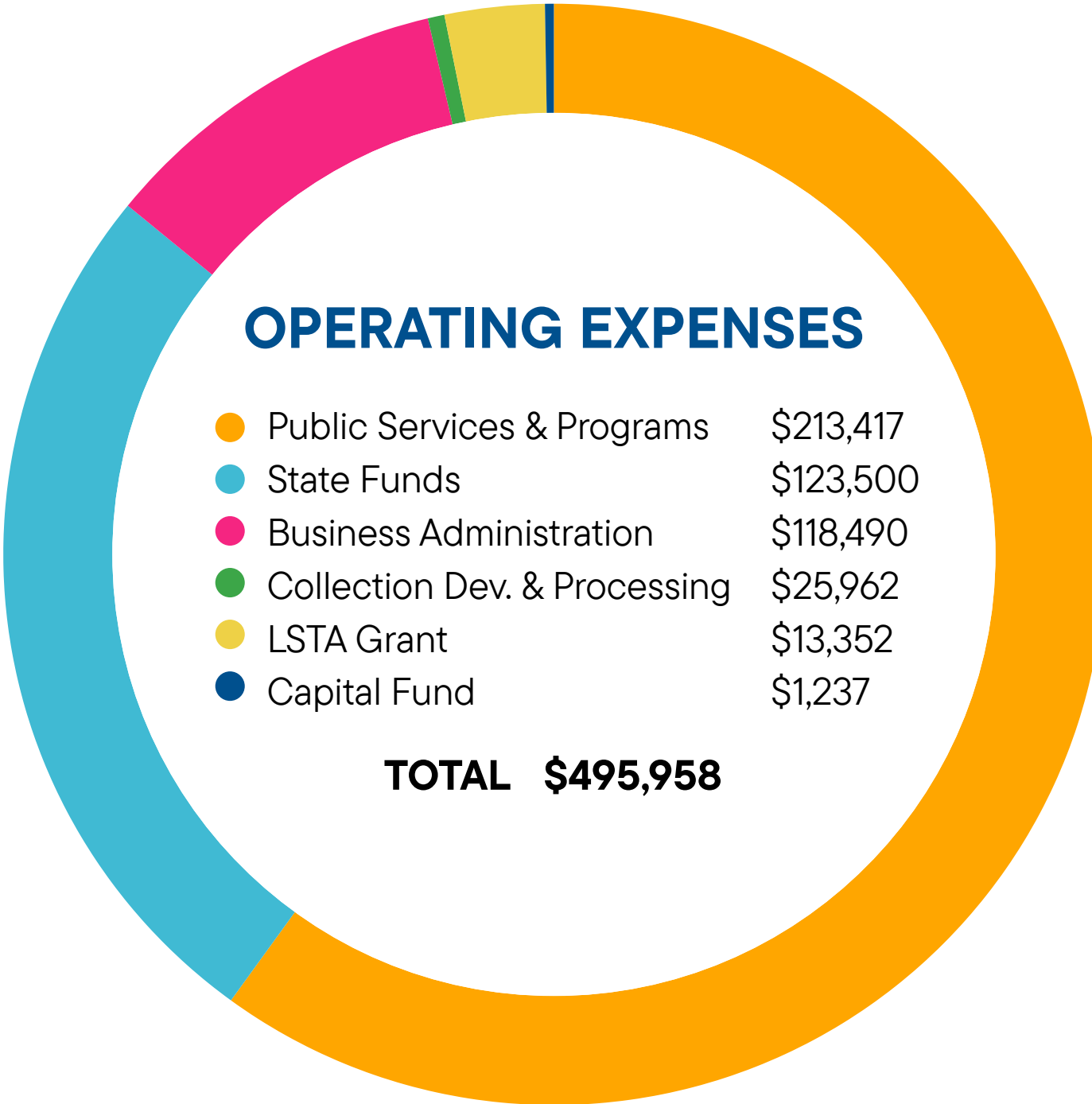
