

IFLS LIBRARY SYSTEM
BOARD OF TRUSTEES

MEETING LOCATION:
Virtual Meeting via Zoom

DATE/TIME:
Wednesday, March 25, 2026
12:30 pm

**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.**

Click on Link to join Zoom Meeting:

<https://us02web.zoom.us/j/89075968726?pwd=czJhmqYTY7zXStvifbbTXbuS0rqpol.1>

Meeting ID: 890 7596 8726

Passcode: bZ8FD9MQ

Mobile: 1-312-626-6799

Meeting ID: 890 7596 8726

Passcode: 11460894

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. Public 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 Public Comments. Contact IFLS office for additional information related to Public Comments.*)
6. Announcements/Correspondence/Introductions
7. * Minutes - Approve: Board of Trustees - January 28, 2026 **#006-26**
8. * Financials - Approve: Check Registers: January/February 2026 **#007-26**
Approve: Financial Reports: December 2025 **#008-26**, January/February 2026 **#009-26**
9. * Investment Report and Policy Review **#010-26**
10. Director's Report of Agenda Items and Monthly Activities **#011-26**
11. IFLS Staff Reports (In-depth Report: Reb Kilde, Communications and PR Coordinator) **#012-26**
12. IFLS Year in Review - 2025
13. * IFLS Annual Report and Statement of Compliance for 2025 **#013-26**
14. System Effectiveness Statements from Member Libraries **#014-26**
15. * Approval of Executive Committee Officers and Personnel Committee members for 2026
16. Trustee Orientation **#015-26**
17. Board Member Reports
18. * Adjournment

* *Denotes Action Items*

Handouts: 2026 Trustee List with Appointments, 2026 Meeting Schedule

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 System at (715) 839-5082.

**IFLS LIBRARY SYSTEM
Board of Trustees
January 28, 2026**

MINUTES

The Board of Trustees of the IFLS Library System met on Wednesday, January 28, 2026, via Zoom meeting. 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); **Susan Carroll** (Eau Claire County); **Jan Daus** (Eau Claire County); **Sue Duerkop** (Polk County); **Lois Goode** (Rusk County); **Andrew Hagen** (Dunn County); **Amanda Kohnen** (Barron County); **Sue Marshall** (Price County); **Stella Pagonis** (Eau Claire County); **Charlie Schell** (Resource Library); **Mike Schendel** (St. Croix County); **Julie Woodruff** (Chippewa County).

BOARD MEMBERS ABSENT:

Fran Duncanson (Polk County); **Doug Edwardson** (Barron County); **James Ericksen** (Chippewa County); **Joanne Johnson** (Pierce County); **Jim Tripp** (Dunn County); **Jane Winter** (Pepin County); **Vacancy** (Pierce County).

OTHERS PRESENT:

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

APPROVE AGENDA:

MOTION #01 ⁽²⁶⁾: To approve the Agenda as presented. Woodruff/Brue
RESULT: Carried.

CITIZEN COMMENTS:

There were no citizen comments.

ANNOUNCEMENTS/CORRESPONDENCE/INTRODUCTIONS:

With new members joining, all members introduced themselves and the county they represent.

ELECTION OF 2026 OFFICERS:

Two votes will be taken. The five candidates gaining the most votes will be declared the Executive Committee. A second vote will be held to determine which Executive Committee member will be Board President. Nominations from the floor will be taken before voting.

Thompson entertained nominations from the floor. None were received.

Gardner will launch a poll for the election of the Executive Committee. The top five candidates declared the Executive Committee include: Sue Marshall, Jan Daus, Sue Duerkop, Jim Tripp, Julie Woodruff.

Gardner launched the second poll for the board to select one member from the Executive Committee to serve as Board President. Sue Duerkop was declared Board President for 2026.

MINUTES:

MOTION #02 ⁽²⁶⁾: To approve the Board of Trustee minutes dated November 19, 2025 (Doc. #053-25). Daus/Brue
RESULT: Carried.

FINANCIALS:

MOTION #03 ⁽²⁶⁾: To approve the November-December 2025 Check Registers (Doc. #002-26). Marshall/Brue
RESULT: Carried.

Questions were asked about: Purple Mountain Solutions, Beth Waller Consulting, OverDrive Inc., WLA Conference rates, MORE Ecommerce year-end payments, EBSCO Publishing, Transparent Languages for 2026, Shoutbomb, LLC for MORE texting service, PLA Conference rates, and Harvard Business Review subscription.

MOTION #04 ⁽²⁶⁾: To approve the 2025 Annual Budget Report/Not Final (Doc. #03-26). Brue/Woodruff
RESULT: Carried.

Fuller noted that for 2025, Interest Income and Technology Income were higher than anticipated.

Questions were asked about comparisons between 2024 and 2025 revenue and expense line items (Professional Memberships, ILL Fees & Verification Sources, and LEAN WI/Shared Tech, Contingency, and Capital Expenditures). Gardner noted that starting on page 15 of the meeting packet, is the Annual Budget vs. Actual Income and Expenses. It shows the percentage spent for each line item that occurred in 2025. Tracking of income and expenses do not always align similarly from year to year.

Daus inquired how much more will come through for 2025 that impacts the Annual Budget for 2025. Fuller noted a few additional invoices have come through. There will not be drastic changes for the final report.

Additional questions included the uptick in Community Engagement and Support, Contingency, and Capital Expenditures.

DIRECTOR'S REPORT:

Thompson noted that the written Director's Report provides a summary of what he has been working on and includes: Public Library Standards revision, library building projects, annual reports, new directors, and consulting topics.

IFLS STAFF REPORTS:

Kris Schwartz was in attendance to provide an in-depth staff report. Schwartz has been the IT Director at IFLS for about 16 years.

Schwartz noted a recent increase in tech prices because of RAM memory prices. The costs have increased exponentially. This is due to AI data centers and tariffs. The result of this has triggered several companies to increase their tech prices by 25%. LEAN Wisconsin partners made an emergency bulk purchase for about a year to get through the increased pricing. Schwartz is unsure if the pricing will go down anytime soon.

In 2020, there was a cooperative project for backups with several other library systems. Most companies will not provide support after five years. After several Wisconsin systems reviewed options, it was realized that doing this collaboratively was not necessarily beneficial anymore. It is now cheaper for Systems to do separately. The full backup is uploaded to the cloud and is untouchable if hit with ransomware or malware. Restoration can be made with the cloud-saved backup. IFLS will be migrating to this backup process in the next couple of months. The vendor is Unitrends.

Schwartz noted that there are a lot of new libraries this year. Brad Jensen has been working with New Richmond and has put in long days to provide tech setup and computers. There are several other new libraries opening in the next six months. Tech time is comprised of pricing needed equipment, purchase, installation, and assuring usable connections.

Schwartz has been keeping a heavy eye on AI and cybersecurity. It is in constant change and extremely difficult. Two years ago, there were 2-3 major threats a week, now he is seeing dozens a day. Schwartz needs to filter through each and decide if it affects us and then stop it. Ransomware attacks will lock up data and then ransom the entity for money. If the ransomware were to access the servers, it could take out all library services until it is remediated.

Thompson noted that the Tech staff is very much appreciated for all they do for IFLS and our member libraries.

Written reports from other staff were included in the meeting packet.

COMMITTEE APPOINTMENTS:

Sue Duerkop was elected President. Jan Daus will continue to serve as Treasurer. Other appointments to the Executive Committee will be made by Duerkop.

Duerkop will reach out to board members to fill in the Personnel Committee in 2026 and report back at the March Board meeting. Achterhof and Woodruff were interested in serving on this committee.

WISCONSIN LIBRARY ASSOCIATION MEMBERSHIP:

IFLS typically will pay for two trustee memberships to the Wisconsin Library Association (WLA). In previous years it has been the President and one additional member. Board members with interest in membership should reach out to Gardner.

REPORTS:

Brue noted that Baldwin received a grant to purchase Spanish literature.

Marshall stated that Phillips received a grant to purchase two automatic doors.

Certificates of commemoration for outgoing trustees will be sent to Pat Eggert, Mary Alice Larson, and Jackie Pavelski for their service and contributions to the IFLS Board.

Hagen inquired if the Board of Trustees was set in stone with their meeting time of 12:30 pm. Duerkop replied that they were.

Gardner noted that upcoming Board meetings at member libraries are being planned. The tentative plan is New Richmond in May, Hammond in July, and Cadott in September.

ADJOURNMENT:

The Board of Trustees adjourned at 1:58 pm. (Brue/Hagen)

Joanne Gardner, Recorder/Administrative Associate

IFLS Library System
Check Register
 January 2026

#007-26

Date	Num	Name	Memo	Amount
Jan 26				
01/10/2026	Auto Pay	Kwik Trip, Inc.	Dec. Gas Stmt.	-12.89
01/13/2026	Auto Pay	Eau Claire, City of	21894-00-1	-321.39
01/16/2026	Auto Pay	Xcel Energy	11/25-12/26 Gas & Electric Svc	-596.51
01/16/2026	Auto Pay	Delta Dental	Feb. '26 Supplemental Dental	-54.48
01/23/2026	Auto Pay	Employee Trust Funds, Dept of	Feb. '26 Health Insurance	-26,483.90
01/23/2026	Auto Pay	Associated Credit Card	Dec.. Credit Card *see attached	-17,161.25
01/02/2026	WIRE	Wisconsin Department of Revenue	P/R#25	-1,666.92
01/07/2026	WIRE	Wisconsin Deferred Comp. Program	P/R#1	-1,610.00
01/14/2026	WIRE	Internal Revenue Service	P/R#1	-9,344.20
01/15/2026	WIRE	Wisconsin Department of Revenue	P/R#26	-2,041.81
01/21/2026	WIRE	Wisconsin Deferred Comp. Program	P/R#2	-1,610.00
01/30/2026	WIRE	Wisconsin Retirement System	Dec. WRF	-12,013.25
01/07/2026	DD3625-3642	IFLS Staff	Direct Deposit	-28,252.33
01/21/2026	DD3643-3660	IFLS Staff	Direct Deposit	-28,252.28
01/07/2026	43879	Culligan	Jan. Service	-99.95
01/07/2026	43880	EO Johnson Co.	01/20/26-4/19/2026 Maint. Agreement	-126.00
01/07/2026	43881	Jensen, Brad	Tech. Support/Hudson	-11.81
01/07/2026	43882	L.E. Phillips Memorial Public Library	MORE Ecomm Payments 2025	-630.18
01/07/2026	43883	OCLC, Inc	Dec. Net OCLC Fees	-166.60
01/07/2026	43884	ReaLiving, LLC.	EAP Membership Fee Jan.-Mar. 2026	-1,283.00
01/07/2026	43885	Securian Financial Group, Inc.	Life & Accident Insurance	-527.74
01/07/2026	43886	Summit Companies	Annual Fire Extinguisher Inspection	-88.25
01/07/2026	43887	OverDrive, Inc.	MORE Billable/Maureen	-498.46
01/16/2026	43888	Baldwin Public Lib	Delivery Damage/1 item-The Woman Who Nar	-28.00
01/16/2026	43889	Chippewa Falls Public Lib	Delivery Damage/1 item-Raising Adventurous E	-18.95
01/16/2026	43890	Eau Claire, City of	Biannual Exemption Processing Fee/Cust# 335	-25.00
01/16/2026	43891	L.E. Phillips Memorial Public Library	4th Qtr Contract Payment	-5,750.00
01/16/2026	43892	Langby, Leah	Lib. Visit/New Richmond(2)	-158.48
01/16/2026	43893	Library Systems & Services, LLC	Billable to Multiple Libs-Performance Analytics	-12,116.00
01/16/2026	43894	Maug Cleaning Solutions, Inc.	12/15/25-1/11/26 Cleaning Service	-420.00
01/16/2026	43895	MetLife	Cust#268973 Subcode 66	-77.40
01/16/2026	43896	ProQuest	2026 Ancestry for Libraries	-20,582.18
01/16/2026	43897	Purple Mountain Solutions, INC.	Jan. Delivery Service	-36,248.58
01/16/2026	43898	Backstage Library Works	MORE/ Database Maint.-Jan.	-445.10
01/16/2026	43899	L.E. Phillips Memorial Public Library	MORE/4th Qtr High Demands	-2,502.56
Jan 26				-211,225.45

IFLS Library System

ASSOCIATED Credit Card Transaction Detail Report

Electronic Auto Pay (1/23/2026)

Date	Name	Memo	Num	Amount
Nov 27 - Dec 29, 25				
11/28/2025	Hobby Lobby	Holiday Gifts/Services	gifts	14.69
12/01/2025	1st Choice Pest Solutions	Serv. Agrmnt-Dec.	December	67.00
12/01/2025	Google Cloud	Google Maps Fee	Fee	7.87
12/01/2025	FlowRoute.com	Dec. Phone/on Acct	on Acct	51.28
12/02/2025	Misc Restaurants	Field Visit-Amery/J. Thompson	Meal	9.70
12/03/2025	WebstaurantStore	Kit Bins	Kit Bins	114.75
12/04/2025	Amazon.com Credit	Survey Prize-M&M's	SurveyPrize	20.99
12/05/2025	Amazon.com Credit	Survey Prize-M&M's Dispenser	SurveyPrize	66.48
12/05/2025	GFL Environmental	Dec. Garbage	1080135	54.24
12/05/2025	Dell Marketing L.P.	Billable/New Richmond-(10) Monitors	Comp Equip	900.00
12/05/2025	Dell Marketing L.P.	Billable/New Richmond-(3) Monitor Stands	Comp Equip	191.10
12/05/2025	Dell Marketing L.P.	Billable/New Richmond-(5) Micro PC's	Comp Equip	3,125.00
12/05/2025	Dell Marketing L.P.	Billable/New Richmond-(3) Pro Dock WD25's	Comp Equip	420.00
12/05/2025	Dell Marketing L.P.	Billable/New Richmond-Star TSP100 Receipt	Comp Equip	240.00
12/05/2025	Dell Marketing L.P.	Billable/Bloomer-Monitor	Comp Equip	90.00
12/08/2025	American Library Association	ALA Membership/R. Kilde	Memb. Renew	120.00
12/08/2025	American Library Association	Webinar-Minimize Social Media-R. Kilde	Webinar	89.00
12/08/2025	Public Library Association	26 PLA Conf Reg/R. Kilde	PLA Conf	259.00
12/10/2025	Public Library Association	26 PLA Conf Reg/L. Langby	PLA Conf	434.00
12/10/2025	Collaborative Summer Library Program	Summer Library Program-Billed to Libraries	CSLP	2,737.76
12/13/2025	Microsoft	Office 365 Licenses	Licenses	58.50
12/13/2025	GoDaddy.com	2026 Prepaid/Domain Name Renewals	Renewals	1,437.78
12/15/2025	Chicago Books & Journals	Prof Mtls/Small Public Library Management	Prof Mtls	58.91
12/16/2025	FlowRoute.com	Dec. Phone/on Acct	on Acct	51.25
12/16/2025	Intuit	Quickbooks-Enterprise Gold/Enhanced Payrc	Software	2,331.55
12/18/2025	Kaplan Early Learning Co.	Kits-Dinosaur	Kits	291.86
12/18/2025	Innovative Users Group	IUG Conference Registration-J.Johnson	IUG Con Reg	575.00
12/18/2025	AMTRAK	IUG Conference Travel-J.Johnson/D. Faulhal	Conf.Travel	116.00
12/18/2025	B & H	Billable/New Richmond-Port Switches	Comp Equip	1,933.00
12/18/2025	Wisconsin Library Association	WLA/ John-Legislative Day Registration Fee	Reg. Fee	50.00
12/19/2025	Festival Foods	Pop	Supplies	31.98
12/19/2025	Innovative Users Group	IUG Conference Registration-L.Roholt	IUG Con Reg	525.00
12/19/2025	AMTRAK	IUG Conference Travel-L.Roholt	Conf.Travel	58.00
12/19/2025	USPS	Dec. Postage	Postage	13.48
12/19/2025	CDW-G	Billable/New Richmond-Power Strips/Patch C	Comp Equip	520.66
12/23/2025	Bloomsbury Publishing	Prof Mtls/Creating a Person Centered Library	Prof Mtls	55.02
12/24/2025	Chicago Books & Journals	Prof Mtls/Trauma Informed Framework	Prof Mtls	40.40
Nov 27 - Dec 29, 25				<u>17,161.25</u>

