



OFFICERS:
President: Susan Keitel
Vice-President: Marcy Savage
Treasurer: Fred Wobrock, Jr.
Secretary: Scott Wyner

**Board of Trustees
April 9, 2025**

PRESENT: Carolyn Fagan; Fred Wobrock, Jr.; Marcy Savage; Joe Burke; Yvette Terplak; Sarah Macinski; Corie Dugas; Scott Wyner; Debbie Carr; Tara Ricard; Camille Engel; Jackie Marino; Susan Keitel

Excused: Lisa Scoons

UHLS Staff: T. Burke; J. Favreau; M. Fellows

I. CALL TO ORDER

S. Keitel called the meeting to order at 4:36PM.

II. OATH OF OFFICE

Welcome Carolyn Fagan as the TPL representative! C. Fagan took the Oath of Office. J. Favreau will file it with the Rensselaer County Clerk's office.

III. MINUTES

MOTION: J. Marino moved to approve the March 12, 2025 amended minutes. S. Macinski seconded. Unanimous.

IV. DIRECTOR'S REPORT

Presented by T. Burke.

V. COMMITTEE REPORTS

Finance Committee

On the Treasurer's Report, F. Wobrock noted that we're in the negative by almost \$166k, as we're on a cash basis and we have yet to receive our state funding. This is normal for UHLS, we'll refill our coffers later in the year – we have enough in savings to cover us until then. We earned \$6,800 in interest this month thanks to NYLAF. Looking at the Purchase Journal, there were refurbished laptops purchased via the ELFUN society, Equity Challenge payments made out to the member libraries as components of the challenge are completed, and 20k barcodes for COLN, which is reimbursable.

MOTION: The Finance Committee moved to adopt the March 2025 Treasurer's Reports and Purchase Journals. M. Savage seconded. Unanimous.

VI. OLD BUSINESS

- MOTION:** S. Keitel moved to enter executive session to discuss the two candidates for the Executive Director position. J. Burke seconded. Unanimous. The Board entered executive session at 4:55PM.
- MOTION:** Y. Terplak moved to exit executive session. F. Wobrock seconded. Unanimous. The Board exited executive session at 5:42PM.
- MOTION:** C. Dugas moved to appoint Christopher Sagaas as the next UHLS Executive Director contingent upon final approval from DLD. D. Carr seconded. Unanimous.
- MOTION:** S. Keitel moved to appoint Mary Fellows as Interim Director until C. Sagaas' official start date (to be determined), at the difference of what she currently makes and \$115,000 prorated (\$423.08 per pay period). Y. Terplak seconded. Unanimous.
- MOTION:** J. Burke moved to appoint J. Wines as the next UHLS Executive Director should C. Sagaas turn down our offer, contingent upon final approval from DLD. M. Savage seconded. Unanimous.
- MOTION:** J. Burke moved to name the conference room as the Tim Burke Conference Room (final name to be determined in coordination with T. Burke). J. Marino seconded. Unanimous.
- MOTION:** Y. Terplak moved to appoint C. Engel as the Nominating Committee Chair, who will advance officers for the board with a start date in July. J. Marino seconded. Unanimous.

VII. NEW BUSINESS

VIII. TRUSTEE REPORTS AND RECOMMENDATIONS

At this time, the Board enjoyed a slice of cake and each shared a story / note about Tim to send him off!

- Y. Terplak (ALTM): Right after I began my 3rd tenure as President of the Altamont Library Board I was faced with an employee/leadership situation. I reached out to Tim for some suggestions. He listened, gave some advice and I continued to try and "fix things". However, it was still a tense situation. When I reached out to Tim again he very quietly indicated to me that it was really an employee/leadership concern and that I needed to step back and let whatever was going to happen happen. His gentle suggestion really helped me see that I didn't need to solve everything and in my backing off, the leadership needed the space to do their job.

