, mostly but not quite a hundred percent is probably a pretty good description. And part of the issue wasn't one with the vendor, where we have staffing and retention issues, so things were just taking a lot longer and costing a lot more

So IT was told to do two things: Get this implemented, get it stabilized, and start drafting an RFP. We need to go out and do -- we need to go look again, but I can't -- there's millions of dollars -- they are not perfect systems, but millions of dollars are running through them, and we can't allow that to be disrupted. So take care of that, get it stabilized enough, start looking for alternatives. It probably means another external developer, which may or may not cost us more than this one cost us. There is some truth to the "you get what you pay for." So that's where we were.

So yes, there was a significant IT overrun. That's where it is. In looking through this -- and we've done a fair amount of digging -- there were several issues. One was the mixed management messages. So what IT was hearing was you have to get this fixed. You have to get it fixed. That's what they reacted to. They were not independently tracking their capital spend. So they weren't keeping their own set of books. They were relying on the general management books. And it's hard to see. At some level, it's hard to see the IT spend there. So at least in the early part of this overspend period, it was being masked by the fact that they were underspent in the previous two years. So the depreciation levels didn't seem to be off their charts. Okay?

So what we've done, among other things, is to say you will keep your own set of books in IT. I don't care whether you have time or not, keep your own set of books. You need to know exactly where you are in your IT spend. Finance is looking at how they report on capital spend. Different associations handle this very differently. We've

gotten a fair amount of information on how other people handle this. There are opportunities to do it differently. So we are addressing it that way. There have been some very painful internal discussions, and I am not going to talk about them. Just we are not ignoring those things. So that's where we are with this.

We have -- in looking, then, at the '21 budget -- because this all, then, rolls -- you have to look at now we've come out of '19, we are trying to stabilize '20, and that means making some significant holes in the '20 budget. So we've taken about -- so far this year about \$300,000 out of the IT budget. That doesn't mean there are things we are not going to do; we are just going to do them a little bit later than we had hoped to do them. It makes sense for a number of reasons, not the least of which is the move, which is going to suck up a lot of staff resource. So we've taken about \$300,000 out of the IT budget.

We are holding a lot of -- we are holding positions, which is what many of you would do in the same situation. We are no different in that respect. We are looking at positions. Right now I can account for about \$325,000, and we'll see where we end up after another few weeks of digging around.

So we are looking at a whole range of internal cuts for fiscal '20. We have to bring this -- we have to bring this down. And we also had to make sure that some of the adjustments were adjustments that would hit the depreciation schedule. So we can't add as much of the depreciation schedule as we might have originally done this year because we have to make a hole in the depreciation schedule for what the overspend in '18 and '19. I can't simply grow the depreciation schedule this way. We have to keep it -- it was growing, but we can't grow it faster than we intended to.

So that's where we are as we go in. I think this pattern will continue into '19. We are getting about -- when I look at the various businesses, so it's not that we don't get any growth from Publishing, but it's a point and a half. 2% would be really nice. That's replacement. That's replacement for normal depreciation. That's not something that enables you to grow an organization. Membership is not bad, but it's not growing the way we need it to grow.

So the solution in this very short-term is essentially an internal solution. It's going to be a very painful period within the general fund. We are going to hold a lot of things. We are going to delay a lot of things. We are going to -- it's not anything incredibly dramatic. It's 100,000 here, another hundred here, another hundred here. It's a lot of little things that add up to big things. And that's going to have to continue for the foreseeable future.

I also think we need to focus very, very hard collectively on membership growth because that is an area where there is a lot of potential, and it doesn't have the same kind of dynamics quite that you have with either Publishing or Conferences. So I think that we

need to focus there. I think we need to focus on development, not only internally but externally. And I think those are both places that, in that kind of middle space, give us some things we can actually do and things we can do together.