IFLS Library System
Check Register
February 2026

<u>Date</u>	<u>Num</u>	<u>Name</u>	<u>Memo</u>	<u>Amount</u>
Feb 26				
02/10/2026	Auto Pay	Kwik Trip, Inc.	Jan. Gas Stmt.	-110.14
02/17/2026	Auto Pay	Xcel Energy	12/26-1/27 Gas & Electric Svc	-714.13
02/23/2026	Auto Pay	Associated Credit Card	Jan.. Credit Card *see attached	-5,129.66
02/24/2026	Auto Pay	Employee Trust Funds, Dept of	Mar. '26 Health Insurance	-26,483.90
02/27/2026	Auto Pay	Internal Revenue Service	Q4-Fed. Tax Late Fee	-459.91
02/02/2026	WIRE	Wisconsin Department of Revenue	P/R#1	-1,697.45
02/04/2026	WIRE	Internal Revenue Service	P/R#2	-9,344.32
02/04/2026	WIRE	Wisconsin Deferred Comp. Program	P/R#3	-1,610.00
02/17/2026	WIRE	Wisconsin Department of Revenue	P/R#2	-1,697.45
02/18/2026	WIRE	Internal Revenue Service	P/R#3	-9,344.22
02/18/2026	WIRE	Wisconsin Deferred Comp. Program	P/R#4	-1,610.00
02/25/2026	WIRE	Internal Revenue Service	P/R#4	-9,344.28
02/27/2026	WIRE	Wisconsin Retirement System	Jan. WRF	-11,946.53
02/04/2026	DD3661-3678	IFLS Staff	Direct Deposit	-28,252.32
02/18/2026	DD3679-3696	IFLS Staff	Direct Deposit	-28,252.30
02/03/2026	43901	Bayscan Technologies	Billable/Supplies for Libs	-580.00
02/03/2026	43902	Cumberland Public Library	MORE Ecomm Payments 2025	-204.17
02/03/2026	43903	Jensen, Brad	Tech. Support/New Richmond & Glenwood City	-65.90
02/03/2026	43904	Johnson, Jackee	Lib. Visit/Clear Lake & Baldwin	-174.00
02/03/2026	43905	Kilde, Rebecca	Lib. Visits-Spring Valley/Clear Lake	-87.00
02/03/2026	43906	Season 2 Season	Dec. Plowing	-340.00
02/03/2026	43907	WILS	MORE/IFLS EContent, Mags, WPLC Share	-170,003.00
02/03/2026	43908	Baker Tilly US, LLP	2025 Audit in Progress-this was a misprint origi	-1,575.00
02/13/2026	43909	Cole, Cecelia	Lib Visit/Deer Park-Director Check In	-18.85
02/13/2026	43910	Culligan	Feb. Service	-99.95
02/13/2026	43911	L.E. Phillips Memorial Public Library	MORE Ecomm Payments 2026	-1,403.23
02/13/2026	43912	Maug Cleaning Solutions, Inc.	1/12/26-2/08/26 Cleaning Service	-420.00
02/13/2026	43913	OCLC, Inc	Jan. Net/Webdewey Annual Subscription	-1,044.92
02/13/2026	43914	Purple Mountain Solutions, INC.	Feb. Delivery Service	-37,024.75
02/13/2026	43915	OverDrive, Inc.	Jan. Advantage/High Demand	-7,042.48
02/20/2026	43916	MetLife	Cust#268973 Subcode 66	-77.40
02/20/2026	43917	Rachel Thomas	Mentorship Program-Meal/Mileage Reimburserr	-147.36
02/20/2026	43918	Securian Financial Group, Inc.	Feb. Accident/Mar. Life Insurance	-527.74
02/20/2026	43919	South Central Library System	Statewide Delivery Svc/Jan-Jun. 26	-10,440.50
02/20/2026	43920	OverDrive, Inc.	Feb. Advantage/High Demand	-8,188.36
Feb 26				<u>-375,461.22</u>

IFLS Library System
ASSOCIATED Credit Card Transaction Detail Report
Electronic Auto Pay (2/23/2026)

<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Num</u>	<u>Amount</u>
Dec 30, '25 - Jan 27, 26				
01/01/2026	Google Cloud	Google Maps Fee	Fee	16.38
01/01/2026	1st Choice Pest Solutions	Serv. Agrmnt-Jan.	January	67.00
01/02/2026	Survey Monkey.com	Survey Software/1 year	Surv. Monk.	392.46
01/02/2026	CDW-G	Billable/New Richmond-Patch Cable	Comp Equip	195.20
01/05/2026	GFL Environmental	Jan. Garbage	1102883	54.39
01/05/2026	3CX Phone System	Phone System Annual Fee	Annual Fee	350.00
01/06/2026	Wisconsin Library Association	WLA Membership/JThompson	Renewal	250.00
01/06/2026	American Library Association	ALA Membership/J Thompson	Memb. Renew	297.00
01/06/2026	FlowRoute.com	Jan. Phone/on Acct	on Acct	51.25
01/12/2026	Menards	3-Shovels/Sand	Maint. Supl	71.02
01/13/2026	Microsoft	Office 365 Licenses	Licenses	58.50
01/13/2026	Wisconsin Library Association	WLA Membership/K. Dubiel	Renewal	195.00
01/14/2026	Wisconsin Library Association	WLA Membership/J. Johnson	Renewal	180.00
01/15/2026	Amazon.com Credit	Program Kit Materials/Kit Replacement/Books	Kits	96.41
01/15/2026	Kaplan Early Learning Co.	Kits-Dinosaur	Kits	51.65
01/16/2026	Quill Corporation	Tape/Pens/Report Covers	47377496	73.56
01/16/2026	Dan's Dinosaurs	Kits-Dinosaur	Kits	47.93
01/16/2026	CDW-G	IFLS Comp/3ft. Extension Cord(2)	IFLS Comp	24.14
01/16/2026	CDW-G	IFLS Comp/6ft. Extension Cord	IFLS Comp	12.03
01/21/2026	Rev.com	Captioning/Cultivating Community Support Throug	Captioning	89.16
01/21/2026	Rev.com	Captioning/Managing Library Collections	Captioning	87.76
01/21/2026	Rev.com	Captioning/Not an Emergency Room A Mindset	Captioning	83.58
01/21/2026	Rev.com	Captioning/Not an Emergency Room A Mindset	Captioning	250.74
01/22/2026	Rev.com	Captioning/Multiple	Captioning	728.54
01/22/2026	CDW-G	IFLS Comp/Routers(3)	IFLS Comp	539.58
01/22/2026	FlowRoute.com	Jan. Phone/on Acct	on Acct	51.25
01/22/2026	USPS	Jan. Postage	Postage	31.50
01/23/2026	Quill Corporation	Wall Safe Tape/Hand Towels/Toilet Paper	47475402	215.85
01/23/2026	Kaplan Early Learning Co.	Kits-Dinosaur	Kits	86.13
01/23/2026	Rev.com	Captioning/Credit	Captioning	-119.40
01/23/2026	CDW-G	IFLS Comp/Wireless Mouse	IFLS Comp	26.05
01/26/2026	Innovative Users Group	IUG Conference Registration-D. Faulhaber	IUG Con Reg	575.00
Dec 30, '25 - Jan 27, 26				<u>5,129.66</u>

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

#008-26

	<u>Jan - Dec 25</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
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	95,646.13	80,000.00	15,646.13	119.56%
5263 · MORE Management Income	532,684.00	532,684.00	0.00	100.0%
5264 · Catalog/Processing Income	100,274.90	100,275.00	-0.10	100.0%
5280 · Technology Income	9,303.31	6,000.00	3,303.31	155.06%
5300 · Miscellaneous Income	339.93	500.00	-160.07	67.99%
Total Income	2,537,841.27	2,519,052.00	18,789.27	100.75%
Expense				
6500 · Salaries/Wages & Benefits	1,532,003.78	1,622,345.00	-90,341.22	94.43%
6580 · Leave Payouts at Retirement	14,696.19	18,000.00	-3,303.81	81.65%
6585 · Unemployment Benefit Payments	1,110.00			
66900 · Reconciliation Discrepancies	129.98			
7000 · Employee Assistance Program	5,132.00	12,000.00	-6,868.00	42.77%
8070 · New Furnishings/Equipment <\$500	911.78	1,800.00	-888.22	50.65%
8530 · Bank & Direct Deposit Fees	2,331.55	2,000.00	331.55	116.58%
8540 · Annual Audit	10,500.00	10,500.00	0.00	100.0%
8620 · Collection/Electronic Resources	31,594.50	81,600.00	-50,005.50	38.72%
8630 · Wis Pub Lib Consortium Membshp	8,112.00	8,200.00	-88.00	98.93%
8670 · Professional Memberships	3,503.54	9,000.00	-5,496.46	38.93%
8690 · Librarian Prof. Development	17,782.06	17,500.00	282.06	101.61%
8700 · CE/Collaboration Projects	459.98	675.00	-215.02	68.15%
8714 · Accessibility Audits	5,400.42	5,835.00	-434.58	92.55%
8716 · Community Engagement Support	6,050.00	8,000.00	-1,950.00	75.63%
8720 · IFLS Staff Dvlpmt & Prof Mtgs	14,164.26	25,000.00	-10,835.74	56.66%
8735 · Library Consulting Expenses	372.00	1,700.00	-1,328.00	21.88%
8740 · Field Visits	7,728.34	12,000.00	-4,271.66	64.4%
8741 · Field Visits - Tech Support	350.36	1,000.00	-649.64	35.04%
8755 · Programming Kits	891.85	900.00	-8.15	99.09%
8812 · ILL Fees & Verification Sources	9,270.58	11,500.00	-2,229.42	80.61%
8850 · Delivery Service	393,154.16	397,210.00	-4,055.84	98.98%
8855 · Collection Dev Grant-LEPhillips	23,000.00	23,000.00	0.00	100.0%
8864 · Wide-Area Network (WAN)	3,432.00	3,432.00	0.00	100.0%
8890 · IFLS Contrib - MORE Operating	148,500.00	148,500.00	0.00	100.0%
8898 · LEAN W/Shared Tech WVLS	65,673.18	96,242.00	-30,568.82	68.24%
8950 · Campaign for Wisconsin Libs	1,800.00	5,800.00	-4,000.00	31.03%
8960 · Long Range Planning Meeting	0.00	5,000.00	-5,000.00	0.0%
8971 · Web Development	1,575.52	1,600.00	-24.48	98.47%
9010 · IFLS Committee Meetings	1,910.46	1,800.00	110.46	106.14%

IFLS Library System

Annual Budget vs. Actual Income and Expense

January through December 2025

	Jan - Dec 25	Budget	\$ Over Budget	% of Budget
9020 · Professional Materials	1,116.80	2,500.00	-1,383.20	44.67%
9030 · Postage	790.25	1,200.00	-409.75	65.85%
9050 · Telephone	2,504.70	3,960.00	-1,455.30	63.25%
9060 · Supplies	4,877.09	6,500.00	-1,622.91	75.03%
9080 · Marketing & Advocacy PR	1,386.83	2,400.00	-1,013.17	57.79%
9123 · Building Overhead Expenses	18,323.67	25,250.00	-6,926.33	72.57%
9140 · Photocopier Costs	837.21	975.00	-137.79	85.87%
9160 · Computers	4,134.36	6,900.00	-2,765.64	59.92%
9190 · System Vehicle Expenses	1,815.58	3,800.00	-1,984.42	47.78%
9220 · Insurance	6,346.77	6,510.00	-163.23	97.49%
9240 · Contingency	4,714.42	5,500.00	-785.58	85.72%
9245 · Capital Expenditures	46,997.65	50,000.00	-3,002.35	94.0%
Total Expense	2,405,385.82	2,647,634.00	-242,248.18	90.85%
Net Ordinary Income	132,455.45	-128,582.00	261,037.45	
Pass-thru Income/Expense				
Pass-thru Income				
5476 · LSTA 2024 Income	12,628.40			
5477 · LSTA 2025 Income	0.00	37,144.00	-37,144.00	0.0%
5670 · MORE Shared System Income	1,122,281.00	974,994.00	147,287.00	115.11%
5702 · Billable Project Income	200,334.76			
Total Pass-thru Income	1,335,244.16	1,012,138.00	323,106.16	131.92%
Pass-thru Expense				
8830 · Shared Cataloging Service	4,493.29			
8940 · Projects Billable to Libraries	181,816.99	150,000.00	31,816.99	121.21%
9500 · MORE Shared Automation Expenses	1,148,136.11	1,159,424.00	-11,287.89	99.03%
9982 · LSTA 2024 Grant Expenses	18,333.73			
Total Pass-thru Expense	1,352,780.12	1,309,424.00	43,356.12	103.31%
Net Pass-thru Income	-17,535.96	-297,286.00	279,750.04	
Net Income	114,919.49	-425,868.00	540,787.49	

IFLS Library System Balance Sheet As of December 31, 2025

	<u>IFLS</u>	<u>MORE</u>	<u>2025 TOTAL</u>	<u>2024 TOTAL</u>
ASSETS				
Current Assets				
Checking/Savings				
1010 · Bank Mutual - Ecomm Checking	15,954.13		15,954.13	14,235.16
1040 · Bank Mutual - Checking	51,373.48		51,373.48	13,570.70
1050/1106 · Investments/Bank Mutual & States PIF	2,436,356.48	155,717.87	2,592,074.35	2,561,526.97
Total Checking/Savings & Investments	<u>2,503,684.09</u>	<u>155,717.87</u>	<u>2,659,401.96</u>	<u>2,589,332.83</u>
Accounts Receivable				
1200 · Accounts Receivable	26,910.15		26,910.15	34,614.24
Total Accounts Receivable	<u>26,910.15</u>	<u>0.00</u>	<u>26,910.15</u>	<u>34,614.24</u>
Other Current Assets				
1110 · Petty Cash Funds	75.00		75.00	75.00
1150 · Prepaid Insurance	2,439.23		2,439.23	2,440.00
1499 · Undeposited Funds	0.00		0.00	0.00
1510/1511 · 2025-2026 Prepaid Expenses	50,425.41	134,457.73	184,883.14	151,417.72
Total Other Current Assets	<u>52,939.64</u>	<u>134,457.73</u>	<u>187,397.37</u>	<u>153,932.72</u>
Total Current Assets	<u>2,583,533.88</u>	<u>290,175.60</u>	<u>2,873,709.48</u>	<u>2,777,879.79</u>
TOTAL ASSETS	<u><u>2,583,533.88</u></u>	<u><u>290,175.60</u></u>	<u><u>2,873,709.48</u></u>	<u><u>2,777,879.79</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	37,469.25	3,001.02	40,470.27	123,242.64
2011 · Credit Card - Associated	0.00		0.00	-189.80
Total Accounts Payable	<u>37,469.25</u>	<u>3,001.02</u>	<u>40,470.27</u>	<u>123,052.84</u>
Other Current Liabilities				
2100 · Payroll Liabilities	3,863.81		3,863.81	1,345.55
2201 · Accrued Payroll	39,065.52		39,065.52	34,297.51
2800 · Deferred Revenue	1,405,901.25		1,405,901.25	1,349,694.75
2900 · Unavailable Revenue	0.00		0.00	0.00
Total Other Current Liabilities	<u>1,448,830.58</u>	<u>0.00</u>	<u>1,448,830.58</u>	<u>1,385,337.81</u>
Total Current Liabilities	<u>1,486,299.83</u>	<u>3,001.02</u>	<u>1,489,300.85</u>	<u>1,508,390.65</u>
Total Liabilities	<u>1,486,299.83</u>	<u>3,001.02</u>	<u>1,489,300.85</u>	<u>1,508,390.65</u>
Equity				
3000 · Equity/Reserves & Committed (Beginning of Year)	570,000.00	224,000.00	794,000.00	1,118,715.54
3000 · Equity/Uncommitted Funds (Beginning of Year)	386,459.45	89,029.69	475,489.14	0.00
Current Year Income Less Expense	140,774.60	-25,855.11	114,919.49	150,773.60
Total Equity (End of Year)	<u>1,097,234.05</u>	<u>287,174.58</u>	<u>1,384,408.63</u>	<u>1,269,489.14</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,583,533.88</u></u>	<u><u>290,175.60</u></u>	<u><u>2,873,709.48</u></u>	<u><u>2,777,879.79</u></u>

IFLS Library System Balance Sheet

As of December 31, 2025

NOTES:

^{*} Total Equity (End of Year) IFLS Funds 1,097,234.05

IFLS Funds in Reserve:

Building/Land Reserves	65,000.00
MORE Startup Assistance/Subsidy	0.00
Shared Svcs Prog/Building Expansion	50,000.00
Vehicle Replacement	50,000.00
Personnel	40,000.00
WAN/Web Equipment Replacement	20,000.00
System Equipment/Furnishings	20,000.00
Computer Lab Replacement	10,000.00
Tech Projects/Billable Reserves	30,000.00
Committed to 2026 Operating/Capital Budget	200,000.00

Total IFLS Funds in Reserve/Committed 485,000.00

Additional IFLS Carryover Funds @ 12/31/25 612,234.05

^{*j} Total Equity (End of Year) MORE Funds 287,174.58

MORE Funds in Reserve:

Software Replacement/Upgrades	175,000.00
Hardware Replacement/Upgrades	24,000.00
System Contingency	25,000.00
Committed to the 2025 MORE Budget	

Total MORE Funds in Reserve 224,000.00

Additional MORE Carryover Funds @ 12/31/25 63,174.58

IFLS Library System
Revenue and Expense Statement
 January through December 2025

	<u>Jan - Dec 25</u>	<u>Jan - Dec 24</u>
Ordinary Income/Expense		
Income		
5100 · Current Year State Aids	1,799,593.00	1,649,709.00
5200 · Interest Income/General Funds	95,646.13	115,833.32
5263 · MORE Management Income	532,684.00	489,650.00
5264 · Catalog/Processing Income	100,274.90	91,159.00
5280 · Technology Income	9,303.31	7,976.74
5300 · Miscellaneous Income	339.93	274.93
Total Income	<u>2,537,841.27</u>	<u>2,354,602.99</u>
Expense		
6500 · Salaries/Wages & Benefits	1,532,003.78	1,405,499.64
6580 · Leave Payouts at Retirement	14,696.19	6,633.70
6585 · Unemployment Benefit Payments	1,110.00	0.00
66900 · Reconciliation Discrepancies	129.98	0.00
7000 · Employee Assistance Program	5,132.00	0.00
8070 · New Furnishings/Equipment <\$500	911.78	1,955.00
8530 · Bank & Direct Deposit Fees	2,331.55	2,027.71
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	3,503.54	1,709.56
8690 · Librarian Prof. Development	17,782.06	12,652.51
8700 · CE/Collaboration Projects	459.98	604.06
8714 · Accessibility Audits	5,400.42	5,068.00
8716 · Community Engagement Support	6,050.00	300.00
8720 · IFLS Staff Dvlpmt & Prof Mtgs	14,164.26	12,380.74
8735 · Library Consulting Expenses	372.00	892.00
8740 · Field Visits	7,728.34	4,959.32
8741 · Field Visits - Tech Support	350.36	342.90
8755 · Programming Kits	891.85	594.21
8812 · ILL Fees & Verification Sources	9,270.58	3,504.16
8850 · Delivery Service	393,154.16	351,546.22
8855 · Collection Dev Grant-LEPhillips	23,000.00	23,000.00
8864 · Wide-Area Network (WAN)	3,432.00	3,432.00
8890 · IFLS Contrib - MORE Operating	148,500.00	135,918.00
8898 · LEAN WI/Shared Tech WVLS	65,673.18	85,896.19
8950 · Campaign for Wisconsin Libs	1,800.00	1,650.00
8960 · Long Range Planning Meeting	0.00	0.00
8971 · Web Development	1,575.52	1,075.14
9010 · IFLS Committee Meetings	1,910.46	1,247.00

