IFLS LIBRARY SYSTEM
BOARD OF TRUSTEES

MEETING LOCATION:
In Person: Chippewa Falls Public Library
105 W. Central Street, Chippewa Falls, WI 54729
(715) 723-1146   http://www.chippewafallslibrary.org

DATE/TIME:
Wednesday, July 23, 2025
1:00 pm

Zoom Information:
https://us02web.zoom.us/j/86375870962?pwd=uxErG4vrMNgtK2g6a8xxiP6o9EuHje.1
Meeting ID: 863 7587 0962
Passcode: kt8Qn7iA

mobile: 1 312 626 6799
Meeting ID: 863 7587 0962
Passcode: 07032513

**IF YOU ARE UNABLE TO ATTEND THE MEETING, CONTACT THE IFLS OFFICE
(1-800-321-5427) BY 4 P.M. THE DAY BEFORE THE SCHEDULED MEETING.**

(Lunch will precede meeting)
Information will be provided

A G E N D A

1.   Call to Order

2.   Establish a Quorum

3.   Certification of Compliance with the Open Meeting Law

4.   ***** Approve Agenda

5.   Citizen Comments (*Each person who wishes to speak is limited to no more than five minutes. There is a ten minute limit per topic and a twenty minute limit at any meeting for Citizen Comments. Contact IFLS office for additional information related to Citizen Comments.*)

6.   Announcements/Correspondence/Introductions

7.   ***** Minutes -   Approve: Board of Trustees – May 28, 2025   **#027** (25)
                    Acknowledge Receipt: Personnel Committee – May 28, 2025   **#026** (25)

8.   ***** Financials - Approve: Check Registers: May-June 2025   **#030** (25)
                    Approve: Financial Reports: May-June 2025   **#031** (25)

9.   Director's Report of Agenda Items and Monthly Activities   **#032** (25)

10.   Reports
      - IFLS Staff Reports   (In-depth Staff Report: Leah Langby)   **#033** (25)
      - Board Member Reports

11**.**   ***** Revised 2025 Budget   **#034** (25)

12.   ***** Personnel Committee Report
      - Director Accountabilities   **#028** (25)

- System Director Evaluation**   **#029** (25)

  ** *The IFLS Library System may go into closed session to consider matters relating to employment, promotion, compensation or performance evaluation of any public employee over which the IFLS Library System has jurisdiction or exercises responsibility, pursuant to Section 19.85(1)(c) of the Wisconsin Statutes. The committee will reconvene into open session.*

13.   * Action on Closed Session

14.   * Adjournment

* Denotes Action Items

TOUR: Chippewa Falls Public Library led by Joe Niese, Director

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The IFLS Library System will attempt to provide reasonable accommodations to the public who wish to attend meetings, provided reasonable notice of need is given. To request such accommodation, contact the System Office at (715) 839-5082.

IFLS LIBRARY SYSTEM
Board of Trustees
May 28, 2025

M I N U T E S

The Board of Trustees of the IFLS Library System met on Wednesday, May 28, 2025, at IFLS Library System, 1538 Truax Blvd., Eau Claire, Wisconsin, and via Zoom. Duerkop called the meeting to order at 12:35 pm.

QUORUM AND CERTIFICATION OF COMPLIANCE WITH OPEN MEETINGS LAW:

Joanne Gardner established that a quorum was present and certified that the meeting had been properly noticed in compliance with the open meeting law.

BOARD MEMBERS PRESENT:

Judith Achterhof (St. Croix County); **Mary Ellen Brue** (St. Croix County); **Jan Daus** (Eau Claire County); **Sue Duerkop** (Polk County); **Fran Duncanson** (Polk County); **Pat Eggert** (Dunn County); **James Ericksen** (Chippewa County); **Lois Goode** (Rusk County); **Amanda Kohnen** (Barron County); **Mary Alice Larson** (Barron County); **Charlie Schell** (Resource Library); **Mike Schendel** (St. Croix County); **Jane Winter** (Pepin County); **Julie Woodruff** (Chippewa County).

BOARD MEMBERS ABSENT:

JoAnne Johnson (Pierce County); **Sue Marshall** (Price County); **Stella Pagonis** (Eau Claire County); **Jackie Pavelski** (Eau Claire County); **Jim Tripp** (Dunn County); Pierce County Vacancy.

OTHERS PRESENT:

John Thompson (Director); **Adam Fuller** (Business Manager); **Joanne Gardner** (Administrative Associate/Recorder); **Katelyn Dubiel** (Public Services Consultant); **Cecelia Cole** (Resource Sharing and Collection Consultant).

APPROVE AGENDA:

MOTION #18 (25)**:**   To approve the Agenda as presented. Daus/Kohnen
RESULT: Carried.

CITIZEN COMMENTS:

There were no citizen comments.

ANNOUNCEMENTS/CORRESPONDENCE/INTRODUCTIONS:

Introductions were made from all those in attendance.

MINUTES:

MOTION #19 [25]**:**   To approve the Board Minutes dated March 26, 2025 (Doc. #018-25).
                     Brue/Winter
                     RESULT: Carried.

FINANCIAL REPORTS:

MOTION #20 [25]**:**   To approve the Check Registers for March/April 2025 (Doc. #021-25).
                     Daus/Woodruff
                     RESULT: Carried.

Questions were asked about OverDrive, Market & Johnson, Backstage Library Works, Nancy Johnson Memorial, Innovative Interfaces, OCLC, and Auto Owners Insurance.

2024 AUDIT REPORT AND PRESENTATION:

Sheanne Hediger was present from Baker Tilly to provide a report on the 2024 Audit Summary for IFLS Library. The audit fieldwork was conducted in April and there was a quick turnaround with the audit issued one week ago. Hediger provided a big thank you to Fuller, Thompson, and Gardner. The staff were very well prepared, and the audit went very smoothly. There is good oversight at IFLS.

A summary of the Independent Auditors' Report is provided. The summary was also projected for all to view.

Pages 1-3 of the Audit show that IFLS was issued an unmodified opinion and that the financial statements are presented fairly, in all material aspects, in accordance with accounting principles generally accepted in the U.S. This is a clean opinion and the highest level that can be received.

Management's responsibility is preparation and fair presentation of financial statements, design, and implementation of internal controls, and to evaluate conditions or events that raise substantial doubt about ability to continue as a going concern.

Auditors' responsibilities are to obtain reasonable assurance about whether financial statements are free of material misstatement and to issue an opinion on the financial statements. Auditors will exercise professional judgement and maintain professional skepticism and gain an understanding of internal controls relevant to the audit in order to design audit procedures. The auditors evaluate the appropriateness of accounting policies and significant estimates. The auditors conclude whether there are conditions or events that raise substantial doubt regarding ability to be a going concern.

Other matters include required supplementary information required by Government Auditing Standards.

Pages 4-11 of the Audit includes Management's Discussion and Analysis which is analysis of the financial condition and operating results of the system. Fuller and Thompson provide this piece of the audit. This is a good summary of IFLS operations and something to be sure to review.

Hediger provided financial highlights from the audit.

Statement of net position and statement of activities (pages 12-13) – provides statement of assets, liabilities, and net position.

General fund results (page 14) – includes total fund balance, assigned fund balance, unassigned fund balance, and percentage of assigned and unassigned fund balance of expenditures. The percentage for 2024 is 28%. The GFOA recommends a minimum of 16%. Assigned fund balance is for various categories as listed on page 27.

Revenues were over budget by $85,226. This is attributable to LSTA Grants, additional investment income, and other income. Expenditures were under budget by $82,343. The budgeted gain for 2024 is $17,356.

Note disclosures (Pages 24-27) – includes cash and investments, long-term debt, and Pensions & OPEB. The net pension liability shows a decrease from the previous year. This actuarily is determined each year. This is not a cash liability. It is a future-looking expectation of what pay in benefits over the years will be.

Required Communication – Reporting and Insights from the 2024 Audit. As the case has been for many years, there is a significant deficiency in the internal control environment (lack of segregation of duties). This is often the case for those with small staff. Fuller has access to all the financial information. The auditors are required to report. Given mitigations are in place and there is board oversight, this is listed as a significant deficiency. Material weakness is more severe. It would come at a greater cost to exclude this communication. In the financial reporting, there were no material audit entries. Kudos to Fuller.

Other Required Audit Communications – 2024 audit communications include the responsibilities of the auditor, significant risks of misstatement and areas of audit emphasis, changes in accounting policies in 2024, significant estimates include in financial statements and corrected and uncorrected misstatements. There were no difficulties, disagreements, or consultations.

Two-way communication regarding 2025 audit planning is included in Reporting and Insights on pages 24-46).

Ericksen inquired about the swing in OPEB. Hediger noted that this actuary changes year-to-year and does not affect working capital. It does not impact on the budget and how they spend money each year.

Hediger provided contact information if board members have any questions about the audit.

MOTION #21 [(25)]**:** To approve the 2024 Audit Report and Presentation (Doc. #023-25). Larson/Woodruff
RESULT: Carried.

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FINANCIAL REPORTS:

MOTION #22 [25]**:**   To approve the Financial Reports for March/April 2025 (Doc. #022-25).
Achterhof/Daus
RESULT: Carried.

Questions were asked about the Billable Project Income, Pass Thru Projects Billable to Libraries, differences in MORE expenses between 2024 and 2025 year to date which are based on timing, Niche Academy, Leave Payouts at Retirement, Employee Assistance Program, Community Engagement Support, and Capital Expenditures.

IFLS STAFF REPORTS:

Cecelia Cole, Resource Sharing and Collection Consultant for IFLS, was present. Cole's written staff report is on page 104 of the meeting packet.

Cole is developing resources and training to help library staff better understand the OverDrive e-materials selection process and licensing for Wisconsin's Digital Library. Staff often receive questions from patrons that can be difficult to answer. The training resources will not only provide some context on the selection process but also help staff navigate patron expectations and concerns.

The Wisconsin Digital Library is a shared statewide collection of ebooks, audiobooks, and magazines. It is free to all Wisconsin public library cardholders. The content is provided through OverDrive. The Wisconsin Public Library Consortium (WPLC) governs the digital library.
The Libby App is an effective way to access the digital library with your library card. User access is also available through the Wisconsin Digital Library website and the MORE catalog as well. Patrons log into the account with their library card number. Patrons can have ten titles at a time. Additionally, ten titles can be on hold. Items are auto returned after the specified checkout time lapses.

Cole reviewed some of the common questions and concerns of users:

Why are wait times so long when items are put on hold? There are a few different reasons. The digital collection is immensely popular. There ae over 900,000 holds on the collection statewide. This has been steadily increasing since the pandemic. There is limited funding for the Wisconsin Digital Library. It is funded primarily through contributions and member shares from Wisconsin systems. Only so much funding is available, and it is hard to keep up with the cost and demand. Wait times are long.

Another challenge with e-materials is the title pricing and licensing. Materials are purchased at the state level and also at the library system level using locally appropriated library funds. There are also voluntary contributions from member libraries. Locally purchased copies are reserved for system patrons. It is not possible to purchase enough copies to address the demand.

E-books and e-audio are priced differently than print titles.

E-books and e-audio are priced differently than print or electronic titles. Costs for digital copies are higher than individual titles purchased for a physical collection. Licensed for perpetual use

and metered by time or number of checkouts are two options. Some electronic purchases are treated like a physical book, where only one person has access at a time. While there are a number of perpetual licenses available to purchase, a lot of titles are only available by metered license. After the metered time/checkouts have passed, the title will expire unless it is purchased again. In deciding when to renew or not, it depends on the current demand and what the budget looks like. We try to balance what we spend on titles, and it is a constant balancing act in weighing licensing costs and budget availability.

Why is the title not found in the Libby App? This is often due to publisher agreements. Publishers hold significant power and control over the format and licensing. Some titles and formats are not available for libraries to purchase.

Why is there a ten item limit on holds and checkouts? Limits are set by the Wisconsin Public Library Consortium according to their policies. The aim is to minimize the holds statewide in both quantity and duration. The goal is to mitigate long wait times and high demands.

Achterhof inquired about why purchases are so expensive. Cole believes they are protecting the bottom line by working with content creators/authors. Some metered licensing mimics the cost for print materials.

Winter asked where the funding came from. Cole responded that there are contributions and libraries also pay an equal share. In addition, the MORE Budget has a line item for the OverDrive Advantage collection for high demand holds. There are also voluntary contributions made by our member libraries.

Cole reminded folks that while there are longer waiting times on holds, there is a lot of available now while they wait for those holds.

Cole was thanked for her wonderful presentation.

Cole and Langby are working on a Collection Development webinar series with a focus on self-censorship (quiet/soft) in collection development. When library staff select materials, there may be reasons why they are disinclined to select certain materials. It may be personal bias or controversial. We wanted to explore that topic in a way it does not make folks feel bad about it. The goal is to help identify when it is happening, prevent it, and work through it. It will be presented as a three part series.

Duerkop asked how delivery services with Purple Mountain were going. Dubiel responded they are going really well and there is much better communication. Purple Mountain is dependable and collaborates with us. That being said, sorting is taking longer, and transit time has increased. This summer/early fall, Bruce Smith will show us ways to address efficiency. IFLS will work with a few libraries to trial it before asking all libraries to do it. IFLS plans to stay with Purple Mountain for another year. The cost has been equal or slightly less than Waltco was.

The Explore MORE Passport Program will begin June 1st and run through August 31st. Passports were available to all those in attendance.

DIRECTOR'S REPORT:

The Library Division staff are hopeful to receive their second payment in June. The Institute for Museums and Library Services (IMLS) has indicated the money should be showing up. The Grants to States funding supports the majority of the Library Division staff and provides library systems funds for professional development and technology support. The IMLS is up for reauthorization this fall. The Library Division is waiting before grants are made to library systems to see if IMLS is reauthorized.

Thompson noted that the Library Division has sixteen full time employees funded at the federal level through the Grant to States funding. If IMLS is dismantled, that would leave under 3 Library Division employees. The focus is preserving staff as long as they can if the federal dollars run out.

Thompson is anticipating the state budget will be approved by early August. This is one month later than the statute. The state will run on current year budget figures until the biennial budget is adopted.