The long-term solutions are really structural. It's changes in how we as an association choose to organize, how we focus, how we define priorities, how we define a there that we are going to get to, and how we measure the pace that we are keeping as we try to move forward to meet our -- to meet our mission. And that's -- as you begin to talk about changes in the broad organization environment, whether that's governance changes or membership model changes, that's going to have to be reflected internally. So we are going to have to continue the process of refining how we structure inside. I don't know any other way to put it to you. There's -- the footprint's going to have to change, and we are going to have to do it together. I can't do it independently of what you do in the member environment, and you can't achieve what you want to achieve unless I do the changes or Tracie does the changes internally. And we are committed to that, but we do have to do it together.

Does that answer some of your questions?

>> WANDA BROWN: Thank you, Mary.

Microphone 3.

>> JENNIFER BOETTCHER: Jennifer Boettcher, councilor-at-large.

I asked a question that was not answered about the divisions and how we had to, as a division, keep a reserve to be able to be called a division. And so we don't have any money in reserves now, so how are you handling that division need and that division identity?

>> MARY GHIKAS: Yeah, so there was a question about what should the divisions and round tables do in terms of fiscal '21. You need to develop your fiscal '21 budgets. The divisions here certainly were working on that. That needs to go forward. Same thing with the round tables. You need to do -- develop as we are struggling to prudent fiscal '21 budgets. And as we pay -- you know, as we process invoices and pay bills, it really doesn't -- we are paying bills for the general fund, we are paying bills for the divisions, we are paying bills for the round tables. If I get a stack of things to approve, to sign off on on my screen, it's going to include things from ALA offices, things from ALA divisions, things that really represent round tables.

What we are also saying -- and this is across the Association -- is where there's a need to make an extraordinary expenditure -- if you are looking at an investment that might mean pulling two, three hundred thousand or more at one point out of net assets, we need to have a conversation first, and that's really a timing and scheduling question. We need to be able to plan out our uses of cash.

Does that help?

>> WANDA BROWN: Microphone 3.

>> Hi. Julie Dietzel-Glair, Association for Library Services to Children councilor. First, I say thank you for coming to us with this information so quickly. I have two points, one of which is easy. Could we please give a written report of everything you have just given. It was rather hard to digest orally, maybe only for me.

>> Sure.

>> JULIE DIETZEL-GLAIR: The other one is I am feeling that some of the examples you gave seriously do not make sense to me, and I will give you a rather nitpicky example. You mentioned the unplanned AV expenses in Seattle. People who plan conferences are experts in planning conferences. Conference sites are chosen years in advance. So these planners should be capable of looking ahead at city-specific costs to assist with the budgeting. So it really makes me question how something like that could have happened. These people should -- the people who plan conferences should have known that in advance. So that makes me question basically all management decisions regarding finances and the companies that we work with. I am not asking for any Council oversight on this, but I am asking that we -- we should be able to trust the staff to make good decisions relating to something like that that should have been foreseen far in advance.

>> MARY GHIKAS: Right. That was my question last time, last year this time too. What happened here? So we have a new AV vendor this year. We were in the middle of a staff transition last year, which I think made it a little bit more difficult. So a new -- we've gone through, we've gotten through a staff transition in Conference Services. We have a new AV vendor this year. We've made some changes here on the floor. We'll see what this year's reports look like. But that's a very logical question.

>> WANDA BROWN: Microphone 4.

>> Nick Buron, councilor-at-large.

Again, thank you very much for coming up here. It's a difficult discussion.

A couple of concerns.

>> MARY GHIKAS: Yes, sir.

>> NICK BURON: You were talking about in the plans for the future, you said we are halfway through fiscal year '20 already. You identified a couple of IT holes that were not going to be filled and some hiring positions. And then I think about that in six, seven months, we are going to be in fiscal year '21. What I am not hearing is a plan. I am hearing there's a hole, we are not going to fill maybe a couple of positions. That's not a plan.

>> MARY GHIKAS: Right.

>> NICK BURON: What I am also hearing is that you are telling the divisions and the round tables to do good budgeting, make some money, and that that money is going to then fill bad budgeting on big ALA, and that to me is also not a plan.

