



BCLA Annual General Meeting June 18, 2025, at 6pm

Virtual meeting via Zoom.

Presiding: Tracey Therrien, BCLA President

Parliamentarian: Todd Mundle

Recording Secretary: Angie Ayupova

Call to order: Tracey Therrien called the AGM to order at **6:01 pm** and shared a territorial acknowledgement that she was joining from the lands of the Sinixt and Ktunaxa Nations – what is now known as Nelson in the West Kootenay region of the province.

Voting protocols and speaking/asking questions were explained.

1.0 Establishment of Quorum (Todd Mundle)

Quorum was confirmed by Parliamentarian Todd Mundle with 31 voting members present.

2.0 Motion to adopt the regular Agenda (Tracey Therrien)

MOVED BY Allison Sullivan

SECONDED BY Ann Johannes

Discussion None

Carried

3.0 Motion to adopt the Rules of Order (Tracey Therrien)

MOVED BY Chris Middlemass

SECONDED BY Ali de Haan

Discussion None

Carried

4.0 Motion to adopt the Minutes of the 2024 Annual General Meeting (Tracey Therrien)

MOVED BY Anton Dounts

SECONDED BY Suzanne Rackover

Discussion None

Carried



5.0 Financial Status of the Association/Treasurer's Report (Sajni Lacey)

Sajni provided the Treasurer's report as follows:

Hello, my name is Sajni Lacey and I am joining you this evening from the traditional, ancestral and unceded territory of the Syilx Okanagan Peoples, in Kelowna, British Columbia. I am fortunate to live and work here - and that includes my work as the Treasurer of the BC Library Association.

I'm pleased to provide the treasurer's report for the 2025 Annual General Meeting. My report will focus on BCLA's financial performance in 2024. You can find a copy of BCLA's audited financial statements in the AGM package.

On behalf of the Board, I want to thank Rina for ensuring that the Association's finances were thoughtfully managed throughout this past year and for continuing to undertake initiatives that stabilize the finances of the Association

BCLA's financial health is very good, and the Association finished the year with net assets of \$649,982.

At the end of 2024, BCLA had a surplus of just over \$65,000 in net assets. This is the Association's second consecutive year in a surplus position, following several years of deficits due to the pandemic.

Changes you will note in the Association's revenues compared to the previous year are due to:

- Revenues for the conference were slightly higher in 2024 than in 2023 despite relocating the conference, reducing it to two days, and having fewer exhibitors
- BCLA received higher interest on our Vancouver Foundation endowment than expected and saw returns on our investments in GICs, resulting in higher overall interest income than in the previous year.
- Grants were higher, mainly due to a one-time grant to help cover the increasing cost of BC Summer Reading Club, resulting from a combination of inflation and increased participation.
- Continued growth in membership revenue— likely due to a combination of automated renewal notifications, increased conference attendance, and added value for members, including preferred pricing for members attending paid webinars and a reinvigorated mentorship program.



- Partnership Job postings decreased somewhat, after a bump over the past few years as libraries recovered and restaffed following the pandemic.
- BCLA overperformed in the new Professional Development programming, which has supported the surplus.

In terms of expenditures,

- There was an increase in the cost of the conference, largely due to the increased attendance and the corresponding cost of food, as well as costs related to moving venues due to labour action at the original location.
- You will see an increase in external programs, which reflects the increased cost of BC SRC described above. To address this, in addition to the grant from the Province, BCLA supplemented BC SRC funding by just over \$10,000 to ensure the program could go ahead as planned.
- There were more jobs than anticipated in BC posted to the Partnership Job Board, resulting in us having to pay out a smaller percentage of the revenue.
- Salaries and benefits are higher than in 2023 in part because of a shift to a new bookkeeping/payroll service, which did not actually increase costs, but reallocated some costs reflected in professional fees and office, computer, and rent in 2023.

In addition, you will see spending from the internally restricted net assets and deferred contributions related to the work that has been done over the past year on anti-racism and intellectual freedom, where additional support from consultants was provided; the pilot Provincial Professional Development Program; and the update to the Partnership Job Board.