The building projects at IFLS member libraries continue to move forward. Hammond and Cadott had bid openings last week. Both came in under what was anticipated. They may add stuff back in that was listed as an alternate.

Fall Creek's bidding process included multiple pieces to bid.

It is hoped Stanley's project will be under budget.

All projects under the Flexible Facility Grant must start by the end of June. Thompson has been busy assisting with the building projects.

REPORT FROM IFLS PERSONNEL COMMITTEE:

Larson will serve as Chair of the IFLS Personnel Committee in 2025.

The committee met this morning and discussed the director evaluation process and timeline. The recent evaluation and alternate between sending an evaluation to IFLS Board/Staff and Library Directors. The group that does not receive an evaluation will instead receive an email asking if they choose to comment on the director's performance. Following the pattern, Survey Monkey will be sent to the Library Directors, and an email will be sent to IFLS Board/Staff. The survey and emails will be sent in June and be reported at the July Board of Trustees meeting. The committee approved this methodology and timeline for the Director Evaluation.

The Personnel Committee also discussed a change to holiday and vacation time accrual for newer employees. Acceleration of the earning of vacation time would go from 13 years to reach the cap down to 7 years. This is achieved by accruing two days per year instead of one. The cap on vacation does not change.

There were four additional holidays recommended and include: Martin Luther King Jr., President's Day, Indigenous People Day, and Veterans Day. Adding these holidays has no impact on the budget.

MOTION #23 (25)**:** To approve the Director Evaluation Process/Timeline (Doc. #019-25). Daus/Eggert
RESULT: Carried.

MOTION #24 (25)**:** To approve the recommendation to adjust the vacation accrual time and additional four holidays as discussed. Daus/Woodruff
RESULT: Carried.

BOARD MEMBER REPORTS:

Duerkop attended the Wisconsin Association of Public Libraries (WAPL) Conference.

Ericksen noted that Stanley needs money.
Duncanson noted that Polk County Board of Supervisors passed the 5 year Plan for Library Services. Duncanson thanked Thompson and Duerkop for their invaluable assistance to the committee.

Achterhof inquired if IFLS helps to find funds for libraries. Thompson replied that IFLS will help libraries find sources of funding as requested.

ADJOURNMENT:

The Board of Trustees adjourned at 2:11 pm. Ericksen/Duerkop

_____
Joanne Gardner, Recorder/Administrative Associate

These minutes of the Board of Trustees are approved:	☐ as printed. ☐ with corrections noted.
_____ Presiding Officer	_____ Dated

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IFLS LIBRARY SYSTEM
Personnel Committee
May 28, 2025

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The Personnel Committee of the IFLS Board of Trustees met on Wednesday, May 28, 2025, at IFLS Library System, 1538 Truax Blvd., Eau Claire, Wisconsin, as well as via Zoom. Duerkop called the meeting to order at 11:00 am.

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**QUORUM AND CERTIFICATION OF COMPLIANCE
WITH OPEN MEETING LAW:**

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Joanne Gardner established that a quorum was present and certified that the meeting had been properly noticed in compliance with open meeting law.

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PERSONNEL COMMITTEE MEMBERS PRESENT:

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Mary Ellen Brue (St. Croix County); **Sue Duerkop** (Polk County); **Pat Eggert** (Dunn County); **Mary Alice Larson** (Barron County); **Julie Woodruff** (Chippewa County).

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PERSONNEL COMMITTEE MEMBERS ABSENT:

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Sue Marshall (Pierce County).

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OTHERS PRESENT:

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John Thompson (Director), **Adam Fuller** (Business Manager), **Joanne Gardner** (Administrative Associate/Recorder).

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APPROVE AGENDA:

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MOTION #13[(25)] To approve the agenda as presented. Brue/Woodruff
RESULT: Carried.

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CITIZEN COMMENTS:

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There were no citizen comments.

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ELECTION OF CHAIR:

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Duerkop asked for nominations and/or volunteers for someone to serve as Chair of the Personnel Committee. Mary Alice Larson volunteered to serve.

MOTION #14[(25)] To approve the appointment of Mary Alice Larson as Chair of the Executive Committee in 2025. Duerkop/Brue
RESULT: Carried.

MINUTES:

MOTION #15[(25)]   To approve the Personnel Committee Minutes dated September 25, 2024 (Doc. #041-24). Brue/Woodruff
RESULT: Carried.

DIRECTOR EVALUATION PROCESS/TIMELINE FOR 2025:

Thompson noted that the Personnel Committee has used the same process of the director evaluation when it transitioned to using Survey Monkey in obtaining feedback.

In the past it alternated from year to year in which group(s) receives Survey Monkey, and which group(s) receive emails. In 2024, Survey Monkey was sent to the IFLS Board and IFLS Staff and an email was sent to Library Directors. In following this pattern, this year Survey Monkey would go to the Library Directors and an email would be sent to the IFLS Board and IFLS Staff.

The surveys and emails along with reminders are sent during the month of June by Gardner. At the end of collection of feedback, results are tabulated in Survey Monkey and sent to the Personnel Committee Chair.

In July, the Personnel Committee will discuss the evaluation results, have a preliminary staffing discussion, and conduct director wage research, if needed.

In September, the Personnel Committee will present recommendations on the Director's wage for 2026 and the Director's staffing and wage benefit plan for 2026.

MOTION #16[(25)]   To approve the Director Evaluation Process/Timeline (Doc. #019-25) by continued pattern. Brue/woodruff
RESULT: Carried.

HOLIDAY AND VACATION POLICY CHANGES:

After reviewing leave policies from various library systems, libraries, and several counties, Thompson has found a wide range in the number of paid holidays for staff. Some library systems offer 14 paid holidays. The proposed added holidays include Martin Luther King Jr. Day, President's Day, Indigenous People's Day, and Veterans Day. These days are relatively quiet and there is a mix of systems and libraries that are closed these days.

Thompson is proposing that beginning in 2026, IFLS will accelerate the accrual of vacation of new employees from 1 day per year to 2 days per year after the first year through year seven to a total of 25 days. The number of vacation days will not increase it will just accelerate the pace. This provides a proper work/life balance.

It was asked what impact the added paid holidays would have on the budget. Thompson noted there is no change to the budget.

MOTION #17[(25)]   To approve the Holiday and Vacation Policy Changes
                         (Doc. #020-25). Brue/Woodruff
                         RESULT: Carried.

(Pat Eggert joined the meeting at 11:25 am.)

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ADJOURNMENT:

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Motion to adjourn at 11:26 am. Eggert/Brue

_____
Joanne Gardner, Recorder/Administrative Associate

IFLS Library System
Check Register
May 2025

#030(25)

Date	Num	Name	Memo	Amount
May 25				
05/01/2025	Auto Pay	Delta Dental	May. '25 Vision	-73.44
05/09/2025	Auto Pay	AT&T	715Z38-00032226	-20.55
05/10/2025	Auto Pay	Kwik Trip, Inc.	Apr. Gas Stmt.	-86.25
05/15/2025	Auto Pay	Xcel Energy	03/27-4/25 Gas & Electric Svc	-371.74
05/22/2025	Auto Pay	Lumen	May. Phone	-1.46
05/23/2025	Auto Pay	Employee Trust Funds, Dept of	Jun. '25 Health Ins.	-25,374.00
05/23/2025	Auto Pay	Associated Credit Card	Apr. Credit Card *see attached	-11,781.12
05/07/2025	WIRE	Internal Revenue Service	P/R#9	-10,286.62
05/14/2025	WIRE	Wisconsin Deferred Comp. Program	P/R#10	-1,710.00
05/15/2025	WIRE	Wisconsin Department of Revenue	P/R#8	-1,705.63
05/21/2025	WIRE	Internal Revenue Service	P/R#10	-9,494.12
05/23/2025	WIRE	Wisconsin Retirement System	Apr. WRF	-17,168.78
05/28/2025	WIRE	Wisconsin Deferred Comp. Program	P/R#11	-1,710.00
05/14/2025	DD3312-3330	IFLS Staff	Direct Deposit	-28,602.57
05/28/2025	DD3331-3349	IFLS Staff	Direct Deposit	-28,559.03
05/05/2025	43626	Baker Tilly US, LLP	2024 Audit in Progress	-4,462.50
05/05/2025	43627	Bayscan Technologies	Billable/Supplies for Libs	-220.50
05/05/2025	43628	Chippewa Falls Public Lib	Delivery Damage/1 item-What if there were no ç	-19.49
05/05/2025	43629	Compass IL	Assessments/Elmwood Pub. Lib.	-599.62
05/05/2025	43630	Computype, Inc.	Billable/Rolls of Labels	-3,109.40
05/05/2025	43631	Culligan	May. Service	-99.95
05/05/2025	43632	DEMCO, Inc.	Billable/Supplies for Libs	-50,135.66
05/05/2025	43633	Discount Paper Products, Inc	Billable/Receipt Paper to Libs	-8,210.04
05/05/2025	43634	Dubiel, Katelyn	Joint Finance Hearing/WPLC Meeting	-373.38
05/05/2025	43635	Hudson Public Lib	LSTA/Conf.-Lead the Way-C. Mick	-644.96
05/05/2025	43636	Jensen, Brad	Tech. Support/Mult. Libs.	-100.71
05/05/2025	43637	Market & Johnson	IFLS Facility Repairs/Grounds Project	-6,000.00
05/05/2025	43638	OCLC, Inc	Apr. Net OCLC Fees	-213.90
05/05/2025	43639	Purple Mountain Solutions, INC.	May. Delivery Service	-33,643.33
05/05/2025	43640	Securian Financial Group, Inc.	Jun. Life Ins.	-384.99
05/05/2025	43641	Thompson, John	Field Visits/Conference 3/17/25-5/2/25	-1,742.75
05/05/2025	43642	Backstage Library Works	MORE/ Database Maint.	-1,221.41
05/05/2025	43643	OverDrive, Inc.	MORE/Apr. Advantage	-5,822.15
05/12/2025	43644	Augusta Public Lib	LSTA/Conf.-WAPL-L. LaRose	-750.18
05/12/2025	43645	Beaver Creek Reserve	IFLS Library System-Workshops October 23rd ¿	-187.50
05/12/2025	43646	CA Friday Memorial Library	LSTA/Conf.-WAPL-N. Allen/B. Rice	-1,460.56
05/12/2025	43647	Colfax Public Lib	LSTA/Online Course-J. Dunn	-324.00
05/12/2025	43648	Jake Wyrzkowski	Mentorship Program-Mileage/Meal Reimbursen	-107.51
05/12/2025	43649	L.E. Phillips Memorial Public Library	MORE Ecomm Payments 2025	-699.46
05/12/2025	43650	Langby, Leah	CE Corrdinator Retreat-Meals	-21.85
05/12/2025	43651	Maug Cleaning Solutions, Inc.	4/7/25-5/4/25 Cleaning Service	-420.00

IFLS Library System
Check Register
May 2025

Date	Num	Name	Memo	Amount
05/12/2025	43652	Park Falls Public Lib	LSTA/Conf.-WAPL-J. Kraetke	-992.70
05/12/2025	43653	Rusk County Community Library	LSTA/Conf.-Rural Summit-C. Swearingen	-1,499.17
05/12/2025	43654	Season 2 Season	Feb. Plowing/Apr. Spring Clean Up	-385.00
05/12/2025	43655	Woodville Public Lib	LSTA/Conf.-WAPL-F. Labeau	-1,043.68
May 25				**-261,841.66**

IFLS Library System
ASSOCIATED Credit Card Transaction Detail Report
Electronic Auto Pay (05/23/2025)

Date	Name	Memo	Num	Amount
Mar 28 - Apr 29, 25				
03/28/2025	Wisconsin Library Association	WLA Membership/S. Duerkop	Renewal	50.00
03/28/2025	Wisconsin Library Association	WAPL Conf. Reg./L.Langby	WAPL Conf	315.00
03/31/2025	Shutterstock	Advocacy Image-1	Printing	30.60
03/31/2025	Shutterstock	Advocacy Image-2	Printing	30.60
04/01/2025	1st Choice Pest Solutions	Serv. Agrmnt-April	April	67.00
04/01/2025	Wisconsin Library Association	WLA Membership/L. Langby	Renewal	196.56
04/01/2025	S & S Worldwide, Inc.	Wrkshp Supplies	Wrkshp Supp	26.00
04/01/2025	Google Cloud	Google Maps Fee	Fee	34.80
04/02/2025	Festival Foods	Workshop Snacks	Snacks	11.47
04/02/2025	Dell Marketing L.P.	Billable/Balsam Lake-Receipt Printer	Comp Equip	240.00
04/02/2025	PayPal Inc.	MORE Ecomm/Renewal Fee	MORE Ecomm	219.00
04/02/2025	USPS	Apr. Postage	Postage	50.53
04/03/2025	Kwik Trip, Inc.	System Car/Gas(Gas Card Error)	Car Wash	35.00
04/04/2025	Dell Marketing L.P.	Billable/Fairchild-Monitor (4)	Comp Equip	399.76
04/04/2025	Dell Marketing L.P.	Billable/Fairchild-Monitor Stands (4)	Comp Equip	254.80
04/04/2025	Dell Marketing L.P.	Billable/Fairchild-Optiplex Micro PC's (4)	Comp Equip	2,800.00
04/04/2025	FlowRoute.com	Apr. Phone/on Acct	on Acct	50.00
04/05/2025	GFL Environmental	Apr. Garbage	924887	48.14
04/05/2025	Quill Corporation	Post-its/Red Pens/Rolodex Cards	43576102	62.06
04/07/2025	Dell Marketing L.P.	Billable/Cumberland-Monitor	Comp Equip	99.94
04/07/2025	Dell Marketing L.P.	Billable/Cumberland-Monitor Stands (2)	Comp Equip	127.40
04/07/2025	Dell Marketing L.P.	Billable/Cumberland-Optiplex Micro PC's (3)	Comp Equip	2,100.00
04/07/2025	Dell Marketing L.P.	Billable/Cumberland-Laptop	Comp Equip	980.00
04/09/2025	CDW-G	Bulk Supply Order	Comp Equip	483.11
04/09/2025	CDW-G	Bulk Supply Order	Comp Equip	20.84
04/09/2025	CDW-G	Billable/Hammond- Printer	Comp Equip	360.94
04/12/2025	Blick Art Materials	Supplies/Kits	33521390	31.95
04/17/2025	Dell Marketing L.P.	Billable/Cornell-Optiplex Micro PC's (3)	Comp Equip	2,100.00
04/17/2025	Dell Marketing L.P.	Billable/Cornell-Monitors (3)	Comp Equip	299.82
04/17/2025	FlowRoute.com	Apr. Phone/on Acct	on Acct	50.00
04/21/2025	Amazon.com Credit	IFLS-Dual Monitor Arm Stand	Comp Equip	49.99
04/24/2025	Festival Foods	Pop	Supplies	56.34
04/24/2025	Avery Labels	MORE Pass Port Prgrm.-Avery Labels	Labels	33.71
04/28/2025	Festival Foods	Workshop Snacks	Snacks	15.76
04/29/2025	FlowRoute.com	Apr. Phone/on Acct	on Acct	50.00
Mar 28 - Apr 29, 25				**11,781.12**