We just went over our programmatic priorities, and I think one of

the number one priorities should be fiscal stability for our organization. Thank you.

>> WANDA BROWN: If I might respond just a second. I think I did cover some of that in my report when I said, you know, we are starting, we are collecting everything you are asking and you want us to really focus on up until that. We are going serious into this. Serious. And we will have that plan that you asked for. It's just I probably didn't spell out everything because we don't -- we don't have everything we need right now to come up with that plan. But I can assure you that with Tracie, Mary, and the Executive Board and BARC and everybody working together, we will come up with a plan. And we are going to share that. That's why I said we are going to use ALA Connect as a portal. We are going to be sharing this information because we are digging in just as deep as you want us to dig. We will probably dig deeper than you want us to dig, and come up with what I think will help satisfy you. We just don't have all the answers today. We don't want to put something out there and then have to take it back. So we just want to say yes, we hear you. Thank you for saying that because it reaffirms our commitment to do what we need to do.

>> NICK BURON: Thank you, Madam President.

>> WANDA BROWN: You are welcome.

Number 5.

>> Aloha. Andrew Wertheimer, chapter councilor from Hawaii. I just hope that staff and the Executive Board, when you do this big dive -- I think that's really great -- we'll try to find as much data points as possible. I remember when we had the last discussion of the dues increase, I was worried about the impact on declining memberships, and we had ALA staff gave us some historical data on membership trends, but oftentimes what happens is they are not broken up in terms of categories, so for example, I know San Jose paid for a lot of student memberships. That made it seem as if our numbers were going higher. But actually, we know that there are a lot of trends that students, they are members, and then they do. So again, more rich data, more historical data, and really try to look strategically will really, I think, help us to focus on the revenue side on how we can build up this organization.

And then also the same kind of thing, what are the big costs? We, as Council, we are fiscally responsible too. You know, help us to be partners in the discussion. How can we try to make a leaner -- we don't want to be meaner -- but more focused -- (Laughter) -- organization. So anyway, thank you. Look forward to the report in February.

>> WANDA BROWN: Microphone 3.

>> Amber Williams, councilor-at-large.

I come from a public library background, and sometimes one of the strategies we take when we are trying to get our taxpayers to support

us is we impart the value of their tax dollars. Like this is how much you pay in taxes, and this is the value of that. What is the fiscal value of my membership? As we look to get more members involved, as we look to recruit new members, if we can share with them, you know, more than it's a discount to the conference -- 57,000 people aren't here, so clearly what else are they getting for that money? And I think if we have a strategy in sharing that, that it would be good moving forward.

>> MARY GHIKAS: The ALA Membership Committee and ALA Membership staff have been working on some member value language. I think for me -- and I've really had two significant commitments in my life to libraries and to associations, and to me they are very similar kinds. They have great similarities in a lot of -- a synergy. To me, it's always been about -- it's about the work that's done in Washington. It's about the work that's done by advocates all over the Association. It's about the work that's done in OIF. It's all of those questions, the people day after day who call and say I've got a problem here. What do I do? That's really the value. The conference discounts are nice. The publishing discounts are nice. The real member value is in the work that's done by the Association members and staff to fulfill that mission related to equity of access and enhanced education. Literacy. That's where we have to -- I believe that's where we have to commit our dollars. So as we are looking at -- as we are looking internally at the changes, we are looking at -- we are trying to distinguish between -- there are some services and some service areas that are really critical, but they are not mission areas. So what's the most effective and efficient way for us to do that internal service? What's the most effective way for us to do all of the things that are essential to make -- to help the mission parts of the association function effectively, but they, in fact, are not mission pieces.