IFLS Library System
Revenue and Expense Statement
 January through December 2025

	<u>Jan - Dec 25</u>	<u>Jan - Dec 24</u>
9020 · Professional Materials	1,116.80	1,106.07
9030 · Postage	790.25	547.31
9050 · Telephone	2,504.70	2,838.91
9060 · Supplies	4,877.09	3,741.64
9080 · Marketing & Advocacy PR	1,386.83	1,578.84
9123 · Building Overhead Expenses	18,323.67	19,727.82
9140 · Photocopier Costs	837.21	743.49
9160 · Computers	4,134.36	3,980.08
9190 · System Vehicle Expenses	1,815.58	2,027.74
9220 · Insurance	6,346.77	5,396.58
9240 · Contingency	4,714.42	-585.75
9245 · Capital Expenditures	46,997.65	34,168.00
Total Expense	<u>2,405,385.82</u>	<u>2,186,031.32</u>
Net Ordinary Income	132,455.45	168,571.67
Pass-thru Income/Expense		
Pass-thru Income		
5474 · LSTA 2022 Income	0.00	-133,475.00
5476 · LSTA 2024 Income	12,628.40	162,934.69
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	200,334.76	188,490.81
Total Pass-thru Income	<u>1,335,244.16</u>	<u>1,256,643.79</u>
Pass-thru Expense		
8830 · Shared Cataloging Service	4,493.29	3.67
8940 · Projects Billable to Libraries	181,816.99	178,182.26
9500 · MORE Shared Automation Expenses	1,148,136.11	1,057,118.55
9981 · LSTA 2023 Grant Expenses	0.00	-112,554.72
9982 · LSTA 2024 Grant Expenses	18,333.73	151,692.10
Total Pass-thru Expense	<u>1,352,780.12</u>	<u>1,274,441.86</u>
Net Pass-thru Income	<u>-17,535.96</u>	<u>-17,798.07</u>
Net Income	<u><u>114,919.49</u></u>	<u><u>150,773.60</u></u>

My Online Resource (MORE)

Balance Sheet

As of December 31, 2025

	MORE
ASSETS	
Current Assets	
1105 · Investment Funds - MORE	\$ 155,717.87
1200-1 · Accts Receivable-MORE	-
1511-1 · 2026 Prepaid Expense-MORE	134,457.73
TOTAL ASSETS	\$ 290,175.60
 LIABILITIES & EQUITY	
Liabilities	
2000-1 · Accounts Payable-MORE	3,001.02
 Total Liabilities	 3,001.02
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	(25,855.11)
Total Equity/MORE Fund Balance	287,174.58
 TOTAL LIABILITIES & EQUITY	 \$ 290,175.60
 NOTES:	
 * Total Equity MORE Funds	 287,174.58
 Funds in Reserve/Committed:	
Reserve/Software Replacement/Upgrades	175,000.00
Reserve/Hardware Replacement/Upgrades	24,000.00
Reserve/System Contingency	25,000.00
Committed to the 2025 Budget	
Total Funds in MORE Reserve/Committed	224,000.00
 Total Uncommitted MORE Carryover	 \$ 63,174.58

IFLS Library System
Revenue less Expense - MORE
 January through December 31, 2025

	Nov. - Dec. '25	Nov. - Dec. '24
MORE Income/Expense		
MORE Income		
5670 · MORE Shared System Income		
5670-2 · MORE Operating Income	1,122,281.00	1,038,445.00
Total MORE Income	1,122,281.00	1,038,445.00
MORE Expense		
9500 · MORE Shared Automation Expenses		
9500-11 · MORE/IFLS Management Charges	532,684.00	489,650.00
9500-12 · MORE/III Annual Maintenance	167,496.99	161,052.97
9500-16 · MORE/Bibliographic Utility	45,613.38	1,185.68
9500-19 · MORE/Contingency	1,088.11	219.00
9500-22 · MORE/High-demand Hold Project	9,327.96	9,372.77
9500-25 · MORE/Subspts/Novelist,Covers	9,676.88	11,131.73
9500-24 · MORE/Conferences	8,533.39	4,408.09
9500-31 · MORE/New Products/	15,588.00	3,300.00
9500-44 · MORE/Decision Center	37,255.55	35,822.64
9500-38 · MORE/Systemwide OCLC	0.00	42,783.39
9500-40 · MORE/Overdrive Content	69,988.63	59,989.16
9500-46 · MORE/Electronic Periodicals	0.00	12,896.47
9500-48 · MORE/i-Tiva Telephony Subscription	12,395.51	11,918.76
9500-50 · MORE Discovery/Online Catalog	54,023.67	51,435.22
9500-51 · MORE Discovery/BiblioApps	13,610.37	12,963.26
9500-54 · MORE/NicheAcademy	3,300.00	0.00
9500-5 · MORE/Publicity	2,668.78	2,468.72
9500-6 · MORE/Database Cleanup/Maint	5,596.56	3,892.11
9500-8 · MORE/Host Site Costs	4,085.33	3,500.00
9500-41 · MORE/E-Content	155,203.00	134,866.00
Total 9500 · MORE Shared Automation Expenses	1,148,136.11	1,052,855.97
Total MORE Expense	1,148,136.11	1,052,855.97
Year-to-date MORE Income less Expense	-25,855.11	-14,410.97
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	287,174.58	

LEAN WISCONSIN
Budget Report - December 2025

Exhibit 6b

Account #	Account	Appropriation	Curr. Dist.	Total Dist.	Receipts/Reimb.	Balance
6-6100	HR - SALARIES/WAGES	\$62,291.60	\$0.00	\$34,195.20	\$0.00	\$28,096.40
6-6130	HR - BENEFITS and OTHER	\$34,063.00	\$0.00	\$24,703.83	\$0.00	\$9,359.17
6-6210	LICENSING AND SERVICES	\$145,330.00	\$2,627.65	\$94,008.20	\$0.00	\$51,321.80
6-6250	TRAVEL	\$3,000.00	\$0.00	\$64.28	\$0.00	\$2,935.72
6-6290	INSURANCE	\$9,000.00	\$0.00	\$0.00	\$0.00	\$9,000.00
6-6360	MAINTENANCE	\$2,100.00	\$0.00	\$0.00	\$0.00	\$2,100.00
6-6650	LIFECYCLE \ LONG RANGE	\$72,558.40	\$0.00	\$15,464.48	\$0.00	\$57,093.92
6-6800	CAPITAL	\$25,800.00	\$0.00	\$24,584.75	\$0.00	\$1,215.25
TOTAL		\$354,143.00	\$2,627.65	\$193,020.74	\$0.00	\$161,122.26
Note: The appropriation for 6210 was adjusted to match 2025 midterm "actuals" budget revision, less prepaid services.						
Beginning December 2025 Balance \$602,741.45 Beginning 2025 Balance \$586,519.85						
Receipts\Transfers - Partner Shares		\$3,600.00	Receipts - Partner Shares		\$224,871.69	
Receipts - CPA		\$0.00	Receipts - CPA		\$1,343.00	
Transfers - Expenses to 3-Grants / Other		\$0.00	Transfers - Expenses to 3-Grants / Other		(\$16,000.00)	
Expenditures - 2025 Budget		(\$2,627.65)	Expenditures - 2025 Budget		(\$193,020.74)	
Expenditures - 2025 New/Unplanned		\$0.00	Expenditures - 2025 New/Unplanned		\$0.00	
Ending December 2025 Balance		\$603,713.80	2025 Year to Date Balance		\$603,713.80	
Segregated Monies - Grants Awarded Realized Technology Grant Transfers						
Account #	Name	Balance	Account #	Name	Balance	
3-2025-251	LSTA '24-'25 Sparsity 77,028	\$ -	3-2025-251	LSTA '24-'25 Sparsity	\$ 77,028.00	
3-2026-251	LSTA '25-'26 Sparsity	\$ -	3-2026-251	LSTA '25-'26 Sparsity	\$ -	
Segregated Monies - Prepaid Services Unrealized Receivables 6-0000-						
Account #	Description	Balance	Account #	Account		
6-6210	CVTC RDC Rack 2	\$ 2,711.97	100	Partner Shares \$ 11,495.61		
			100	HR Shares \$ 3,392.57		
			201	CPA Running Balance \$ (7.65)		
Lifecycle Reserves YTD Operating Summary						
Account #	Account	Balance	Beginning Balance			\$586,519.85
6-6650	Core Infrastructure	\$ 275,071.43	Encumbrances			\$ -
6-6650	Licencing & Svcs	\$ 54,300.00	Receipts			\$ 226,214.69
6-6650	Infrastructure & Core Svc - IFLS	\$ -	Expenses			\$ (193,020.74)
6-6650	Infrastructure & Core Svc - NWLS	\$ -	Transfers			\$ (16,000.00)
6-6650	Infrastructure & Core Svc - WVLS	\$ 33,000.00	Reserves			\$ (425,371.43)
6-6650	Contingency - D/R	\$ 63,000.00	Balance			\$ 178,342.37

IFLS Library System
Annual Budget vs. Actual Income and Expense
January through February 2026

009-26

	<u>Jan - Feb 26</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense				
Income				
5100 · Current Year State Aids	1,405,901.25	1,874,535.00	-468,633.75	75.0%
5200 · Interest Income/General Funds	15,374.39	8,000.00	7,374.39	192.18%
5201 · Interest Income/MORE Funds	0.00	560,000.00	-560,000.00	0.0%
5263 · MORE Management Income	93,340.00			
5264 · Catalog/Processing Income	106,930.00	106,930.00	0.00	100.0%
5280 · Technology Income	0.00	6,000.00	-6,000.00	0.0%
5300 · Miscellaneous Income	18.50	500.00	-481.50	3.7%
Total Income	<u>1,621,564.14</u>	<u>2,555,965.00</u>	<u>-934,400.86</u>	<u>63.44%</u>
Expense				
6500 · Salaries/Wages & Benefits	229,879.73	1,669,228.00	-1,439,348.27	13.77%
6580 · Leave Payouts at Retirement	0.00	4,000.00	-4,000.00	0.0%
6585 · Unemployment Benefit Payments	0.00	1,480.00	-1,480.00	0.0%
7000 · Employee Assistance Program	1,283.00	5,132.00	-3,849.00	25.0%
8070 · New Furnishings/Equipment <\$500	0.00	1,800.00	-1,800.00	0.0%
8530 · Bank & Direct Deposit Fees	52.22	3,000.00	-2,947.78	1.74%
8540 · Annual Audit	1,575.00	11,000.00	-9,425.00	14.32%
8620 · Collection/Electronic Resources	32,583.52	83,180.00	-50,596.48	39.17%
8630 · Wis Pub Lib Consortium Membshp	8,387.00	9,000.00	-613.00	93.19%
8670 · Professional Memberships	1,387.00	9,000.00	-7,613.00	15.41%
8690 · Librarian Prof. Development	3,935.49	15,500.00	-11,564.51	25.39%
8700 · CE/Collaboration Projects	1,120.38	1,525.00	-404.62	73.47%
8710 · CE Grants - General	0.00	9,625.00	-9,625.00	0.0%
8714 · Accessibility Audits	0.00	3,682.00	-3,682.00	0.0%
8716 · Community Engagement Support	7,716.00	8,000.00	-284.00	96.45%
8720 · IFLS Staff Dvlpmt & Prof Mtgs	577.85	25,000.00	-24,422.15	2.31%
8735 · Library Consulting Expenses	392.46	1,700.00	-1,307.54	23.09%
8740 · Field Visits	1,515.69	12,500.00	-10,984.31	12.13%
8741 · Field Visits - Tech Support	93.42	1,000.00	-906.58	9.34%
8755 · Programming Kits	282.12	1,150.00	-867.88	24.53%
8812 · ILL Fees & Verification Sources	5,019.72	12,000.00	-6,980.28	41.83%
8850 · Delivery Service	26,797.07	412,981.00	-386,183.93	6.49%
8855 · Collection Dev Grant-LEPhillips	0.00	23,000.00	-23,000.00	0.0%
8864 · Wide-Area Network (WAN)	1,716.00	3,432.00	-1,716.00	50.0%
8890 · IFLS Contrib - MORE Operating	161,300.00	161,300.00	0.00	100.0%
8898 · LEAN WI/Shared Tech WVLS	0.00	90,000.00	-90,000.00	0.0%
8950 · Campaign for Wisconsin Libs	0.00	2,200.00	-2,200.00	0.0%
8960 · Long Range Planning Meeting	0.00	5,000.00	-5,000.00	0.0%
8971 · Web Development	1,437.78	1,600.00	-162.22	89.86%

IFLS Library System

Annual Budget vs. Actual Income and Expense

January through February 2026

	Jan - Feb 26	Budget	\$ Over Budget	% of Budget
9010 · IFLS Committee Meetings	0.00	1,800.00	-1,800.00	0.0%
9020 · Professional Materials	820.04	3,500.00	-2,679.96	23.43%
9030 · Postage	69.97	1,000.00	-930.03	7.0%
9050 · Telephone	555.00	3,720.00	-3,165.00	14.92%
9060 · Supplies	157.10	6,500.00	-6,342.90	2.42%
9080 · Marketing & Advocacy PR	0.00	2,400.00	-2,400.00	0.0%
9123 · Building Overhead Expenses	2,344.38	26,000.00	-23,655.62	9.02%
9140 · Photocopier Costs	0.00	975.00	-975.00	0.0%
9160 · Computers	758.41	6,900.00	-6,141.59	10.99%
9190 · System Vehicle Expenses	161.10	3,700.00	-3,538.90	4.35%
9220 · Insurance	2,439.23	6,725.00	-4,285.77	36.27%
9240 · Contingency	798.60	7,500.00	-6,701.40	10.65%
9245 · Capital Expenditures	2,500.00	30,000.00	-27,500.00	8.33%
Total Expense	497,655.28	2,688,735.00	-2,191,079.72	18.51%
Net Ordinary Income	1,123,908.86	-132,770.00	1,256,678.86	
Pass-thru Income/Expense				
Pass-thru Income				
5670 · MORE Shared System Income	1,190,820.00	1,029,520.00	161,300.00	115.67%
5702 · Billable Project Income	20,989.13			
Total Pass-thru Income	1,211,809.13	1,029,520.00	182,289.13	
Pass-thru Expense				
8940 · Projects Billable to Libraries	10,952.87	150,000.00	-139,047.13	7.3%
9500 · MORE Shared Automation Expenses	580,415.05	1,190,820.00	-610,404.95	48.74%
Total Pass-thru Expense	591,367.92	1,340,820.00	-749,452.08	44.11%
Net Pass-thru Income	620,441.21	-311,300.00	931,741.21	
Net Income	1,744,350.07	-444,070.00	2,188,420.07	

