



New Supervisors' Academy

## STAFF

**Elizabeth A. Lantz**, Executive Director

**Deborah Blair**, Fiscal Officer

**Holly Klingler**, Research and Innovation Coordinator

**Melissa Lattanzi**, Education and Events Coordinator

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**Joe Zappitello**, School Library Trustee



Collaboration Connection



Teen Think Tank

## OUR VALUES

Collaborative  
Professional  
Proactive

## OUR VISION

To be the catalyst for  
maximizing library potential

## OUR MISSION

To empower the Northeast  
Ohio library community through  
high-quality staff development  
and dynamic collaborative  
opportunities

## WE LISTENED

*Because of your input:*

- NEO-RLS expanded its vendor discount program to further benefit the libraries in our region.
- NEO-RLS created a new Reference Network Group.
- NEO-RLS created a new Small Libraries Network Group.
- NEO-RLS created two VR Console Kits for circulation to libraries in our region.
- NEO-RLS created a Classroom e-Tech Kit to circulate to libraries in our region.
- NEO-RLS expanded participation in the CE Advisory Groups.

## NORTHEAST OHIO REGIONAL LIBRARY SYSTEM

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Hudson, OH 44236  
330-655-0531  
www.neo-rls.org



Northeast Ohio  
Regional  
Library System

# 2018-2019 ANNUAL REPORT

## NOTE FROM THE EXECUTIVE DIRECTOR

The year ending June 30, 2019, was an exercise in positive change management. Looking back I am amazed at what we were able to accomplish. We finished the year with 91 members and despite the elimination of a staff position, we continued to provide relevant continuing education opportunities for all levels of library staff and administration. Attendance at our special events was strong with 142 attending *Critical Conversations: Mental Health Awareness: Libraries Create Safe Spaces for Patrons and Staff*, and 85 attending the *Emerging Technology Symposium: AR/VR – Immersive Realities*. Our Advisory Groups, evaluation input, and my library visits, continued to provide us with a plethora of ideas for meaningful programming and services.



In our continuing efforts to reduce our deficit, we moved to a smaller office space in July 2018. We were awarded three LSTA Open Grants in support of *Critical Conversations*, the *Emerging Technology Symposium* and the annual *Directors' Retreat*. We received an additional gift from the Leigh and Mary Carter Family Foundation, and two donors, Dr. Jane Glaubinger, and LTC (R) Douglas C. Ely, continued to provide support for an intern from Trinity High Schools' Pre-Professional Program. As a result of our ongoing fiscal awareness and outside financial support, I am pleased to say that we ended the year in the black, two years ahead of schedule! We will continue to act with great fiscal frugality so that your membership dues go toward providing you with optimal benefits and ensure that the regional is sustainable, far into the future.

Academic library membership increased in our region during 2018-2019, spurred on by an active Academic Library Directors Network Group, Board advocacy, and ongoing efforts to provide continuing education in areas of interest. In order to fulfill our charge to meet the needs of school libraries, the Board of Trustees approved NEO-RLS's bid to become the management company of the Ohio Educational Library Media Association (OELMA). Recent program evaluations noted the positive benefit of having a variety of types of libraries participating in NEO-RLS learning opportunities.

We are constantly working to increase benefits for our members and our new strategic plan focuses on creating additional leadership opportunities, the re-emergence of the Salary Survey, an Expert Registry for services that many of you have requested time and time again, and continuing education opportunities such as a new Customer Service Academy.

Oh behalf of the Board of Trustees and the staff, I thank our Gold, Silver, and Bronze member libraries for their support, their participation, and their advocacy around the importance of continuing education. We welcome the increased participation of our Geographic Members and those from outside our region. As always, we value your input and look forward to 2019-2020 and the continued strength of the libraries in our region. Together, we are maximizing library potential.

Sincerely,

Betsy Lantz

## NEO-RLS ANNUAL AWARDS

- **2019 Rising Star Award**  
presented to **Kalyn Kappelman**, Training and  
Special Projects Coordinator  
at Reed Memorial Library

## IMPACT

*Because of your membership:*

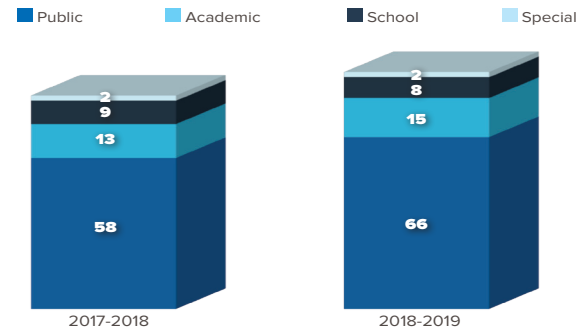
- NEO-RLS was able to provide **113** learning opportunities for **3,468** library staff and administrators across our 22-county region.
- NEO-RLS was able to bring **national speakers** and **library "Movers & Shakers"** to present at our special events.
- NEO-RLS was able to help **678** people and **31** libraries experience the wonder of emerging technologies.
- NEO-RLS was able to provide **enhanced website searching** by competency for continuing education opportunities.
- NEO-RLS was able to help library staff effectively serve their changing communities by providing **up-to-date information** and **training** in a variety of formats and locations.