I am pleased to report that BCLA's overall financial health is excellent, and the Association received a clean audit opinion, which you will hear about next.

Thank you for the opportunity to serve as your treasurer over the past year. I'm grateful to Rina for her hard work, ensuring that the Association's finances are in good order and keeping the board well informed throughout the year. I am pleased to pass the treasurer role over to Ann Johannes, the Treasurer-Elect, who I know will provide continued financial stewardship of the Association's resources.

6.0 Auditor's Report

Motion to adopt the Auditor's Report (Tracey Therrien)

MOVED BY Ann Johannes

SECONDED BY Chris Middlemass



Discussion: Rina explained that while BCLA ended the year with a surplus of just over \$65,000, the auditor's report indicates that BCLA ended the year with net revenue of just over \$111,000 – the difference is due to interest that has accrued on GIC investments but not yet been received by BCLA, as it will be received at the maturity date(s) of the investments.

Carried

Motion to appoint Steele and Company as the 2025 Auditors (Tracey Therrien)

MOVED BY Anton Dounts

SECONDED BY Helen Brown

Discussion None

Carried

7.0 Executive Director's Report (Rina Hadziev)

Rina provided the Executive Director's report as follows:

The AGM always fall around the same time as my anniversary at BCLA. This year I'm struck by the fact that I have been with BCLA for 4 years. I have no idea how it feels to others, but to me it feels like the past 4 years have flown by, and I'm still just getting started. I have a lot I want to do, I think there's a lot for BCLA to do, and our members constantly inspire me to want to do more.

Tracey will be reporting on the work the Association has done in the past year, so I get to just focus on saying a few thank-yous.

First, to our members – you are BCLA. The Association exists for you and because of you. Your engagement with and commitment to our profession and each other inspires everything we do and makes our work possible.

I also want to acknowledge the BCLA staff and contractors. They continually surprise me with what they can do despite limited time and resources, powered by an abundance of determination and belief in the importance of supporting and empowering BCLA members and BC libraries.

I want to thank the Board for providing strong governance and always ensuring the work we are doing is grounded in our values and priorities, while also showing up as authentic human beings and allowing me to do the same – which sounds so much easier than it is. I can tell you that they take their responsibilities to the Association and our members seriously, and I am so grateful for the time and energy their bring to their roles.



8.0 Association Report (Tracey Therrien)

Tracey provided the Association report as follows:

The past few years at BCLA have been about establishing the foundation for significant work, and now we are beginning to see the results.

They are many - so I'm just going to touch on some highlights:

Our commitment to Anti-racism remains constant.

- Over the past year we have begun transitioning this work from being led by consultants to being led by the Anti-racism Committee, composed of BCLA board members and BC library community members.
- The Committee has been focusing on how the recommendations from the BCLA Current State Report should be prioritized and implemented.
- The Board remains committed to ongoing annual funding to support this work, recognizing both that BCLA will continue to need guidance and counsel from experienced consultants like The Commons, and that our anti-racism work must centre the voices of Indigenous, Black, and People of Colour in the library community, but that they should not be expected to carry this work.
- I want to thank the entire Committee, particularly the co-chairs, Ignacio Albarracin and Shideh Taleban. The work you are doing is vital to the growth and improvement of BCLA.

We are more than halfway through the process to review and update the BCLA Intellectual Freedom statement.

- This work is being led by the Intellectual Freedom Committee, composed of representatives from the BCLA Board and the BCLA membership, supported by facilitators.
- Engagement from BCLA members and the library community has been an important part of this process.
- The Committee's work is informed by their survey of members and nonmembers, focus groups, and a review of a wide variety of Intellectual Freedom statements and writings, many of which were recommended via the survey.
- I look forward to the final statement, which is on schedule to be completed and shared next year.
- I want to thank the entire Committee, particularly the co-chairs, Suzanne Rackover and Cristine Freire FRERAE, for doing this essential work.