**IFLS Library System
Balance Sheet
As of February 28, 2026**

	<u>IFLS</u>	<u>MORE</u>	<u>2026 TOTAL</u>	<u>2025 TOTAL</u>
ASSETS				
Current Assets				
Checking/Savings				
1010 · Bank Mutual - Ecomm Checking	19,624.60		19,624.60	18,837.62
1040 · Bank Mutual - Checking	155,292.05		155,292.05	236,814.59
1050/1106 · Investments/Bank Mutual & States PIF	1,980,123.95	1,092,324.79	3,072,448.74	2,310,988.22
Total Checking/Savings & Investments	<u>2,155,040.60</u>	<u>1,092,324.79</u>	<u>3,247,365.39</u>	<u>2,566,640.43</u>
Accounts Receivable				
1200 · Accounts Receivable	109,304.30		109,304.30	290,617.85
Total Accounts Receivable	<u>109,304.30</u>	<u>0.00</u>	<u>109,304.30</u>	<u>290,617.85</u>
Other Current Assets				
1110 · Petty Cash Funds	75.00		75.00	75.00
1150 · Prepaid Insurance	0.00		0.00	0.00
1499 · Undeposited Funds	0.00		0.00	60,198.99
1510/1511 · 2025-2026 Prepaid Expenses	0.00	0.00	0.00	0.00
Total Other Current Assets	<u>75.00</u>	<u>0.00</u>	<u>75.00</u>	<u>60,273.99</u>
Total Current Assets	<u>2,264,419.90</u>	<u>1,092,324.79</u>	<u>3,356,744.69</u>	<u>2,917,532.27</u>
TOTAL ASSETS	<u>2,264,419.90</u>	<u>1,092,324.79</u>	<u>3,356,744.69</u>	<u>2,917,532.27</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	29,426.30	194,745.95	224,172.25	57,037.68
2011 · Credit Card - Associated	0.00		0.00	100.00
Total Accounts Payable	<u>29,426.30</u>	<u>194,745.95</u>	<u>224,172.25</u>	<u>57,137.68</u>
Other Current Liabilities				
2100 · Payroll Liabilities	3,813.74		3,813.74	1,834.79
2201 · Accrued Payroll	0.00		0.00	0.00
2800 · Deferred Revenue	0.00		0.00	0.00
2900 · Unavailable Revenue	0.00		0.00	0.00
Total Other Current Liabilities	<u>3,813.74</u>	<u>0.00</u>	<u>3,813.74</u>	<u>1,834.79</u>
Total Current Liabilities	<u>33,240.04</u>	<u>194,745.95</u>	<u>227,985.99</u>	<u>58,972.47</u>
Total Liabilities	<u>33,240.04</u>	<u>194,745.95</u>	<u>227,985.99</u>	<u>58,972.47</u>
Equity				
3000 · Equity/Reserves & Committed (Beginning of Year)	485,000.00	224,000.00	709,000.00	1,269,489.14
3000 · Equity/Uncommitted Funds (Beginning of Year)	612,234.74	63,173.89	675,408.63	0.00
Current Year Income Less Expense	1,133,945.12	610,404.95	1,744,350.07	1,589,070.66
Total Equity (End of Year)	<u>2,231,179.86</u>	<u>897,578.84</u>	<u>3,128,758.70</u>	<u>2,858,559.80</u>
TOTAL LIABILITIES & EQUITY	<u>2,264,419.90</u>	<u>1,092,324.79</u>	<u>3,356,744.69</u>	<u>2,917,532.27</u>

IFLS Library System
Revenue and Expense Statement
 January through February 2026

	<u>Jan - Feb 26</u>	<u>Jan - Feb 25</u>
Ordinary Income/Expense		
Income		
5100 · Current Year State Aids	1,405,901.25	1,349,694.75
5200 · Interest Income/General Funds	15,374.39	15,461.25
5263 · MORE Management Income	93,340.00	88,784.00
5264 · Catalog/Processing Income	106,930.00	100,274.90
5300 · Miscellaneous Income	18.50	134.80
Total Income	<u>1,621,564.14</u>	<u>1,554,349.70</u>
Expense		
6500 · Salaries/Wages & Benefits	229,879.73	226,137.23
6580 · Leave Payouts at Retirement	0.00	14,696.19
66900 · Reconciliation Discrepancies	0.00	-5.82
7000 · Employee Assistance Program	1,283.00	1,283.00
8070 · New Furnishings/Equipment <\$500	0.00	251.23
8530 · Bank & Direct Deposit Fees	52.22	0.00
8540 · Annual Audit	1,575.00	2,257.50
8620 · Collection/Electronic Resources	32,583.52	31,594.50
8630 · Wis Pub Lib Consortium Membshp	8,387.00	8,112.00
8670 · Professional Memberships	1,387.00	1,185.72
8690 · Librarian Prof. Development	3,935.49	4,312.92
8700 · CE/Collaboration Projects	1,120.38	0.00
8716 · Community Engagement Support	7,716.00	6,050.00
8720 · IFLS Staff Dvlpmt & Prof Mtgs	577.85	593.99
8735 · Library Consulting Expenses	392.46	372.00
8740 · Field Visits	1,515.69	1,359.98
8741 · Field Visits - Tech Support	93.42	27.20
8755 · Programming Kits	282.12	0.00
8812 · ILL Fees & Verification Sources	5,019.72	6,676.78
8850 · Delivery Service	26,797.07	20,311.22
8864 · Wide-Area Network (WAN)	1,716.00	1,716.00
8890 · IFLS Contrib - MORE Operating	161,300.00	148,500.00
8971 · Web Development	1,437.78	1,436.54
9020 · Professional Materials	820.04	979.57
9030 · Postage	69.97	516.40
9050 · Telephone	555.00	605.69
9060 · Supplies	157.10	273.68
9080 · Marketing & Advocacy PR	0.00	92.79
9123 · Building Overhead Expenses	2,344.38	2,607.55
9140 · Photocopier Costs	0.00	138.95
9160 · Computers	758.41	268.40
9190 · System Vehicle Expenses	161.10	135.83

IFLS Library System
Revenue and Expense Statement
 January through February 2026

	<u>Jan - Feb 26</u>	<u>Jan - Feb 25</u>
9220 · Insurance	2,439.23	2,440.00
9240 · Contingency	798.60	0.00
9245 · Capital Expenditures	2,500.00	15,532.91
Total Expense	<u>497,655.28</u>	<u>500,459.95</u>
Net Ordinary Income	1,123,908.86	1,053,889.75
Pass-thru Income/Expense		
Pass-thru Income		
5670 · MORE Shared System Income	1,190,820.00	1,122,281.00
5702 · Billable Project Income	20,989.13	18,815.64
Total Pass-thru Income	1,211,809.13	1,141,096.64
Pass-thru Expense		
8940 · Projects Billable to Libraries	10,952.87	15,370.51
9500 · MORE Shared Automation Expenses	580,415.05	583,857.72
9982 · LSTA 2024 Grant Expenses	0.00	6,687.50
Total Pass-thru Expense	<u>591,367.92</u>	<u>605,915.73</u>
Net Pass-thru Income	620,441.21	535,180.91
Net Income	<u><u>1,744,350.07</u></u>	<u><u>1,589,070.66</u></u>

My Online Resource (MORE)

Balance Sheet

As of February 28, 2026

	<u>MORE</u>
ASSETS	
Current Assets	
1105 · Investment Funds - MORE	\$ 1,092,324.79
1200-1 · Accts Receivable-MORE	-
1511-1 · 2026 Prepaid Expense-MORE	-
	<hr/>
TOTAL ASSETS	<u><u>\$ 1,092,324.79</u></u>
LIABILITIES & EQUITY	
Liabilities	
2000-1 · Accounts Payable-MORE	194,745.95
	<hr/>
Total Liabilities	194,745.95
Equity	
MORE Reserved Fund Balance on 1/1/2026	224,000.00
MORE Committed Fund Balance on 1/1/2026	
MORE Uncommitted Fund Balance on 1/1/2026	63,173.89
Current Year Income less Expense	610,404.95
	<hr/>
Total Equity/MORE Fund Balance	<u><u>897,578.84</u></u>
TOTAL LIABILITIES & EQUITY	<u><u>\$ 1,092,324.79</u></u>

IFLS Library System
Revenue less Expense - MORE
 January through February 28, 2026

	Jan. - Feb. '26	Jan. - Feb. '25
MORE Income/Expense		
MORE Income		
5670 · MORE Shared System Income		
5670-2 · MORE Operating Income	1,190,820.00	1,127,881.00
Total MORE Income	1,190,820.00	1,127,881.00
MORE Expense		
9500 · MORE Shared Automation Expenses		
9500-11 · MORE/IFLS Management Charges	93,340.00	88,784.00
9500-12 · MORE/III Annual Maintenance	173,550.17	167,101.99
9500-16 · MORE/Bibliographic Utility	23,524.68	841.51
9500-19 · MORE/Contingency	0.00	479.00
9500-22 · MORE/High-demand Hold Project	57.09	-434.57
9500-25 · MORE/Subscpts/Novelist,Covers	6,627.56	9,676.88
9500-24 · MORE/Conferences	1,333.26	1,550.14
9500-3 · MORE/Misc. Expenses	0.00	3,500.00
9500-31 · MORE/New Products/	0.00	16,970.75
9500-44 · MORE/Statistical Analysis Tool	38,745.77	37,255.55
9500-38 · MORE/Systemwide OCLC	0.00	22,113.95
9500-40 · MORE/OverdriveAdvantageContent	13,745.08	11,686.14
9500-46 · MORE/Electronic Periodicals	0.00	0.00
9500-48 · MORE/PatronNotificationServices	3,888.00	0.00
9500-50 · MORE Discovery/App	0.00	54,023.67
9500-51 · MORE Discovery/App	59,426.04	0.00
9500-54 · MORE/NicheAcademy	3,630.00	0.00
9500-5 · MORE/Publicity	0.00	1,409.99
9500-6 · MORE/Database Cleanup/Maint	931.40	0.00
9500-8 · MORE/Host Site Costs	0.00	0.00
9500-41 · MORE/E-Content	161,616.00	155,203.00
Total 9500 · MORE Shared Automation Expenses	580,415.05	570,162.00
Total MORE Expense	580,415.05	576,849.50
Year-to-date MORE Income less Expense	610,404.95	550,803.35
Year-to-date MORE Income less Expense	610,404.95	550,803.35
Plus 12/31/25 MORE Uncommitted Fund Balance	63,173.89	
Plus 12/31/25 MORE Reserve/Committed Balance	224,000.00	
MORE Fund Balance	897,578.84	

INVESTMENT POLICY

Delegation of Authority:

The IFLS Library System Board of Trustees delegates authority to invest library system funds in accordance with terms of Wisconsin Statutes 66.04 and in accordance with such restrictions as the Board may adopt from time to time.

Acceptable Investment Practices:

Investment of the IFLS Library System's inactive funds shall be conducted by the Business Manager based on sound investment practices. Allowable investments shall be those enumerated under Wisconsin Statutes 66.04. The proper mix of the investment portfolio shall be determined by the Business Manager and approved by the System Director and reported to the Board or Executive Committee. In all respects the investments shall adhere to the following objectives.

1. The preservation of principal shall be the paramount objective.
2. Liquidity shall be maintained sufficient for the library system to meet all disbursement requirements when due.
3. Return on investments shall be maximized only to the extent that the first two objectives are met. The Board of Trustees recognizes that meeting these objectives may result in interest earnings less than that obtainable with a more aggressive policy.

Reporting:

A report of investment results shall be made to the Board of Trustees semi-annually in March and July of each year.

Policy Review:

The Investment Policy shall be reviewed annually by the Board of Trustees.

*Approved by the IFLS Board of Trustees: September 26, 1995.
Reviewed: Annually.*

Director's Report

Agenda Items

9. * **Investment Report and Policy Review** – Adam will provide an update.
12. **IFLS Year in Review** – A brief visual overview of 2025 will be provided during the meeting.
13. * **IFLS Annual Report and Statement of Compliance for 2025** – Included in your packet is our 2025 annual report for your review and approval
 - a. Compliance Issues -- Director openings (Ogema – will be posting soon) & Fall Creek (position was filled in March); Board Composition -- Balsam Lake – too many members from outside the Village, will be resolved with the April Village Board meeting; New Richmond—Exclusive control of funds
14. **System Effectiveness Statements from Member Libraries** -- 100% of the library said we provided effective service. Comments from the libraries are included in the packet.
15. * **Approval of Executive Committee Officers and Personnel Committee members for 2026** – The chair will be providing her selections for these committee members for your approval.
16. **Trustee Orientation** -- John will be providing an overview of library system board trustee roles and responsibilities. The presentation is in the packet. Bring your questions to the meeting.

Monthly Activities

New Director Training Camp (Statewide)

I will be making two presentations – budgets & facility management as well as participating on a system director panel to answer questions from new directors. March 18 & 19

Library Legislative Day

Over 200 individuals from across the state visited their representatives on February 10th. This year was a “thank you” year

Building Projects

New Richmond is open in their new space; River Falls is near completion of renovations on the first floor with the lower level next on the schedule; Hammond should be open in early June; Cadott should be open mid-/late June; Stanley is looking like July; Fall Creek opening is scheduled for September. I have been assisting some of them with obtaining quotes for shelving and consulting with the architect/library staff on other furnishings.

Chippewa Falls is waiting for the results of a study on next steps for their library space. Boyceville is hoping to restart their planning and fundraising efforts for a new space in the near future.

Public Library Standards

The Standards steering group has been meeting on a monthly basis. Workgroups have also been formed to discuss specific aspects of the standards—I am chairing the facilities, access, and technology workgroup.

Director Hiring

Participated in the director interviews at Fall Creek and attended Milltown Library Board meeting to discuss their upcoming director opening.

Annual Reports

All of the library’s annual reports were submitted on time. Many thanks to the IFLS staff for their work with annual report data and review.

Consulting

Buildings & Space Planning, Board Roles and Responsibilities, Director Hiring, Personnel, Library Law, and Policies.

John Thompson (March 17, 2026)

Board report for March 2026 meeting

Rebecca Kilde, communications and PR coordinator

I'll be at the board meeting to give you a 2025 in review presentation.

MORE brochures now in English and Spanish

I worked with Lori and Leah to create a Spanish-language version of the MORE brochure. After updating the word cloud graphic, we're reprinting both the English and Spanish versions of the brochure.

Library consultations

I'm stepping into the New Director orientation to provide an overview of the IFLS website, additional support for maintaining their library's websites, and best practices for Facebook and social media.

- Follow up virtual meetings with Colby (Turtle Lake) and Shauna (Clear Lake).
- New Director virtual meeting with Jody in Park Falls.

I also consulted with libraries about marketing and branding.

- Friends of Prescott Public Library logo creation
- Colfax Public Library branding strategy
- Brochure template for Bruce Area Library

IFLS by the numbers 2025 summary infographic

This [one-page infographic](#) gives you a quick overview of 2025 based on our annual report data, with additional information not included in the annual report.

The News from IFLS

Please forward any news from libraries in your area to me at kilde@ifls.lib.wi.us.

You can read archive issues of *The News from IFLS*, or sign up to get future issues using [this shareable link](#). You can also click the button on the IFLS Home page.

IT Director Report

IFLS Board of Trustees, March 2026

Kris Schwartz, IT Director

Cybersecurity:

As system IT Director, I want to clearly explain that cybersecurity—protecting our computers and patron information—is becoming one of the most important challenges facing libraries across Wisconsin. Our libraries are part of a statewide network of over 300 locations, many of which are small and operate with limited technology staff. Recent planning documents from Wisconsin library systems show a growing awareness that cyberattacks are not a distant possibility but an expected risk, with systems actively developing protections. The most common threat is something called “ransomware,” where criminals lock up a library’s computer systems and demand payment, and these attacks have been increasing sharply in recent years. Because libraries provide public computers and free internet access, they are often seen as easier targets than large corporations.

The Lean Wisconsin partners are training staff to recognize suspicious emails and improving backups so data can be restored if something goes wrong. However, the reality is that cybersecurity requires ongoing investment—both in technology and in staff training—and it is not something we can “fix once and forget.” For the systems and libraries, this means continuing to budget for security improvements and supporting staff education, so services to the public can continue even during an incident. In simple terms: just like we lock the doors at night, we must now also “lock the digital doors” every day to protect our community.

New Backup Solution:

The Lean Wisconsin partners recently implemented an important upgrade to better protect the library’s computer systems and data. We installed a new backup system called the Unitrends Recovery Series Backup Appliance that automatically saves copies of our important files and systems at scheduled intervals. These backups help ensure that if a computer fails or something is accidentally deleted, we can quickly restore the information. We also added Immutable Cloud Backup, which safely stores an additional copy of our backups in the cloud where the data cannot be changed or erased. This extra protection helps keep our information safe even if there is a serious problem such as a ransomware attack.

March 2026 IFLS Board Report

Submitted by Leah Langby, Professional Development and Public Services Consultant
March 16, 2026

Continuing Education:

Wild Wisconsin Winter Web Conference This year I coordinated the Programming Track of this annual 14-webinar conference. Total attendance for this year was a whopping 1,591 attendees (an average of 113 people per webinar). A few take-aways from surveys:

- “...fun and creative ideas for helping to build staff morale, keeping your staff happy and feeling that they matter.”
- “Don’t let perfection keep you from action!”
- “You can recommend books you haven’t read and book recommendations are more about a hook than a whole synopsis”
- “Wow! Best programming webinar I’ve ever seen!”

Making Summer Easier series:

Two webinars, followed by two virtual discussions. In collaboration with Wisconsin Valley Library Service (our neighbors to the east).

- Making Summer Easier **webinar**, 29 attended live, 8 have viewed the recording.
- Making Summer Easier: Using Collaborative Summer Library Program Resources webinar, 17 attended live, 7 have viewed the recording.
- Making Summer Easier **Check-in** Estimated 18 attended live (no recording)
- Making Summer Easier **Check-in--Teen/Tween and All-Ages Programming**: 13 attended live (no recording)

Annual Report Workshops and Recordings:

- Two in-person workshops to help directors complete Annual Report, in Deer Park (17 attended) and Hawkins (6 attended)
- New this year: a recording of John and Katelyn walking through the report had 33 views (some people told me that they watched sections of it more than once)

Inservice

Lori Roholt and I prepared/presented an inservice to library staff from Bloomer about readers advisory techniques and tools and MORE tips and tricks

Upcoming:

- Planning for fall all-staff and youth services workshops/mini-conferences
- Working with a small team on a series of statewide offerings to help public libraries and local government officials work more effectively together
- Upcoming offerings on the [IFLS calendar](#)

Public Library Association Conference

- IFLS is sponsoring 8 scholarships for people to attend this national conference centered on public library service coming up in Minneapolis from April 1-3.
- IFLS is also coordinating a bus trip for one day (April 2). The bus is full! Most of these people will be attending the exhibits only. Jackee Johnson will be the Boss of the Bus, as I will be attending the whole conference and staying in Minneapolis.
- I created a tip sheet to help people navigate the exhibit hall, and we will be holding pre-conference and post-conference check-ins to help people prepare and then process the information and ideas they got.

