

2022-2023 NEO-RLS AWARD WINNERS

RISING STAR AWARD



Sarah Miller
Rocky River Public Library

SHOOTING STAR AWARD



Julia Shaheen
Stark Library

ADVOCACY AWARD



Dr. MaryAnn Harris
East Cleveland Public Library



Sharon Fruchey
Friends of Rocky River Public Library

OUR VALUES

Member Focused
Proactive
Inclusive
Collaborative

OUR VISION

NEO-RLS is the catalyst
for maximizing library
potential.

OUR MISSION

NEO-RLS provides high-quality, high-value, staff and organizational development opportunities and dynamic collaborative possibilities, to the diverse Northeast Ohio library community.

WE LISTENED

Because of your input:

- Rolled out a new **newsletter format** that is more visually appealing and accessible.
- Reintroduced the Customer Service Academy with the in-person **Day for Public Service**.
- Held the first **Annual Virtual Membership Discussion** to highlight ways to get involved in NEO-RLS governance and advisory groups.
- Offered **Hybrid Network Meetings**, allowing for more participation.

BOARD OF TRUSTEES

Teanna Weeks, *President, School Library Trustee*

Melanie McGurr, *Vice President/*

President-Elect, Academic Library Trustee

Melissa Mallinak, *Secretary*

CJ Lynce, *Past President*

Mariana Branch

Leslie Cade, *Special Library Trustee*

Kara Cervelli

Kris Carroll

Carlos Latimer

Andrea Legg

Patrick Manning

Trent Ross

Eric Taggert

Scott Trimmer, *Academic Library Trustee*

STAFF

Ragan Snead, *Executive Director*

Christine Vinion, *Fiscal Officer*

Melissa Lattanzi, *Continuing Education Coordinator*

Jeff Laser, *Continuing Education Coordinator*



Northeast Ohio
Regional
Library System

2022-2023
ANNUAL REPORT

NOTE FROM THE EXECUTIVE DIRECTOR

FY2022-2023 was a year of transition at NEO-RLS. We experienced personnel changes and embraced the challenges posed by the shift to remote work. However, I am proud to say that our dedicated staff members have taken these changes in stride, always with the commitment to prioritize the needs of our members. The move to remote work, while initially challenging, did not deter us from our mission. We continued to foster a strong sense of collaboration by transitioning to regular virtual and in-person meetings and maintaining consistent communication.



One of the most significant achievements of the past year has been our successful return to in-person events and workshops. We have done so with full force, all while continuing to provide the flexibility of online webinars to accommodate the diverse needs of our members. I am thrilled to report that our participation rates, both in-person and online, have steadily increased month over month.

This year, we reintroduced "Dynamic Dialogue," formerly known as "Critical Conversations," where we focused on the critical issue of book bans and challenges. Participants had the opportunity to engage in meaningful discussions with colleagues and acquire strategies to address and combat these challenges effectively.

Financially, NEO-RLS has remained strong and stable, ending the year in the black. In the last half of the year, our new fiscal officer, Christine Vinion, successfully transitioned to a new accounting software system that streamlines workflows and allows us to provide the most accurate and up-to-date fiscal information to our Board of Trustees and our members.

I want to express my heartfelt gratitude to our Gold, Silver, and Bronze Members for your support and your active participation in our programs. I also extend my thanks to our Geographic members and those outside our region for your continued engagement with NEO-RLS.

As we look ahead to the coming year, we are filled with excitement and optimism. NEO-RLS will continue to offer support services and continuing education to help you navigate the ever-evolving landscape of our profession. Thank you for being an integral part of the NEO-RLS community. Your trust and partnership inspire us daily, and we eagerly anticipate the journey ahead.

Ragan Snead

IMPACT

Thanks to your
membership:

- NEO-RLS provided **159** live learning opportunities with a total of **9,058** registrants.
- NEO-RLS provided 24/7 access to the Archived Webinar Library for **3,896** registrants.
- NEO-RLS continued to bring you **national** speakers and **high-quality** content including the **Technology Conference: The IT Factor** and **Dynamic Dialogue: Push Back Against Book Challenges**.
- NEO-RLS introduced a **DEI Resources Page**, curated by the DEIA Strategies Committee.
- NEO-RLS presented certificates of completion to **28 Leadership Academy**, **30 New Supervisor's Academy**, and **60 Customer Service Academy** graduates.

NOTE FROM THE BOARD PRESIDENT



What a year this has been! It's fair to say the theme for the past year is undoubtedly "change". We've all experienced it in one form or another and we've all had to find new and creative ways to manage what's come our way. The adjustments made after the effects of COVID-19 brought about a new normal that has taken some getting used to.

The departure of former fiscal officer, Debbie Blair, sent the Board on the hunt for a replacement who could pick up her mantle; we found that in Christine Vinion. Although the team has moved to be fully remote, and there are no longer dedicated offices for staff and training, this opened up an opportunity for more meetings and programs to take place at libraries throughout the region. Despite the move to remote, the sense of camaraderie amongst the staff has remained.

NEO-RLS has not only been able to maintain but also increase, the number of attendees for webinars and online meetings. At the same time, attendance for in-person gatherings has had encouraging numbers. This good news will enable the Continuing Education Coordinators to continue to provide the high-quality programming we've come to expect both online and in-person.

