

**Core: Leadership, Infrastructure, Futures
a Division of the American Library Association**

**2024 Annual Conference Meeting
Board of Directors Meeting II
Monday, July 1; 3:30 pm - 6:00 pm Pacific Time
San Diego Convention Center, Room 14 B
San Diego, California
Draft Minutes**

Members Present:

Wendy Tressler, President
L. Angie Ohler
Rachel Fleming
Margaret Heller
Miranda Bennett
Kevin A. R. King
Thomas Lamanna, II
Julie Reese, Executive Director

Ex-Officio:

Donald Allgeier
Morag Boyd
Cara Calabrese

Staff:

Tom Ferren
Mia Blixt-Shehan

Absent:

Kellie Barbato
Lauren Corbett
Amber Robbin
Karen L. Schneider

Guests:

David Dahl
Charlotte Hinniger
Hayley Park
Alison Van Norman

1. Board Welcome and Roll Call

President Tressler called the meeting to order at 3:36 p.m. and welcomed all in attendance.

2. Adoption of Agenda

DOC 24.79 Board Agenda

Tressler proposed to adopt the meeting agenda with a modification to add an optional Executive Session as item 8A. Ohler moved and King seconded.

MOTION unanimously passed to adopt the meeting agenda.

3. Emerging Leaders Report & Presentation

Emerging Leaders: Charlotte Hinniger, Carrie McClain, Ashley Mitchell,
Hayley Park, Alison Van Norman

DOC 24.80 [Emerging Leaders Core Final Report \(PDF\)](#)

DOC 24.81 [Emerging Leaders Core Recommendations \(PDF\)](#)

DOC 24.82 [Emerging Leaders Core Sections Resource Guides \(PDF\)](#)

The Emerging Leaders presented their project, “Following Core’s Career Pathways,” and the findings within. Their goal was to develop guidelines for members to develop skills across all of Core’s sections as well as specialize in one.

4. President’s Report

Highlights from Annual, Thank You’s, etc.

Tressler thanked the Board for a great year.

She let the Board know that King will be taking ideas and thoughts from the Board on next year’s Annual Conference; he is on the Conference Committee for one more year so will be able to bring a list of feedback there. The first Conference Committee meeting with staff is on July 10, so Tressler asked that any feedback be sent to King by July 9.

Core’s five-year celebration will be in Philadelphia, Pennsylvania, surrounding ALA Annual 2025. The Board still needs to decide what day and time it will happen and whether Core Happy Hour will also be held at that conference.

As a general idea, Tressler proposed that a particularly effective selling point for Core is that it is an especially broad mix of public and academic library staff.

5. President-Elect’s Report

Appointments, Next Term Items

Ohler thanked the Board for their work over the year. She designated three areas of focus for the course of her presidency: leadership (what’s working, what needs to change, and any structural changes needed), transparency and trust in governance (Ohler hopes to work with the Bylaws Committee to aid this aspect), and relationship-building with other divisions and round tables (both for prevention of duplicating efforts across multiple divisions and to take advantage of the fact that Core has the most people involved with multiple identities beyond it).

6. Past President’s Report

Strategic Plan, Nominating Committee, and Fifth Year Steering Committee

Heller offered a summary of the Strategic Plan she oversaw and asked the Board to keep the following quote from the Value Proposition written two years ago at top of mind as the Plan’s evolution continues: “At some point, you will need Core. At others, Core will need you.” The Strategic Plan development process started in 2022. A first draft was completed in February

2023 and an updated version was voted on in April 2024. Currently, it is evident that membership and outreach needs more attention, and Heller emphasized that this should be a top priority in the coming year. In order to garner the support Core needs from members (and thus improve member recruitment and retention), increased revenue is vital—this way, scholarships and travel funds can be more readily offered to those interested and membership will become more attractive and more in line with what's being requested. The Revenue Generation Workshop at this year's All Chairs Meeting provided some helpful ideas to improve this process. Heller will finish the Strategic Plan tracking sheet before the new Strategic Plan group starts next year. She reminded the Board that Core needs section representation in the process and that the Diversity and Inclusion Committee needs to be involved.

Heller announced that the Board is commencing a new tradition of the Core Past-Past-President serving as the chair of the Nominating Committee. The Committee puts together the election slate for next year and reach out to this year's and next year's Core Boards to recommend potential candidates. Anyone interested in running can also nominate themselves, and Heller encourages members to look for opportunities appropriate for the Emerging Leaders as well. The final slate of nominees is due to ALA sometime in December.

The Fifth Year Steering Committee welcomes suggestions for the celebratory gala/party in Philadelphia to celebrate Core's 5-year anniversary. They are also working on the Core endowment and running a campaign to help it grow.