Consulting Highlights

Programming and program planning, paired 2 new directors (Clear Lake and Park Falls) with mentors, behavior issues and mental health concerns, met with new youth services staff in New Richmond, neurodivergent staff,

Other Projects:

- Developed new programming kit (resources to create a simulated paleontology dig) and working on updating storytime kits, updating kit instructions.
- Started an 11-month coaching class with REALiving EAP.
- Working with 211 United Way St. Croix and Red Cedar Valleys on promotion and grant projects

MORE Administrator's Report

Lori Roholt

March 2026 – IFLS Board of Trustees

MORE ILS Evaluation

MORE is in the midst of evaluating the staff-facing software in use by all libraries in the consortium. Since 2012, MORE has used Sierra, an ILS (integrated library system) from vendor Innovative. Other ILS products are available for library consortia, including in the state of Wisconsin. An ILS Task Force made up of library staff, library directors, and IFLS staff has been meeting regularly. The group has:

- Explored the current ILS landscape
- Conducted a survey on Sierra among library staff and director
- Compiled a list of ILS necessary and desirable functions to be included in Requests for Information (RFIs) from ILS vendors

Next, the Task Force will distribute RFIs to vendors, analyze responses, organize product demos, evaluate products, and ultimately make a recommendation about MORE's ILS use in the future to MORE Directors Council by this fall.

Task Force members have dedicated significant time and expertise to this project already, and staff and directors across MORE provided valuable input via the Sierra survey. Many thanks to all!

MORE Database Updates

MORE's Cataloging and Bibliographic Services (CABS) team, MORE's Cataloging Partner staff, and the MORE Bibliographic Records and Standards Committee work to ensure that all MORE-member libraries' holdings are findable for patrons across the system. In addition to creating records for new titles, catalogers and other technical services staff:

- Perform regular database maintenance tasks to ensure records contain uniform and robust descriptive information
- Consider accessibility needs by determining the best way to designate materials for visually impaired users
- Work with library materials vendors to make records for new materials available in advance of publication, when possible
- Ensure that materials are ready for courier travel and circulation to patrons

Upcoming Conferences

In April, MORE staff will be attending both the Public Library Association (PLA) Conference in Minneapolis and the Innovative Users Group (IUG) Conference in Chicago. This year, MORE's ILS Evaluation project will inform a good portion of our information-gathering and meetings with vendors.

Public Services Consultant Report

Katelyn Dubiel

I. Consulting

Policies – *Dresser (Displays), Prescott (Donations)*
Strategic Planning – *Rice Lake, Somerset*

II. Collaborations/Adult Services

Adult Services Check-In - Check-in on March 23rd (has not happened at the time of writing).
We have made these a joint venture with our neighbors in WVLS going forward! It's helpful to have additional perspectives from small and rural libraries in their system.
Policy of the Month – Going very well! I see that a number of our libraries are following along with the PoTM schedule, and the resources we're creating are also being added to the IFLS Policy Examples webpage. March was about Privacy Policies and April is Safety & Unattended Children.
Annual Reports – Helped John and Adam review annual reports this year.

III. Committee Meetings

WPLC – Delivery Workgroup (02/06, 03/06)
MORE Executive Committee (02/06, 03/06)
WPLC Board Meeting (02/16)
Director Check-In (02/20)
COLAND (03/13)
Director's Council (03/20)

IV. Delivery

Sorting times have been very poor lately. Several times Purple Mountain has said they would catch up soon but haven't seen those results. Hours show that they are diligently working, but apparently some illnesses among staff have been preventing forward progress. I'm closely monitoring the situation at this time.

V. Tidbits

Lucy Statistics
I heard there were some statistics missing from my last report – hopefully these fill in any knowledge gaps.

<u>4 Month Metrics</u>	<u>10/19/2025</u>	<u>02/19/2026</u>
Weight	6 lbs 11 oz	15 lbs 5 oz
Height	18.27"	24.06"
Head Circumference	32.5 cm	41.7 cm
Clothing Size	Preemie-Newborn	3-6 Month, starting 6-9 Month
Sleep	Nonexistent	Champion – 9 hours overnight

Additional Demographic Information

Brown hair, blue eyes, dimples, and impressive lung capacity and diaphragm.



February 17, 2026 – Ready to go to school!



February 28, 2026 – Taste testing a giraffe.

Resource Sharing and Collection Consultant's Report

Cecelia Cole, March 2026 - IFLS Board of Trustees

Updates & Project Highlights:

- **Artificial Intelligence in Library Collections:** A [new resource page](#) for library staff is now available on the IFLS website. This page outlines IFLS recommendations for AI materials including definitions, identification, policies, and procedures.
- **New E-content Subscription Packages:** Wisconsin's Digital Library has gained several thousand new titles in 2026 through the purchase of several simultaneous use subscriptions, funded by the WPLC. These titles are accessible to all libraries in Wisconsin via Libby for one year and have no holds/no waits. The packages are highlighted on the Libby app homepage and include:
 - All Access Comics with over 5000 titles.
 - 75 Blackstone Audio Titles
 - 100 Tantor Audio Titles
 - BiblioBoard Booklife Best of 25 Titles
 - BiblioBoard Indie Author Project 25 Titles

Consultation Highlights:

- **New Director Orientation:** Clear Lake PL, February 2026
- **Interlibrary Loan:** Phillips PL, February 2026
- **New Director Orientation:** Park Falls PL, February 2026
- **Collection Development:** Cumberland PL, February 2026
- **OverDrive Selection & Budgets:** Eau Claire PL, February 2026
- **Diversity Audit:** Hudson PL, March 2026
- **WISCAT & Libby Basics:** Chetek PL, March 2026

Committee Meetings:

- **ILL Coordinators (DPI):** February 2026
- **MORE Resource Sharing & Collection Development Committee:** February & March 2026
- **WPLC Selection Committee:** March 2026
- **WISCAT User Group:** March 2026
- **IFLS Intellectual Freedom Working Group:** March 2026

Professional Development:

- **Webinar:** *Responding to ICE at the Library: Real World Approaches*, Public Library Association, February 2026

March Board of Trustees Report

Annual Group Supply Orders (Submitted by Sarah Szymanski, Cooperative Services Lead)

For many years, IFLS has organized annual bulk orders for library supplies, providing a service that saves money for the libraries. We can negotiate larger discounts when we order in bulk. Over the years, the number of libraries participating in the group orders has grown. We extend some of these group purchasing opportunities to neighboring library systems (Wisconsin Valley and Northern Waters).

The first order in February & March focuses on general library supplies such as labels, stickers, book coverings, media cases, and office supplies. We ordered from six vendors this year. Demco (a Wisconsin company) is the largest order; we have negotiated a higher discount than libraries can obtain on their own, plus free shipping. Most of the other vendors offer us bulk discounts and/or free shipping. All orders are delivered to the IFLS office, where we unpack, sort, and distribute each library's order to them via our system-wide courier service.

2026 statistics:

Library participation = 65 libraries (47 from IFLS + 18 from 2 other systems)

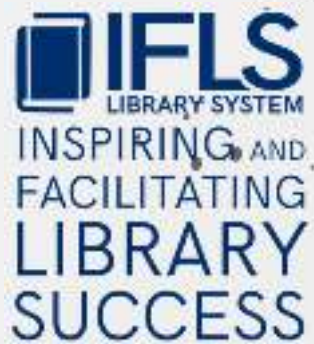
Number of items ordered = 7,865

Total cost = \$61,600

Estimated savings = \$6,660 plus shipping charges

A second group supply order will be organized in early April for library barcodes, receipt paper rolls, spine labels, and printer ribbons (used when processing library materials). We place the orders with four vendors. These items will be delivered to the IFLS office and are also organized and distributed to the libraries as they arrive.

Our business manager, Adam, sends invoices to the libraries after all supplies have been sent out from our office, usually in May or early June.



IFLS: YEAR IN REVIEW

2025

ALL OUR LIBRARIES

- Total cardholders: 168,208
- Total number of items borrowed: 4,134,217
- Total physical items owned across libraries: 1,331,793
- Total program attendance: 270,779

All data is from Annual Reports unless otherwise noted. All annual report data is preliminary.

CARDHOLDERS & CIRCULATION

168,208 people have library cards in the IFLS service area, up 18.3% from 2024. Population in the area is 6,033,734, up 2.38% from 2020*.

- Cardholders checked out or renewed 4,134,217 items. That's a slight increase from the previous year.
 - Physical circulation includes the 3,099,789 items borrowed from local library collections, other MORE-member libraries, and libraries outside of MORE (interlibrary loan).
 - 1,034,428 e-materials were borrowed. That includes e-books, e-audiobooks, and e-magazines, and is up 15% over 2024.

* Source: Wisconsin Demographic Services Center



VISITS & PROGRAMS

- Visits to libraries totaled 1,991,969, up 22% from 2024.
- Library visitors used public computers 109,598 times
- People attended 12,701 programs 261,315 times in 2025. Attendance was up 13% from last year. Attendance numbers by type:
 - Adults: 37,728 at the library, 5,669 off-site
 - Young Adults: 5,727 at the library, 1,904 off-site
 - Children: 46,276 at the library, 22,047 off-site
 - Preschool: 58,454 at the library, 15,380 off-site
 - General Interest: 37,186 at the library, 30,944 off-site

Our only system-wide program, the Explore MORE Passport Program, saw visits to libraries go up 30% from 2024. The number of entries returned was up 56%, with unique entries up 29%.



WEBSITE & ONLINE CATALOG VISITS

- Public library websites were visited over 2 million times.
- Average monthly MORE Catalog sessions totaled 220,418, up from 213,515 last year.



HIGHLIGHT

BUILDING LIBRARIES=BUILDING COMMUNITIES



FALL CREEK PUBLIC LIBRARY



CADOTT COMMUNITY LIBRARY



D.R. MOON MEMORIAL LIBRARY, STANLEY



HAMMOND COMMUNITY LIBRARY



NEW RICHMOND COMMUNITY LIBRARY



RIVER FALLS PUBLIC LIBRARY

IFLS SERVICE TO LIBRARIES

Our mission is to inspire and facilitate library success by providing member libraries with the tools to serve, empower, and lead their communities.

2025 was an eventful year!

CONTINUING EDUCATION

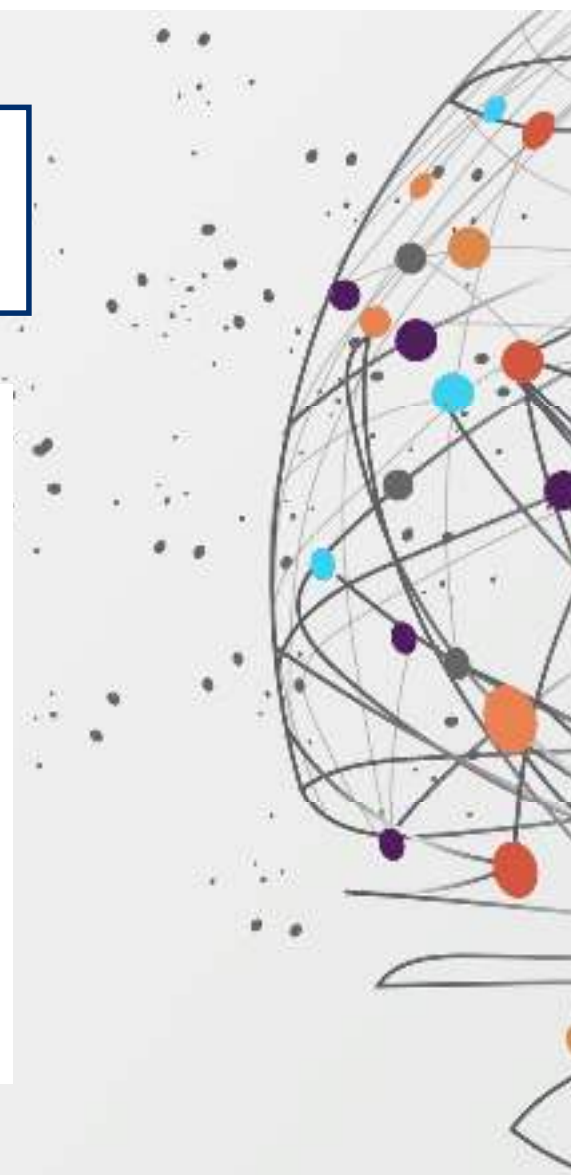
IFLS provided over 70 hours of continuing education contact hours for our library staff, directors, and trustees (not counting annual report workshops), including 4 major statewide collaborations.

- 37 webinars or virtual workshops, total attendance: 2,969
- 9 in-person workshops, total attendance: 246

IFLS collaborated with other library systems to provide four series:

- Wild Wisconsin Winter Web Conference (14 webinars, total live attendance was 1,318)
- Human Resources for Wisconsin Library Leaders (4 webinars, total live attendance was 264)
- Trustee Training Week (4 webinars, total live attendance was 391)
- Wisconsin Libraries Technology Days (5 webinars, total live attendance was 645)

Recordings of the seven webinars sponsored, hosted, or produced exclusively by IFLS were viewed 219 times.



HIGHLIGHT MENTOR PROGRAM

IFLS's innovative Mentor Program pairs a new library director or youth services staff with an experienced person from a comparable library. In 2025, we started 7 mentor pairs, and there were 13 pairs going during at least part of the year. Leah creates an evaluation survey twice a year, and this comment is from one of those surveys.

“I have found that having a mentor has helped me feel less alone... It feels validating to have another person in my corner who knows what I am going through, and who has tips to help when I am struggling.”

SCHOLARSHIPS: EDUCATION & ACCESSIBILITY

With the help of a grant from the Bureau of Libraries using federal LSTA funds from the Institute for Museum and Library Services (IMLS), IFLS provided **scholarships** for:

- 9 to attend conferences
- 6 to take continuing education courses from the UW Madison iSchool
- One to hire an outside presenter for an all-staff inservice and planning session

Chippewa Falls, Elk Mound, Elmwood, Menomonie, Ogema, and River Falls all participated in **Accessibility Audits**. They were assessed and provided with a report of concerns for compliance with ADA law. More than 70 percent of IFLS libraries have had accessibility assessments.



HIGHLIGHT INSPIRATION & EDUCATION



STAFF PALOOZA
BREAKOUT SESSION



STAFF PALOOZA
BREAKOUT SESSION



DEER PARK REFRESH
INSPIRED BY SMALL
SPACES, BIG
OPPORTUNITIES
WORKSHOP WITH
DAVID VINJAMURI



RICE LAKE BREAK
ROOM REFRESH
INSPIRED BY STAFF
AND DIRECTOR
RETREATS

“This was a wonderful presentation, and I learned so much about more I can be doing to support people with disabilities!”

“Self-censorship is something that I've been feeling frustrated with for a while, being upset that I hesitate when thinking about displaying diverse books. This helped!”

“This was very well put together and gave me lots of food for thought. I appreciate the way this was presented as an open conversation and the resources that were given to support libraries.”

COURIER & INTERLIBRARY LOAN

- IFLS **interlibrary loan** staff received and processed over 14,000 lending and borrowing requests on behalf of IFLS libraries.
- 22,733 items moved through our **courier system** weekly. That is an estimate of 1,043,006 items that traveled from one library to another in 2025. June saw the most items in transit at 110,457; February had the least with 65,136.

ABOUT COSTS in 2025

Each item cost approximately \$0.41 to travel from one library to another, and each bin \$11.48. For reference, it cost between \$4.40 and \$4.96 to mail a 1-pound book via library mail at the USPS. Our bins hold an average of 28 items.



HIGHLIGHT

SUCCESSFUL TRANSITION TO PURPLE MOUNTAIN

“ We transitioned our vendor from Waltco to Purple Mountain for our courier service in February 2025. It was a crazy time given the incredibly short notice, but Purple Mountain rose to the challenge and absorbed our business without a single day off from service.

There are still some growing pains as Purple Mountain adjusts to the library business, such as sorting and transit times, but I believe they will continue to service the IFLS library system well. I also want to shout out the WPLC Delivery Workgroup which held weekly meetings during those tough times in February and March. Leaning on and talking with other WI systems while navigating the courier changeover was very helpful and shone a light on the need for all systems to prepare for potential courier upsets.”

- from Katelyn

COMMUNICATE & ENGAGE

- HelpDesk: 247 people submitted over 2,000 tickets.
- The IFLS website increased visits to 213,487, with 242,303 unique pageviews. Website users also increased their use of search, links, and downloads to access reliable and accurate information.
- IFLS staff visited 48 of our libraries a total of 226 times to consult on all aspects of library work.

NEW IN 2025

- MORE homepage upgrade that improved user experience with the online catalog.
- November: The IFLS website's Resource Portal upgraded from previous Article Index format to improve ease-of-use and findability.
- Katelyn Dubiel was a co-founder of the Policy of the Month Club, a resource to give libraries the best-practices and tools to create and maintain their policies. The accompanying WISELearn portal is a space to share information and questions.

