

2022-2023 NEO-RLS AWARD WINNERS

RISING STAR AWARD



AJ Petro
Kingsville Public Library

SHOOTING STAR AWARD



Amber Salmon
Akron-Summit County Public Library

ADVOCACY AWARD



Kathleen Kling
Stark Main Friends of the Library



Friends of
East Cleveland 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:

- Revamped the **New Supervisor's Academy and Leadership Academy** to include more in-person sessions.
- Introduced a **Memory Care Kit** to our Circulating Technology and Wellness Collection.
- Updated and expanded the **DEIA Resources Page** to include over 50 vetted resources.
- Refined our **consulting services** to offer a more streamlined process and more customizable options.

BOARD OF TRUSTEES

Melanie McGurr, *President*
Eric Taggart*, *Vice-President*
Melissa Mallinak, *Secretary*
Teanna Weeks, *Past President*,
Carlos Latimer
Jeanna Purses*
Jen Grill
Jennifer Buch
Jennifer Welsh
Kara Cervelli*
Katie Cooley
Mariana Branch
Marisha Sullivan
Patrick Manning
Robin Bartley
Scott Trimmer

**Partial Terms*
For more information about our Board of Trustees visit www.neo-rls.org/board_of_trustees.php

STAFF

Ragan Snead, *Executive Director*
Christine Vinion, *Fiscal Officer*
Melissa Lattanzi, *Continuing Education Coordinator*
Jeff Laser, *Continuing Education Coordinator*



Northeast Ohio
Regional
Library System

2023-2024 ANNUAL REPORT

NOTE FROM THE EXECUTIVE DIRECTOR

This past year has been one of exciting growth and progress at NEO-RLS. Our dedicated team, in partnership with our Board, committees, and advisory groups have worked tirelessly to elevate our services and support for our members. Our unwavering commitment to providing exceptional continuing education and resources have led to increased participation and satisfaction.



Our commitment to accessibility has resulted in several key improvements, including the implementation of a new sound system to enhance the experience at our in-person events and expanding our virtual and hybrid offerings, ensuring that all can participate regardless of location. Additionally, we have revamped our annual awards process, making it more inclusive and reflective of the diverse talents within our community.

This year also marked the completion of our third Statewide Salary Survey, delivering invaluable data to libraries across the state. We revived our Staff Development Day, offering a much-needed opportunity for library staff to connect, learn, and grow. Throughout the year, we've remained focused on understanding our community's needs through library visits and enhanced surveys.

I am pleased to report that our financial position remains strong, enabling us to continue investing in the resources and services that are most important to our members.

As we look ahead, we are excited about our upcoming strategic planning process, which will shape our direction for the 2025-2028 period. Your input will be crucial as we work together to continue building a collaborative and supportive community for all our members.

Thank you to all who participate, both within and beyond our region, and for your continued support.

We look forward to another successful year!

IMPACT

Thanks to your membership:

- NEO-RLS provided **170** live learning opportunities with a total of **9,229** registrants.
- NEO-RLS continued to bring you **national** speakers and **high-quality** content including the **2023 Staff Day Development Day** and **Dynamic Dialogue: Understanding Socio-economic Diversity and Uplifting Underserved Communities**
- NEO-RLS conducted the **2024 Statewide Salary Survey** with 115 libraries participating
- NEO-RLS presented certificates of completion to **33 Leadership Academy**, **26 New Supervisor's Academy**, and **93 Customer Service Academy** graduates.

NOTE FROM THE BOARD PRESIDENT



It seems like every Annual Report for NEO-RLS centers on the inevitable changes a year in the busy world of libraries brings. This year, instead of change, I want to concentrate on exceptions.

Seven seats on the Board of Trustees were turned over in the spring, which meant we had many new voices advocating for our members. The “newness” of the Board also meant that when we had changes to the executive group, no one was quite ready to step in to be the Vice-President in June of 2024. So, we navigated through that challenge, and I will continue as President until January of 2025. We will also be searching for a new Fiscal Officer in the upcoming year as Christine Vinion departed for other opportunities. Even through all of this, because of the exceptional work the NEO-RLS team does, our numbers at in-person events, new webinars, and archived programs continue to grow.

Serving on the Board has been such a wonderful experience for me because I have learned so much about the great work that you all do in your libraries and how NEO-RLS can support that. I look forward to another exceptional year and encourage all of you to become more involved in NEO-RLS through participation in an interest group, volunteering for a committee, or running for the Board. We are always looking for new voices and new ideas!

PROFESSIONAL AND STAFF DEVELOPMENT

LEARNING OPPORTUNITIES

- 127 Programs
- 35 Network Group Meetings
- 8 Special Events

MEMBERSHIP PARTICIPATION

TOTAL Registration was **9,229** for workshops, webinars, archives, and Network Group Meetings comprised as follows:

- 5,378** registrants from **Gold Member** libraries
- 555** registrants from **Silver Member** libraries
- 24** registrants from **Bronze Member** libraries
- 105** registrants from **Geographic Member** libraries
- 301** registrants from **Other (Outside our region)**

Webinars in our Archived Webinar Library were viewed by **2,866** registrants.

We offered 67 in-person workshops/network meetings compared to just 32 in 2022-2023. Our Gold, Silver, Bronze, and Geographic Members took full advantage of their free continuing education benefit. Attendance increased 11% overall.

CIRCULATING TECHNOLOGY & WELLNESS KITS

- AR/VR & Podcast Kits **4**
- Memory Care Kit **2**
- Health Literacy Kits **3**
- Youth STEAM Kits & Ozobot Classroom Kit **7**

Libraries utilized our Circulating Technology and Wellness Kits to provide programming for over 200 patrons.