Our Climate Action work is continuing to advance, led by the Climate Action Committee.



- Committee members have done presentations for the BC Library Trustees Association, at the Beyond Hope Conference, and at our annual conference. Outside of BC they have presented at the Canadian Association of Professional Academic Librarians (CAPAL) Conference, the Ontario Library Association Super Conference, and the Northern Lights Library System Conference.
- We had the largest Climate Action Week yet in 2024, with participating libraries from BC, Alberta, Saskatchewan and Ontario, and CBC radio doing back-to-back interviews with David Waddell, the Committee Co-chair.
- I want to thank the Climate Action Committee for their dedication and leadership - BCLA continues to be a leader in climate action due to their commitment.

Accessibility continues to be an important priority for BCLA.

- By participating on the Public Library Accessibility Working group, BCLA is helping to provide access to expertise and the development of resources to help libraries become more accessible and reach compliance with the Accessible BC Act.
- We offered a variety of accessibility sessions at our annual conference, as well as standalone webinars, with more to come.
- We were pleased to introduce the new "Accessible Job Interviews in the Library Workplace" to help guide libraries in implementing more inclusive hiring practices for autistic library employees. Our thanks to Celia Haygee who created this toolkit and is allowing us to host it and share it with libraries.

We are continuing to advocate for libraries and library issues

- Working with the other members of the BC Public Library Partners, we have continued our multi-year advocacy effort to significantly increase the annual provincial funding to public libraries from \$14m per year to \$30m per year, with inflationary adjustments in following years.
- We also wrote a letter to various elected officials opposing the closure of the College of Physicians and Surgeons of British Columbia (CPSBC) Library.
- We responded to the Federal Finance Department consultation on the proposed retaliatory tariffs, expressing our concern about the impact this will have on library collections and people who depend on libraries for access to materials.

Of course, Professional development connects is a core role for BCLA

- Our 2025 Conference happened just over a month ago in Nanaimo. This year, in addition to standard conference sessions and poster sessions, we introduced "Birds of Feather" sessions to help people to expand their professional networks and explore topics in a



less formal, more interactive structure. We also had a pub trivia night, held in a local brewery and run by 2 of our presenters, which sold out and attendees told us was a highlight of the conference.

- We're continuing to develop the Pilot Provincial Professional Development Program, made possible by the financial support of the Province of British Columbia through the Ministry of Housing & Municipal Affairs.
- We've offered 31 online professional development events through the Program in the past year, on everything from practical tools and resources to support libraries dealing with intellectual issues to change management to the anticipated impact of tariffs on libraries.
- Recognizing the interest in AI, we've started a multi-year AI Exploration Series exploring a wide variety of topics and perspectives— everything from AI basics to creating GPT models and custom LLM tools.

We know that Professional Development doesn't just happen through conferences and webinars, and BCLA always strives to foster learning and growth through connection and community.

- We were pleased to introduce a new member-led group this year, the Metrics & Impact Interest Group. Member-led groups are an important way for library community members to collaborate, share knowledge and support, and build communities of practice.
- This year we also updated the BCLA Mentoring program.
- Based on feedback from past participants, we worked with the BCLA Mentorship Co-chairs to introduce a mentoring platform that provides additional structure, training and resources to our mentors and mentees.
- We also enhanced promotion of the program and recruitment of mentors. As a result, we had the highest number of both mentees and mentors that anyone involved can remember.
- We will continue evaluating and evolving the program.

BCLA continues to focus on collaboration and partnership with other organizations, knowing we are better when we work together

- We have increased our engagement with CFLA, speaking at the CFLA panel at the 2025 OLA Conference and participating in their membership engagement and governance review to try to ensure a strong and effective national library association.



- We helped administer the registration process for the 2025 BC Teacher Librarians Association conference, helping to ensure they could successfully offer their conference and support teacher-librarians in BC.
- Supported by funding from the Province of British Columbia through the Ministry of Housing & Municipal Affairs, we've worked with all other associations serving public libraries in BC to develop a professional development framework and structure for the sector.