HIGHLIGHT NEW STAFF



Jackee Johnson

MORE Support Specialist



Julia Reid

MORE Database Specialist

PRACTICAL SERVICES: REAL TIME AND MONEY SAVINGS

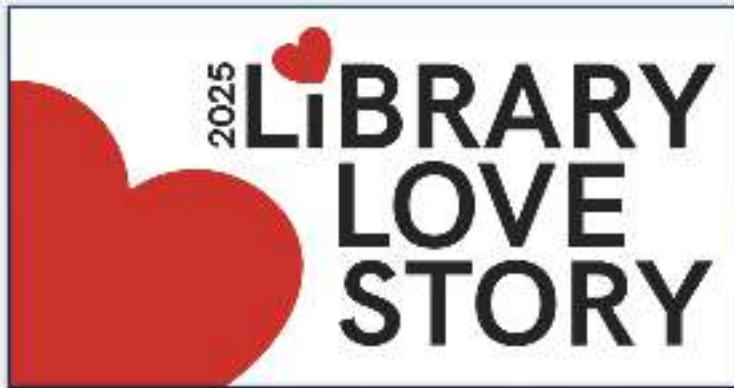
We offer services that save time and money for our member libraries.

- Every spring we manage two large group supply orders. The group supply orders are offered as an optional service to all libraries for cost savings.
 - 43 IFLS libraries participated in the group order. Wisconsin Valley Library Service and Northern Waters Library Service combined added 15 additional libraries.
 - The two orders combined totaled about 7500 items.
- Technology purchased through IFLS adds the value of highly-rated IFLS support services to set up, protect, and maintain technology in our libraries.
- Every fall, we manage a group Library Card order that cuts costs and allows libraries to order smaller quantities. Last year's order from 17 libraries totaled 21,500 cards and saved 3-5 cents per card.



HIGHLIGHT ADVOCACY CHALLENGES MET

With the help of library advocates like you, Wisconsin libraries secured \$3M over two years of state funding. On the federal level, IFLS participated in a statewide postcard campaign in response to cuts to IMLS funding. Over 11,000 postcards landed on Congress members' desks, demonstrating strong community support for public libraries and influencing changes in federal policy.





Wisconsin Department of Public Instruction
2025 PUBLIC LIBRARY SYSTEM
ANNUAL REPORT
 PI-2404-A (Rev. 11-25)

INSTRUCTIONS: Complete and return a signed, scanned copy of the original board-approved system annual report by **MARCH 31, 2026**, to:

LibraryReport@dpi.wi.gov

Required by Wis. Stat. §§ 43.05(4) and 43.58(6)

I. GENERAL INFORMATION					
1. System name IFLS Library System		2. System Director Name John Thompson		3. Certification Grade Grade 1	4. Date Certification Expires 2028-05-31
5. Street Address 1538 Truax Blvd.			6. Phone Area/No. (715) 839-5082	7. Fax Number Area/No. (715) 839-5151	
8. Mailing Address PO Box		9. System Website URL https://iflswb.org/		10. Director System Email Address thompson@ifls.lib.wi.us	
11. City / Village / Town Eau Claire			12. County Eau Claire		13. Zip Code 54703-1569
14. Number of Public Libraries Participating in the System 53	15. Does System Operate a Books-by-Mail Program No	16. Number of Bookmobiles Owned 0	17. Estimated System Area Public Library Registered Borrowers 168,208		18. UEI Number HHUKGL4LUW84
II. SYSTEM COLLECTION					
	No. Owned / Leased	Number Added		No. Owned / Leased	
1. Books in Print	50	1	7. Electronic Books	0	
2. Physical Subscriptions	6		8. Electronic Serials	0	
3. Physical Audio	0	0	9. Electronic Audio Materials	0	
4. Physical Video	0	0	10. Electronic Video Materials	0	
5. Other Physical Materials	1				
III. SYSTEM SERVICES					
Circulation Transactions <i>Circulation includes items checked out by the system directly to the users. Count one for each item loaned directly to users from the system or any program administered by the system; e.g., bookmobiles, books-by-mail, etc. Do not count direct circulation from the system resource library or system member libraries.</i>			1. Total Circulation	2. Interlibrary Loans <i>System interlibrary loan transactions</i>	
			1,415	a. Items Loaned 315	b. Items Received 1,415
3. System Electronic Content Circulation Transactions					
a. E-book 361,983	b. E-serial 115,299	c. E-audio 557,146	d. E-video 0		

IV. SYSTEM BOARD AND ORGANIZATION

List the members of the system board as of the date of this report. List the president first. Indicate vacancies. Report changes to the Division for Libraries and Technology as they occur. When reporting changes, indicate departing board members.

First Name	Last Name	Street Address	City	ZIP Code	Email Address
1. President Sue	Duerkop	1799 172nd Avenue	Centuria	54824	sduerkopb4a@gmail.com
2. Doug	Edwardson	1207 Soo Blvd	Rice Lake	54768	Dedwardson1@gmail.com
3. Mary	Ellen Brue	1210 Lokhorst	Baldwin	54002	brewT4me@gmail.com
4. Jan	Daus	E6255 Walnut Rd.	Eau Claire	54701	jan.daus.18@gmail.com
5. Amanda	Kohnen	PO Box 897	Chetek	54728	amanda.kohnen@co.barron.wi.us
6. Joanne	Johnson	420 E. Elm Street	River Falls	54022	joanne.johnson@co.pierce.wi.us
7. Andrew	Hagen	2868 Whisper Court, Unit 8	Menomonie	54751	Andrew.hagen@gmail.com
8. Charlie	Schell	222 S. Michigan Street	Eau Claire	54703	cschell1717@gmail.com
9. Lois	Goode	204 Maplewood Drive	Ladysmith	54848	Lois.goode43@gmail.com
10. Julie	Woodruff	11571 State Hwy 124	Chippewa Falls	54729	julie@woodrufffarms.com
11. Susan	Carroll	433 McKinley Avenue	Eau Claire	54701	tbh1812@sbcglobal.net
12. James	Ericksen	519 Kennedy Ave	Stanley	54768	jericksen@co.chippewa.wi.us
13. Fran	Duncanson	723 Pondhurst Circle	Amery	54001	fr.duncanson@polkcountywi.gov
14. Judy	Achterhof	1759 County Road O	Emerald	54013	jachterhof@hotmail.com
15. James	Tripp	621 Fagstad Street	Menomonie	54751	jimtripp23@gmail.com
16. Jane	Winter	812 11th Avenue East	Durand	54736	Snowma40@yahoo.com
17. Michael	Schendel	808 Second St.	Hudson	54016	michael@schendel.com
18. Stella	Pagonis	1019 Tenth Street W	Altoona	54720	sappy@mac.com
19. Sue	Marshall	W7370 Morningside Dr.	Phillips	54555	marshfam82@gmail.com
20. VACAN T					
21.					
22.					
23.					

V. PUBLIC LIBRARY SYSTEM INCOME

1. County Government

a. System Member County Appropriations Received by Library System				b. Other County Payments Received	
County Name	Amount	County Name	Amount	County Name	Amount
Subtotal 1a			\$0	Subtotal 1b	
				\$0	

2. State Aid to Public Library Systems \$1,799,593

3. Other State Funded Programs *List individually. Attach listing if necessary.*

a.	
b.	
c.	
Subtotal 3	
\$0	

4. Federal Aid Program name and project number. *List each program individually. Attach listing if necessary.*

a. LSTA- Library Support Staff 251	\$12,628	f.	
b.		g.	
c.		h.	
d.		i.	
e.		j.	
Subtotal 4			\$12,628

5. Contract Income from Other Governmental Units, Libraries, Library Agencies, Library Systems, etc. *List names individually. Attach listing if necessary.*

a. MORE Fee Income	\$739,790	f. New Richmond PL - Shared Cataloging	\$31,062
b. MORE Materials Income	\$235,204	g. Rice Lake PL - Shared Cataloging	\$25,533
c. Additional Delivery Days Income	\$57,516	h.	
d. Amery PL - Shared Cataloging	\$13,398	i.	
e. Menomonie PL - Shared Cataloging	\$30,282	j.	
Subtotal 5			\$1,132,785

6. Other Income

Unexpended State Aid from Previous Year(s)	Interest Earned from State Aid Funds Investments	All Other Unexpended Funds from Previous Year(s)	Interest Earned from Other Fund Investments	Gifts and Endowments to the System	All Other Sources	Subtotal 6
\$956,460	\$95,646	\$313,029	\$0	\$0	\$299,749	\$1,664,884

7. **Total Income** *Add 1 through 6* \$4,609,890

VI. PUBLIC LIBRARY SYSTEM EXPENDITURES
Report system expenditures from all sources.

	System State Aid**	Other State and Federal Aid*	All Other***	Annual Total
1. Salaries and Wages	\$716,685	\$0	\$380,387	\$1,097,072
2. Employee Benefits	\$300,628	\$0	\$134,304	\$434,932
3. System Collection Expenditures				
a. Printed Material	\$383	\$0	\$0	
b. Electronic Material	\$31,595	\$0	\$242,405	
c. Audiovisual Material	\$0	\$0	\$0	
d. All Other Material	\$0	\$0	\$0	
Subtotal Collection Expenditures	\$31,978	\$0	\$242,405	\$274,383
4. System Contract Expenditures <i>Attach a brief description of contracts; i.e., recipient, amount, and purpose.</i>	\$475,791	\$6,688	\$312,689	\$795,168
5. System Payments to Member Libraries <i>Attach lists of individual payments.</i>	\$428	\$11,646	\$8,220	\$20,294
6. All Other Operating Expenditures	\$300,194	\$0	\$256,440	\$556,634
7. Total Operating Expenditures	\$1,825,704	\$18,334	\$1,334,445	\$3,178,483
8. System Capital Expenditures	\$0	\$0	\$46,998	\$46,998

* Report expenditures from federal grant funds and state funded programs other than state aid to public library systems.

** Report expenditures from report year public library system state aid, state aid funds carried forward to report year, and any interest earned from those funds.

*** Report expenditures from county appropriations, contract income, gifts and endowments, and any carryover from those sources. Also include expenditures from interest earned from those sources.

VII. SYSTEM MEMBER COUNTY APPROPRIATIONS FOR LIBRARY SERVICE

Report the total amount appropriated for public library service for each county in your system. Include all funding, including those paid to a library system or another county's public libraries. Report the amounts for the report year. Attach the page(s) of each county budget that show the amounts below.

County Name	Amount	County Name	Amount	County Name	Amount
1. Barron	\$687,977	5. Pepin	\$96,575	8. Price	\$309,270
2. Chippewa	\$1,003,684	6. Pierce	\$694,761	9. Rusk	\$417,643
3. Dunn	\$799,100	7. Polk	\$1,144,872	10. St. Croix	\$1,869,030
4. Eau Claire	\$1,300,490				

VIII. LIBRARY SYSTEM EVALUATION AND CERTIFICATION OF COMPLIANCE

The following statement certifies that your public library system complied with all statutory requirements for public library systems for the report year. Indicate your system's compliance with each of the system requirements.

Wis. Stat. § 43.24(2) For a public library system to qualify for and maintain its eligibility for state aid under this section, it shall ensure that all of the following are provided:

Membership Agreements

- (a) Written agreements that comply with Wis. Stat. § 43.15(4)(c)4. with all member libraries.
- Copies of the most recent agreements have been filed with the Division for Libraries and Technology.

Resource Library Agreement

- (b) Backup reference, information, and interlibrary loan services from the system resource library, including the development of and access to specialized collections, as evidenced by a written agreement with that library.
- Signed copies of the report year and current year resource library agreements have been filed with the division.

VIII. LIBRARY SYSTEM EVALUATION AND CERTIFICATION OF COMPLIANCE (cont'd.)

Reference Referral and Interlibrary Loan

Wis. Stat. § 43.24(2)(d) Referral or routing of reference and interlibrary loan requests from libraries within the system to libraries within and outside the system.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Reimbursed member libraries for ILL | <input checked="" type="checkbox"/> Maintained a shared database of member library bibliographic records and holdings |
| <input checked="" type="checkbox"/> Maintained ILL Clearinghouse | <input checked="" type="checkbox"/> Utilized WISCAT to promote interlibrary loan |
| <input type="checkbox"/> Contracted for ILL Clearinghouse | <input checked="" type="checkbox"/> Maintained a system interlibrary loan plan |

Comments

Inservice Training

Wis. Stat. § 43.24(2)(e) Inservice training for participating public library personnel and trustees.

Indicate with a check those services carried out by your system in the report year in conjunction with this service requirement.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Conducted workshops for member library staff and trustees | <input checked="" type="checkbox"/> Provided scholarships and grants for member library staffs |
| <input checked="" type="checkbox"/> Maintained a calendar of CE events | <input checked="" type="checkbox"/> Maintained a professional collection for system and member library staffs |

Wis. Stat. § 43.24(2)(h) Professional consultant services to participating public libraries.

Indicate with a check those services carried out by your system in the report year in conjunction with this service requirement.

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Public library administration and governance | <input checked="" type="checkbox"/> Technical services | <input checked="" type="checkbox"/> Legal issues |
| <input checked="" type="checkbox"/> Adult services | <input checked="" type="checkbox"/> Interlibrary loan and resource sharing | <input checked="" type="checkbox"/> Public relations |
| <input checked="" type="checkbox"/> Youth services | <input checked="" type="checkbox"/> Staff development (certification, CE, etc.) | <input checked="" type="checkbox"/> Reference and information services |
| <input checked="" type="checkbox"/> Library automation | <input checked="" type="checkbox"/> Planning and evaluation, standards | <input checked="" type="checkbox"/> Inclusive services |
| <input checked="" type="checkbox"/> Building and remodeling | <input checked="" type="checkbox"/> Collection Development | |

Comments

Delivery and Communication

Wis. Stat. § 43.24(2)(fm) Electronic delivery of information and physical delivery of library materials to participating libraries.

Indicate with a check those services carried out by your system in the report year in conjunction with this service requirement.

- | | |
|---|---|
| <input type="checkbox"/> Had regular courier or van delivery service | <input type="checkbox"/> Used fax for document delivery/communication |
| <input type="checkbox"/> Provided an 800 number, phone credit card, or accepted collect calls | <input type="checkbox"/> Used mail as primary delivery system |
| ILL transactions sent by: | |
| <input type="checkbox"/> Email | <input checked="" type="checkbox"/> Published a newsletter |

- | | | |
|-------------------------------|--|--|
| <input type="checkbox"/> OCLC | <input type="checkbox"/> Regional Automated System | <input checked="" type="checkbox"/> WISCAT |
|-------------------------------|--|--|

Comments

Service Agreements

Wis. Stat. § 43.24(2)(g) Service agreements with all adjacent library systems.

Copies of the most recent agreements have been filed with the Division for Libraries and Technology.

Indicate with a check those services provided for in the adjacent library system agreements for the report year.

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Reciprocal borrowing between systems | <input type="checkbox"/> Delivery | <input type="checkbox"/> Audiovisual services |
| <input type="checkbox"/> Cash payments in cross-system lending | <input type="checkbox"/> Newsletter exchange | <input checked="" type="checkbox"/> Cooperative purchasing |
| <input checked="" type="checkbox"/> Continuing education | <input checked="" type="checkbox"/> Cooperative planning/information exchange | |

VIII. LIBRARY SYSTEM EVALUATION AND CERTIFICATION OF COMPLIANCE (cont'd.)

Service Agreements (cont'd.)

Comments

Inclusive Services

- Wis. Stat. § 43.24(2)(k) Promotion and facilitation of library service to users with special needs.**

The Division for Libraries and Technology interprets services to users with special needs as inclusive services. Inclusive library services are holistic, spanning library policies, collections, space, and services. Inclusive services reflect equity and accessibility for all members of the community, including services to individuals or groups for whom using the public library is difficult, limited, or minimized.

Comments

Continuing Accessibility Audits (Chippewa Falls, Elk Mound, Elmwood, Menomonie, Ogema, and River Falls) Webinars: Empowering Readers (with special attention to kids with dyslexia) A Community for All: Disability Inclusion in Libraries A Community for all: Building Lifelong Community Connections Through Programming Plain Connection: Outreach to Amish and Mennonite Communities Hands-on Workshop and Facilitated Discussion with follow-up activities related to the A Community for All webinars (3 sessions in 3 locations).

Other Types of Libraries

- Wis. Stat. § 43.24(2)(L) Cooperation and continuous planning with other types of libraries in the system area which results in agreements with those libraries for the appropriate sharing of library resources to benefit the clientele of all libraries in the system area.**
- An advisory committee or planning group including representatives from other types of libraries met and established objectives relating to this requirement for the plan year
- The system has agreements with other types of libraries, or if the system participates in a cooperation agreement with a multitype organization to meet the purposes of this goal, there is established a clear link between the system and the individual members of the multitype organization. Copies of the most recent agreements have been filed with the Division for Libraries and Technology.

Indicate system services provided to other types of libraries in the report year.

- | | | |
|--|---|---|
| <input type="checkbox"/> Consultation | <input type="checkbox"/> Union list of serials | <input type="checkbox"/> Back-up reference services |
| <input checked="" type="checkbox"/> Continuing education / workshops | <input type="checkbox"/> Directory of libraries | <input type="checkbox"/> Newsletter |
| <input type="checkbox"/> ILL (Direct) | <input type="checkbox"/> Delivery services | <input type="checkbox"/> Technical services |

Comments

Library Technology and Resource Sharing Plan

- Wis. Stat. § 43.24(2)(m) Planning with the division and with participating public libraries and other types of libraries in the area in regard to library technology and the sharing of resources. By January 1, 2000, and every 5th January 1 thereafter, the public library system shall submit to the division a written plan for library technology and the sharing of resources.**
- Member public libraries and other types of libraries in the system area had an opportunity to review and comment on the plan.
- The public library system's current technology and resource sharing plan has been filed with the Division for Libraries and Technology.