The Board inquired about the location of Core Forum 2025. Reese stated that it is not yet fully settled, but Denver, Colorado, is currently being investigated.

7. ALA Councilor's Report

Fleming updated the Board on the status of the President-Elect role following Ray Pun's stepping down last month. Executive Board vacancies are governed by ALA bylaws, which state that the vacancy needs to be filled within 30 days. President Emily Drabinski convened a working group of the 2023-2024 Board and the 2024-2025 Board to select and vet new President-Elect candidates, and the process is currently moving forward. Their decision will go before the 2024-2025 ALA Council—they will meet on July 9 to discuss that, and a closed session will be held on July 23 to work on it further.

The search for the new Executive Director of ALA is ongoing. Finalist interviews are scheduled for early August, and a selection will be made in fall.

Fleming offered some general updates of happenings within the council. A member brought forth a proposal to establish a Makerspace Round Table. Core already has a Maker Lab Interest Group, and concern was raised about staff capacity to handle this request; further discussion about the proposal was ultimately tabled until LibLearnX. Additionally, several subgroups are handling different relevant projects. The Intellectual Freedom Committee is undertaking a review on an interpretation of the Library Bill of rights and their Privacy Subcommittee is working on standards. The Publishing Committee brought forward their Publication Ethics Policy; the policy was adopted and the Committee will work with ALA staff to implement it. They are working on getting Core membership in the Committee on Professional Ethics (COPE) as well.

Fleming recommended a few documents to the board for reading and future reference. One of these is the ALA Committee on Education's document "[Criteria for Programs to Prepare Library Technical Assistants](#)"—this should circulate in Core due to its high amount of paraprofessional participation. Another is the [final report by the Workgroup for Standardization of Division Membership Dues](#). Finally, Fleming recommended this year's [LGBTQIA+ Task Force report](#) and [Treasurer's Report slides](#). They also recommended the Board learn about the [Freedom to Read Foundation](#) and spread the word about it. To wrap up, Fleming expressed sincere gratitude for the opportunity to see people working as hard as they have for libraries and the opportunity to serve the Board.

Tressler proposed to take a seven-minute break. Heller moved and Fleming seconded. MOTION passed to take a seven-minute break.

8. Operating Agreement

DOC 24.83 [Budget & Finance Committee Report and IRC Recommendation \(PDF\)](#)

DOC 24.84 [Operating Agreement Financial Models Joint Letter \(PDF\)](#)

Calabrese started this conversation by reminding the Board of prior discussions about the financial aspects of the Operating Agreement. After looking over all the options, the Committee determined that out of the three models offered, Scenario 3 was the best for Core, although certain elements of it remain unclear.

Bennett noted that there is an Operating Agreement in place now with an overhead rate that is set each year through a complex process. It usually comes out to about 26%. Some categories have a residual applied at 100%, some have it at 50%, and some don't have it at all. This is the model that ALA is moving away from with this new Operating Agreement.

The Board discussed a message they received about Core reverting back to a 2022 report, hoping to gain clarification. A lot of the changes that the Operating Agreement Working Group

was proposing had more to do with structure (e.g. internal contradictions that needed to be rephrased); it may turn out that the 2022 document is already in good shape.

Action item: Tressler will send the entire Board a document that she received, which is [a tracked-changes version of the original Operating Agreement and a clean version](#). She asks that the Board read it to be sure the document is the same and review it to ensure comprehension as well as catch anything that stands out as a concern.

The Board considered whether they should take a vote to take more time to decide on the best course of action for the Operating Agreement. However, Ohler, who sat as a guest at today's Executive Board meeting, reported that the Executive Board appears adamant that this Operating Agreement will move forward and cannot wait. Assuming this stands, it will be in place by LibLearnX. Ohler suggested that Core invite Peter Hepburn to the next Core Board meeting.

Tressler proposed to table discussion of the Operating Agreement financial piece proposed by the Budget and Finance Committee to a future meeting. King moved and Heller seconded. MOTION passed to table discussion of the Operating Agreement financial piece proposed by the Budget and Finance Committee to a future meeting.

The Board declined to enter Executive Session.

9. Presentation of the Gavel to Incoming President, Angie Ohler

Ohler accepted the Gavel from Tressler, thus marking the start of her term as President.

10. Welcome to the Incoming Board of Directors

Ohler reviewed the names and titles of the new Board and welcomed them to their term.

11. Adjournment

Ohler proposed to adjourn the meeting. Tressler moved and Fleming seconded. MOTION unanimously passed to adjourn the meeting.

The meeting was adjourned at 5:34 p.m.