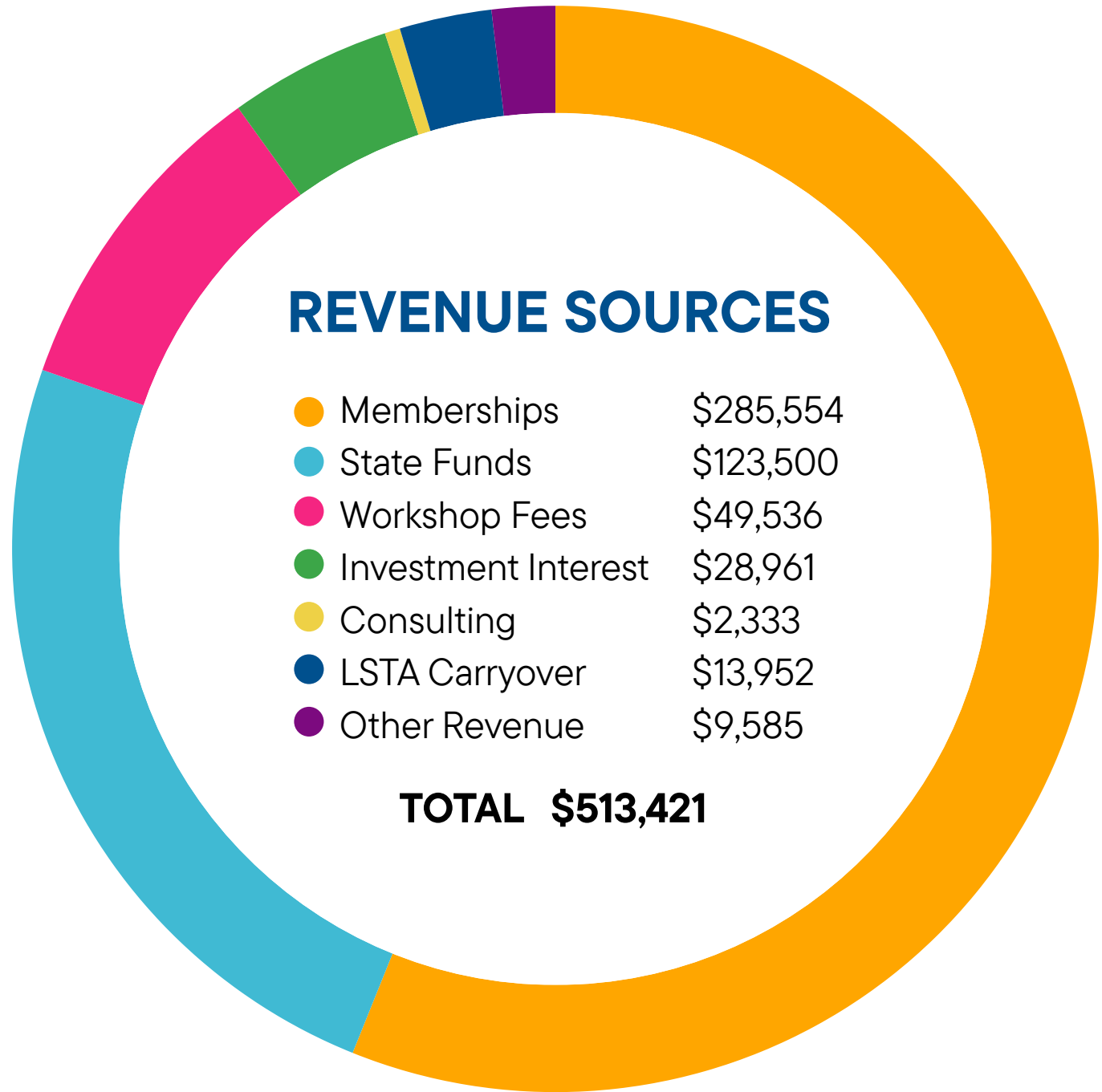