Other Service Programs

- Wis. Stat. § 43.24(2)(i) Any other service programs designed to meet the needs of participating public libraries and the residents of the system area, as determined by the public library board after consultation with participating public libraries.**

Comments

Website Support Technology Support

Administration

- The system did not expend more than 20 percent of the state aid received in the report year for administration.

IX. COLLABORATIVE ACTIVITIES

Summary of Activities Briefly describe collaborative activities with other libraries, public library systems, and other organizations. Exclude services and activities listed in the system's report year resource library contract.

UW Madison Extension: . series of three social networking workshops with Dunn County staff . began work on a statewide project with staff from DPI and from UW Extension's Local Government unit to work on resources to support United Way St.Croix and Red Cedar Valleys: promotion of 211 program and potential grant projects NEWI and IFLS were primary partners to develop statewide Human Resources for Library Leaders project, a new statewide collaboration. NOT working on Libraries Talk About Race anymore. Cooperative Children's Book Center and DPI staff: statewide webinar about self-censorship New WVLS partnership on both adult and youth services virtual check-ins LEANWI, Group supply order

X. PUBLIC LIBRARY SYSTEM ANNUAL PROGRAM EXPENDITURES

Program Expenditures Provide a summary of your public library system expenditures by system service program and fund source for the report year.

Program	System Aid, Carryover, and Interest Earned	Other State and Federal Library Program Funds	All Other Income	Total
Technology, Reference and Interlibrary Loan <i>See note</i>				
1. Reference & ILL Svc	119,604			119,604
2. Tech/Share System	388,379		158,094	546,473
3. MORE Consortium			910,548	910,548
4.				0
5. Electronic Resources	31,595		242,405	274,000
Subprogram Total	539,578	0	1,311,047	1,850,625
Continuing Education and Consulting Service <i>See note</i>				
1. CE & Consulting	229,791	12,628	261	242,680
2.				0
Subprogram Total	229,791	12,628	261	242,680
Delivery	466,214			466,214
Inclusive Services	51,445			51,445
Library Collection Development	33,766			33,766
Direct Payment to Members for Nonresident Access	0			0
Direct Nonresident Access Payments Across System Borders	0			0
Library Services to Youth	65,537		7,956	73,493
Public Information	55,984			55,984
Administration	357,278			357,278
Other System Programs				
1.				0
2.				0
3.				0
4.				0
Grand Totals	1,799,593	12,628	1,319,264	3,131,485
Estimated Expenditures for Technology-Related Services Provided by the System	551,250	220,500	1,376,020	2,147,770

NOTE: Technology, Reference and Interlibrary Loan, and Continuing Education and Consulting Service Program areas may be divided into subprograms at the discretion of the system.

XI. SYSTEM STAFF

a. Employees Holding the Title of Librarian as of December 31 in the reporting year

Position	Type of Staff	Job Title	Annual Salary	Hours Worked/Year	FTE
1. Director	Librn. MLS (ALA)	System Director / Chief Officer	\$128,544	2,080.00	1.000
2. Lib Dev/Yth Svcs Coord/Asst. Director	Librn. MLS (ALA)	System Consultant - Lead	\$77,950	1,950.00	0.938
3. MORE Administrator/Asst.	Librn. MLS (ALA)	System Consultant - Lead	\$83,147	2,080.00	1.000
4. IT Director	Other no-MLS	Network Manager	\$83,147	2,080.00	1.000
5. Public Services Consultant	Librn. MLS (ALA)	System Consultant	\$62,062	1,820.00	0.875
6. Resource Sharing & Collection Consultant	Librn. MLS (ALA)	System Consultant	\$68,062	1,820.00	0.875
7. MORE Project Manager	Librn. no-MLS	Librarian (MLS)	\$59,500	3,770.00	1.820
8. PR & Communication Coord	Other no-MLS	Public Relations Officer	\$31,059	1,040.00	0.500
9. Bib Services Manager	Librn. no-MLS	Associate Librarian (non-MLS)	\$69,160	2,080.00	1.000
10. ILL Consultant	Librn. no-MLS	Associate Librarian (non-MLS)	\$43,680	1,820.00	0.875
11. Business Manager	Other no-MLS	Human Resources Manager	\$62,062	1,820.00	0.875
12.					
13.					
14.					
15.					

b. Other Paid Staff

Position	Type of Staff	Job Title	Total Annual Wages Paid	Hours Worked/Year	FTE
1. Administrative Support	Other no-MLS	Executive Assistant	\$70,069	2,080.00	1.000
2. Bibliographic Services Catalogers	Other no-MLS	Cataloger	\$119,760	4,368.00	2.100
3. Bibliographic Services Assistants/Deliverv	Other no-MLS	Library Assistant - Technical Services	\$69,186	2,756.00	1.325
4. Technology Support	Other no-MLS	Technical Support/Computer Technician	\$60,549	2,080.00	1.000
5.					
6.					
7.					
8.					
9.					
10.					
11.					

XI. SYSTEM STAFF (cont'd.)

b. Other Paid Staff (cont'd.)

Position	Type of Staff	Job Title	Total Annual Wages Paid	Hours Worked/Year	FTE
12.					
13.					
14.					
15.					
16.					
17.					
18.					
19.					
20.					
21.					
22.					
23.					
24.					
25.					

XII. SYSTEM MEMBERSHIP

Indicate whether your public library system members have indicated compliance with the following membership requirements. If any of these conditions have not been met, attach a written explanation of the circumstances resulting in noncompliance and a description of actions to be taken to achieve compliance (include timelines). *A check indicates that all members have indicated compliance with the requirement.*

- The public library members are established under the provisions of Chapter 43 of the Wisconsin Statutes. [Wis. Stat. § 43.15(4)(c)1]
- The public library members are authorized by the municipal governing board to participate in the public library system. [Wis. Stat. § 43.15(4)(c)3]
- The public library members have entered into a written agreement with the public library system board to participate in the system and its activities, to participate in interlibrary loan of materials with other system libraries and to provide, to any resident of the system area, the same library services, on the same terms, that are provided to the residents of the municipality or county that established the member library. This shall not prohibit a municipal, county, or joint public library from giving preference to its residents in library group programs held for children or adults if the library limits the number of persons who may participate in the group program or from providing remote access to a library's online resources only to residents. [Wis. Stat. § 43.15(4)(c)4]
- The member public library's head librarian holds the appropriate grade level of public librarian certification from the Department of Public Instruction and is present in the library for at least 10 hours of each week that the library is open, less leave time. [Wis. Stat. § 43.15(4)(c)6 and Administrative Code Rules PI 6.03]
- All counties participating in the system have entered into written agreements with the system as required under [Wis. Stat. § 43.15(4)(b)3]
- All counties participating in the system have adopted and maintained the plan of library service submitted and approved under Wis. Stat. § 43.11(3) and Wis. Stat. § 43.13(1). [Wis. Stat. § 43.15(4)(b)1]. **On the attached membership listing, indicate the year of the last plan revision.**
- Each public library member, beginning in 2008, annually is open to the public an average of at least 20 hours each week except that for a library in existence on June 3, 2006, annually is open to the public an average of at least 20 hours or the number of hours each week that the library was open to the public in 2005, whichever is fewer. [Wis. Stat. § 43.15(4)(c)7]
- Each public library member, beginning in 2008, annually spends at least \$2,500 on library materials. [Wis. Stat. § 43.15(4)(c)8]

XIII. CERTIFICATION OF STATUTORY COMPLIANCE

As of the date of this report, indicate whether the following statutory requirements are being met by the system. If any of these requirements were not met, attach a written explanation of the circumstances resulting in noncompliance and a description of the actions to be taken to achieve compliance (include timelines). Any current written contracts or agreements not previously filed with the division providing evidence of compliance must be enclosed with this report. This report is for compliance as of the date of this report. If compliance is later not maintained in any area reported as being in compliance, notify the Division for Libraries and Technology.

Indicate compliance with the requirements below with a checkmark. Unchecked statutes indicate noncompliance.

- Library system board is constituted and operated in compliance with Wis. Stat. § 43.17(1) and (2) and Wis. Stat. § 43.19(1)(a) and (b).
- Library system board has appointed a head librarian who is responsible for administration of the public library system. [Wis. Stat. § 43.17(4)]
- Library system is organized and operated in compliance with Wis. Stat. § 43.15 Standards for public library systems.

Wis. Stat. § 43.24(2) For a public library system to qualify for and maintain its eligibility for state aid under this section, it shall ensure that all of the following are provided.

- (a) Written agreements that comply with Wis. Stat. § 43.15(4)(c)(4). with all member libraries.
- (b) Backup reference, information, and interlibrary loan services from the system resource library, including the development of and access to specialized collections, as evidenced by a written agreement with that library.
- (d) Referral or routing of reference and interlibrary loan requests from libraries within the system to libraries within and outside the system.
- (e) Inservice training for participating public library personnel and trustees.
- (fm) Electronic delivery of information and physical delivery of library materials to participating libraries.
- (g) Service agreements with all adjacent library systems.
- (h) Professional consultant services to participating public libraries.
- (i) Any other service programs designed to meet the needs of participating public libraries and the residents of the system area, as determined by the public library system board after consultation with participating public libraries.
- (k) Promotion and facilitation of library service to users with special needs.
- (L) Cooperation and continuous planning with other types of libraries in the system area, which results in agreements with those libraries for the appropriate sharing of library resources to benefit the clientele of all libraries in the system area.
- (m) Planning with the division and with participating public libraries and other types of libraries in the area in regard to the library technology and the sharing of resources. By January 1, 2000, and every 5th January thereafter, the public library system shall submit to the division a written plan for library technology and the sharing of resources.
- (n) That, if the system reimburses a participating public library for the costs of providing interlibrary borrowing services to an individual who holds a valid borrower's card of another participating public library, the reimbursement shall not exceed the actual costs incurred by the public library in providing such services. The department shall promulgate rules defining "actual costs" for the purposes of this paragraph.

XIV. CERTIFICATION

I CERTIFY that to the best of my knowledge the information provided in this annual report and any attachments are true and accurate.

Signature of Public Library System Director	Name of Public Library System Director	Date Signed
➤	John Thompson	
Signature of Public Library System Board President	Name of Public Library System Board President	Date Signed
➤	Sue Duerkop	

Statements Concerning Public Library System Effectiveness 2025 Member Library Annual Report Comments

Amery

The library system provided effective leadership and more than adequately met the needs of the library.

Balsam Lake

IFLS provides exceptional leadership. The staff are all helpful, highly qualified, friendly and they go out of their way to do everything they can to help the libraries within the system.

Bloomer

Our library system has always gone above and beyond in assisting with questions, tech support, and help desk concerns. They are very quick to respond to emails. They provide staff in-service training whenever we have requested support. They provide opportunities for online training and in-person workshops.

Bruce

As a new library director, I cannot speak highly enough of all the IFLS staff. Several provided one-on-one training for me – Leah, Lori, John, Katelyn, Katie, Cecelia, and Jackee all a great job getting me up to speed and answering questions. Deb, Bonnie and the other CABS staff turn things around very efficiently and have been very helpful, Brad has provided timely and helpful tech support. Sarah has been very helpful in arranging IFLS group orders, including for summer reading, and this saved me money between discounts and shipping. Reb has been wonderful in making me brochures and business cards. Erica is always helpful re web design and her trainings are very helpful. Her work getting us ready for ADA web compliance is wonderful. I hopefully have not left anyone out.

Cameron

The Cameron Public Library Board of Trustees agrees that in 2025, the IFLS Library System did provide exceptional leadership and adequately met the needs of the library by providing reliable, high-speed internet access, maintaining a robust shared catalog, and facilitating interlibrary loans that increased user access to materials, effectively managing collections, technology, and finances. The system provides opportunities for continuous Library Director and Staff training and self-care opportunities, consequently allowing member libraries to improve literacy, learning and community engagement to better serve the public. They provided guidance in various capacities and strategic direction. They are proactive in informing libraries of legislation and current news, issues and events that affect our libraries and communities. They also maintain communication between the System and libraries in the System, individually and as a whole.

Clear Lake

Library Board is VERY happy with IFLS help.

Colfax

Our library system is very well run and functions well.

Deer Park

Library board members, library directors and library staff receive leadership and support from the IFLS Library System Director and IFLS staff. Support ranges from input on policy questions to procedural issues and training. Support is provided in a timely manner. IFLS staff help libraries save money and time by coordinating group supply orders. The Director and IFLS staff also support and provide opportunities for networking between staff at member libraries. The IFLS Director and staff contribute to the functioning and success of all the member libraries regardless of the size of the library and community.

Dresser

Thank you for your ongoing support.

Eau Claire

The support we receive from IFLS is superb. We ask questions on the ordinary (logistics on reports, etc.) and the unusual (library protocol for ICE visits) and always receive thorough answers promptly or are referred to those who have the answers. Trainings are worthwhile and organized, and John Thompson has been willing to attend Board meetings and present at Staff Training days upon request. John and support staff at IFLS are all dedicated professionals who help us to do a better job by virtue of their shared knowledge and willingness to help.

Ellsworth

The library board is appreciative of the expertise IFLS Library System staff shared with library staff covering a wide range of topics. From guidance related to law enforcement requests to the latest AI trends and concerns, the opportunities IFLS provides for connection, learning, and discussion keep our staff up-to-date on library-related news and best practices. IFLS curates a wonderful e-material collection through OverDrive Advantage, an important service as we see our statistics related to e-material use continue to rise. The sudden loss of the system's contracted courier company in 2025 was responded to by system staff quickly and effectively, resulting in minimal interruption of service in between libraries. Tech support (including website training) and advocacy tools and tips were also particularly appreciated over the past year.

Glenwood City

The Library system does an excellent job informing of us of new information, gives us webinars for continuing education, and responds to questions in very good timely fashion.

Hawkins

Our feedback is positive regarding the support we receive from the people we work with at the IFLS office. John and Teresa were instrumental in helping us to complete our Joint Agreement. Leah has been a great resource for us when we need answers to questions. I appreciate her knowledge and kindness when we are at a loss of the direction we need to go. Brad is very patient with us when we have technical issues and we appreciate his knowledge. Lori did an excellent job helping us to get the MORE system in place. We "feel the love".

Plum City

We could not be happier with the IFLS Library System. They provide exemplary resources, training, and support, and they consistently make improvements each and every year. We always feel welcome and encouraged to reach out with any and all questions or concerns.

Rice Lake

We would like to thank IFLS for their excellent support to libraries!

River Falls

It's always a pleasure to work with IFLS and IFLS leadership. Thank you.

Sand Creek

Our IFLS system is always helpful. Questions are answered, explained well, and quickly. I really appreciate everyone that makes IFLS work.

Stanley

IFLS Director John Thompson and all of the IFLS staff continue to provide 10/10 service to the libraries in the system with an enthusiasm for collaboration and an incredible willingness to help in whatever way they can.



System Board Roles and Responsibilities

2026

John Thompson, System Director

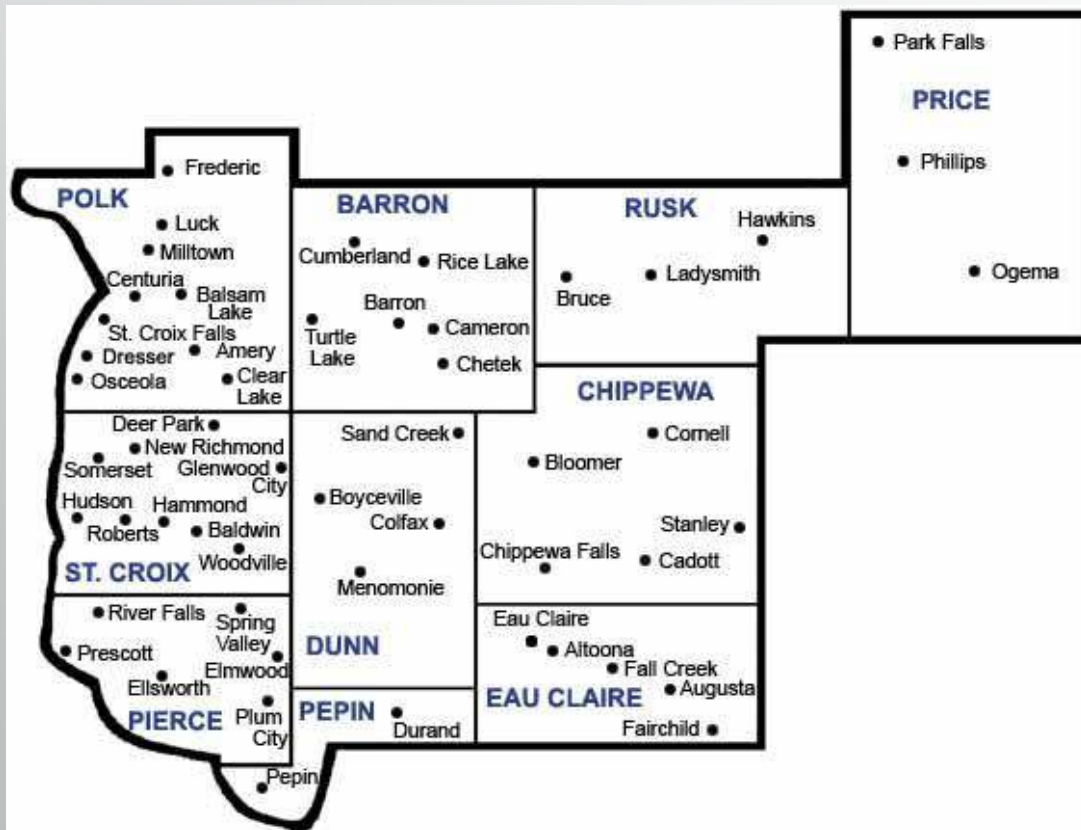
IFLS – 1 of 15



IFLS– 1 of 15

Public Library System	2026 Estimated System Aid
Bridges Library System	\$2,027,199
IFLS Library System	\$1,874,535
Kenosha County Library System	\$664,226
Manitowoc-Calumet Library System	\$520,006
Milwaukee County Federated Library System	\$4,460,123
Monarch Library System	\$1,782,117
Nicolet Federated Library System	\$1,781,733
Northern Waters Library Service	\$881,533
Outagamie Waupaca Library System	\$1,012,170
Prairie Lakes Library System	\$1,793,241
South Central Library System	\$3,436,435
Southwest Wisconsin Library System	\$605,357
Winding Rivers Library System	\$1,279,055
Winnefox Federated Library System	\$1,475,959
Wisconsin Valley Library Service	\$1,419,411

IFLS Library System



- 53 Member Libraries
- 10 Counties –Barron, Chippewa, Dunn, Eau Claire, Pepin, Pierce, Polk, Price, Rusk, St. Croix
- 7,969 square miles
- Population served: 493,853 (2024 Service Data)

IFLS Library System

- **Major services – Based on [43.24\(2\)](#) or needs expressed by member libraries**
 - Courier/delivery service
 - Consulting for member librarians/ trustees
 - Continuing education
 - Inclusive Services
 - Technology/web support
 - Interlibrary loan/reference
 - MORE, shared automation system
 - All 53 libraries are members plus CVTC
 - Group discounts/purchases

IFLS Library System

- Consulting Services
 - Library administration
 - Library law
 - Personnel
 - Director hiring
 - Literacy
 - Youth Services
 - Facilities/Space Planning
 - Technology
 - Board development

Roles and Responsibilities of Library System Board

- As a library system trustee, you occupy a unique position in Wisconsin's pattern of library services. Perhaps most important of all, when you represent the library system, you need to consider not only your community or your county, but the entire region served by your library system and the many libraries and users of that region.

