

IFLS LIBRARY SYSTEM
BOARD OF TRUSTEES

MEETING LOCATION:

Virtual Meeting via Zoom
(See link below to join)

DATE/TIME:

Wednesday, November 19, 2025
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.**

Join Link:

<https://us02web.zoom.us/j/84177667790?pwd=qfCAJ9FZ2LbiufCq9bnFubaAPmrSdb.1>

Meeting ID: 841 7766 7790

Passcode: LjzvPQ56

Phone: 1 312 626 6799

Meeting ID: 841 7766 7790

Passcode: 11393114

A G E N D A

1. Call to Order
2. Establish a Quorum
3. Certification of Compliance with the Open Meeting Law
4. * Approve Agenda
5. Citizen Comments (*Each person who wishes to speak is limited to no more than five minutes. There is a ten-minute limit per topic and a twenty-minute limit at any meeting for Citizen Comments. Contact IFLS office for additional information.*)
6. Announcements/Correspondence/Introductions
7. * Minutes - Approve: Board of Trustees – September 24, 2025 **#046-25**
Acknowledge Receipt: Personnel Committee – September 24, 2025 **#045-25**
8. * Financials - Approve: Check Registers: September-October 2025 **#047-25**
Approve: Financial Reports: September-October 2025 **#048-25**
9. Director's Report of Agenda Items and Monthly Activities **#049-25**
10. Reports: - IFLS Staff Reports **#050-25**
- Board Member Reports
11. * Correction on 2026 Wage for Administrative Associate **#051-25**
12. * IFLS Long Range Plan with 2026 Budget **#052-25**
13. * Nominations Committee for 2026 Election of Executive Committee
14. * Adjournment

* *Denotes Action Items*

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

**IFLS LIBRARY SYSTEM
Board of Trustees
September 24, 2025**

MINUTES

The Board of Trustees of the IFLS Library System met on Wednesday, September 24, 2025, at Glenwood City Public Library, 217 W. Oak Street, Glenwood City, Wisconsin, and via Zoom. Duerkop called the meeting to order at 12:31 pm.

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

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

BOARD MEMBERS PRESENT:

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

BOARD MEMBERS ABSENT:

JoAnne Johnson (Pierce County); **Stella Pagonis** (Eau Claire County); **Jackie Pavelski** (Eau Claire 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); **Katelyn Dubiel** (Public Services Consultant); **Leah Langby** (Library Development and Youth Services Consultant).

APPROVE AGENDA:

MOTION #33 ⁽²⁵⁾: To approve the Agenda as presented. Daus/Marshall
RESULT: Carried.

CITIZEN COMMENTS:

There were no citizen comments.

ANNOUNCEMENTS/CORRESPONDENCE/INTRODUCTIONS:

There were no announcements nor correspondence.

MINUTES:

MOTION #34 ⁽²⁵⁾: To approve the Board of Trustee minutes dated July 23, 2025 (Doc. #036-25). Brue/Larson
RESULT: Carried.

The Board acknowledged receipt of the Personnel Committee minutes dated July 23, 2025. Daus/Marshall

FINANCIALS:

MOTION #35 ⁽²⁵⁾: To approve the Check Registers for July/August 2025 (Doc. #038-25). Eggert/Brue
RESULT: Carried.

Questions were asked about the deposits for the staff and director retreats, OverDrive for high demand holds, Tokify calendar subscription, the flag display program through Sunrise Exchange, and delivery charges to Purple Mountain. Fuller noted a voided check and also a class adjustment for the second state aid payment.

(Duncanson arrived at 12:40 pm).

MOTION #36 ⁽²⁵⁾: To approve the Financial Reports for July/August 2025 (Doc. #039-25). Brue/Woodruff
RESULT: Carried.

Questions were asked about Market & Johnson, ILL Fees and Verification Sources, Community Engagement Support, and the documentation provided by Wisconsin Valley on their accounting for the LEAN WI budget.

INVESTMENT REPORT DISCUSSION:

Fuller reported that nothing has changed with investments. Funds are held in the Pooled Investment Fund (PIF) and the account at Associated Bank. Funds at the bank are protected and rates offered at other banks are less than what we are receiving.

DIRECTOR’S REPORT:

Thompson spent a week with two of his grandchildren on vacation in Yellowstone.