Finally, we made some internal changes:

- The Board developed and implemented a new Executive Director evaluation process and a Board self evaluation process.
- The staff worked to update the Partnership Job Board for improved functionality and stability, and incorporating the features most requested by employers and job seekers. This new version of the Job Board has potential for additional revenue generation and the ability to adapt in future to reflect and meet emerging needs in the library sector.

I also want to acknowledge that we said a number of good-byes this year

- Stephanie Usher left the role of BC SRC Provincial Coordinator as she moved into a full-time librarian role after completing her MLIS;
- Shannon Stumph coordinated her last BCLA conference, as she moves on to a new career;
- And Perspectives, the BCLA Newsletter, had its last issue.
- Thank you to Stephanie and Shannon for all they have done for BCLA and the BC Library community and thank you to the volunteers and writers who contributed to Perspectives over the years.
- While good-byes can be hard, we're happy to have welcomed Georgia Franklin as our new BC SRC Provincial Coordinator earlier this year, and some of you will have already met Sarah Bolton, who is taking over for Shannon, as she has been transitioning into the role over the past 2 conferences.

As I finish my term as President, I want to express my thanks to all of you and the role you play in making BCLA a reality.

- To our members who not only support BCLA financially, but through your passion, knowledge, and expertise. A special thanks to those who lead or participate in our sections, committees, and interest groups for the dedication you show to your colleagues and the people we serve.



- To our staff who do far more than one would expect for such a small team! As you listened to all the many accomplishments in the past year – I want to express my gratitude to Rina for leading the initiatives and supporting the board in moving these priorities forward – thoughtfully and with fiscal prudence.
- And to my fellow board members, who bring such a strong commitment and authenticity to our shared work.
- I’m honored to have served as your president for the last two years- I’ve learned so much about BC and the nation’s library communities: I’ve learned about challenges, but what stood out most was the commitment and dedication to the profession, supporting each other through growth and change and coming together to when times are tough.
- I look forward to continuing to participate in BCLA as a member, and am excited for the work we will continue to do together.

9.0 Appointment of Director and introduction of the new President (Tracey Therrien)

Tracey announced the appointment of Ignacio Albarracin as a Director on the BCLA Board for one year as a presidential appointee under BCLA by-law 8.8, to support BCLA’s ongoing anti-racism work, allowing him to carry on as co-chair of the Anti-racism Committee and providing consistency and stability to the work of the Committee.

Introduced Suzanne Rackover, the new BCLA President, and passed the chair over to her.

10.0 Thank-you to the outgoing Board members, introduction of the new Board members, and closing remarks (Suzanne Rackover)

Suzanne recognized Tracey’s service, thanking her for the way they have worked in partnership over the past 2 years and the strength it brings to BCLA to have multiple perspectives and shared responsibility in leadership. She spoke of Tracey’s steady hand, and her hope to continue that steadiness in her presidency.

Suzanne thanked the outgoing Board members:

- Tracey Therrien
- Sajni Lacey
- Saara Itkonen
- Sarah Felkar
- Roën Janyk

She spoke to the critical role of volunteerism for the library community, and the opportunity to get to know more people in the BC library community by serving on the BCLA Board.



Suzanne welcomed the new Board Members:

- Incoming President, Anton Dounts
- Incoming Treasurer/Treasure-Elect, Mari Paz Vera
- Director-at-Large, Hillary Bloom
- Director-at-Large, Jane Jun
- BCALS Chair, Susie Wilson
- Director-at-Large, appointed by the President, Ignacio Albarracin

Suzanne thanked the new board members for their service, as well as the continuing board members, and thanked those in the room for who have already served and asked those who haven't to consider it in future.

11.0 Call for Adjournment of the Meeting (Suzanne Rackover)

MOVED BY Anton Dounts

SECONDED BY Allison Sullivan

Discussion None

Carried

AGM was adjourned at **6:40 pm**.