

**YALSA Board of Directors  
Annual Conference, Virtual  
June 25-28, 2021**

**Topic:** **Dropped Board-approved initiatives and plans**

**Background:** Due to various reasons including staff and Board turnover, the pandemic, and other unforeseen circumstances, some Board-approved initiatives and proposals over the course of the past number of years have been dropped, “orphaned”, not followed through on, and/or gone unevaluated. Rather than losing them entirely, it is recommended that YALSA leadership explores ways to revive, evaluate, or officially disband the approved items. Immediate Past-President Todd Krueger has brought forth this document for discussion.

**Action Required:** **Discussion**

---

**Overview of the Issue**

A number of Board-approved documents and their accompanying initiatives over the past number of years have gone unaddressed or unfulfilled. Much of this can be attributed to Staff turnover and Board leadership changes, along with the lack of a mechanism to track ongoing projects. In order to be a consistent and focused organization, the work set forth by the Board must be implemented and evaluated for their usefulness. Not all initiatives must continue forever; however, decisions should be made by the Board rather than leaving them in an unresolved status. While this is not an exhaustive list, and some elements of approved documents may have been left outstanding, the following items have been left in complete or considerable limbo:

1. [Revitalizing Interest Groups](#)  
For a time, subject-based and geographical Interest Groups had been established, along with a desire to revitalize them. While these IGs were intended to be self-sustaining, [YALSA had agreed to promote and encourage them](#) and the formation of new ones as the need arose. There has been no impetus on IGs over the past few years.
2. [Recommendations on Member Grants and Awards](#)  
This discussion resulted in a Board-approved recommendation which has not been implemented.
3. [Microvolunteering](#)  
Mentioned first at Annual 2016, [this was approved](#) by the Board at Annual 2018, but there has been no forward momentum on the work.

4. [Affiliate connections and membership](#)  
While this was done for one year, no report was received about the value of it and there was no follow-up in future years.
5. [Mentoring members](#)  
Over the years, the idea of creating a mentoring program for members has been floated. Most recently, the reason for the delay was the hope that there would be an element of ALA Connect that could facilitate this process. Member surveys have shown interest in mentoring opportunities, for both new and seasoned library staff.
6. [Board member self-evaluations](#)  
Although these were highly involved, they also had considerable value for people new to nonprofit Board work. As our BoardSource memberships expire and with that our access to this type of training, these self-assessments could prove worthwhile.
7. [Measuring End-of-Term Committee Work](#)  
This document's recommendations were not implemented, but could help inform the current discussion on receiving feedback from chairs and committee members at the end of their service. Forms for volunteers and chairs had been created but not used.
8. [Measuring the Impact of YALSA Groups](#)  
The Board-approved recommendations were never implemented.
9. [Core Professional Values for the Teen Services Profession](#)  
This document, approved by the Board at Annual 2015, was initially promoted by staff, but not recently. It has not been evaluated for its usefulness to members. An analysis may be needed to ascertain its current worth to members, and if it is deemed to be valuable, an update may be needed.

**Questions for the Board's Consideration:**

- How do we prevent this from happening in future years?
- Who will identify which of these initiatives are still aligned to the new strategic plan and fit our organization's capacity, and which are not?

**Financial Implications:**

On a case-by-case basis, this would be determined by the capacity and extent of reviving each item, or no cost in terms of sunsetting those no longer deemed valuable.

**Evaluation/Measuring Impact:**

To ensure that Board-passed initiatives do not fall by the wayside in the future, a rolling calendar should be maintained by YALSA staff and Board leadership.

**Alignment to Equity, Diversity and Inclusion Goals:**

Some of the initiatives, such as the Affiliate Connections and Membership plan, have clear connections to YALSA’s EDI goals, while others have components that align with YALSA’s EDI plan.

**Possible Next Steps / Recommendation:**

The 2021-22 Presidential team and the Executive Director could assess the value of and capacity for restarting or dissolving each of the items, and bring their recommendations to the Board, with a projected deadline of Annual 2022.

**Additional Resources:**

(Links to each initiative included above in Overview)