# FINANCIAL HIGHLIGHTS

AS A MEMBERSHIP ORGANIZATION, A TOP PRIORITY IS TO USE OUR FUNDS IN A MANNER THAT BRINGS THE MOST VALUE TO OUR MEMBERS.

## MEMBERSHIP GROWTH

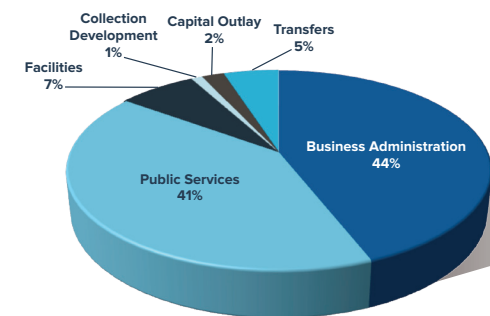
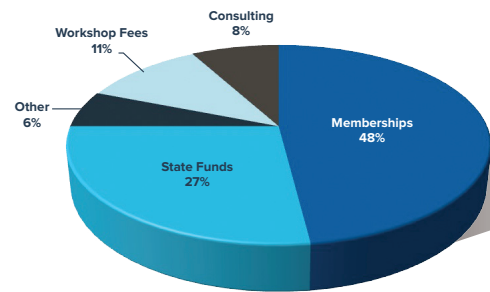
Memberships grew by **11%** over 2017-2018 resulting in **91** dues-paying members for 2018-2019.



## NEW LIBRARIES WELCOMED IN 2018-2019

Bristol Public Library • Canal Fulton Public Library • Herrick Memorial Library • Leetonia Community Public Library • Loudonville Public Library • Peninsula Library & Historical Society • Rocky River Public Library • Rodman Public Library • Wayne College, University of Akron • Youngstown State University

## FINANCIAL REPORT



Beginning Cash Balance July 1, 2018 **\$958,528**

REVENUE SOURCES	
Memberships	\$222,629
State Funds	\$125,000
Other Revenue	\$27,318
Workshop Fees	\$53,677
Consulting	\$37,724
<b>TOTAL</b>	<b>\$466,348</b>

OPERATING EXPENSES	
Personnel & Benefits	\$320,815
Supplies	\$1,976
Travel	\$4,572
Other Expenses	\$37,398
Contractual	\$83,029
Library Materials	\$4,309
Furniture & Equipment	\$11,902
<b>TOTAL</b>	<b>\$464,001</b>
Transfers to Other Funds	\$25,000

Ending Cash Balance June 30, 2019 **\$935,875**

- Received three LSTA Open Grants totaling \$14,183 in support of *Critical Conversations: Mental Health Awareness: Libraries Create Safe Zones for Customers and Staff*, *Directors' Retreat: Steps to Stress Free Leadership*, and the *Emerging Technology Symposium: AR/VR - Immersive Realities*.
- Received additional LSTA Open Grants in the amount of \$20,245 in support of continuing education and new technology kits.
- Received \$1,796 donation from the Leigh and Mary Carter Family Foundation in support of continuing education.
- Received \$825 donation from LTC (Ret) Douglas C. Ely in support of Trinity High School intern.
- Received \$825 donation from Dr. Jane Glaubinger in support of Trinity High School intern.

# PROFESSIONAL AND STAFF DEVELOPMENT



## LEARNING OPPORTUNITIES

- 113 Different Programs
- 17 Full-Day
- 19 Network Group Meetings
- 48 Online
- 19 Half-Day
- 10 Special Events



## ATTENDANCE

- Overall attendance was **3,468**
- 73 attendees were from **Bronze Member** libraries
- More than **375** members registered for Archived webinars between February and June of 2019
- 2,726 attendees were from **Gold Member** libraries
- 408 attendees were from **Geographic Member** libraries
- 261 attendees were from **Silver Member** libraries

Our attendance in 2018-2019 grew by **9%** despite a reduction in programs from 121 in 2017-2018 to 113 in 2018-2019. In addition, we saw Gold Members utilizing their free continuing education benefit in increased numbers while the archived webinars, free at all levels of membership, experienced an upsurge in use.



## E-TECH

- STEAM e-Kits circulated to **9** libraries
- Classroom e-Kits circulated to **5** libraries
- e-Tech Programs in a **Box Kits** circulated to **15** libraries

The Tech Lab continued to be popular in 2018-2019, serving **678** people over **31** visits. The e-Tech Kits increased in popularity and the continued interest in the various e-Kits prompted the creation of two new VR Console Kits as well as a refresh of existing kits. A new iPad Kit and two VR/AR Kits are being constructed for use in 2019-2020.



## CONSULTING

- 4 Strategic Planning
- 7 Customized Presentations/Trainings
- 11 Staff Day Planning
- 2 E-Rate Filings

We continued to develop our consulting services and encouraged our Gold Members to take advantage of their 4 FREE hours of consulting.