IFLS Library System
Check Register
June 2025

Date	Num	Name	Memo	Amount
Jun 25				
06/01/2025	Auto Pay	Delta Dental	Jun. '25 Vision	-73.44
06/07/2025	Auto Pay	AT&T	May. Phone/Fax Line	-20.55
06/10/2025	Auto Pay	Kwik Trip, Inc.	May. Gas Stmt.	-108.42
06/16/2025	Auto Pay	Xcel Energy	04/25-5/27 Gas & Electric Svc	-279.63
06/22/2025	Auto Pay	Lumen	Jun. Phone	-1.46
06/23/2025	Auto Pay	Associated Credit Card	May. Credit Card *see attached	-8,161.04
06/02/2025	WIRE	Wisconsin Department of Revenue	P/R#9 & P/R#10	-3,531.91
06/04/2025	WIRE	Internal Revenue Service	P/R#11	-9,478.24
06/11/2025	WIRE	Wisconsin Deferred Comp. Program	P/R#12	-1,710.00
06/16/2025	WIRE	Wisconsin Department of Revenue	P/R#11	-1,688.34
06/18/2025	WIRE	Internal Revenue Service	P/R#12	-9,478.18
06/25/2025	WIRE	Wisconsin Deferred Comp. Program	P?R#13	-1,710.00
06/30/2025	WIRE	Wisconsin Retirement System	May. WRF	-11,445.85
06/30/2025	WIRE	Wisconsin Department of Revenue	P/R#12	-1,688.34
06/11/2025	DD3350-3368	IFLS Staff	Direct Deposit	-28,559.07
06/25/2025	DD3369-3387	Breza, Laura J	Direct Deposit	-33,013.21
06/09/2025	43656	Baker Tilly US, LLP	2024 Audit in Progress	-3,780.00
06/09/2025	43657	Bayscan Technologies	Billable/Supplies for Libs	-3,585.55
06/09/2025	43658	CH Johnson Library	Delivery Damage/1 item-Artisan Sourdough I	-24.00
06/09/2025	43659	Cole, Cecelia	Library Visits	-133.00
06/09/2025	43660	Compass IL	Assessments/Ogema Pub. Lib.	-1,002.30
06/09/2025	43661	Culligan	Jun. Service	-99.95
06/09/2025	43662	DR Moon Memorial (Stanley) Lib	LSTA/ISchool Course-N. Witt	-247.50
06/09/2025	43663	Duerkop, Sue	Board Mileage	-133.00
06/09/2025	43664	Eggert, Pat	Board Mileage	-30.80
06/09/2025	43665	Elmwood Public Library	LSTA/Conf.-WAPL/N. Andrews	-641.60
06/09/2025	43666	Fuller, Adam	SOMBAW Mtg Travel-Wausau	-152.61
06/09/2025	43667	Jensen, Brad	Tech. Support/New Richmond_Ellsworth.	-26.88
06/09/2025	43668	Johnson, Jackee	Lib. Visit/Roberts	-84.00
06/09/2025	43669	Krueger, Barb	LSTA/Scholarship-Real Living Conference-B	-89.88
06/09/2025	43670	L.E. Phillips Memorial Public Library	MORE Ecomm Payments 2025	-239.08
06/09/2025	43671	Langby, Leah	Lib. Visit/Amery & Camp Wapo	-133.56
06/09/2025	43672	Larson, Mary Alice	Board Mileage	-82.60
06/09/2025	43673	Market & Johnson	IFLS Facility Repairs/Grounds Project	-5,400.00
06/09/2025	43674	Maug Cleaning Solutions, Inc.	5/5/25-6/1/25 Cleaning Service	-420.00
06/09/2025	43675	OCLC, Inc	May. Net OCLC Fees	-87.08
06/09/2025	43676	Park Falls Public Lib	LSTA/ISchool Course-J. Kraetke	-148.50
06/09/2025	43677	Prescott Public Lib	LSTA/ISchool Course-D. Becker	-148.50
06/09/2025	43678	Securian Financial Group, Inc.	Jul. Life Ins.	-439.59
06/09/2025	43679	Somerset Public Lib	LSTA/DEI Strategic Planning	-1,500.00
06/09/2025	43680	Southwest Wisconsin Library Sys.	CE Coordinators Retreat	-500.00

IFLS Library System
Check Register
June 2025

Date	Num	Name	Memo	Amount
06/09/2025	43681	Woodruff, Julie	Board Mileage	-26.60
06/09/2025	43682	Backstage Library Works	MORE/ Database Maint.	-844.17
06/09/2025	43683	OverDrive, Inc.	MORE/May. Advantage	-5,825.67
06/23/2025	43684	Bridges Library System	3 Zoom Lic. 6-1-26/5-31/26	-780.00
06/23/2025	43685	Culligan	Jul. Service	-99.95
06/23/2025	43686	Market & Johnson	IFLS Facility Repairs/Grounds Project	-1,200.00
06/23/2025	43687	Purple Mountain Solutions, INC.	Jun. Delivery Service	-34,394.83
06/23/2025	43688	Thompson, John	Field Visits/Conference 5/6/25-6/20/25	-1,624.70
06/23/2025	43689	Backstage Library Works	MORE/ Database Maint.	-558.98
06/23/2025	43690	OverDrive, Inc.	June Advantage/High Demand	-15,469.52
06/23/2025	43691	WILIUG	MORE/WILIUG Membership Fee	-40.00
Jun 25				**-190,942.08**

IFLS Library System
ASSOCIATED Credit Card Transaction Detail Report
Electronic Auto Pay (06/23/2025)

Date	Name	Memo	Num	Amount
Apr 30 - May 28, 25				
04/30/2025	Misc Restaurants	WAPL/Meal-L. Langby	Conf. Meal	13.13
04/30/2025	Misc Restaurants	WAPL/Meal-L. Langby	Conf. Meal	21.00
04/30/2025	Rev.com	MORE/Captioning Catalog Video	MORE	164.38
04/30/2025	IStock Photos	Images for Advocacy	PR Spls	31.33
04/30/2025	AmericInn	Joint Committee-J. Thompson	Joint Comm.	91.80
04/30/2025	Marriott Hotel	WAPL Conf- Hotel/J.Thompson	WAPL Conf	213.98
05/01/2025	1st Choice Pest Solutions	Serv. Agrmnt-May	May	67.00
05/01/2025	Misc Restaurants	WAPL/Meal-L. Langby	Conf. Meal	18.38
05/01/2025	Holiday Inn	WAPL Conf.-L. Langby	Conf. Stay	98.00
05/01/2025	Marriott Hotel	WAPL Conf- Hotel/L. Langby	WAPL Conf	110.14
05/01/2025	Vimeo Plus	Billable/Video Subscrip to LEANWI	Renewal	300.00
05/01/2025	Google Cloud	Google Maps Fee	Fee	24.05
05/02/2025	Marriott Hotel	WAPL Conf- Hotel/L. Langby	WAPL Conf	106.99
05/02/2025	Dell Marketing L.P.	Billable/Ellsworth-Optiplex Micro PC's (5)	Comp Equip	3,500.00
05/02/2025	Dell Marketing L.P.	Billable/Ellsworth-Monitor's (5)	Comp Equip	499.70
05/02/2025	Dell Marketing L.P.	Billable/Ellsworth-Monitor Stands's (5)	Comp Equip	318.50
05/05/2025	GFL Environmental	May. Garbage	943490	47.85
05/07/2025	USPS	May Postage	Postage	49.81
05/10/2025	Auto-Owners Insurance	Bond Insurance-5/11/25-26	Renewal	204.00
05/10/2025	Auto-Owners Insurance	Wrkrs Comp Ins 3/15/25-26-Adjustment	Wkrs Comp	357.00
05/13/2025	FlowRoute.com	May. Phone/on Acct	on Acct	50.00
05/14/2025	Quill Corporation	Hand Towels/Trash Bags	44128254	337.13
05/14/2025	American Library Association	Webinar-Changing your Classification	Webinar	71.10
05/14/2025	UW - Eau Claire	Printing-MORE/IFLS Posters	381483	971.97
05/19/2025	Michael's	MORE Passport Stickers	Pass. Stick	13.13
05/20/2025	Assoc of Rural & Small Libraries (ARSL)	ARSL Conference-Registration/J. Thompson	Conference	300.00
05/22/2025	Festival Foods	Snacks/Beverages	Supplies	41.41
05/22/2025	Rev.com	Captioning/ HR For WI Library Leaders-LST/	Captioning	122.59
05/27/2025	FlowRoute.com	May. Phone/on Acct	on Acct	16.67
Apr 30 - May 28, 25				**8,161.04**

IFLS Library System
Annual Budget vs. Actual Income and Expense
January through June 2025

031 (25)

	Jan - Jun 25	Budget	$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
5100 · Current Year State Aids	1,799,593.00	1,799,593.00	0.00	100.0%
5200 · Interest Income/General Funds	51,483.77	8,000.00	43,483.77	643.55%
5263 · MORE Management Income	266,344.00	532,684.00	-266,340.00	50.0%
5264 · Catalog/Processing Income	100,274.90	100,275.00	-0.10	100.0%
5280 · Technology Income	4,493.84	6,000.00	-1,506.16	74.9%
5300 · Miscellaneous Income	89.08	500.00	-410.92	17.82%
Total Income	2,222,278.59	2,447,052.00	-224,773.41	90.82%
Expense				
6500 · Salaries/Wages & Benefits	765,351.24	1,593,827.00	-828,475.76	48.02%
6580 · Leave Payouts at Retirement	14,696.19	15,000.00	-303.81	97.98%
66900 · Reconciliation Discrepancies	-5.82			
7000 · Employee Assistance Program	3,849.00	12,000.00	-8,151.00	32.08%
8070 · New Furnishings/Equipment <$500	802.97	2,000.00	-1,197.03	40.15%
8530 · Bank & Direct Deposit Fees	0.00	2,000.00	-2,000.00	0.0%
8540 · Annual Audit	10,500.00	9,545.00	955.00	110.01%
8620 · Collection/Electronic Resources	31,594.50	82,500.00	-50,905.50	38.3%
8630 · Wis Pub Lib Consortium Membshp	8,112.00	8,500.00	-388.00	95.44%
8670 · Professional Memberships	1,927.28	9,000.00	-7,072.72	21.41%
8690 · Librarian Prof. Development	6,770.09	15,200.00	-8,429.91	44.54%
8700 · CE/Collaboration Projects	400.69	850.00	-449.31	47.14%
8714 · Accessibility Audits	2,063.17	5,830.00	-3,766.83	35.39%
8716 · Community Engagement Support	6,050.00	8,000.00	-1,950.00	75.63%
8720 · IFLS Staff Dvlpmt & Prof Mtgs	4,701.34	25,000.00	-20,298.66	18.81%
8735 · Library Consulting Expenses	372.00	1,700.00	-1,328.00	21.88%
8740 · Field Visits	4,386.64	12,000.00	-7,613.36	36.56%
8741 · Field Visits - Tech Support	166.60	1,000.00	-833.40	16.66%
8755 · Programming Kits	406.24	900.00	-493.76	45.14%
8812 · ILL Fees & Verification Sources	7,117.44	11,500.00	-4,382.56	61.89%
8850 · Delivery Service	160,165.54	397,210.00	-237,044.46	40.32%
8855 · Collection Dev Grant-LEPhillips	5,750.00	23,000.00	-17,250.00	25.0%
8864 · Wide-Area Network (WAN)	1,716.00	3,432.00	-1,716.00	50.0%
8890 · IFLS Contrib - MORE Operating	148,500.00	148,500.00	0.00	100.0%
8898 · LEAN WI/Shared Tech WVLS	0.00	96,242.00	-96,242.00	0.0%
8950 · Campaign for Wisconsin Libs	0.00	1,800.00	-1,800.00	0.0%
8960 · Long Range Planning Meeting	0.00	5,000.00	-5,000.00	0.0%
8971 · Web Development	1,518.14	1,100.00	418.14	138.01%
9010 · IFLS Committee Meetings	1,206.75	1,800.00	-593.25	67.04%
9020 · Professional Materials	820.04	2,500.00	-1,679.96	32.8%

IFLS Library System
Annual Budget vs. Actual Income and Expense
January through June 2025

	Jan - Jun 25	Budget	$ Over Budget	% of Budget
9030 · Postage	686.50	1,000.00	-313.50	68.65%
9050 · Telephone	1,543.87	3,960.00	-2,416.13	38.99%
9060 · Supplies	491.97	6,500.00	-6,008.03	7.57%
9080 · Marketing & Advocacy PR	1,260.20	2,400.00	-1,139.80	52.51%
9123 · Building Overhead Expenses	8,138.19	25,000.00	-16,861.81	32.55%
9140 · Photocopier Costs	429.93	975.00	-545.07	44.1%
9160 · Computers	467.95	6,900.00	-6,432.05	6.78%
9190 · System Vehicle Expenses	1,486.01	3,800.00	-2,313.99	39.11%
9220 · Insurance	6,092.52	6,500.00	-407.48	93.73%
9240 · Contingency	5,150.00	3,500.00	1,650.00	147.14%
9245 · Capital Expenditures	35,681.15	50,000.00	-14,318.85	71.36%
Total Expense	1,250,366.33	2,607,471.00	-1,357,104.67	47.95%
Net Ordinary Income	971,912.26	-160,419.00	1,132,331.26	
Pass-thru Income/Expense				
Pass-thru Income				
5476 · LSTA 2024 Income	0.00			
5477 · LSTA 2025 Income	0.00	0.00	0.00	0.0%
5670 · MORE Shared System Income	1,122,281.00	974,994.00	147,287.00	115.11%
5702 · Billable Project Income	125,735.11			
Total Pass-thru Income	1,248,016.11	974,994.00	273,022.11	
Pass-thru Expense				
8830 · Shared Cataloging Service	3,725.79			
8940 · Projects Billable to Libraries	117,203.56	150,000.00	-32,796.44	78.14%
9500 · MORE Shared Automation Expenses	799,019.91	1,158,824.00	-359,804.09	68.95%
9982 · LSTA 2024 Grant Expenses	18,333.73			
Total Pass-thru Expense	938,282.99	1,308,824.00	-370,541.01	71.69%
Net Pass-thru Income	309,733.12	-333,830.00	643,563.12	
Net Income	**1,281,645.38**	**-494,249.00**	**1,775,894.38**	