2024-2025 FINANCIAL HIGHLIGHTS

Local beginning balance July 1, 2024: \$1,123,827
LSTA beginning balance July 1, 2024: \$5,250



Local ending balance June 30, 2025: \$1,133,617
LSTA ending balance June 30, 2025: \$600
Total cash balance June 30, 2025: \$1,137,550

BOARD OF TRUSTEES

Patrick Manning, *President*
Jen Grill, *Vice President*
Melissa Mallinak, *Secretary*
Robin Bartley
Jennifer Buch
Katie Cooley
Baladine Culver
Carlos Latimer
Jeanna Purses
Marisha Sullivan
Scott Trimmer
Gerry Vogel
Jennifer Welsh

STAFF

Ragan Snead, *Executive Director*
Melissa Lattanzi, *Continuing Education Coordinator*
Jeff Laser, *Continuing Education Coordinator (resigned Dec. 2024)*
Christine Vinion, *Fiscal Officer (resigned July 2025)*
Mary Ellen Powers, *Fiscal Officer*
Jill Grunenwald, *Marketing and Engagement Coordinator*
Hillary Brown, *Programs and Services Associate*

OUR VISION

NEO-RLS is the catalyst for maximizing library potential.

OUR MISSION

NEO-RLS provides excellent, accessible development opportunities for staff and organizations and dynamic collaborative possibilities to the diverse Northeast Ohio library community.

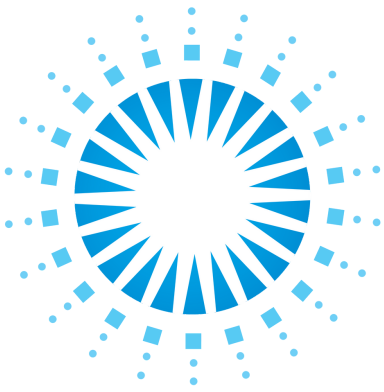
OUR VALUES

Member Driven
Inclusive
Relevant
Agile
Inspiring

www.neo-rls.org

ANNUAL REPORT

2024-2025



Northeast Ohio
Regional
Library System

Thanks to your membership:

- Launched our new Annual Open House, providing updates, networking opportunities, and ways for members to get more involved with NEO-RLS.
- Expanded our team by welcoming a Marketing and Engagement Coordinator, Programs and Services Associate, and Fiscal Officer.
- Created our **2025-2028 Strategic Plan** in collaboration with our Board of Trustees and members.
- NEO-RLS continued to bring you national speakers and high-quality content, including the **2024 Technology Conference:** AI and Cybersecurity for Forward-Thinking Libraries and **Customer Service Conference:** Perspectives, Possibilities, and Practices.
- Provided **127 live learning** opportunities with a total of **8869** participants.

2024-2025 MEMBERSHIP HIGHLIGHTS

NEO-RLS AWARD WINNERS

RISING STAR AWARD



Bryanta Spencer
Cuyahoga County Public Library

SUPERSTAR AWARD



Mary Anne Russo
Hubbard Public Library

SHOOTING STAR AWARD



Paula Wagner
Geauga County Public Library

MEMBERSHIP PARTICIPATION

TOTAL Registration was **8869** for workshops, webinars, archives, and Network Group Meetings comprised as follows:

- 5,125** registrants from **Gold** Member libraries
- 648** registrants from **Silver** Member libraries
- 55** registrants from **Bronze** Member libraries
- 113** registrants from **Geographic** Member libraries
- 244** registrants from **Other** (Outside our region)

Webinars in our Archived Webinar Library were viewed by **2,756** registrants.

We offered **28 in-person workshops**. Our Gold, Silver, Bronze, and Geographic Members took full advantage of their continuing education benefits.

LEARNING OPPORTUNITIES

- 127** Programs
- 34** Active Learning Community meetings
- 8** Special Events

CONSULTING

- 2** Strategic Planning
- 7** Customized Presentations/Trainings
- 24** Staff Day Planning

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

CIRCULATING TECHNOLOGY & WELLNESS KITS

- Ozobot Classroom Kit **(2)**
- Health Literacy Kit **(4)**
- VR & AR Experiences Kit **(2)**
- Teen STEAM Kit **(2)**
- Children's STEAM e-Kit **(2)**
- Tween STEAM e-Kit **(1)**
- VR Console Kit **(1)**
- Mobile Podcast Studio Kit **(1)**



Libraries utilized our Circulating Technology and Wellness Kits to provide programming for **adult patron programs, summer reading programs, and staff development days.**

NOTE FROM THE EXECUTIVE DIRECTOR



Ragan Snead
Executive Director

This year has been one of change, collaboration, and renewed vision for NEO-RLS. With the addition of our new Marketing and Engagement Coordinator, Programs and Services Associate, and Fiscal Officer, we have welcomed fresh perspectives and skills to our team, enhancing the ways we connect with and serve our members.

Our Board of Trustees, staff, and advisory groups have worked closely together to guide NEO-RLS through key transitions and new initiatives. Member focus groups played a vital role in shaping our upcoming 2025–2028 Strategic Plan, ensuring that our priorities and goals reflect the needs and aspirations of the libraries we serve.

Looking ahead, driven by our team's energy, guided by our Board, and engaged with our members, we remain committed to offering outstanding continuing education, resources, and opportunities for connection that empower library staff and strengthen communities.