CONSULTING

- Strategic Planning **5**
- Customized Presentations/Trainings **5**
- Staff Day Planning **24**

FINANCIAL HIGHLIGHTS

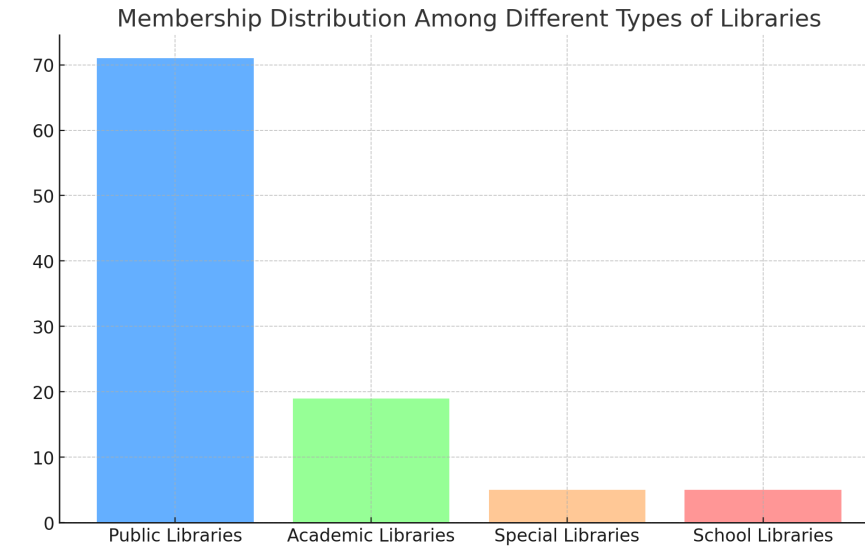
AS A MEMBERSHIP ORGANIZATION, A TOP PRIORITY IS TO USE OUR FUNDS IN A MANNER THAT BRINGS THE MOST VALUE TO OUR MEMBERS.

MEMBERSHIP

NEW LIBRARIES

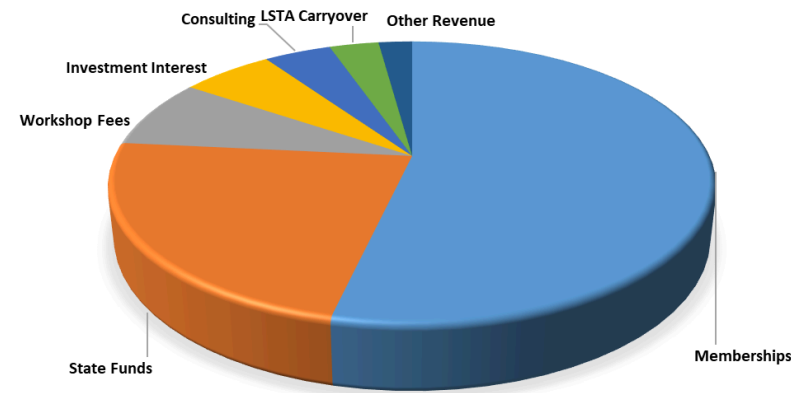
WELCOMED IN 2023-2024

- Copley-Fairlawn City School District
- Akron Law Library

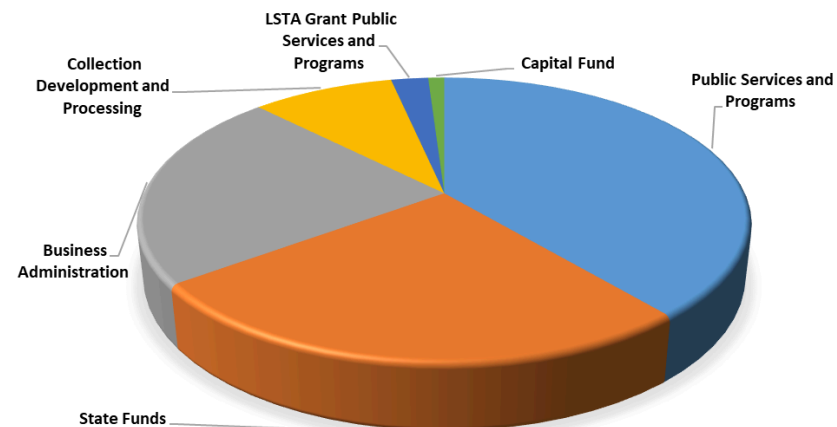


FINANCIAL REPORT

2023/2024 REVENUE SOURCES



2023/2024 OPERATING EXPENSES



2023/2024

Local Beginning Balance July 1, 2023	\$ 1,088,917
LSTA Beginning Balance July 1, 2023	\$ 10,361
Revenue Sources	Actual
Memberships	\$ 288,456
State Funds	\$ 123,500
Workshop Fees	\$ 42,513
Investment Interest	\$ 31,846
Consulting	\$ 23,177
LSTA Carryover	\$ 17,026
Other Revenue	\$ 11,576
Total	\$ 538,094
Operating Expenses	Actual
Public Services and Programs	\$ 199,697
State Funds	\$ 133,558
Business Administration	\$ 116,611
Collection Development and Processing	\$ 46,367
LSTA Grant Public Services and Programs	\$ 12,079
Capital Fund	\$ 5,233
Total	\$ 513,545
Local Fund Ending Balance June 30, 2024	\$ 1,118,577
LSTA Fund Ending Balance June 30, 2024	\$ 5,250
Total Cash Balances June 30, 2024	\$ 1,123,827