IFLS Library System
Balance Sheet
As of June 30, 2025

	IFLS	MORE	2025 TOTAL	2024 TOTAL
ASSETS				
Current Assets				
Checking/Savings				
1010 · Bank Mutual - Ecomm Checking	23,555.91		23,555.91	22,761.46
1040 · Bank Mutual - Checking	9,012.67		9,012.67	81,929.17
1050/1106 · Investments/Bank Mutual & States PIF	1,835,082.56	636,928.18	2,472,010.74	2,439,534.22
Total Checking/Savings & Investments	1,867,651.14	636,928.18	2,504,579.32	2,544,224.85
Accounts Receivable				
1200 · Accounts Receivable	76,417.36		76,417.36	22,595.83
Total Accounts Receivable	76,417.36	0.00	76,417.36	22,595.83
Other Current Assets				
1110 · Petty Cash Funds	75.00		75.00	75.00
1150 · Prepaid Insurance	2,354.48		2,354.48	2,440.00
1499 · Undeposited Funds	16,147.68		16,147.68	1,313.33
1509/1510 · 2024-2025 Prepaid Expenses	0.00		0.00	0.00
Total Other Current Assets	18,577.16	0.00	18,577.16	3,828.33
Total Current Assets	1,962,645.66	636,928.18	2,599,573.84	2,570,649.01
TOTAL ASSETS	**1,962,645.66**	**636,928.18**	**2,599,573.84**	**2,570,649.01**
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	33,811.06	311.93	34,122.99	70,342.88
2011 · Credit Card - Associated	0.00		0.00	50.00
Total Accounts Payable	33,811.06	311.93	34,122.99	70,392.88
Other Current Liabilities				
2100 · Payroll Liabilities	14,316.33		14,316.33	12,618.45
Total Other Current Liabilities	14,316.33	0.00	14,316.33	12,618.45
Total Current Liabilities	48,127.39	311.93	48,439.32	83,011.33
Total Liabilities	48,127.39	311.93	48,439.32	83,011.33
Equity				
3000 · Equity/Reserves & Committed (Beginning of Year)	570,000.00	224,000.00	794,000.00	1,102,526.03
3000 · Equity/Uncommitted Funds (Beginning of Year)	386,459.45	89,029.69	475,489.14	16,189.51
Current Year Income Less Expense	958,058.82	323,586.56	1,281,645.38	1,368,922.14
Total Equity (End of Year)	1,914,518.27	636,616.25	2,551,134.52	2,487,637.68
TOTAL LIABILITIES & EQUITY	**1,962,645.66**	**636,928.18**	**2,599,573.84**	**2,570,649.01**

IFLS Library System
Revenue and Expense Statement
January through June 2025

	Jan - Jun 25	Jan - Jun 24
Ordinary Income/Expense		
Income		
5100 · Current Year State Aids	1,799,593.00	1,649,709.00
5200 · Interest Income/General Funds	51,483.77	63,535.32
5263 · MORE Management Income	266,344.00	244,826.00
5264 · Catalog/Processing Income	100,274.90	91,159.00
5280 · Technology Income	4,493.84	2,511.59
5300 · Miscellaneous Income	89.08	1,284.91
Total Income	2,222,278.59	2,053,025.82
Expense		
6500 · Salaries/Wages & Benefits	765,351.24	707,393.63
6580 · Leave Payouts at Retirement	14,696.19	7,523.08
66900 · Reconciliation Discrepancies	-5.82	0.00
7000 · Employee Assistance Program	3,849.00	0.00
8070 · New Furnishings/Equipment <$500	802.97	1,955.00
8540 · Annual Audit	10,500.00	9,545.00
8620 · Collection/Electronic Resources	31,594.50	30,479.53
8630 · Wis Pub Lib Consortium Membshp	8,112.00	7,848.00
8670 · Professional Memberships	1,927.28	1,244.30
8690 · Librarian Prof. Development	6,770.09	7,425.08
8700 · CE/Collaboration Projects	400.69	213.50
8714 · Accessibility Audits	2,063.17	2,835.82
8716 · Community Engagement Support	6,050.00	0.00
8720 · IFLS Staff Dvlpmt & Prof Mtgs	4,701.34	4,755.36
8735 · Library Consulting Expenses	372.00	892.00
8740 · Field Visits	4,386.64	1,795.11
8741 · Field Visits - Tech Support	166.60	55.39
8755 · Programming Kits	406.24	298.25
8812 · ILL Fees & Verification Sources	7,117.44	356.12
8850 · Delivery Service	160,165.54	149,778.77
8855 · Collection Dev Grant-LEPhillips	5,750.00	5,750.00
8864 · Wide-Area Network (WAN)	1,716.00	1,716.00
8890 · IFLS Contrib - MORE Operating	148,500.00	135,918.00
8971 · Web Development	1,518.14	1,037.14
9010 · IFLS Committee Meetings	1,206.75	270.04
9020 · Professional Materials	820.04	979.47
9030 · Postage	686.50	253.09
9050 · Telephone	1,543.87	1,560.26
9060 · Supplies	491.97	376.80
9080 · Marketing & Advocacy PR	1,260.20	39.32

IFLS Library System
Revenue and Expense Statement
January through June 2025

	Jan - Jun 25	Jan - Jun 24
9123 · Building Overhead Expenses	8,138.19	9,804.19
9140 · Photocopier Costs	429.93	462.91
9160 · Computers	467.95	1,748.60
9190 · System Vehicle Expenses	1,486.01	1,334.52
9220 · Insurance	6,092.52	5,396.58
9240 · Contingency	5,150.00	1,347.67
9245 · Capital Expenditures	35,681.15	0.00
Total Expense	1,250,366.33	1,102,388.53
Net Ordinary Income	971,912.26	950,637.29
Pass-thru Income/Expense		
Pass-thru Income		
5476 · LSTA 2024 Income	0.00	133,475.00
5620 · Shared Cataloging Svc Income	0.00	248.29
5670 · MORE Shared System Income	1,122,281.00	1,038,445.00
5702 · Billable Project Income	125,735.11	113,551.81
Total Pass-thru Income	1,248,016.11	1,285,720.10
Pass-thru Expense		
8830 · Shared Cataloging Service	3,725.79	3.67
8940 · Projects Billable to Libraries	117,203.56	108,713.40
9500 · MORE Shared Automation Expenses	799,019.91	742,993.97
9981 · LSTA 2023 Grant Expenses	0.00	15,724.21
9982 · LSTA 2024 Grant Expenses	18,333.73	0.00
Total Pass-thru Expense	938,282.99	867,435.25
Net Pass-thru Income	309,733.12	418,284.85
Net Income	**1,281,645.38**	**1,368,922.14**

IFLS Library System
Revenue less Expense - MORE
January through June 30, 2025

	May - Jun. '25	May - Jun. '24
MORE Income/Expense		
MORE Income		
5670 · MORE Shared System Income		
5670-1 · MORE Start-up Income		
5670-2 · MORE Operating Income	1,115,598.25	1,049,345.00
Total MORE Income	1,115,598.25	1,049,345.00
MORE Expense		
9500 · MORE Shared Automation Expenses		
9500-11 · MORE/IFLS Management Charges	266,508.38	244,826.00
9500-12 · MORE/III Annual Maintenance	167,496.99	161,052.97
9500-16 · MORE/Bibliographic Utility	22,955.46	1,185.68
9500-19 · MORE/Contingency	479.00	219.00
9500-22 · MORE/High-demand Hold Project	1,942.39	9,185.77
9500-25 · MORE/Subscps/Lib Elf, Novelist , Covers	9,676.88	11,131.73
9500-24 · MORE/Conferences	6,740.77	3,225.03
9500-3 · MORE/Misc. Expenses	0.00	0.00
9500-31 · MORE/New Products/	7,388.00	3,300.00
9500-44 · MORE/Decision Center	37,255.55	35,822.64
9500-38 · MORE/Systemwide OCLC	0.00	21,049.17
9500-40 · MORE/Overdrive Content	35,830.69	21,445.29
9500-46 · MORE/Electronic Periodicals	0.00	12,896.47
9500-48 · MORE/i-Tiva Telephony Subscrition	12,395.51	11,918.76
9500-50 · MORE Discovery/Online Catalog	54,023.67	51,435.22
9500-51 · MORE Discovery/BiblioApps	0.00	12,963.26
9500-54 · MORE/NicheAcademy	3,300.00	0.00
9500-5 · MORE/Publicity	1,503.34	1,347.11
9500-6 · MORE/Database Cleanup/Maint	2,624.56	3,071.49
9500-41 · MORE/E-Content	155,203.00	134,866.00
Total 9500 · MORE Shared Automation Expenses	785,324.19	740,941.59
Total MORE Expense	785,324.19	740,941.59
Year-to-date MORE Income less Expense	323,586.56	308,403.41
Plus 12/31/24 MORE Uncommitted Fund Balance	89,029.69	
Plus 12/31/24 MORE Reserve/Committed Balance	224,000.00	
MORE Fund Balance	636,616.25	

My Online Resource (MORE)
Balance Sheet
As of June 30, 2025

	MORE
ASSETS	
Current Assets	
1105 · Investment Funds - MORE	$ 636,928.18
1200-1 · Accts Receivable-MORE	-
1510-1 · 2025 Prepaid Expense-MORE	
TOTAL ASSETS	$ 636,928.18
LIABILITIES & EQUITY	
Liabilities	
2000-1 · Accounts Payable-MORE	311.93
Total Liabilities	311.93
Equity	
MORE Reserved Fund Balance on 1/1/2025	224,000.00
MORE Committed Fund Balance on 1/1/2025	
MORE Uncommitted Fund Balance on 1/1/2025	89,029.69
Current Year Income less Expense	323,586.56
Total Equity/MORE Fund Balance	636,616.25
TOTAL LIABILITIES & EQUITY	$ 636,928.18

Director's Report of Agenda Items

11**.**   *   Revised 2025 Budget – The proposed budget reflects changes after the closing of our 2024 financial year and the lack of Federal LSTA dollars for some of our professional development activities. These changes include funding the director retreats and two library staff retreats with an additional allocation in the professional development fund as well as increasing the designated carryover amount for purchasing a new system vehicle and the 2026 operational budget.

12.   *   Personnel Committee Report – The Committee will be meeting in the morning prior to the board meeting to discuss the results of the evaluation surveys completed by the library directors and any comments received from the IFLS Board and Staff.

- Director Accountabilities (enclosed) – Provides a summary of how the accountabilities were met during the previous 12 months and the plan for the upcoming 12 months.

- System Director Evaluation **–** The Board may go into closed session to discuss the committee's report on the director's evaluation, or they may choose to remain in open session. The committee will be making a formal report following their morning meeting.

Monthly Activities

Buildings – Cadott, Fall Creek, and Stanley had their official groundbreaking ceremonies and Hammond's is scheduled for early August. All three of the events had good media coverage and political officials.

Cadott

Stanley

Fall Creek

New Richmond's building is progress well
https://www.youtube.com/watch?v=iuOGumvE1zo

Summer Library Road Trips – I take off some days during the summer to take road trips to the various IFLS libraries. She loves visiting the libraries and seeing what they have to offer. We try to visit as many libraries as possible in one day. Here are some photos from our July adventures.

Library Visits (these require a visit to a local ice cream shop at the suggestion of at least one library director.)

Durand

Altoona

Augusta

Fall Creek

Library Program – Balsam Lake

State Budget – Library System Aids were increased by one million dollars for 2026. The IFLS increase will be about $74,000. Funding requests in support of BadgerLink, Recollection Wisconsin, and the WISCAT software were also included in the budget.

Federal Budget – The potential for reauthorization for the Institute for Museums and Library Services will start later this month. Here is a link to a recent article We Can Still Save the Institute for Museum and Library Services (Bookriot) https://bookriot.com/we-can-still-save-the-institute-for-museum-and-library-services/. Information on a statewide awareness campaign can be found here https://mywisconsinlibrary.org/

Release from DPI on **Funding**
DPI received notification for the full amount of the LSTA Grants-to-States 2025 award on June 16th in the amount of $3.2 million. This award will allow our team to continue working to empower libraries to best serve their communities through September 2026.

Our team is now anxiously watching the developments of both the state and federal budget processes. Both budgets will inform how we are able to move forward and best utilize these funds to benefit the state of Wisconsin.

Federally, we are hoping to see IMLS funding restored in the budget bill as well as Congressional reauthorization of IMLS as an agency. Both of these actions need to happen to secure LSTA Grants-to-States funds moving forward.

Reorganization of the Library Division – Update from Ben Miller

DPI Reorganization
State Superintendent Jill Underly is beginning her second term by announcing a new organizational structure for the Wisconsin Department of Public Instruction. This reorganization empowers the agency to do the work required by law and the work required to fulfill the DPI's vision of engaged learners creating a better Wisconsin together.

What to know
The DPI Strategic Plan, along with the agency's legal responsibilities, are the backbone of the new structure. Under this new structure, the Division for Libraries and Technology will use the working title Division for School and Library Operations and be led by Chanell Crawford, who is currently DPI's Assistant State Superintendent of the Division for Finance and Management. Within the division will be the Bureau of Libraries, previously known as the Library Services Team.