Shortly after vacation, Thompson’s wife was hospitalized with extremely low platelets. Her spleen was removed and shortly thereafter, her platelets once again were dangerously low. Thompson noted that staff filled in for him during his absences. Thompson gave a shout out to Katelyn Dubiel.

Thompson attended the Association for Small and Rural Libraries (ARSL) Conference in New Mexico. Thompson shared information with staff on doing accessibility audits and a useful form checklist was shared.

ARSL is a good conference for folks to go to. They focus on small and rural libraries. 7-8 libraries from Wisconsin attend this conference annually. One of the presenters from a library the size of Deer Park did an after-school programs presentation.

IFLS STAFF REPORTS:

Kilde was present to give an in-depth report about her work this year.

The website chart usage comparing the last two years is a little inflated. The first part of the graph is a more accurate indication of how much website use has increased. There have been a number of questionable hits that have been increasing on the internet. It was noted that Erika and Brenden with LEAN WI make sure the system websites are accessible, up-to-date, engaging, and useful. Changes continue being made. Job postings on the website are one of the most popular pages.

There was a big push this year for advocacy. The “We the People Read” postcard campaign collected over 11,000 postcards from Wisconsin residents in support of IMLS and library funding. IFLS libraries contributed about six hundred of those.

There is a total of 260 subscribers to “The News from IFLS”. Most of the subscribers are library staff, trustees, and volunteers. The click-through rate is higher than average with over half of the subscribers that open the newsletter often. Kilde would love to expand the reach of the newsletter. Trustees were asked to go back to the local public libraries and invite trustees, friends, and general library fans to subscribe.

The Explore MORE Passport Program wrapped up this year. There were 4,305 library visits this year compared to 3,344 last year. Drawing for prizes will occur within the next couple of weeks.

The group library card order is an opportunity for all our libraries to order library cards at a better price. Kilde organizes this once a year. Last year 20 libraries ordered a total of 16,000 cards. Costs range between 22 and 24 cents per card. Without this group order, cards would cost 30 cents apiece. The cards all contain the same information on the back. The front of the card is customized for each library.

Thompson noted that Leah Langby provided a “fun tidbit” in her staff report, which is actually a big honor. Langby was named the Wisconsin Reach Out and Read Stellar Partner for 2025.

Duerkop noted the programming kits in Langby’s report. These are customized kits (music, stem with robotics, etc.) which are sent out to libraries to use and then sent back. IFLS kits have circulated 135 times so far in 2025.

There was discussion about the work Kris Schwartz does to safeguard internet access. With the introduction of new and more sophisticated Large Language Models and Generative AI, this has led to a swarm of new AI drive malware, ransomware, and scams. AI has completely changed the cybersecurity landscape. AI malware far outpaces AI cyber defenses as it is far easier to attack than to defend. Cloudflare offers free accounts with limited access to their Web Application Firewall and also created an AI bot blocking app that is included. Implementing CloudFlare’s Web Application Firewall offers significant benefits to the LEANWI libraries

websites. It detects and blocks malicious traffic before it reaches our servers, reducing the risk of data breaches, downtime and slow or stalled websites.

Achterhof inquired about Purple Mountain for deliveries. It was noted that two IFLS staff met at the terminal for a meeting on the sorting back-up and transit delays. They are now fully staffed and continue to brainstorm ways to increase efficiency. They have been very collaborative and open with us. Daus mentioned that direct transit from Altoona to Eau Claire has changed. Dubiel will look into this.

Achterhof inquired about the ILS Evaluation Project. For the past 20+ years, MORE has used Innovative Interfaces software. The ILS industry continues to develop, so it is in the best interest of MORE to investigate how other ILS options compare to our current platform. We want to ensure we offer the best platform for libraries and the patrons we serve.

Duerkop recommended board members check out the links provided in staff reports. Cecelia Cole's report provided a link on artificial intelligence in collection development. It is amazing what AI can and cannot do.

PERSONNEL COMMITTEE REPORT:

Larson noted that the Personnel Committee met this morning and reviewed the recommendation for wage increases and tweaks to the benefit packages.

Thompson provided the committee with a wage table for proposed 2026 wages. It started with a 2.5% standard percentage increase, then individual positions were looked at compared to the marketplace and the comprehensive wage analysis data which was extracted from annual reports. This analysis also included wages of state employees in similar classifications.

It was recommended that IFLS provide Securian Financial Accident Plan Insurance for All Employees in 2026. The total annual cost to cover all employees is under \$1,600.