So we are trying to make those distinctions. We are trying to look at the distinction between -- at effective ways of getting synergy across narrow departments. So for instance, the shift that was made over the past 12 months with Washington, where we reorganized in DC, we took an advocacy group that was based in Chicago, integrated that in DC, built a stronger, then, connection between that, the DC group and Chapter Relations, International Relations in DC. I think that's given us some real -- it's beginning to change the way we work with our chapters and other state associations and the AASL affiliates, the ACRL chapters in ways I think are positive. You can begin to see a change. It just takes time to kind of redirect the way you do things. But we need to look -- I look at the way that after the combination of the Office for Literacy and Outreach and the Office for Diversity several years ago now, what you are beginning to see -- and it's taken time -- is a very different way of coming at issues like literacy or coming at issues like literacy from a

social justice perspective. And seeing literacy as a social justice information.

One of the things we've done internally as we focus on -- we've had turnover in both in the Office of Diversity and Literacy and Outreach and the Office for Intellectual Freedom, and one of the things we have focused on as we've gone through searches in both of those areas has been how do those two areas work together more effectively? So all of these things will change the way we are structured internally. It's just -- it isn't overnight.

>> WANDA BROWN: Thank you, Mary.

Microphone 4.

>> SUSAN JENNINGS: Susan Jennings, Tennessee chapter councilor. I don't expect answers to these questions right this minute, but I want this to be food for thought because I'd like to give others an opportunity.

>> WANDA BROWN: Certainly.

>> SUSAN JENNINGS: One thing I was thinking about is -- and I don't even know if it's a possibility, but have we looked at outsourcing our store rather than trying to fix our own store? There's plenty of avenues that we could have looked for maybe that could have answered that question.

>> MARY GHIKAS: Right, yeah.

>> SUSAN JENNINGS: The other thing is I understand about wanting to save money and to invest the money that we got from the sale of our property, and we want a healthy endowment, but it's like pouring water in the well. We have a pretty healthy endowment and our house is burning. So I am concerned about that decision.

And the third thing is for prime real estate, \$6.75 million seems awfully low, and I am not really sure where that is. I don't know if it's the age of the building and the renovations that needed -- would have needed to be made or what. So if I could just have answers to those questions on the Council list is fine or whatever. Thank you.

>> WANDA BROWN: Thank you.

>> MARY GHIKAS: Yeah.

>> WANDA BROWN: Microphone 5.

>> Deb Sica, Rainbow Round Table. I just wanted to say thank you, Mary. That was really important for me to hear all of the complexities of it. It helped me understand a lot of what's going on. And running my own library's budget, I get all of those underpinnings around conference planning and unexpected union costs.

That said, I am just asking for a point of order. There's a lot of times when we have our own Rainbow executive board meeting and we don't have our financials because it hasn't been communicated to us. So while we are very fiscally responsible in our round table, I just want to make sure that there's point of order for communication -- not point of order -- but to communicate better so



we have some information monthly or maybe some kind of interface where we can go and get our own reports instead of waiting for them. I think that will help us give a better understanding of the whole budget over the course of the year. So just asking for that. Thanks.

>> MARY GHIKAS: Thank you. We'll work on that.

>> WANDA BROWN: Microphone 5.

>> MARTIN GARNAR: Martin Garnar, Intellectual Freedom Round Table councilor.

Whenever we have holding positions open, that's something that I am doing right now in my own library because we are also in a budget situation, we have to talk about what we are not going to do. And even when we have vacancies that are planned, we are talking about what things can we give up so that we can do the things that we've been waiting to do?

And so again, it doesn't have to be right now, but what I would like to know is what would be the plan for, within those broad programmatic priorities, what are the things -- how are you going to prioritize the important work of the Association so that, number one, most importantly, we do not burn out our staff, especially since we will have fewer staff in the short-term and perhaps the long-term. What would that process look like? How will members be engaged? How will member leaders be engaged so that we can advance the things that are really important? And how will we let go of those things? So that's one question.

The other -- and I know that this has been answered in a couple of ways, but sometimes I just need something really clear. Our round table has been, for the last couple of years, budgeting at a deficit because we have had a reserve that we were trying to spend down because we felt it wasn't good for us to be sitting on our member money and we wanted to put it use. And so -- so that I understand this, if that reserve has been zeroed out, does that mean that it's just not coming back? And that we need to redo our budget so that we are making ourselves whole? Or is this more like that we have a promissory note that we can collect on in 2058?