As this year comes to a close, I can't help but look back on the year with a sense of pride in the staff and the Board of Trustees. In the midst of many challenges, NEO-RLS found ways to meet and exceed goals. I offer my congratulations on another remarkable year and a hearty welcome to our incoming Trustees.

Teanna Weeks

PROFESSIONAL AND STAFF DEVELOPMENT

LEARNING OPPORTUNITIES

- 120 Programs
- 30 Network Group Meetings
- 9 Special Events

MEMBERSHIP PARTICIPATION

TOTAL Registration was 9,058 with 5,732 registrants for workshops, webinars, and Network Group Meetings comprised as follows:

- 4,784 registrants from Gold Member libraries
- 396 registrants from Silver Member libraries
- 45 registrants from Bronze Member libraries
- 116 registrants from Geographic Member libraries
- 402 registrants from Other (Outside our region)

Webinars in our Archived Webinar Library were viewed by 3,896 registrants.

The total number of programs in 2022-2023 was increased by 4%. We offered 28 in-person workshops/network meetings compared to just 3 in 2021-2022. Our Gold, Silver, Bronze, and Geographic Members took full advantage of their free continuing education benefit. Attendance increased 3% overall.

TECHNOLOGY SERVICES

- Tech Lab presentations 1
- AR/VR Kits 7
- Classroom Kits 3
- Health Technology Kits 9
- STEAM & Tech Trends Kits 12

The 2022 Technology Conference: The IT Factor was held in-person for the first time since 2019. It included two keynote speakers & eight breakout sessions and was attended by 86 people.

CONSULTING

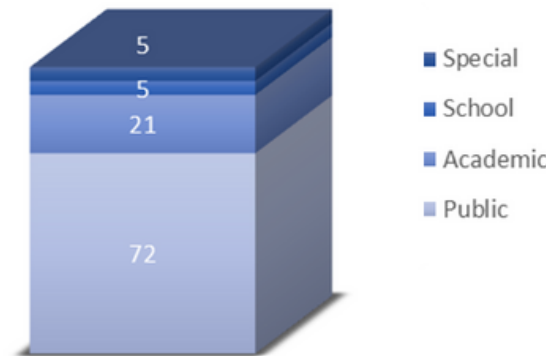
- Strategic Planning 8
- Customized Presentations/Trainings 3
- Staff Day Planning 14

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

2022-2023



NEO-RLS reached 103 dues-paying members in 2023-2024.

NEW LIBRARIES WELCOMED IN 2022-2023

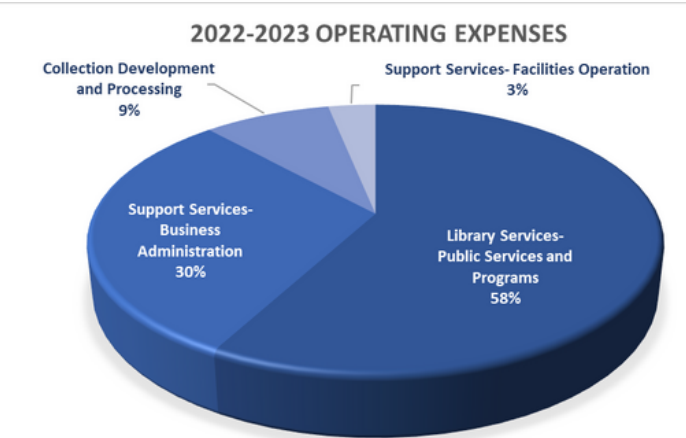
Oberlin Public Library, Holden Forests and Gardens, Cuyahoga Community College - West

FINANCIAL REPORT



Local Fund Beginning Balance July 1, 2022	\$	998,187
Capital Fund Balance July 1, 2022	\$	10,942
LSTA Fund Beginning Balance July 1, 2022	\$	8,565
Custodial Fund Beginning Balance July 1, 2022	\$	53
Total Cash Balances July 1, 2022	\$	1,017,746

Revenue Sources	Actual
Membership	\$ 271,959
State Fund	\$ 120,000
Workshop Fees	\$ 56,318
Consulting Fees	\$ 36,275
Other	\$ 26,815
LSTA Grants	\$ 24,563
Interest	\$ 22,330
Sale of Materials	\$ 2,615
Circuit	\$ 1,070
Total	\$ 561,945



Operating Expenses	Actual
Library Services- Public Services and Programs	\$ 277,197
Support Services- Business Administration	\$ 144,937
Collection Development and Processing	\$ 41,137
Support Services- Facilities Operation	\$ 15,282
Capital- Furniture & Equipment	\$ 1,808
Total	\$ 480,361

Local Fund Ending Balance June 30, 2023	\$	1,079,783
Capital Fund Ending Balance June 30, 2023	\$	9,134
State Fund Ending Balance June 30, 2023	\$	10,058
LSTA Fund Ending Balance June 30, 2023	\$	304
Custodial Fund Ending Balance June 30, 2023	\$	946
Total Cash Balances June 30, 2023	\$	1,100,224

- Received LSTA funds in the amount of \$24,563 in support of continuing education programs.