NOTE FROM THE BOARD PRESIDENT



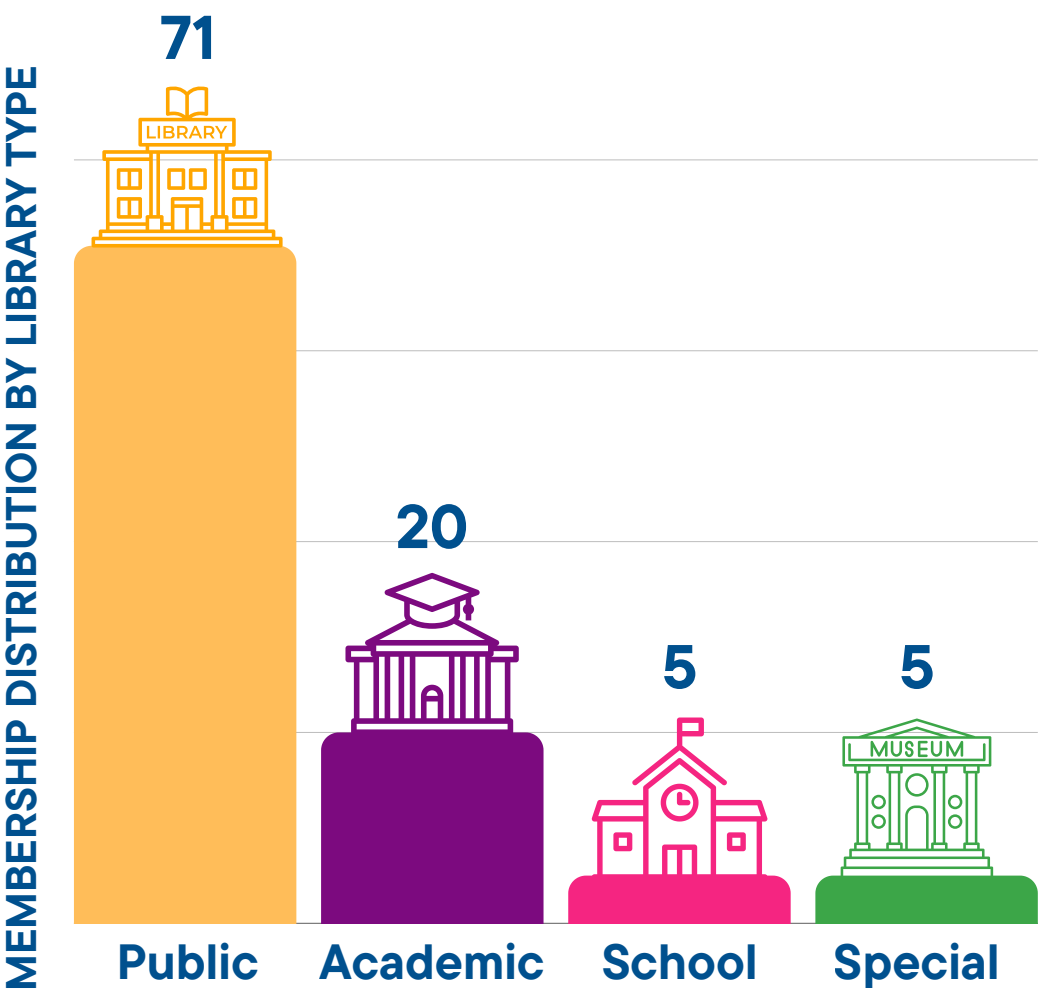
Patrick Manning
Board President

Greetings to you after another year of library work. The year certainly brought some significant changes. We have collectively celebrated varied successes in the past 12 months. We have also had our challenges, each managed in a resilient and capable manner.

We welcomed many new individuals to our region's libraries, and bid farewell to a number of our cherished library peers. Here, we have also added new energy and capacity to the NEO-RLS team. You will see this spark and dedication reflected in the report.

Your collective work at libraries each day demonstrates what each of us bring to the life of northeastern Ohio – and how much it is valued.

A large part of our excellence is due to your active participation and input. Our members' thoughts, ideas, and concerns form the direction in which we travel at NEO-RLS. Beyond that, we welcome you to participate more directly by connecting with an Active Learning Community, volunteering for a committee, or running for a Board seat. To best serve you, we welcome all. Consider this a standing invitation to join us.



NEW LIBRARIES IN 2024-2025

Hiram College

35
Leadership Academy Graduates

25
New Supervisors Academy Graduates

92
Customer Service Academy Graduates