(Laughter)

>> MARY GHIKAS: I think we are -- I don't think -- we are years away from rebuilding the kind of short-term investment position we really need to have.

>> MARTIN GARNAR: Okay. So it's gone and we are just going to hope that it gets to grow back?

>> MARY GHIKAS: We are going to have a lot of conversations with each other.

>> MARTIN GARNAR: Okay. Thank you very much.

>> MARY GHIKAS: There's no other way to do this. Both in terms of, okay, so let's take a really core, core area like intellectual freedom. What does -- what are the critical pieces that we must

protect and must advance, and where are we spending staff time and member time that maybe we can say, you know, that's not really -- it feels good, it's good in the moment, but it's not really getting us closer to our long-term goals. So we are going to have to talk about the money and we are going to have to talk about the priorities.

>> MARTIN GARNAR: Thank you. I appreciate that. I would much rather know -- and when I talk with my own financial people at the university, I just want to know what I have to deal with. If this is where we are, then we can start from that place. So I appreciate the frankness. Thank you, Mary.

>> MARY GHIKAS: You're welcome.

>> WANDA BROWN: For the remaining speakers on the floor, we want to be sure to capture as much as of your comments or your concerns as possible. So we probably won't try to give an answer to that specific question right now. We are just going to go forward with your comment, and I am going to go to microphone 3.

>> WANDA BROWN: Stephanie Chase, PLA division councilor. I want to thank all the councilors on the floor for your support and advocacy for your divisions and round tables. I think as Martin just brought up, PLA is among the group that has lost a significant amount of reserves. Very similarly, we had held on to that planning to invest it in different ways and felt that the amount that we had, although comfortable from ALA standards, was not necessarily comfortable from our own. I know you up there at front and on the Executive Board have heard from our fiscal officer probably loudly and frequently. We feel fortunate to have her voice. So I appreciate the clarity that we need to move forward budgeting as if that \$3.6 million is gone. I also just have two questions. I want to double-check just to see if we are looking at staff impacts, so holding vacancies and not filling vacancies is one thing, but are we looking at having to let go from staff?

And then if there's time and the LITA or LLAMA councilors are still in attendance, I would like to hear how the zeroing out of reserves would impact those divisions. I know there are among those who are facing serious financial crises with the disappearances of their balances. Thank you.

>> WANDA BROWN: Number 5.

>> Paula Laurita, chapter councilor.

One of the comments I have heard frequently is ALA, it's one checkbook, and in a certain extent, that's true, but in another extent, that's not true. If I, as a member of PLA, have given a donation to PLA, that's a direct donation that cannot be spent in other areas. So I think we need to be cautious when we use that phrase "one checkbook."

>> MARY GHIKAS: We are keeping an eye on all donor-restricted funds.

>> PAULA LAURITA: Okay. It doesn't matter if it's \$10 or \$1 million, we have to be respectful and compliant with the law on directed

donations. Thank you.

>> MARY GHIKAS: Uh-huh.

>> WANDA BROWN: Microphone 2.

>> Brenda Pruitt-Annisette, councilor-at-large.

In your presentation, Ms. Ghikas, which was very thorough, you mentioned RFPs, requests for proposals, and I realize that you also said that we overspent IT budget 87%. I see it in SCOE where we are looking for new IT services, like Web-based software. Are we developing RFPs that will allow us not to make this similar mistake going forward? And is it possible -- I know everyone on Council may not be familiar with reading over and looking at RFPs to catch loopholes or things that we need to tighten up. Can we see those RFPs before you put them on the street so that we can, again, bless those? Because it's very difficult for me to understand how we could overspend IT 87% yet we are still going out, getting more IT into the organization. I remember I think it was Michael Gorman who once said it's an insatiable appetite, the IT budget and how it pulls from your overall budgets. Maybe when we have our presentation for budget, we have someone from the IT side of the organization make that presentation to us so we can keep a handle on what's going on. Because it's not the members or the divisions. I think it was the office that made these errors. Maybe we need to be more thorough watching over what you are doing because I feel like we are sitting here and blessing things. We are not getting enough thorough information, and we really need that.