Ben Miller will continue leading the work of the Bureau of Libraries and assume the title of State Librarian. Beth Tomev will also continue in her leadership role within the Bureau overseeing Library Development. As this reorganization progresses, the Bureau of Libraries will send further details regarding the make-up of the Bureau.

The work of the Bureau of Libraries remains the same.

The Bureau of Libraries provides leadership, support, and oversight to Wisconsin's network of more than 467 public libraries, 15 regional library systems, and school libraries. The Bureau also collaborates with and supports tribal, academic, and special libraries. The Bureau empowers libraries to best serve their communities by providing leadership, facilitating collaboration, acknowledging unique perspectives, and supporting innovation.

Key responsibilities include:
- **Statewide Library Support**
  - Overseeing and supporting the operations of regional public library systems and promoting collaboration, resource sharing, and consistent service standards across communities and libraries of all types and sizes.
- **Library Development and Innovation**
  - Providing guidance and professional development to library directors and staff in areas such as planning, inclusive services, youth engagement, digital literacy, resource sharing, and community outreach.
- **Funding and Resource Allocation**
  - Administering state and federal funds, including the Public Library System Aid and Library Services and Technology Act (LSTA) grants, to support library operations, technology upgrades, and equitable access initiatives.

- **Policy, Planning, and Data**
  - Advising on public library policy and legislation, managing statewide library data collection and reporting, and supporting data-informed planning and decision-making.

How will this impact your work?
Very little. The new structure will be in place beginning on July 28, 2025, so there is no immediate impact on the work of libraries. Even after the transition, most of the DPI's changes will not affect your work. Keep reaching out the way you always have. The Bureau of Libraries staff will keep you updated on any additional changes.

Please let us know if you have any questions. The DPI remains committed to building a focused, collaborative, and outcomes-driven agency. More specifically, the Bureau of Libraries' work will continue to empower Wisconsin libraries to best serve their communities.

Consulting – Budget, Personnel, Open Meeting Law, Director Hiring, Space and Facility Planning, and Library Administration.

John Thompson (July 11, 2025)

Continuing Education

- **Human Resources for Wisconsin Library Leaders**: I assisted with this statewide resource, which included four live webinars (now available as captioned recordings) and two 15-minute recordings, along with resources about HR issues that come up often as consulting questions.
- **Small Spaces, Big Opportunities: Reorganizing to Increase Circulation** July 1 workshop in Amery with David Vinjamuri, a library/merchandizing expert had 45 participants. Responses to the survey have been overwhelmingly positive.
- Several webinars and workshops are scheduled for the fall, take a look at the IFLS calendar for more details. IFLS Trustees are always welcome at our continuing education events!
- Of special interest to trustees:
    - **Wisconsin Trustee Training Week**, four webinars during the noon hour coming up August 18-21. Topics include WI library law, Trustee 101, Efficient and effective board meetings, and l
    - We have scheduled 3 opportunities for library trustees to gather in October for a short presentation and Q&A, plus time to network with each other. Mark your calendars now for 6-7:30 on October 6 in Chippewa Falls, October 16 in Ellsworth, or November 5 via Zoom.
- In late 2024, I conducted a survey of library staff and directors about continuing education accessibility. I have already been using some of the findings, along with adult education and universal design for learning concepts, to make adaptations to our offerings. I am including some important/useful findings in another document.

Consulting Highlights

- New library director visit in Frederic
- New youth services director visit in Cumberland
- Summer library program prizes: conversations, research, and resource creation
- Teen behavior: conversations, visit to space, research, and resource creation
- Accessibility Audit about audit conducted in 2021 with new library director in Bruce

Scholarships

Scholarships administered by IFLS and funded by the Institute for Museum and Library Services through the Wisconsin Department of Public Instruction for the spring included the list below. You can find more details about people's experiences on the Learning Loop blog.

- Six scholarships for the Wisconsin Association of Public Libraries conference in May
- An all-staff inservice in Somerset about inclusive spaces and services
- Two scholarships for the UW Madison iSchool course Older Adults
- One scholarship for the UW Madison iSchool course Playful Learning
- One scholarship to the UW Madison iSchool course Reference Desk Ready
- Two scholarships to the UW Madison iSchool course Sustainable Summer Library Programs
- One partial scholarship to the Lead the Way: Libraries at the Heart of Community Engagement Conference
- One scholarship to the virtual PowerUp: A Leadership Conference for Youth Services Managers and Staff
- One partial scholarship to the National Rural Summit 2025 in Anchorage Alaska

Survey Key Points, CE Accessibility Survey (December 2024, 73 respondants)

Biggest Barrier across the board for both online and in-person workshops/webinars: **TIME**

> 67% for online opportunities

> 75% for in-person opportunities

I can find learning opportunities that meet my learning style/needs:

- 100% of respondents agree/strongly agree

I can find learning opportunities that meet my time constraints:

- 92% of respondants overall agree/strongly agree
- 86% of people with disabilities agree or strongly agree
- 89% of adult services people agree/strongly agree
- 75% of circ staff/library assistants agree/strongly agree
- 96% of directors agree/strongly agree
- 94% of youth services staff agree/strongly agree
- 100% of tech services/cataloging/webmasters agree

I can find learning opportunities that meet my needs and interests:

- 92% of respondents overall agree/strongly agree
- 90% of people with disabilities agree or strongly agree
- 89% of adult services staff agree
- 92% of circ staff/library assistants agree
- 100% of directors agree/strongly agree
- 82% of youth services staff agree/strongly agree
- 80% of tech services staff agree/strongly agree

Online webinars/other online opportunities, top responses: what is helpful or very helpful:

Recording and slides for later viewing:

- 93% overall
- 97% people with disabilities

Clear learning objectives

- 78% overall
- 86% people with disabilities

Clear timeline of what will happen when

- 75% overall
- 79% people with disabilities

Having access to handouts ahead of time

- 67% overall
- 79% people with disabilities

In-person workshops, top responses: what is helpful or very helpful:

Regional opportunities to cut down on travel time

- 85% overall
- 89.7% people with disabilities
- 100% circulation people vs. 75% directors

Be with others who do similar work

- 86% overall
- 93% of people with disabilities
- 90% of directors

Hands-On Activities

- 75.4% overall
- 86% people with disabilities
- Adult services, youth services, circ, tech services higher than directors

Organized/facilitated breakout rooms

- 71.5 % overall
- 62% people with disabilities

Interactive sessions that include discussion and other activities:

- 71.3% overall
- 82.8% people with disabilities

Opportunities for everyone to come together at one workshop

- 74% overall
- 86.2% people with disabilities

Meals catered in

- 63% overall
- *72.4% people with disabilities*

Clear timeline/schedule

- 63% overall
- *75.9% people with disabilities*

Biggest challenges of in-person training:

Time for travel and workshop both

- 75% overall
- 69% people with disabilities

I'm uncomfortable with the expectation of small talk

- 38.4% overall
- *51.7% people with disabilities*

Key things to consider from comments:

- Discussion questions for group/staff meetings (specifically for online presentations)
- I wish I had more time to process and then come back together with others to plan out a real-life application or program outline using what was shared/learned
- If training is only on one day, it is inaccessible for all staff from one library to attend unless the library closes for the day
- Mixing it up with us up off our feet is key to keeping energy and attentiveness up for in-person workshops
- Having smaller, more flexible opportunities are easier to fit into a work schedule.
- Shorter, more focused resources are easier to digest, also easier to maintain focus

- Reliable transportation can be a barrier to attending in-person sessions
- Translating information/energy/enthusiasm for changes learned about at a workshop or webinar to other staff who didn't attend is a challenge
- I love to listen, but reading is how I learn best. Having a handout/slides available is really important to me
- I would appreciate an easier to browse CE section of the website
- There is some evidence (based on several comments) that we need to raise awareness of resources/lists/calendars that are already out there

Congress considering IMLS fund right now

Once the federal budget is passed, the government is hashing out the details of how that funding is used. That's based on requests from different departments. **The current head of IMLS is not a public library advocate, so it's up to us to speak up for libraries!** Here is one good talking point (feel free to use your own!), and some specifics from IFLS.

IMLS Funding is an Economic Multiplier

On the state level, IMLS funding is an investment in our state that is an economic multiplier. This is from a blog article from the City of Madison:

"Over the past 15 years, IMLS has awarded an average of 18 grants per year to Wisconsin museums, libraries, and other institutions, for a total of nearly $70 million dollars over that span. This amount does not include millions of dollars of IMLS support for libraries provided at the state level.

Given that museums and other nonprofit cultural organizations return more than $5 in tax revenue for every $1 they receive in funding from all levels of government, that $70 million in IMLS funding has generated $350 million in tax revenue for the state over the past 15 years."

https://mywisconsinlibrary.org/

How IFLS uses IMLS dollars

IFLS received only about $27,000 from LSTA/IMLS grants last year, which mostly funded Continuing Education scholarships for library workers. It's a small amount of money that has a big impact. The specifics you've seen from Leah, but I'll repeat the details here:

- $1,975 paid for 9 people to take 6 different courses at the UW Madison iSchool's Continuing Education Department, with topics ranging from supervision/management to programming and services for both children and older adults and reference services.
- $17,783 for full or partial scholarships that enabled 19 people (two received 2 scholarships) to attend national conferences (Association for Rural and Small Libraries in Springfield, MA, Rural Summit 2025 in Anchorage,AK; Power Up: A Leadership Conference for Youth Services Managers and Staff in Madison, WI; Play, Make, Learn in Madison, WI; and Lead the Way: Libraries at the Heart of Community Engagement in Madison, WI) and state conferences (Wisconsin Library Association Annual Conference; Wisconsin Association of Public Libraries Conference; REALiving Be Your Best Conference).
- $1,500 to allow a library to hire a facilitator for an inservice for all staff
- $598 to support IFLS staff professional development
- $2,201 for live webinars that were recorded and captioned for a statewide audience
- Scholarships for classes, conferences, and inservices benefited staff at 21 libraries in the IFLS area.

What else does IMLS fund that will impact IFLS library users?

IMLS grants support critical services, especially in small, rural, and tribal communities, including broadband access, workforce development, early literacy, and technology resources. IMLS was last renewed in 2018 with overwhelming bipartisan support, passing by unanimous consent in the Senate and by a vote of 331 to 28 in the House. In 2024, IMLS's $294 million budget represented roughly 0.0046% of the overall federal budget—about 75¢ per taxpayer.

The Passport Program is halfway through!

If you haven't used the Explore MORE '25 Passport Program as an excuse to get out and see some public libraries in action, you've still got a month and a half to hit the road! Happy travels!

IFLS by the Numbers, 2024 version

Printable pdf: https://iflsweb.org/wp-content/uploads/2025/07/2024-IFLS-Annual-Report-infographic.pdf, or find it on the IFLS website Trustees page.

2024 IFLS BY THE NUMBERS

IFLS LIBRARY SYSTEM
INSPIRING AND FACILITATING LIBRARY SUCCESS

OVERVIEW

STEADY GROWTH

The 54 IFLS libraries in 10 counties serve a population of nearly half a million people. Our 142,221 cardholdes:

- Visited libraries 1,949,414 times, up 12% from 2023.
- Checked out 4,107,436 physical and virtual items, an 11% increase from 2023.
- E-resource checkout went up 31%, and is almost double 2019 numbers!
- 115,446 sessions were clocked on public computers, a 16% increase.
- The number of items available has increased to more than 1.5 million.

PROGRAMMING

IFLS libraries offer valuable and relevant programs to our communities. 232,108 people attended 11,628 programs.

- 130,931 kids attended 5,549 programs. Attendance was up 55% from 2023.
- 796 Young Adult programs were attended by 7,239 teens and tweens, up 52% from 2023.
- Adult programming doubled from 2023, outstripping 2019 attendance. 93,938 adults attended 5,238 programs.
- In addition the Explore MORE Passport Program added 3,254 visits. At least 6 other systems have adopted a passport program, which IFLS debuted in 2022.

IFLS Service to Libraries

FACILITATING LIBRARY SUCCESS

- We offered 87 hours of virtual and in-person educational opportunities for library workers and trustees, almost half developed and presented by IFLS staff. Video archives were accessed 1,174 times by 458 viewers.
- IFLS staff made 241 visits to 48 Libraries to consult on all aspects of library operations and services, including technology support and programming, building projects, youth services, Interlibrary Loan, circulation, and more.
- Our HelpDesk addressed over 1,500 requests.
- An average of 30,966 items per week moved through our courier system, so about 1,610,232 items that traveled between libraries in 2024.

WEBSITES

- 50 libraries participated in the LEAN Wisconsin website service, a collaboration between IFLS, WVLS, NWLS and WRLS.
- Librarians accessed the IFLS website over 124,00 times, a 20% increase from 2023.

This is just a snapshot of some of the work we do at IFLS. For more go to www.iflsweb.org.

Public Services Consultant Report
Katelyn Dubiel

I. **Consulting**

Strategic Planning – Osceola (Committee meeting, themes and goals), Baldwin (Survey creation), Altoona (Committee Meeting), St. Croix Falls (Shared strategic themes and potential goals)

Policy – Worked with Bloomer and Plum City on some recent policy updates.

II. **Library Visits**

Altoona (05/29) - Strategic Planning Committee Meeting
Cadott (06/30) - New Library Groundbreaking Ceremony
Bruce (07/08) - New Director Visit
Osceola (07/16) - Strategic Planning Committee Meeting
Frederic (07/17) - New Director Visit

III. **Collaborations/Adult Services**

Adult Services Check-In - We are having a joint check-in with adult services librarians from IFLS and WVLS, the system to the east. We are meeting August 12 and discussing services for older adults.

Policy of the Month – The statewide group has been meeting twice monthly to get the project off the ground! We have sent out a policy audit for libraries to use and a self-audit for behavior policies. August will focus on internet and computer use policies. We have encouraged IFLS library staff to join this email list for these monthly updates and Reb posted sign-up links on our website as well.

IV. **Committee Meetings**

WPLC Delivery Workgroup (06/06)
WPLC Board Meeting (06/09)
MORE Budget Hearing (06/20)
COLAND (07/11)
MORE Director's Council (07/18)

V. **Delivery**

We've had some sorting delays due to staffing that slowed down our transit times in June. Numbers seem to be nearing baseline again, which is good. Purple Mountain continues to be a good vendor for us, with solid communication about delays or changes. We have a few libraries that need to change or accommodate construction schedules over the coming months, and so far Purple Mountain has been receptive and adaptable to all these changes.