Roles and Responsibilities of Library System Board

- A public library system board of trustees has the same legal powers as a municipal library board with respect to system-wide functions and services that a municipal library board has with respect to local functions and services.
- Library system boards have significant responsibilities for fiscal policy making, fiscal planning, and fiscal oversight.
- Effective public library system trustees should be willing to assume a leadership role in legislative lobbying or advocacy at the state and federal level.
- Like your counterparts at other service levels, you are policy-makers. As a system trustee, however, you cannot make policies for any system member libraries. You should avoid any unnecessary interference with the autonomy of member libraries.

Roles and Responsibilities of Library System Board

- Library Trustee job description
 - Review and update board bylaws (reviewed 2019)
 - Assist with development and approval of long-range plan
 - Advocate for the Library System and Libraries
 - Attend library conferences, workshops and other library education opportunities
 - Work as a team member in support of library system services
 - Provide input on library needs and interest to help guide services to meet member library needs

Roles of System Board and Director

	Board	Director
Board Meetings	Review Agenda before meeting	Prepare agenda with Board President
	Study background materials	Prepare background materials
	Know Open Meetings Law	Know Open Meetings Law
	Support Board Decisions	Support Board Decisions
	Approve Minutes	Maintain meeting records
	Be an active participant	Act as technical advisor
Planning	Approve Long Range Plan	Draft Long Range Plan
	Provide input on library needs	Solicit library input

Roles of System Board and Director

	Board	Director
Personnel	Hires/evaluates Director	Hires/evaluates staff
	Approves Wages	Recommends wages
Budget	Approves Budget	Drafts Budget
	Approves Expenditures	Expend Budget
	Approves Financial Report	Prepares Financial Report
Policy	Approves Policy	Reviews policy examples/samples and relevant laws prior to drafting policy
	Reviews Existing Policies	Reviews Existing Policies

Roles of System Board and Director

	Board	Director
Advocacy	Supports the Library System and library issues	Informs the System Board on library issues and law
	Attend Library Legislative Day	Attend Library Legislative Day
	Attend candidate forums	Network with legislators
	Contact legislators via letters, emails or phone calls	
		Prepare/share talking points



Library Law

Overview



- Chapter 43 (Wisconsin Statutes about public libraries)
<https://docs.legis.wisconsin.gov/statutes/statutes/43>
- Open Meeting Law
- Public Record Law
- Americans with Disabilities Act
- And more

Wisconsin Statutes

- Wisconsin Statutes are available in print and online in PDF format

<https://docs.legis.wisconsin.gov/statutes/prefaces/toc>

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.09 Certificates and Standards
 - Director certification authority (Rules in Administrative Code)
 - 43.11 County Library Planning Committees
 - Outlines the creation of a county wide library planning committee and their duties and powers
 - 43.12 County Payment for Library Services
 - More commonly known as ACT 150; details formula for home county and adjacent counties

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.15 Standards for Public Library Systems
 - Population of system
 - Financial Support
 - Organization
 - Membership requirements
 - County
 - Local Library
 - 43.16 Resource Libraries
 - Usually largest library in system

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.17 Public Library Systems; general provisions
 - Board Organization/Terms
 - Advisory Committee
 - 43.18 Withdrawal, abolition and expulsion
 - Outlines leaving a system
 - 43.19 Federated Public Library Systems
 - Size of board in multi county systems
 - IFLS 20 member board

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.57 Consolidated County Libraries and County Library Services
 - 43.60 County Tax
 - Outlines exempting from County Library tax for municipality with a library

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.30 Public Library Records (known as library privacy law)
 - Library Records are Confidential
 - Custodial Parent for children under the age of 16
 - Release to other libraries
 - Court order needed
 - Surveillance Device release for Law Enforcement if library requests or criminal conduct within library
 - Use of collection agencies or law enforcement is allowable with Library Board approved policy

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.52 Municipal Libraries
 - Outlines starting a new library
 - Libraries shall be free for use
 - Opinion by Library Division on feasibility

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.53 Joint Libraries
 - Created by 2 or more municipalities or county and one or more municipalities
 - Agreement Requirements
 - Fiscal Agent
 - Distribution of assets if dissolved
 - Library Board establishment

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.54 Municipal Library Board Composition
 - Appointed by Mayor, Village President or Town Chairperson with approval of governing body
 - Composition
 - School District Administrator or their designee
 - Only one governing board member (not required)
 - Up to two may be residents of other municipalities

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.54 Municipal Library Board Composition
 - Terms
 - Three year staggered
 - No term limit by library board (can be set by municipal board)
 - Size of Board
 - Village -- 5 (but can be increased to 7)
 - 2nd or 3rd Class City -- 9
 - 4th Class – 7

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.58 Powers and Duties
 - Exclusive control of all library expenditures
 - Supervising the administration of the library and appointing a library director
 - Prescribing the duties and compensation of all library employees
 - Purchasing of a library site and the erection of the library building when authorized
 - Exclusive control of all lands, buildings, money, and property acquired or leased by the municipality for library purposes

Libraries--Chapter 43

- Sections pertaining to Public Libraries
 - 43.60 County Appointments to municipal and joint public library boards
 - 1. If the annual sum appropriated by the county to the public library is equal to at least one-sixth, but less than one-third, of the annual sum appropriated to the public library by any municipality in which the public library is located during the preceding fiscal year, one additional member.
 - 2. If the annual sum appropriated by the county to the public library is equal to at least one-third, but less than one-half, of the annual sum appropriated to the public library by any municipality in which the public library is located, 2 additional members.
 - 3. If the annual sum appropriated by the county to the public library is equal to at least one-half, but less than two-thirds, of the annual sum appropriated to the public library by any municipality in which the public library is located, 3 additional members.
 - 4. If the annual sum appropriated by the county to the public library is equal to at least two-thirds, but less than the annual sum appropriated to the public library by any municipality in which the public library is located, 4 additional members.
 - 5. If the annual sum appropriated by the county to the public library is equal to at least the annual sum appropriated to the public library by any municipality in which the public library is located, 5 additional members.

3/18/2026 26

Open Meeting Law

- Contained in Chapter 19 General duties of public officials
- Meeting notice posted at least 24 hours in advance
 - Provided to the official local newspaper
 - Any news organization requesting a copy
 - Posted in one or more public locations (usually three locations)
 - Library
 - City/Village/Town Hall

Open Meeting Law

- Agenda
 - Time, date, place and all subjects to be discussed or acted upon
 - Can't use "other business" as agenda item
- Held in Accessible Location
- Provide accommodations if requested
- Minutes must be kept and made available to public

Open Meeting Law

- Meeting Quorum
 - Majority of board
 - Purpose to engage in business
 - Email Quorum
 - Can't make decision or influence decisions via email
 - Use email to distribute agenda; not for discussion or poll
 - Negative Quorum
 - If 2/3 vote is needed, then a block of members that meet/discuss outside a meeting to oppose an item

Open Meeting Law

- Closed Session – limited reasons to go into closed session
 - Listed in Statute 19.85
 - Consider Employment, promotion, compensation, or performance evaluation data of any employee
 - For specific individual not general wage increases, compensation, or personnel policies
 - Consider dismissal, demotion or discipline of employee
 - Employee can request discussion be in open session

Open Meeting Law

- Closed Session – limited reasons to go into closed session
 - Listed in Statute 19.85
 - Deliberate purchase of public property
 - Confer with legal counsel
 - Other reasons but most often don't apply to libraries

Open Meeting Law

- Agenda must indicate any contemplated closed session, subject matter of closed session and the specific provision
 - 19.85 (1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. *Conduct Library Director Evaluation*

Open Meeting Law

- Board must first convene in open session
- Announce intention to go into closed session
- Must state reason for going into closed session
- Requires a motion, second and roll call to go into closed session
- Attendance limited to board, necessary staff and others whose presence is needed

Open Meeting Law

- Discussion in closed session limited to stated agenda purpose
- Most if not all votes should be taken in open session
- Must notice that board will reconvene in open session.
- Legal penalties range from \$25 to \$300 per violation
- Actions can be voided if law violated

Public Records Law

- Must respond to requests
 - Don't have to be written requests
 - Can view or receive copies regardless of format
- Personnel Records
 - Balance test--public good versus privacy
 - Personal information like SS# can be removed
- Need record retention policy
- Staff Email
 - Personal emails not public per Supreme Court Ruling

Resources

- IFLS Trustee Resource Page <https://iflsweb.org/home/trustees/>
- Tools and Resources for Public Library Directors and Board Members <https://dpi.wi.gov/libraries/public-libraries/governance-administration>
- Trustee Essentials <https://dpi.wi.gov/libraries/public-libraries/governance-administration/trustees>
- Wisconsin State Statute Chapter 43 Libraries <http://docs.legis.wisconsin.gov/statutes/statutes/43.pdf>
- Wisconsin Public Library Standards <https://dpi.wi.gov/libraries/public-libraries/planning-evaluation>
(Sixth edition: March 2018; new edition pending 2026)

3/18/2026

36

Open Meeting Resources

- Chapter 19 General Duties of Public Officials
<https://docs.legis.wisconsin.gov/statutes/statutes/19>
- Wisconsin Trustee Essential #14 <https://dpi.wi.gov/libraries/public-libraries/governance-administration/trustees>
- DPI FAQ on Open Meetings <https://dpi.wi.gov/libraries/public-libraries/legal>
- Department of Justice Compliance Guide
https://www.wisdoj.gov/Open%20Government/OML_guide.pdf
- League of Wisconsin Municipalities Governing Bodies: Open Meeting Law <https://www.lwm-info.org/m/faq> See Open Meeting Law Tab

Public Records Resources

- Trustee Essential #15 <https://dpi.wi.gov/libraries/public-libraries/governance-administration/trustees>
- Wisconsin's Public Records Law (DPI) <https://dpi.wi.gov/libraries/public-libraries/legal>
- Records Retention Schedule for Wisconsin Public Libraries <https://dpi.wi.gov/libraries/public-libraries/legal>
- Department of Justice Compliance Guide https://www.wisdoj.gov/Open%20Government/PRL_guide.pdf
- League of Wisconsin Municipalities Public Records FAQ <https://www.lwm-info.org/m/faq> See Open Records Tab

Ethics Resources

- Trustee Essential #16 <https://dpi.wi.gov/libraries/public-libraries/governance-administration/trustees>

Questions

Contact

John Thompson at

thompson@ifls.lib.wi.us

or 715-839-5082 ex. 116

2026 IFLS Board of Trustees

Judith Achterhof

1759 County Road O
Emerald, WI 54013
(715) 265-7160
jachterhof@hotmail.com
St. Croix Citizen Member
(Term Exp: 12/2027)

Mary Ellen Brue

1210 Lokhorst
Baldwin, WI 54002
Phone: (715) 684-3074
brewT4me@gmail.com
St. Croix County Citizen Member
(Term Exp: 12/2028)

Susan Carroll

433 McKinley Avenue
Eau Claire, WI 54701
(715) 577-0026
tbh1812@sbcglobal.net
Eau Claire County Citizen Member
(Term Exp: 12/2028)

Jan Daus Treasurer

E6255 Walnut Road
Eau Claire, WI 54701
(715) 878-9199
jan.daus.18@gmail.com
Eau Claire County Citizen Member
(Term Exp: 12/2027)

Sue Duerkop President

1799 172nd Avenue
Centuria, WI 54824
(715) 220-2458
sduerkop4a@gmail.com
Polk County Citizen Member
(Term Exp: 12/2027)

Fran Duncanson

723 Pondhurst Circle
Amery, WI 54001
Phone: _____
Frances.duncanson@polkcountywi.gov
Polk County Board Member
(Term Exp: 12/2026)

Doug Edwardson

1207 Soo Boulevard
Rice Lake, WI 54868
(608) 886-7820
Dedwardson1@gmail.com
Barron County Citizen Member
(Term Exp: 12/2028)

James Ericksen

519 Kennedy Avenue
Stanley, WI 54768
(715) 703-0437
ericksenjames@gmail.com
Chippewa County Board Member
(Term Exp: 12/2026)

Lois Goode

204 Maplewood Drive
Ladysmith, WI 54848
(715) 257-5403
Lois.goode43@gmail.com
Rusk County Board Member
(Term Exp: 12/2028)

Andrew Hagen

2868 Whisper Court, Unit 8
Menomonie, WI 54751
(605) 521-2977
Andrew.hagen@gmail.com
Dunn County Board Member
(Term Exp: 12/2028)

Joanne Johnson

420 E. Elm Street
River Falls, WI 54022
Phone: (715) 760-2089
Joanne.johnson@co.pierce.wi.us
Pierce County Board Member
(Term Exp: 12/2027)

Amanda Kohnen

PO Box 897
Chetek, WI 54728
(715) 642-1642
amanda.kohnen@co.barron.wi.us
Barron County Board Member
(Term Exp: 12/2027)

Sue Marshall Secretary

W7370 Morningside Drive
Phillips, WI 54555
(715) 820-2447
Marshfam82@gmail.com
Price County Citizen Member
(Term Exp: 12/2026)

Stella Pagonis

1019 Tenth Street W.
Altoona, WI 54720
(715) 491-2134
sappy@mac.com
Eau Claire County Board Member
(Term Exp: 12/2028)

Charlie Schell

222 S. Michigan Street
Eau Claire, WI 547013
(715) 829-1716
cschell1717@gmail.com
Eau Claire County Resource Library
(Term Exp: 12/2027)

Mike Schendel

808 Second Street
Hudson, WI 54016
(651) 283-6807
michael@schendel.com
St Croix County Citizen Member
(Term Exp: 12/2026)

Jim Tripp Vice President,

621 Fagstad Street
Menomonie, WI 54751
(715) 309-8083
Jimtripp23@gmail.com
Dunn County Citizen Member
(Term Exp: 12/2026)

Jane Winter

812 11th Avenue East
Durand, WI 54736
(715) 279-1209
Snowma40@yahoo.com
Pepin County Citizen Member
(Term Exp: 12/2027)

Julie Woodruff M-A-L,

11571 State Highway 124
Chippewa Falls, WI 54729
(715) 226-0833
julie@woodrufffarms.com
Chippewa County Citizen Member
(Term Exp: 12/2027)

Vacancy

Pierce County



Executive Committee



Personnel Committee

Updated: February 2026



1538 Truax Blvd, Eau Claire, WI 54703-1569
715-839-5082 or 800-321-5427
tellus@ifls.lib.wi.us • www.ifls.lib.wi.us

IFLS Board of Trustees 2026 Meeting Dates

Wednesday, January 28, 2026	12:30 p.m.	Via Zoom Meeting
Wednesday, March 25, 2026	12:30 p.m.	Via Zoom Meeting
Wednesday, May 27, 2026	12:30 p.m.	New Richmond Community Library
Wednesday, July 22, 2026	12:30 p.m.	Hammond Community Library
Wednesday, September 23, 2026	12:30 p.m.	Cadott Community Library
Wednesday, November 18, 2026	12:30 p.m.	Via Zoom Meeting

* If you are unable to attend in-person, you can participate via Zoom.

You will be emailed the meeting packet the week prior to the meeting. The packet will include the agenda, meeting documents, and connection links to attend.

Link to the IFLS Website page dedicated to IFLS Trustees:
[IFLS Trustees | IFLS Library System \(iflsweb.org\)](https://iflsweb.org)

Questions or unable to attend a meeting? Contact Joanne Gardner
at 1.800.321.5427 (ext. 110) or gardner@ifls.lib.wi.us

To inspire and facilitate library success by providing member libraries
with the tools to serve, empower and lead their communities.