Thompson suggested 4 weeks paid parental leave and extended emergency leave that may occur. The extended emergency leave would be managed on a case-by-case basis, and up to four weeks of paid leave. It would not be automatic.

It is recommended that the health insurance incentive payment be terminated. This program did not have the desired impact on employee health insurance choices.

Larson noted that the Personnel Committee supported the wage and benefit recommendations proposed. These recommendations would help to recruit and retain staff.

MOTION #37⁽²⁵⁾: To approve the Personnel Committee's Wages and Benefits Recommendation for 2026.

RESULT: Carried.

The recommendations are included within the 2026 IFLS budget provided today for approval.

MOTION #38 ⁽²⁵⁾: To approve the Director's Salary for 2026 which is included in the Wages and Benefits Recommendation for 2026. Daus/Brue
RESULT: Carried.

Duncanson wanted to thank Thompson and Duerkop for their invaluable assistance in the Polk County Library Plan for Services. With their help, Polk County kept reimbursement at 95%.

Achterhof inquired about the impact when IFLS would need to hire a new director. Thompson noted that when it does happen, the Board will likely pay the new director a similar wage. When it is time to hire, the Board can evaluate the wage for that position.

When looking at other systems and positions, the largest library within a system typically is paid more than the system staff. IFLS is not out of sync that way. With other systems in the state, IFLS is in the ballpark, except for South Central.

It was noted that we have to be mindful where IFLS fits in the ecosystem of checks and balances. We want to retain staff but not compromise service to libraries.

Duerkop and Thompson noted that there are perks with working at IFLS in addition to the wages and benefits. This includes flexible work schedules and the ability to work at home.

2025 REVISED/2026 PRELIMINARY IFLS AND MORE BUDGET:

MOTION #39 ⁽²⁵⁾: To approve the 2025 Revised/2026 Preliminary IFLS and MORE Budget (Doc. #042-25). Brue/Woodruff
RESULT: Carried.

Thompson noted that money was added for CE Grants for 2026 since we are losing LSTA grants for memberships and conferences. The Public Library Association (PLA) Conference will be held in Minneapolis in 2026. That is close enough that IFLS would like to support attendance. Thompson also added that with LSTA going away, we may incur more costs for LEAN WI/Shared Tech.

IFLS/STATE LONG RANGE PLAN:

The 2026 IFLS/State Long Range Plan (Doc. #043-25) was included in the meeting packet. The narrative sections are provided, and the financial portion will be completed once the budget has been approved. Fuller will take the numbers from the approved budget and insert them into the state-required format. The complete plan with the budget figures will be brought back at the November board meeting.

Thompson reached out to the public libraries for comment and suggestions. None were forthcoming.

MOTION #40 ⁽²⁵⁾: To approve the IFLS/State Long Range Plan (Doc. #043-25). Marshall/Woodruff
RESULT: Carried.

2026 RESOURCE LIBRARY AGREEMENT:

A copy of the 2026 Resource Library Agreement (Doc. #044-25) was provided in the meeting packet. The document remains unchanged from 2025.

MOTION #41 ⁽²⁵⁾: To approve the 2026 Resource Library Agreement (Doc. #044-25).
Daus/Eggert
RESULT: Carried.

BOARD MEMBER REPORTS:

Ericksen reported that Stanley library construction is moving along and they still need money.

Daus noted that Altoona has constructed a container park across from the library. Last week they held a silent book club where participants read for an hour.

Eggert announced that Colfax has a “cupboard” outside the library that is stocked with food and books.

Brue reported that the newly hired librarian in Baldwin is doing a super job. She also added that Hammond is finally getting a new library.

ADJOURNMENT:

The Board of Trustees adjourned at 2:10 pm. Brue/Ericksen

Joanne Gardner, Recorder/Administrative Associate

IFLS LIBRARY SYSTEM
Personnel Committee
September 24, 2025

The Personnel Committee of the IFLS Board of Trustees met on Wednesday, September 24, 2025, at Glenwood City Public Library, 217 W. Oak Street, Glenwood City, Wisconsin, as well as via Zoom. Larson called the meeting to order at 10:41 am.

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

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

PERSONNEL COMMITTEE MEMBERS PRESENT:

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

PERSONNEL COMMITTEE MEMBERS ABSENT:

None.