VI. **Tidbits**

I am the Vice Chair for the Wisconsin Small Libraries section of WLA (WISL); it is our scholarship season for the fall WLA conference. WISL offers two $250 scholarships to

alleviate some WLA costs, and anyone who is a member of WLA and works in a small library is encouraged to apply! Applications will open on August 1st

IT Director Report

IFLS Board of Trustees, July 2025
Kris Schwartz, IT Director

CISA, CIS, and MS-ISAC:

Several months ago, we signed up for a new service that was being provided through a public/private partnership with the Cybersecurity and Infrastructure Security Agency (CISA), the Center for Internet Security (CIS) and the Multi State Information Sharing and Analysis Center (MS-ISAC) called the Malicious Domain Blocking Service (MDBR). The MDBR is basically a free cloud domain name blocking service that has a list of internet domains that are known to be used for malicious activity including ransomware, spyware, keyloggers, etc. If any traffic from the Lean Wisconsin network is requesting the address of a malicious domain that request will be blocked, and the malicious site will not be available to our network. This service also provides us with a report letting us know what the top 10 blocked domains were and how many domain requests we made that week. On top of the MDBR MS-ISAC also provides daily and weekly emails that provide specific detail on new threats to be aware of and how to recognize the threat. These services have been a great addition to help us stay ahead of and stop a lot of the worst threats from infecting our network and devices.

Windows 10 End of Life

In October of 2025 Microsoft will end support for Windows 10 and will require all Windows 10 computers to be upgraded to Windows 11. Windows 11 has a new strict set of hardware requirements that will be enforced over the coming year. Some of the hardware requirements had been loosened by Microsoft when Windows 11 was released to be able to work on some older hardware. Microsoft will be eliminating the looser requirements in 2025. This will require libraries to update to Windows 11 and may also require computer upgrades to fit the new hardware requirements. Brad has been and will continue working with libraries to get them all up to date on Windows 11 before October.

TEACH Network Migrations

The TEACH Network migration continues with 24 of 28 IFLS libraries completed and 68 of 83 total completed in the LEAN WI footprint. TTU events are largely successful once started now, though many of them still take longer than anticipated due to minute issues that manifest case by case within the complexity of the comingled BadgerNet and TEACH Network fabrics.

Resource Sharing and Collection Consultant's Report

Cecelia Cole, July 2025 - IFLS Board of Trustees

Updates & Project Highlights:

- **OverDrive E-Material Selection:** June was Audiobook Sale Month in OverDrive Marketplace (the title selection and purchasing platform for OverDrive/Libby). Many audiobook titles licenses are available to purchase in June for significantly lower prices, so this is an important sale month for e-material selection. We also took advantage of a Friday Frenzy sale on June 13, which provides 5% content credit back for all purchases made on the day of the sale, which can be used for future e-material purchases. Between this additional content credit, generous library funding contributions, a private patron donation, and IFLS's usual monthly budgeted purchases, we were able to purchase over 420 digital copies of e-materials in the month of June. Although the majority of these digital copies were e-audiobooks, many copies of ebooks were purchased as well. Happy Reading and Listening!
- **NoveList Plus Update:** IFLS subscribes to NoveList Plus, which provides enhanced reading and collection recommendations for library staff and patrons. The database is powered by EBSCO and recently underwent a significant update. The new user-friendly interface is available to browse on the MORE Research Page under the "Literature" category. Check it out and find your next read!
- **DVD Donations:** IFLS retiree Maureen Welch recently donated a large portion of her personal DVD collection to IFLS libraries. Libraries claimed a number of TV series and films to add to local collections for checkout. Big thanks to Maureen for these generous donations and to Sarah Szymanski (IFLS Shared Services) and IFLS CABS (cataloging) staff for coordinating the processing and distribution of the DVDs!
- **Collection Development Collaboration w/ CABS:** IFLS CABS (cataloging) staff continue to share recent cataloging requests with me as needed, and we work together whenever questions arise about materials recently added to local library collections. This might include questions about the material's age, content, authenticity, etc. I've engaged in some wonderful conversations and collection development projects with library staff after receiving feedback from CABS staff. I really appreciate this continued collaboration as it helps maintain the integrity of our shared library collections.

Consultation Highlights:

- **E-Resources & Databases:** Phillips PL, June 2025
- **Collection Development (evaluation):** Osceola PL, July 2025
- **OverDrive E-Materials:** Eau Claire PL, July 2025
- **Collection Development (selection):** Turtle Lake PL, July/August 2025

Committee Meetings:

- **ILL Coordinators (DPI):** May 2025
- **WISCAT User Group (DPI):** June 2025

Professional Development:

- **Webinar:** *Meeting Rooms, Programs, Displays, and the U.S. Constitution,* ALA Continuing Education, June 2025
- **Webinar:** *Changing Your Classification*, Public Library Association (ALA), June 2025
- **Workshop:** *Small Spaces, Big Opportunity – Reorganizing to Increase Circulation*, IFLS, July 2025

MORE Administrator's Report

Lori Roholt
July 2025 – IFLS Board of Trustees

2026 MORE Budget Process

At their July meeting, MORE Directors Council will approve a 2026 MORE budget, which includes a proportional cost-sharing scheme and is subsidized by IFLS. MORE Executive Committee hosted a budget hearing on June 20 to gather input from library directors and staff, then created a recommended budget that will be the basis of consideration and approval by MORE Directors Council on July 18.

Each year, the consortium considers existing and new products and services with an eye toward enhancing users' access to shared resources and the library experience generally, while maintaining reasonable costs to member libraries. For 2026, the primary consideration has been a possible change to the software underlying the public-facing MORE Catalog and mobile app. The MORE Executive Committee's recommended budget does not include a software change.

ILS Review Plan

MORE has used Innovative Interfaces' ILS (integrated library system) software since MORE's inception in 1999-2000, first Millennium and now Sierra. The ILS industry continues to develop, so it is in the best interest of MORE to investigate how other ILS options compare to our current platform. We at IFLS would like to lead this process with the input and expertise of member library staff and directors, as well as the experience of other library consortia, in order to develop an ILS recommendation prior to the end of our current Sierra maintenance contract in December 2027.

Database Maintenance Updates

MORE's Database Maintenance team, in cooperation with Cataloging Partner Libraries L.E. Phillips Memorial Public Library (Eau Claire), Chippewa Falls Public Library, and River Falls Public Library have added 17,776 new title (aka "bibliographic") records so far in 2025. These records help patrons and staff discover and access the shared collections of all MORE member libraries.

In other database maintenance news:

- MORE has switched to a new vendor for authority control, an automated service that ensures consistent data across title records
- MORE is using a new service to automatically supply ebook, digital audiobook, and digital magazine content for the MORE Catalog, which ensures patrons can find titles as soon as they're added to the collection and creates efficiencies for our cataloging staff

Line #	Line Item	2024 Actual Budget	2025 Budget Estimates	2025 Budget Revised	Notes
1	Current Year Income				
2	5100 · Current Year State Aids	1,649,709.00	1,799,593.00	1,799,593.00	
3	5200 · Interest Income	115,833.32	8,000.00	80,000.00	
4	5263 · MORE Management Income	489,650.00	532,684.00	532,684.00	
5	5264 · Catalog/Processing Svc Inc	91,159.00	100,275.00	100,275.00	
6	5280 · Technology Income	7,976.74	6,000.00	6,000.00	
7	5300 · Miscellaneous Income	274.93	500.00	500.00	
8	Total Income	2,354,602.99	2,447,052.00	2,519,052.00	
9	Current Year Expenses				
13	Total 6500-60 · Salaries/Fringes	1,405,499.00	1,593,827.00	1,622,345.00	
14	6580 · Leave Payouts @ Retirement	6,634.00	15,000.00	18,000.00	
15	7000 · Employee Assistance Program		12,000.00	12,000.00	
16	8070 · New Furnishings/Equipment <$500	1,955.00	2,000.00	1,800.00	
17	8530 · Bank fees, QBooks/Direct Dep	2,028.00	2,000.00	2,000.00	
18	8540 · Annual Audit	9,545.00	9,545.00	10,500.00	
19	8620 · Collection/Electronic Resources	30,480.00	32,500.00	31,600.00	
20	8620-1 · Coll/Electronic Resources	-	50,000.00	50,000.00	Possible new E-Resource
21	8630 · Wis Pub Lib Consortium Memb	7,848.00	8,500.00	8,200.00	2025 WPLC Member Share
22	8670 · Professional Memberships	1,710.00	9,000.00	9,000.00	
23	8690 · Librarian Professional Development	12,653.00	15,200.00	17,500.00	Staff & Director Retreats
24	8700 · CE Colaboration Projects	604.00	850.00	675.00	
27	8714 · Accessibility Audits	5,068.00	5,830.00	5,835.00	
28	8716 · Comm/Lib Engagement Support	300.00	8,000.00	8,000.00	
29	8720 · IFLS Staff Dvlpmt & Prof Mtgs	12,381.00	25,000.00	25,000.00	
30	8735 · Library Consulting Expenses	892.00	1,700.00	1,700.00	
31	8740 · Field Visits	4,759.00	7,000.00	7,000.00	
32	8740-1 · MORE Training Travel	200.00	5,000.00	5,000.00	
33	8741 · Field Visits - Tech Support	343.00	1,000.00	1,000.00	
34	8755 · Programming Kits	594.00	900.00	900.00	
35	8812 · ILL Fees & Verification Sources	3,504.00	11,500.00	11,500.00	
41	Total 8850 · Delivery Service	351,546.00	397,210.00	397,210.00	
42	8855 · Collection Dev Grant-LEPhillips	23,000.00	23,000.00	23,000.00	
46	Total 8864 · Wide-Area Network (WAN)	3,432.00	3,432.00	3,432.00	
47	8890 · IFLS Contrib - MORE Operating	135,918.00	148,500.00	148,500.00	
48	8898 · LEAN WI/Shared Tech WVLS	85,896.00	96,242.00	96,242.00	
49	8950 · Campaign for Wisconsin Libraries	1,650.00	1,800.00	5,800.00	Awareness Campaign
50	8960 · Long Range Planning Meetings	-	5,000.00	5,000.00	
51	8971 · Web Development	1,075.00	1,100.00	1,600.00	Domain Price Increace
56	Total 9010 · IFLS Committee Meetings	1,247.00	1,800.00	1,800.00	
60	Total 9020 · Professional Materials	1,106.00	2,500.00	2,500.00	
61	9030 · Postage	547.00	1,000.00	1,200.00	Monthly ILL Costs Increased
66	Total 9050 · Telephone	2,839.00	3,960.00	3,960.00	
70	Total 9060 · Supplies	3,741.00	6,500.00	6,500.00	
75	Total 9080 · Marketing & Advocacy	1,579.00	2,400.00	2,400.00	
87	Total 9123 · Building Overhead Expenses	19,728.00	25,000.00	25,250.00	
92	Total 9140 · Photocopier Costs	743.00	975.00	975.00	
96	Total 9160 · Computers	3,980.00	6,900.00	6,900.00	
101	Total 9190 · System Vehicle Expenses	2,028.00	3,800.00	3,800.00	
106	Total 9220 · Insurance	5,397.00	6,500.00	6,510.00	

#	Account			
107	9240 · Contingency	1,489.00	5,000.00	7,000.00	
108	9241 · Credit Card Reward Program	(2,075.00)	(1,500.00)	(1,500.00)	
109	9245 · Capital	34,168.00	50,000.00	50,000.00	
110	Total Expense	2,186,031.00	2,607,471.00	2,647,634.00	
111	Net Ordinary Income	168,571.99	(160,419.00)	(128,582.00)	
112	Pass-thru Income/Expense				
113	Pass-thru Income				
114	5702 · Billable Project Income	188,491.00	150,000.00	150,000.00	
116	LSTA and Other Grant Income			37,144.00	
117	Total Pass-thru Income	188,491.00	150,000.00	187,144.00	
118	Pass-thru Expense				
119	8940 · Projects Billable to Libraries	178,182.00	150,000.00	150,000.00	
120	8830 · Catalog/Processing Svc Expenses				
121	LSTA and Other Grant Expenses			37,144.00	
122	Total Pass-thru Expense	178,182.00	150,000.00	187,144.00	
123	Net Pass-thru Income	10,309.00	-	-	
124	Total Income less Expense	178,880.99	(160,419.00)	(128,582.00)	
125					
126	TOTAL IFLS Carryover Funds Beg of Year	765,250.00	944,130.99	944,130.99	
127					
128	Plus/Minus Net Income/Loss	178,880.99	(160,419.00)	(128,582.00)	
129	Less Funds in Reserve (see below)	570,000.00	470,000.00	485,000.00	
133	IFLS Uncommitted Carryover End of Year	374,130.99	313,711.99	330,548.99	
134					
135	IFLS Reserve Funds at year end:				
136	Building/Land Reserves	65,000.00	65,000.00	65,000.00	
138	Shared Svcs Prog/Bldg Expansion	50,000.00	50,000.00	50,000.00	
139	Vehicle Replacement	35,000.00	35,000.00	50,000.00	
140	Personnel	40,000.00	40,000.00	40,000.00	
141	WAN/Web Equipment Replacement	20,000.00	20,000.00	20,000.00	
142	System Equipment/Furnishings	20,000.00	20,000.00	20,000.00	
143	Computer Lab Replacement	10,000.00	10,000.00	10,000.00	
144	Technology Project/Billable Reserves	30,000.00	30,000.00	30,000.00	
145	Future Year Budgets	300,000.00	200,000.00	200,000.00	
146	IFLS Reserve Total	570,000.00	470,000.00	485,000.00	
147					
148					
149	MORE Carryover Beg of Year	331,704.00	313,030.00	313,030.00	
150	5670 · MORE Shared System Income	1,038,445.00	1,123,494.00	1,123,494.00	
152	9500 · MORE Shared Automation Exps	1,057,119.00	1,143,494.00	1,143,494.00	
153	MORE Net Income/Expense	(18,674.00)	(20,000.00)	(20,000.00)	
154	MORE Funds End of Year	313,030.00	293,030.00	293,030.00	