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- J. Marino (VAFL): When my husband was president of the Valley Falls library board, I knew that Tim was often a source of information and support ... what to do with mysterious paperwork, how to proceed with applications for funding, or guidance in updating policies and procedures. Tim was always accessible, offered helpful suggestions, was generous with praise, and provided a non-anxious presence, no matter how challenging the situation. At the time, I thought Tim must have just liked our little village library; no director with all his responsibilities could possibly be that accommodating all the time. Then, as a new UH trustee, I visited my ten small Rensselaer County libraries and discovered that we were not alone in our praise of Tim. When I asked the staff at those libraries about their experiences with the UH staff, nearly everyone had met Tim or called him on the phone with a request for help or reassurance. As Executive Director, Tim's charge was to oversee the coordination of programs, activities, resources, and efforts of 29 member libraries. Someone else might have seen that mission as a desk job. With Tim, it meant building personal relationships. He will be greatly missed.
- S. Macinski (APL): While only serving a short time on the UHLS board, she's worked with him at APL and is appreciative of all the attention she's given to that board. They are sometimes a difficult board and they thank you for all of your time and attention.
- C. Dugas (GUIL): Ditto! We've gone through a lot of struggles recently but we've all had the opportunity to reach out to you and we all appreciate it.
- J. Burke (ALTM): The extraordinary thing that keeps coming up - as he's heard a number of these over the weeks since Tim's announcement - what keeps coming up is how personable his leadership is, and it's felt at every level - at all types of libraries - that Tim has the time and capacity for things that are going on at APL to SCHG. There are different types of boards with different personalities and everyone says "he gets me." J. Burke has been fortunate enough to know Tim for 22 years, over the last 10 working more closely with him, he's seen him do this thing that gets J. Burke every time. When he (Tim) is talking about a trustee or legislator or someone who isn't in the profession, he'll say: they get it (2 taps over the heart was motioned). We get it.
- F. Wobrock (BRUN): Many years ago he met Tim for trustee training and then was thrust into the role of treasurer at his second finance meeting on the UHLS board. F. Wobrock asked Heidi, "who runs these meetings?" And Tim gave him a little smile. Through staff changes, COVID, and reduced state funding, thank you Tim for all of your support – wish you the best.
- T. Ricard (COHS): She's been on this board and known you for a decade! There have been a number of challenges but we've always known you to be the most equitable, most compassionate leader. She's fortunate that

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- her term is ending when yours does too.
- D. Carr (VOOR): She appreciates all of the help when she was a new trustee and encouraged her to join this board. Thanks for always finding the answers to all of the strange phone calls she has placed.
- M. Savage (COLN): She commends your leadership style, always with a steady hand. You helped COLN with their new director search: they were uncertain and after you came to that summer meeting, it was a sigh of relief that yes, they could run a successful search. And they did. Thank you.
- C. Engel (EGRN): She appreciates your approachability and your willingness to answer all and any questions. In these last 3+ years, she's really come to love libraries and sees how we're the anchor in the community. Chris has some boots to fill! We wish you the best and hope you enjoy the freedom.
- C. Fagan (TROY): Brand new here on this board but has known you for a number of years. She has never heard any frustration, always kindness and empathy. She thanks you for looking out for her daughter (who was the director of WTVT at one point).
- S. Wyner (STEP): STEP is a small, under resourced library. When we have a question, we call Tim. It's that service that he's provided to us and to all of the member libraries in the system that we're appreciative of. He always has the answer or knows how to find it. Thank you.
- S. Keitel (WSTR): She's known Tim longer than he's known her from back when she started working at NYLA. He is smart, kind, conscientious and she could rely on him with whatever she needed him to do. At WSTR, he helped them as they, at the time, were the tiniest library with some big issues. He's continued to help her once she stepped off that board. What's impressed her the most is his professionalism: there is something permanently endearing when you know this man. Thank you for letting me know you over all of these years.
- T. Burke (UHLS): He's sad to be leaving, that's why he's wearing all black. He has no idea how he's going to feel on Monday because he's been a librarian for 45 years and since his freshman year, he has never had a paid job that wasn't in a library. He's sad to feel like he's stepping back but it makes it easier to hear from listening to you all. Last Friday for his last DA meeting, many of his colleagues wore suspenders and did something similar going around the room. What matters is the individual people that he's touched and made better over the years – they change lives every single day and most of our libraries do that every day. What more could he ask of from a career? This board has been his favorite from over all these years: the focus is bigger. He has a lot of respect for the work you all do.

MOTION: S. Macinski moved to adjourn. C. Engel seconded. Unanimous.

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Meeting adjourned at 6:24 PM.

05/05/2025 JF