

Approved 08/13/2020

## **Synopsis of the Elk Rapids District Library Workshop**

**held on Wednesday, August 5, 2020**

**at the Rotary Park Pavilion in Elk Rapids**

**Board Members Present:** Barb Johnson, Jane Stauffer, Chuck Schuler, Dick Hults, Karen Simpson, Julia Pollister Amos and new board member Tom Stephenson. Absent, Diane Geddes

**Facilitator:** Rick Bellingham

**In the audience:** Char Gretel, Diane Richter, Trish Perlman, Cindy Ciaravino, Mary Lobisco , Royce Ragland, and Liz Atkinson

Karen passed out a 4 page document that listed the Opportunities, Threats, Make or Break issues, the Vision, Mission and Values along with the eight

goals and objectives that were established at the January 2020 Board Retreat. ( The eight goals and objectives that made up the Three Year Strategic Plan were approved at the February 13, 2020 Board meeting.) ( see attached 4 pages that Karen supplied )

Barb Johnson called the meeting to order at 3:00pm and introduced Rick Bellingham. She also welcomed new Board member Tom Stephenson.

Rick explained that we were going to reevaluate the Strategic Plan and revisit the Objectives. He then led us down the list, keeping us on track and allowing everyone the opportunity to speak on the topics

Several board members identified problems and made suggestions:

we don't act together as a team and we need to be partnering with the community

the relationship between the Board and the Director is not as it should be , specifically as it is outlined on page 61 of the Michigan Public Library Trustee Manual

bcc emails serve to undermine trust among the Board because they do not allow those receiving them to know whom else has gotten the same email

all opinions from the attorneys should be written and given to all board members and the director and all invoices from the attorneys should have those opinions attached their invoices to justify the expense

people should be treated with respect and name calling should not be tolerated - Rick reminded us that there can be a difference between explicit an implicit conversations that can be affected by the tone as well as the content especially when people feel defensive and/or angry

we have not been accountable in evaluating the strategic plans goals and objectives

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we need to improve the use of Robert Rules at our meetings and we need to work on how our meetings are organized and could improve the meetings objectives

Rick led us through reaffirming our goals, values and objectives

Royce spoke about her experiences in other fundraising groups and suggested that anyone who was not "on board" should leave because if we are not all advocates for the plan it's not going to work

Karen shared that 3-4 people had left the Capital Campaign Committee because they didn't feel the support of the full board, donors want to know how we are going to get from where we are now to where it's going to be and speculated the perhaps we should revisit the plan and look for cost saving options

Diane Geddes said in an email we should speak with one voice as a board ~~(I am not sure who actually said that, my notes are not clear - I think it may have been Jane -)~~

Liz should we stick with the plan and keep moving forward

Someone else tried to speak but Barb said that only invited guests could speak

Chuck and Barb both talked about their passion for the plan

The meeting was adjourned at 5:02pm

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