>> WANDA BROWN: Thank you.

>> MARY GHIKAS: Thank you. I would just point --

>> WANDA BROWN: Microphone --

>> MARY GHIKAS: Can I just say one thing? There is also a member committee that works with IT, so we'll make sure that they are fully looped in.

>> And present to this body -- present to the body.

>> WANDA BROWN: Microphone 5.

>> Natalie DeJonghe, councilor-at-large. I know somebody requested a report of this discussion later on, but I'd like to take that a step further and request that a full copy of the transcription be made available to members and councilors. A lot has gone on, and for some of us, I think it would be a lot easier to parse that if we had an actual copy of the discussion and not just a summary of it.

>> WANDA BROWN: Microphone 3.

>> I am Erin Stalberg, ALCTS division councilor. I want to touch on a few of the things that Stephanie Chase, PLA councilor, sort of asked and reiterate a few things that we have expressed in other forums with concerns about moving forward with Core, so this is ALCTS, LITA, and LLAMA merging together into Core.

The three divisions looked very carefully at their balance sheets

in anticipation of the move to Core, and we are imagining that we had these reserves that we would be able to use as our own investment budget in order to be able to get Core off the ground. So as you all might imagine, we have concerns about the state there.

We also, to Stephanie's point about -- question about staffing, we had also imagined that we -- as we merge the divisions, that we were going to have the same number of staff. We were trying to increase -- we were trying to do that to increase member engagement. We were trying to allocate staff better. And we also had a position in there that may now be held that we had reserves to be able to support. So we have concerns about that, and then we have concerns also about the merger of the three staffs and whether we would be looking at layoffs in there. So Core was trying very hard to do something new and beneficial for the organization, and we feel at this conference that we've heard a lot of support for what Core is trying to do, and yeah, we -- given the financial situation, we have a lot of concerns about our ability to be successful. So I want to just put that out there.

>> WANDA BROWN: Thank you.

Microphone 5.

>> Hi. Erica Freudenbeger, member at large. I am curious to hear about the one big checkbook, how moving forward there will be safeguards in place so something like this doesn't happen again.

>> WANDA BROWN: Thank you.

Microphone 4.

>> Whitney Buccicone, councilor-at-large. One of the reports recently that came out mentioned we go under an audit every five years. I was wondering when the last audit was and if we can read that report. Thank you.

>> MARY GHIKAS: The Board just heard from the auditors yesterday. It's an annual audit.

>> WANDA BROWN: Microphone 4.

>> Emily Drabinski. I think people want to be involved in things when it matters to them, and listening to the discussions here, there's not a lot here for someone who doesn't care a ton about budget to care about. You know? So I hope that we can continue to be sort of big and bold and President Brown, I wanted to thank you for your statement about Macmillan. I think those kind of things are what get real-life members engaged and excited about the Association.

A few other points. I am frustrated when I hear union labor costs in Seattle have something to do with this deficit. I wouldn't want to set that at the feet of fair labor practices, and I guess that was all I wanted to say. Thank you for your work.

>> MARY GHIKAS: Thank you.

>> WANDA BROWN: Microphone 3.

>> Jennifer Boettcher, councilor-at-large. I started and am ending this. But I am wondering if the concept of the operating agreement

is out the window, and I think instead of looking at overhead percentages that we should actually, with this new "one checkbook" attitude or reality that we've already had. I think it would be better for BARC or somebody else -- and do we need to have a resolution about making -- coming up with a new way of expressing our financial statements for all the units, including offices, divisions, round tables, affiliations, and all of that? I think that we just have to say the operating agreement is something that's null and void, that contract, and that maybe we should be looking at a different way of expressing our financials.

>> WANDA BROWN: Thank you.

Microphone 2.

