

Nyack Library
Minutes of the Special
Board of Trustees Meeting
Thursday, June 8, 2023

Present:

Steve Cea, **President**
Ellyse Okin Berg, **1st Vice President**
Tracy Dressner **2nd Vice President**
Diane Christian
Jeremiah Conway
Tamara Jhashi
Moriah Olsen
Michael Penn
Daniel Wolff

Absent:

Brian Murrell, **Treasurer**
Wayne Henry, **Secretary**

***=Excused**

Staff: Eric McCarthy, Library Director
Minerva Parker, Board Clerk

Call to Order:

The Board President Mr. Cea called the Special Meeting of June 8, 2023, to order at 7:00 p.m., in the Community Meeting Room.

Agenda Approval:

Upon motion by Ms. Dressner, seconded by Ms. Christian, it was resolved to approve the agenda. There were 9 yes votes.

Mr. Cea stated that during the Board Retreat, goals were developed and one of the primary goals was to build Board and Staff relations. It would be beneficial for the new Board Members and the new Director to review the interview responses in the Needs Assessment. The Board decided to have Leslie Burger from Library Development Solutions back to give a review of the Needs Assessment report she developed.

Presentation of Needs Assessment prepared by Leslie Burger from Library Development Solutions: (full Board Meeting comments may be heard here <https://soundcloud.com>)

Ms. Burger gave an overview of how she was contacted by a former Trustee Bebb Stone, who asked if she could help with some of the problems occurring at Nyack Library. Ms. Burger was a Librarian, an Executive

Director for 16 years, and established Library Development Solutions in 1999. The question asked of her, “What can we do to build a better atmosphere in the Library.” Ms. Burger interviewed each employee and trustee. Asked questions like, what works well, what are you most proud of, what doesn’t work and why, and what skills and qualities do you want to see in the new Director? A summary of interview results was prepared with Ms. Burger’s recommendations. Ms. Burger shared some information from the staff and why some of the recommendations were made. A large number of staff live in the community and are invested in the community; good work ethic among the staff; invested in what happens with Nyack Library. It did not seem the staff were un-happy with the Library’s mission, service values, or with co-workers. When asked what doesn’t work, that list out-weighed the list of what does work. No opportunity for growth and development, more interaction with the staff and the Director, the Board does not support the staff, a lack of communication between the Board, Administration and the Staff. Staff were not part of the decision-making process and lack of competitive salaries. Ms. Burger continued with the summary of the Needs Assessment. (full report may be heard here <https://soundcloud.com>)

Ms. Burger spoke with the Trustees, following are a few comments: they are engaged and committed to Nyack Library, finances are well observed and taken care of, a lack of term limits, need for a succession plan, some felt it was a dysfunctional board with too many committees and absenteeism, lack of Union input, need improved orientation and onboarding for new board members.

Ms. Burger’s takeaways: Relationship between the Board and Staff are critical; Recognize Staff contributions; Staff development; Conference & workshops outside of the building; Opportunity with the change in library culture; Trust has been a big issue-trust goes both ways; Respect-building a culture of respect; Libraries are changing-change management; Let go of the past; Collaboration.

Ms. Burger answered questions from the Board and the public in reference to the Needs Assessment report.

Adjournment:

Upon motion by Ms. Dressner, seconded by Ms. Christian, the Board unanimously agreed to adjourn at 8:20 pm. There were 9 yes votes.

Respectfully submitted,

Minerva Parker

Board Clerk