Director Accountabilities

July 2024-June 2025

Accountability 1: Provide effective leadership for the system

Action Step 1: At least 95% of member libraries rate IFLS as providing effective leadership on their annual reports

- *100% No negative comments*

Action Step 2: Continue to be involved in statewide leadership opportunities

- *Presented at the New Director Training Camp*
- *Attended Library System Director Meetings*
- *Wisconsin Public Library Consortium (WPLC) Technology Steering Committee*
- *Wisconsin Library Buildings and Spaces Continuing Education Website Planning Team Member*
  - *https://sewilibraries.org/library-buildings-spaces/*

Accountability 2: Communicate with state and federal legislators on library issues

Action Step 1: Attend Library Legislative Day

- *Attended in-person meetings with legislators and their staff*

Action Step 2: Communicate with legislators on library issues as needed

- *Contacted Federal legislators regarding IMLS Funding*
- *Completed several state budget surveys*
- *Attended Joint Finance Hearing in Hayward*

Action Step 3: Provide board and libraries with information on current legislative issues needing attention

- *Shared WLA legislative messages and Speak Up For Libraries campaign materials*
  - *Supported Reb Kilde's participation on the statewide planning team*

Accountability 3: Maintain effective communication with the IFLS Board, IFLS staff and member libraries

Action Step 1: Provide updates to IFLS staff, board and member libraries via email; and other electronic methods regarding library issues

Action Step 2: Visit 20-member libraries per year (Note: some visits will be virtual)

- *143 Total Visits, 41 distinctive libraries, at least one in each of the 10 counties*

Action Step 3: Attend local library board meetings as requested (Note: some attendance could be virtual)

- *Board Meetings—Spring Valley, Balsam Lake, Stanley, River Falls, Bruce, Hawkins, Chippewa Falls, Centuria,*
- *Building Committee Meetings—Centuria, Cadott, Hammond, Stanley, Fall Creek, River Falls, Chippewa Falls, and Boyceville.*

Accountability 4: Maintain a positive work environment for system staff

Action Step 1: Allocated budget resources for staff professional development

- *Maintained increased funding for professional membership*
- *Increased conference funding (2025)*

Action Step 2: Seek ways to boost/support staff morale including through staff retreats and networking events
- o *Retirement lunch for Kathy Setter with IFLS Staff*
- o *Retirement party for Kathy Setter*

Action Step 3: Explore ways to improve staff meetings in a shared in-person/virtual meeting
- o *Held staff check-in/staff meetings virtually, in-person staff meetings, and with individual staff members as needed*
- o *Rotating updates/what I do here at IFLS from staff based on topic areas*
- o *Meet monthly with program managers to facilitate project sharing/updates and discuss potential staff meeting agenda items*
- o *Staff on a rotating basis have been taking notes*
- o *Use of Microsoft Teams for messaging individuals or groups of staff; staff meetings; pop-up meetings with staff; shared folder of agendas for the quarter, shared folder of meeting notes, and project files*

Action Step 4: Advocate for staff additional compensation and staffing reorganization as budget and service needs change
- o *Increased staff wages for 2025*
- o *Advocated for increased holidays*

Action Step 5: Encourage IFLS staff to participate in professional associations and statewide committee and leadership opportunities
- o *Katelyn—COLAND Member, WISL Board, WPLC Board, Policy of the Month Club*
- o *Reb—Statewide Marketing Cohort; Created Statewide awareness/advocacy toolkit for Speak Up for Wisconsin Libraries; MORE Passport program*
- o *Jackee-WLA Board Liaison to the Technical Services Section; WLA Technical Services Section; WLA Mentor; Statewide Bibliographic Standards; LSTA Cooperative Cataloging Grant committee and Grant manager.*
- o *Leah—WLA Scholarship Committee, Statewide CE Coordinators meetings; Host for Wild Wisconsin Winter Web Conference and HR for WI Library Leaders; Reach Out and Read Library Initiative.*
- o *Adam—System Office Managers and Bookkeeper Association of WI (SONBAW)*
- o *Lori—Statewide ILS Admin meeting.*
- o *Deb—Statewide Bibliographic Standards Committee.*
- o *Cecelia—WLA Intellectual Freedom SIG*
- o *Kris—Statewide technology backup collaboration; technology staffing collaboration with Northern Waters and Wisconsin Valley*

Accountability 5: Develop additional training/support for library directors
- Action Step 1: Seek additional ways to share information and educate new and existing library directors
  - o *Presented at statewide new director training camp*
  - o *Created brief videos for boards on Director Hiring and Evaluation resources*
- Action Step 2: Meet with new directors within 90 days of hire and follow up as needed.
  - o *Met with all new directors*

Accountability 6: Participate in 5 conferences/webinars/workshops per year.

Action Step 1: Attend annual library conference

- o *WLA 2024 Fall Conference in-person (State)*
- o *WAPL 2025 Spring Conference (State)*
- o *Attended the virtual Wild Wisconsin Winter Web Conference (January 2025)*
- o *Lake Superior Symposium (2025)*

Action Step 2: Make at least one conference, webinar, or workshop presentation

- o *Creating the Annual Budget with Katelyn Noack*
- o *Annual Report Workshop with Katelyn Noack and Adam Fuller*
- o *WAPL Presentation Panel Presentation Libraries Flexing for the Future: Examining the Growing Need for Spaces and Technology*
- o *Budget 101 and Facilities Management New Director Training Camp https://dpi.wi.gov/libraries/public-libraries/director-bootcamp*
- o *Lake Superior Symposium WHAT THE $@!! AM I GETTING MYSELF INTO? A Quick Look into the Process of a Public Library Building Project*

July 2025-June 2026

Accountability 1: Provide effective leadership for the system

> Action Step 1: At least 95% of member libraries rate IFLS as providing effective leadership on their annual reports

> Action Step 2: Continue to be involved in statewide leadership opportunities

Accountability 2: Communicate with state and federal legislators on library issues

> Action Step 1: Attend Library Legislative Day

> Action Step 2: Communicate with legislators on library issues as needed

> Action Step 3: Provide board and libraries with information on current legislative issues needing attention

Accountability 3: Maintain effective communication with the IFLS Board, IFLS staff and member libraries

> Action Step 1: Provide updates to IFLS staff, board and member libraries via email; and other electronic methods regarding library issues

> Action Step 2: Visit 20-member libraries per year (Note: some visits will be virtual)

> Action Step 3: Attend local library board meetings as requested (Note: some attendance could be virtual)

Accountability 4: Maintain a positive work environment for system staff

> Action Step 1: Allocated budget resources for staff professional development

> Action Step 2: Seek ways to boost/support staff morale including through staff retreats and networking events

> Action Step 3: Explore ways to improve staff meetings in a shared in-person/virtual meeting

> Action Step 4: Advocate for staff additional compensation and staffing reorganization as budget and service needs change

> Action Step 5: Encourage IFLS staff to participate in professional associations and statewide committee and leadership opportunities

Accountability 5: Develop additional training/support for library directors

> Action Step 1: Seek additional ways to share information and educate new and existing library directors

> Action Step 2: Meet with new directors within 90 days of hire and follow up as needed.

Accountability 6: Participate in 5 conferences/webinars/workshops per year.

> Action Step 1: Attend annual library conference

> Action Step 2: Make at least one conference, webinar, or workshop presentation

Director Evaluation - IFLS Library Directors (2025)   SurveyMonkey

	NOT APPLICABLE/DON'T KNOW	UNSATISFACTORY	NEEDS IMPROVEMENT	SATISFACTORY	FAVORABLE	EXCELLENT
Obtains input in the budget and planning process of the system	7.32% 3	0.00% 0	0.00% 0	4.88% 2	21.95% 9	65.85% 27
Understands and stays current with the needs of the member libraries	0.00% 0	0.00% 0	0.00% 0	4.88% 2	19.51% 8	75.61% 31
Receptive to IFLS member ideas and suggestions	2.44% 1	0.00% 0	0.00% 0	9.76% 4	17.07% 7	70.73% 29
Facilitates the decision-making process for IFLS	7.32% 3	0.00% 0	0.00% 0	4.88% 2	19.51% 8	68.29% 28
Negotiates agreements with libraries and other agencies	15.00% 6	0.00% 0	0.00% 0	2.50% 1	15.00% 6	67.50% 27
Administers policies consistently and effectively	7.32% 3	0.00% 0	0.00% 0	4.88% 2	19.51% 8	68.29% 28
Represents and advocates for IFLS at the State level	0.00% 0	0.00% 0	0.00% 0	2.44% 1	9.76% 4	87.80% 36
Overall how would you rate John's performance as system director	0.00% 0	0.00% 0	0.00% 0	7.50% 3	7.50% 3	85.00% 34

#	PLEASE COMMENT ON "UNSATISFACTORY" OR "NEEDS IMPROVEMENT" RANKINGS	DATE
1	John is a great leader. I can't think of anything he could do to better support the libraries.	6/23/2025 11:04 AM
2	It is an honor to work with John. He has guided me through some difficult situations.	6/16/2025 4:47 PM

	NOT APPLICABLE/DON'T KNOW	UNSATISFACTORY	NEEDS IMPROVEMENT	SATISFACTORY	FAVORABLE	EXCELLEI
Provides a consistent message regardless of the audience	2.44% 1	0.00% 0	0.00% 0	2.44% 1	21.95% 9	73.17 30
Participates in professional activities	2.50% 1	0.00% 0	0.00% 0	5.00% 2	15.00% 6	77.50 32
Mediates problems with respect and dignity	2.44% 1	0.00% 0	0.00% 0	4.88% 2	14.63% 6	78.05 32
Settles disputes with consistency and fairness	4.88% 2	0.00% 0	0.00% 0	4.88% 2	17.07% 7	73.17 30
Represents IFLS in a professional manner	0.00% 0	0.00% 0	0.00% 0	2.44% 1	12.20% 5	85.37 35
Communicates effectively	0.00% 0	0.00% 0	0.00% 0	7.32% 3	19.51% 8	73.17 30
Meets regularly with IFLS Library Directors individually or in group settings	0.00% 0	0.00% 0	0.00% 0	7.32% 3	21.95% 9	70.73 29
Provides consultation as requested by libraries	0.00% 0	0.00% 0	0.00% 0	2.44% 1	14.63% 6	82.93 34

#	PLEASE COMMENT ON "UNSATISFACTORY" OR "NEEDS IMPROVEMENT" RANKINGS	DATE
1	John makes himself available to assist me with any question.	6/16/2025 4:47 PM

Q3 Please identify John's greatest strength(s)

Answered: 41   Skipped: 0

#	RESPONSES	DATE
1	John is a wonderful and compassionate leader who takes time to help with any issues using his experience and wide base of knowledge. Our library is very small, but he has taken time to review our policies, help with budgeting and provide marvelous advocacy. All of his strengths serve to support our libraries, thereby supporting our communities. He keeps us informed of legislation and advocacy opportunities as well as strategic planning, he articulates vision for the future of libraries individually and as a whole; he is effective and proficient in all aspects of budgeting. His hard work on behalf and in support of libraries and the staff who run them reflects his belief in the value of libraries and is inspirational and motivating for the librarians in our system. The IFLS team that he works with and the lack of turn-over in IFLS administration is a positive reflection of what it is like to work with John.	6/27/2025 1:21 PM
2	John is very easy to talk to and he has always followed up with any questions or concerns that I have had about my own library and our library system.	6/27/2025 9:34 AM
3	Punctual, understanding, level-headed, knowledgeable, consistent	6/26/2025 10:35 AM
4	His knowledge! He is such a great resource. You can throw any problem at him.	6/26/2025 10:08 AM
5	John has been very helpful in answering director and library related questions in a timely manner. He has been available for video and in-person meetings as needed.	6/26/2025 10:04 AM
6	John's greatest strengths lie in his depth of knowledge, steady leadership, and unwavering support for member libraries. His guidance throughout our building project and capital campaign has been nothing short of instrumental. John has a unique ability to translate complex challenges into clear, manageable steps, and his experience has provided invaluable insight at every stage. He is approachable, proactive, and always willing to go above and beyond to support library directors.	6/26/2025 10:01 AM
7	John is a great communicator and advocate for libraries.	6/26/2025 9:32 AM
8	Very approachable, always willing to help and replies to my questions promptly and patiently.	6/26/2025 9:21 AM
9	He communicates well, is personable, and knowledgeable about library issues that come to all different size spaces and communities.	6/25/2025 12:38 PM
10	Despite John's very busy schedule he always portrays calm and makes himself available to answer questions or consult with member libraries and his earliest opportunity.	6/24/2025 3:54 PM
11	John is extraordinarily responsive to library needs, bringing his extensive knowledge of libraries and state policy to bear on any questions or concerns that arise at IFLS libraries. This includes the anticipation of upcoming issues and prompt feedback whenever it is requested.	6/24/2025 1:57 PM
12	You can tell that John cares about every library in the system. He is extremely knowledgeable and very good at communicating complex information in a simple way.	6/24/2025 12:26 PM
13	John has great focus on long term goals. His resourcefulness is one of the tings I like best about him. He is excellent at assessing what works and what doesn't not only in managing IFLS, but also as it pertains to space needs and projects. John is Very kind, respectful and sincere... With a fun sense of humor too.	6/23/2025 2:47 PM
14	John has a real talent for seeing the big picture and knowing exactly what libraries need to do next. He's a strong, decisive leader—but not in a way that overshadows others. Instead, he makes space for people to grow and figure things out, all while offering steady support in the background. When I was new to the library world, John was someone I could count on. He's open-minded and always willing to share what he knows—or point you to someone who can. One of his greatest strengths is knowing how to guide without taking over, and how to connect people with the right resources at just the right time.	6/23/2025 11:04 AM
15	Knowledge of policies	6/18/2025 1:54 PM