>> Amy Steinbauer, councilor-at-large. Forgive me if I missed this, but is there somewhere that's explicit about what was taken from each division and round table? That's something I have been hearing a lot about at this conference, but unless someone's mentioned it here, the number isn't always clear.

>> MARY GHIKAS: Yeah, someone yesterday asked for the net asset balances of each division, and I just don't have that information with me.

>> AMY STEINBAUER: Okay. Thanks.

>> WANDA BROWN: Just finishing my note. I tried to capture as much of what was said as possible.

Is there any other discussion?

Let me -- yes, number 4.

>> SUSAN JENNINGS: Susan Jennings, Tennessee chapter councilor. Just one more question. I was at the PBA/BARC -- I am a member of PBA -- and heard you talk about the one checkbook and moving money over, et cetera, that the bills had to be paid. And the question that I have for you is were the reserves all taken and put in the checkbook, or, you know, like we do at my job, you know, if we buy something from IT, they journal us for the exact cost. And I just wondered if all the reserves were put into the checkbook or just enough to cover the bills.

>> MARY GHIKAS: So ALA -- it has always been the case that ALA is one organization with one bank account. Always. Having said that, we do accounting internally, and in accounting, you track each individual piece of the association, whether it's a division, a round table, or an ALA office or business area. So yes, that's all -- we have beautiful accounting. So yeah, we know. We know.

>> WANDA BROWN: Microphone 5.

>> Hi. Katie Cerqua, member at large. I would like us when we are moving forward to hear about ways we can diversify our revenue streams because it seems like the traditional three routes are no longer going to sustain us into the future. I'd also like us to look at the round tables and chapters that are fiscally successful and see what we can take from their success to move us as the larger organization forward.

>> WANDA BROWN: Thank you.

You know, this kind of stewardship that we have expressed this morning and the way we have come together around these questions, it really gives me hope for our association.

At this time, I am going to ask Mary to come forth and give us her announcements.

>> MARY GHIKAS: So I really don't have any announcements. When I looked at the numbers that I have in front of me, and they look just like the numbers I gave you yesterday. But if you want to hear them again, grand total registration, at least as far as I have here, 8,099 compared with 9,211 in Seattle. 8,036 -- I just can't read numbers anymore, I am sorry. With or without my glasses. I can either see you or the numbers. 8,036 in Denver. So that translates -- if you look at the paid registration, we are at 5,443 in Philadelphia; 6,490 a year ago in Seattle; and 5,345 in Denver. So we are tracking on the bottom edge, we are tracking pretty -- we are tracking with Denver.

The pain point, as Latrice Booker asked the other day, is really in advance registration, so that kind of critical registration that you look for several months out from a big conference. In Philly, for Philly, it was 2,892. For Seattle it was 4,179. For Denver it was 3,514.

The exhibits-only registration went up. 1,814 here; 1,580 in Seattle; and 1,164 in Denver. So the behavior of those two -- of all three of those sites has been quite different.

Are there any questions?

>> WANDA BROWN: No. Okay. Are there any other announcements from the floor? Microphone 3.

>> Erin Stalberg, ALCTS division councilor. I just want to let everybody know that the ALCTS board yesterday voted to not be present at Midwinter 2021. If Core goes through, which we hope it will, obviously Core and the other two divisions will have to reaffirm that or decide otherwise, but I want to let you know we don't expect to be there. Thank you.

>> WANDA BROWN: Microphone 3.

>> Ray Pun, councilor-at-large, and also a member of the Chinese American Librarians Association, which we celebrated the Year of the Rat, wishes everyone a happy Lunar New Year and safe travels back.

>> WANDA BROWN: Thank you.

(Applause)

If there are no other announcements from the floor, please check to see if you have written your name on your voting card before passing it to the aisles for collection. Unsigned voting cards will be voided. We have concluded our agenda. If there's no objection, the chair declares the third meeting of ALA Council adjourned. Please have safe travels and be sure to stay tuned in Connect to a part of the financial conversation.

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