16	John really cares about all of the libraries and directors in the system. He is very knowledgeable, professional, and approachable whenever I have a question. I am very glad that we have a system director like him!	6/17/2025 12:18 PM
17	John, to me, exemplifies what it means to be a leader in his field. He has always responded to any help I've needed and goes out of his way to share his experience and expertise. John is knowledgeable, and extremely easy to talk to. IFLS has a real treasure with John Thompson, and I am so glad to have his leadership and guidance as a director.	6/17/2025 11:54 AM
18	1. Knowledge / Experience 2. Follow through 3. Respectful manner of communication	6/16/2025 4:47 PM
19	John has been very accessible to myself and my library board in answering questions and guiding us with varying issues that have come up in the past year. He answers questions clearly and quickly and seems to have knowledge on any aspect of libraries. He is easy to talk to and takes the time needed for explanations or clarifications. I appreciate his professionalism. He treats everyone with the same respect and care.	6/16/2025 3:15 PM
20	Very personable and a lot of experience.	6/16/2025 2:47 PM
21	responsiveness, approachability, knowledge of library law and policy	6/12/2025 11:40 AM
22	Very knowledgeable and professional	6/12/2025 11:37 AM
23	His willingness to help with any problems presented.	6/11/2025 1:12 PM
24	I think his personable demeanor is a great strength. He is always good-natured when I see him. I think is vast knowledge of all things library in Wisconsin is a very strong point. He's a walking encyclopedia. John genuinely loves and supports libraries and librarians. He's a wonderful advocate.	6/11/2025 1:02 PM
25	Knowledge of the library system.	6/11/2025 11:01 AM
26	John has a vast knowledge of library management that is a great asset.	6/10/2025 1:12 PM
27	John's experience and ability to clearly speak about the needs of Libraries today makes him a resource with value that is priceless. He is a leader that listens and answers questions clearly and confidently. We are where we are today as a system because of him.	6/10/2025 11:05 AM
28	He is really good at explaining legislation and how it is applicable to a situation. He is an excellent communicator whether at a county board meeting or responding to an email or phone call. He is good at directing others towards self-reflection and asking questions that help one with finding solutions to problems.	6/10/2025 9:51 AM
29	John has a wealth of knowledge about public librarianship in Wisconsin. He is one of the first people I reach out to when I can't find the answer to a question. John is the most reliable and supportive partner I've ever worked with-he is with directors every step of the way during renovations, moves, funding and legislative processes, etc. John has a great sense of humor which helps make tough situations bearable. In short, he is priceless!	6/10/2025 9:16 AM
30	I think John has a collaborative leadership style, and that shows in the healthy, truly helpful working partnerships you see among staff in IFLS. I think John's experience is a great asset to our system, as he has a broad range of connections of people in the library community at large. I think John has humility and is okay with letting other people shine. That's awesome for morale in our system!	6/9/2025 4:09 PM
31	He is knowledgeable about so many topics. he know the statues regarding libraries, budgeting, common sense, building, designing, weeding, etc etc. He's helpful, friendly, cooperative, a "team" player. Always willing to answer questions.	6/9/2025 2:36 PM
32	Approachability, down to earth, funny Knowledge, experience, wisdom Supportive, helpful, responsive Candid, forthright, realistic Problem-solving, solution oriented	6/9/2025 2:26 PM
33	He's very good at responding in an timely manner. He's willing to join meetings, advocate for member libraries and put information together to help directors with various issues and topics.	6/9/2025 2:05 PM
34	Whenever I've consulted or emailed John with a concern in the past years, he has been prompt to reply and help me. Good explanations of the law for us and keeping us updated on state and federal concerns for public libraries.	6/9/2025 1:51 PM
35	John does all of the above and manages to be available when you need his advice and	6/9/2025 12:08 PM

expertise. He has the knowledge of the library systems and laws and ability to share his knowledge and communicate effectively with everyone. He is supportive of everyone he works with.

| 36 | Knowledgeable, incredibly competent, supports libraries 100%! | 6/9/2025 11:54 AM |

| 37 | John always responds in a very timely manner to any questions or concerns I have brought to him. | 6/9/2025 11:26 AM |

| 38 | John shines as a leader because of his empathy. He is able to consider different perspectives in any given situation, and allow them to inform his negotiating and decision making. He gives just as much weight to the concerns of the small, medium, and large libraries in IFLS, and recognizes that one size does not fit all. John is a skilled communicator, and a strategic thinker. He can see the whole gameboard. He anticipates how messaging may be received, and develops next moves accordingly. John leads by example, and in service. He is deeply connected to library advocacy structures within Wisconsin library systems, in the Wisconsin Library Association, and in state government. I aspire to live my professional life by modeling after John's example. | 6/9/2025 10:36 AM |

| 39 | One of John's greatest strengths is his depth of knowledge about libraries in general, IFLS, DPI, Wisconsin library statutes, history of libraries in the system, and more. The second is his personality, attentiveness to any concerns or problems, ability to help without making the person needing help feel like they should know more already, and warmth. The third strength is in communication whether with directors, library staff members, library boards - I can't imagine any group that John can't talk to or relate to in a forthright, informative friendly way. When he talked about IFLS to our staff on our last in-service day, that was the favorite part of the day for many people. He knows his stuff and is able to tailor information on the fly to any group of listeners. I have so appreciated all of John's knowledge and able assistance since I've been here. | 6/9/2025 10:35 AM |

| 40 | John is a great support in highly interesting but unusual situations and doesn't let any of the librarians feel as though they are on an island. He will plan to come and spend a day consulting about issues and doesn't make one feel as though they are not succeeding in their position simply because they have made a mistake. We couldn't ask for a better, more knowledgeable and supportive leader. | 6/9/2025 10:33 AM |

Q4 Do you have any suggestions that might help John improve as System Director?

Answered: 41   Skipped: 0

#	RESPONSES	DATE
1	-	6/27/2025 1:21 PM
2	No	6/27/2025 9:34 AM
3	I would have no idea how to go about doing his job! He does it very well.	6/26/2025 10:35 AM
4	The only suggestion I have is that I think sometimes the way John communicates (through emails) it doesn't always help decipher the statutory language. My questions are always responded to by John, I just can't always say I come out of it fully understanding the information he is trying to relay. I don't really know if that is a "John" problem, though. Or if it just comes down to not having as much training as some directors who have a master's degree.	6/26/2025 10:08 AM
5	Not at this time	6/26/2025 10:04 AM
6	I don't have any suggestions!	6/26/2025 10:01 AM
7	None	6/26/2025 9:32 AM
8	No!	6/26/2025 9:21 AM
9	No.	6/25/2025 12:38 PM
10	I think John is an excellent system director. He's great at his job; no suggestions needed.	6/24/2025 3:54 PM
11	Come around more often with cookies to share. We always need more cookies, and more face time with John ;).	6/24/2025 1:57 PM
12	None that I can think of, he's doing an excellent job.	6/24/2025 12:26 PM
13	No, he is light years ahead of me.	6/23/2025 2:47 PM
14	No suggestions, other than that he should run for a political office!	6/23/2025 11:04 AM
15	No	6/18/2025 1:54 PM
16	I cannot think of any suggestions at the moment.	6/17/2025 12:18 PM
17	I do not, only that I hope he pushes that retirement back and stays around forever.	6/17/2025 11:54 AM
18	NONE	6/16/2025 4:47 PM
19	I don't know of anything more that he could do. I believe he is an excellent director.	6/16/2025 3:15 PM
20	No	6/16/2025 2:47 PM
21	No, he's been doing well in this position for a long time, and I hope he continues to do so.	6/12/2025 11:40 AM
22	no	6/12/2025 11:37 AM
23	No, he does an excellent job in my opinion.	6/11/2025 1:12 PM
24	I think more regular meetings with library directors, especially one on one.	6/11/2025 1:02 PM
25	N/A	6/11/2025 11:01 AM
26	N/A	6/10/2025 1:12 PM
27	Thank you John for all you do for the system, libraries, staff and patrons.	6/10/2025 11:05 AM
28	I can't think of any improvements that he needs as a system director. He excels at all that he	6/10/2025 9:51 AM

does as a system director.

29	No, John is excellent.	6/10/2025 9:16 AM
30	I think John's doing just fine :)	6/9/2025 4:09 PM
31	none	6/9/2025 2:36 PM
32	Not really. Maybe answering in clearer, more direct ways. John is great at nuance, and if a director isn't great at it, sometimes his answers can be confusing.	6/9/2025 2:26 PM
33	Sometimes answers can be short and need a little bit more clarification, which he's always willing to do.	6/9/2025 2:05 PM
34	Continue with the good communication with directors.	6/9/2025 1:51 PM
35	No - keep up the excellence.	6/9/2025 12:08 PM
36	No suggestions, John is the best!	6/9/2025 11:54 AM
37	I don't have any suggestions	6/9/2025 11:26 AM
38	Make sure you find time to fill your personal bucket, so that you can keep functioning as the IFLS system director for years to come! Seriously, I applaud what John and the IFLS staff have done to look at re-structuring, to best meet the needs of member libraries on a limited budget. And I am glad that he has welcomed in a fresh team of consultants on staff to benefit from his experience before he decides to retire.	6/9/2025 10:36 AM
39	None	6/9/2025 10:35 AM
40	I think that John does great already and goes above and beyond his normal position duties as a system director.	6/9/2025 10:33 AM

Q5 Do you have any other comments?

Answered: 19   Skipped: 22

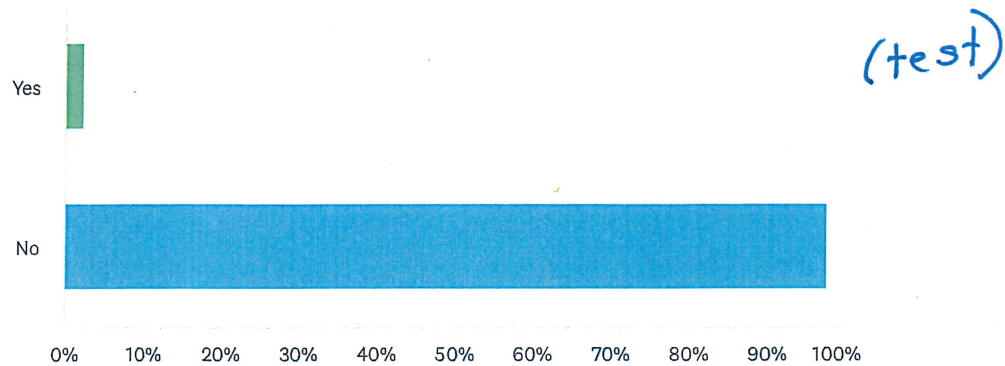| #	RESPONSES	DATE
1	None	6/26/2025 10:04 AM
2	John is an incredible asset not only to our library system but to each individual community it serves. His leadership has been a stabilizing force during times of change, and his support has had a direct impact on the success of our major initiatives. I'm sincerely grateful for his guidance and feel fortunate to have him as our System Director.	6/26/2025 10:01 AM
3	He has been very helpful in budgeting, space planning, poilicy development.	6/26/2025 9:21 AM
4	John is an absolute treasure to the system. We are very lucky to have him.	6/25/2025 12:38 PM
5	Thank you!	6/24/2025 3:54 PM
6	John's fabulous!	6/24/2025 12:26 PM
7	John has this laid back sense about him, but it is really just a facade. He has led IFLS (along with his team) into a very progressive time for libraries. Libraries have both changed a lot and stayed the same. They are a balance of traditional ideology and futuristic idealism. John has delicately led the charge bringing IFLS libraries into the digital /tech age and is balancing the dynamics of small libraries against those of big libraries in such an inclusive way. I very much appreciate John's energy and his vision.	6/23/2025 2:47 PM
8	A huge "Thank You!" to John and the rest of the IFLS staff for all that you do for libraries, directors, and patrons!	6/17/2025 12:18 PM
9	John has played such a pivotal role in getting things moving with our building project and I am just so grateful for his help and support.	6/17/2025 11:54 AM
10	IFLS and MORE Libraries are fortunate to have Johnn's leadership.	6/16/2025 4:47 PM
11	He is always there when you need him.	6/12/2025 11:37 AM
12	N/A	6/11/2025 11:01 AM
13	Thank you, John for your years of dedicated service and helping me in my role as library director.	6/10/2025 9:51 AM
14	Tell him thank you	6/9/2025 2:36 PM
15	John has been great to me. I consider him a mentor of sorts and know that I can turn to him with questions, even if they might be silly or obvious questions. He listens to me, and sometimes I get the sense that he has heard it all before, but he still listens.	6/9/2025 2:26 PM
16	John is a great IFLS Director. Ever since starting as director, he has been helpful, approachable and willing to help/advocate in anyway to help member libraries.	6/9/2025 2:05 PM
17	I don't know what we would do without John Thompson as a library system and at the state level. He keeps a level head, listens and responds with knowledgable answers. If he doesn't know the answer he will point you to the person who may, or he will ask them and get back to you.	6/9/2025 12:08 PM
18	We are very lucky to have John as an incredible resource.	6/9/2025 10:35 AM

Q6 Name (optional)

Answered: 17   Skipped: 24

ANSWER CHOICES	RESPONSES	
Name:	100.00%	17
Library:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	0.00%	0
ZIP:	0.00%	0
Country:	0.00%	0
Email Address:	0.00%	0
Phone Number:	0.00%	0

#	NAME:	DATE
1	Lori Gilles	6/26/2025 10:35 AM
2	Karen Furo-Bonnstetter	6/26/2025 9:32 AM
3	Leann French	6/24/2025 3:54 PM
4	Jill Glover	6/23/2025 2:47 PM
5	Kristina	6/23/2025 11:04 AM
6	Anna Griffin	6/17/2025 11:54 AM
7	Robert Ankarlo	6/16/2025 4:47 PM
8	Deb Hyde	6/16/2025 3:15 PM
9	Christy Rundquist	6/11/2025 1:12 PM
10	Susan Christianson	6/10/2025 11:05 AM
11	Heather Wiarda	6/10/2025 9:16 AM
12	Lisa Bragg-Hurlburt	6/9/2025 4:09 PM
13	Linda	6/9/2025 2:36 PM
14	Rozanne Traczek	6/9/2025 1:51 PM
15	Su Leslie	6/9/2025 12:08 PM
16	Nancy Kerr	6/9/2025 10:35 AM

Q7 Do you want the IFLS Personnel Committee to follow up on your concerns?

Answered: 41   Skipped: 0

(test)

ANSWER CHOICES	RESPONSES	
Yes	2.44%	(test) 1
No	97.56%	40
TOTAL		41