OTHERS PRESENT:

John Thompson (Director), **Adam Fuller** (Business Manager), **Joanne Gardner** (Administrative Associate/Recorder), **Katelyn Dubiel** (Public Services Consultant).

APPROVE AGENDA:

MOTION #29⁽²⁵⁾ To approve the agenda as presented. Marshall/Brue
RESULT: Carried.

CITIZEN COMMENTS:

There were no citizen comments.

MINUTES:

MOTION #30⁽²⁵⁾ To approve the Personnel Committee minutes dated July 23, 2025 (Doc. #035-25). Eggert/Marshall
RESULT: Carried.

**WAGES AND BENEFITS DISCUSSION AND
RECOMMENDATION FOR 2026:**

MOTION #31 ⁽²⁵⁾: To approve the Wages and Benefits Recommendation for 2026 (Doc. #037-25) as amended. Brue/Woodruff
RESULT: Carried.

Thompson provided a proposed wage table for 2026 which reflects a standard percentage increase with market adjustments for specific positions. The system annual reports provided a more comprehensive wage analysis based on position’s roles and responsibilities. Thompson reviewed this information in addition to balancing out all wages in general. It was noted that Eau Claire has typically had higher wages because of being a larger library. The proposed wages for 2026 are included in the proposed budget as well.

Thompson recommended that the Board consider providing four weeks of paid maternity leave in addition to existing sick and vacation leave benefits effective 10/1/25.

Another consideration is to have an emergency leave of pay up to four weeks. This would not be automatic and would be evaluated on a case by case basis.

Both these considerations are recommended by Thompson and would help to recruit and retain staff. Brue noted that IFLS has good employees, and we want to keep them healthy and safe.

Maternity leave could be added as a new category under leaves in the Personnel Manual. Emergency leave could be added under sick leave.

It was suggested that rather than having maternity leave, it could be worded as parental leave.

AMENDMENT TO MOTION: To approve adding language for parental and emergency leave into the existing sick and vacation benefits policies in the IFLS Personnel Manual. (Larson/Brue)
RESULT: Carried.

Thompson noted that the proposed wage recommendation and benefits have been included in the proposed 2026 budget.

A proposed change to benefits includes providing Securian Financial Accident Plan for all employees. This would provide a cash benefit paid directly to staff to help cover out-of-pocket expenses regardless of health insurance coverage. IFLS would cover the total annual cost of \$1,580.40.

Thompson is proposing that IFLS terminate the health insurance incentive payment for 2026. This program did not have the desired impact on employee health insurance choices.

DIRECTOR'S SALARY FOR 2026:

MOTION #32 ⁽²⁵⁾: To accept the Director's Salary for 2026 as recommended under Wages and Benefits Discussion for 2026. Marshall/Eggert
RESULT: Carried.

ADJOURNMENT:

Motion to adjourn at 11:06 am. Brue/Marshall

Joanne Gardner, Recorder/Administrative Associate

**IFLS Library System
Check Register
September 2025**

#047-25

Date	Num	Name	Memo	Amount
Sep 25				
09/01/2025	Auto Pay	Delta Dental	Sep. '25 Vision	-73.44
09/10/2025	Auto Pay	Kwik Trip, Inc.	Aug. Gas Stmt.	-43.10
09/15/2025	Auto Pay	Xcel Energy	07/25-8/25 Gas & Electric Svc	-318.80
09/22/2025	Auto Pay	Associated Credit Card	Aug. Credit Card *see attached	-14,279.74
09/22/2025	Auto Pay	Lumen	Sept. Phone	-0.83
09/24/2025	Auto Pay	Employee Trust Funds, Dept of	Oct. '25 Health Ins.	-20,484.84
09/02/2025	WIRE	Wisconsin Department of Revenue	P/R#16	-1,826.23
09/03/2025	WIRE	Wisconsin Deferred Comp. Program	P/R#18	-1,610.00
09/10/2025	WIRE	Internal Revenue Service	P/R#18	-8,953.04
09/15/2025	WIRE	Wisconsin Department of Revenue	P/R#17	-1,627.12
09/17/2025	WIRE	Wisconsin Deferred Comp. Program	P/R#19	-1,610.00
09/24/2025	WIRE	Internal Revenue Service	P,R#19	-8,952.94
09/30/2025	WIRE	Wisconsin Retirement System	Aug. WRF	-11,462.74
09/30/2025	WIRE	Wisconsin Department of Revenue	P/R#18	-1,608.04
09/03/2025	DD3463-3480	IFLS Staff	Direct Deposit	-27,080.84
09/17/2025	DD3481-3498	IFLS Staff	Direct Deposit	-27,080.91
09/08/2025	43744	Cole, Cecelia	Mult. Lib. Visits	-89.60
09/08/2025	43745	Culligan	Sept. Service	-99.95
09/08/2025	43746	Dubiel, Katelyn	Board Meeting-Park Falls	-140.00
09/08/2025	43747	L.E. Phillips Memorial Public Library	MORE Ecomm Payments 2025	-860.63
09/08/2025	43748	Luck Public Library -	Delivery Damage/1 item-Nowhere Alone	-18.00
09/08/2025	43749	Maug Cleaning Solutions, Inc.	7/28/25-8/24/25 Cleaning Service	-420.00
09/08/2025	43750	Season 2 Season	Jun-Jul. Mowing/Fertilizing	-405.00
09/08/2025	43751	Securian Financial Group, Inc.	Oct. Life Ins.	-363.30
09/08/2025	43752	Unemployment Insurance	Unemployment/B. Krejci	-740.00
09/08/2025	43753	Wisconsin Valley Library Service	Shared Tech. Support Consultant	-27,361.82
09/08/2025	43754	Backstage Library Works	MORE/ Database Maint.-August	-460.70
09/08/2025	43755	Innovative Interfaces	Hardware Migration	-12,285.33
09/08/2025	43756	OverDrive, Inc.	August Advantage/High Demand	-7,131.98
09/29/2025	43757	Action Mechanical LLC	2025-2026 HVAC-Maintenance Contract	-750.00
09/29/2025	43758	Bayscan Technologies	Billable/Supplies for Libs	-200.00
09/29/2025	43759	Brue, Mary Ellen	Board Mileage-Glenwood City Lib.	-23.80
09/29/2025	43760	CA Friday Memorial Library	Scholarship-B. Rice-WLA Leadership Dev	-400.00
09/29/2025	43761	Cole, Cecelia	Lib Visit/Turtle Lake-Collection Developm	-17.50
09/29/2025	43762	Compass IL	Assessments/Chippewa Falls Library	-764.40
09/29/2025	43763	Daus, Jan	Board Mileage	-84.00
09/29/2025	43764	Dubiel, Katelyn	WPLC Delivery Meeting-Beloit	-323.40
09/29/2025	43765	Duerkop, Sue	Board Mileage	-44.80
09/29/2025	43766	Eggert, Pat	Board Mileage	-35.00
09/29/2025	43767	Gardner, Joanne	Board Mtg. Mileage	-61.60
09/29/2025	43768	Hazel Mackin Library (Roberts)	Delivery Damage/1 item-The Women	-41.00
09/29/2025	43769	Jensen, Brad	Tech. Support/Mult. Libs./Mult.Trips	-40.65

IFLS Library System
Check Register
September 2025

<u>Date</u>	<u>Num</u>	<u>Name</u>	<u>Memo</u>	<u>Amount</u>
09/29/2025	43770	Johnson, Jackee	Mult. Lib. Visits	-285.40
09/29/2025	43771	L.E. Phillips Memorial Public Library	Delivery Damage/1 item-Too Man Pumpki	-7.99
09/29/2025	43772	Larson, Mary Alice	Board Mileage	-74.20
09/29/2025	43773	Maug Cleaning Solutions, Inc.	8/25/25-9/21/25 Cleaning Service	-420.00
09/29/2025	43774	Milwaukee County Federated Library System	Postage-Advocacy	-429.12
09/29/2025	43775	Purple Mountain Solutions, INC.	Sept. Delivery Service	-36,099.95
09/29/2025	43776	ReaLiving, LLC.	EAP Membership Fee Oct.-Dec.. 2025	-1,283.00
09/29/2025	43777	Wisconsin Valley Library Service	2025 LEAN WI Tech Partnership	-45,313.36
09/29/2025	43778	Woodruff, Julie	Board Mileage	-61.60
09/29/2025	43779	Backstage Library Works	MORE/ Database Maint.-September	-501.90
09/29/2025	43780	OverDrive, Inc.	MORE/Sept. Advantage	-5,850.28
Sep 25				<u>-270,501.87</u>

IFLS Library System

ASSOCIATED Credit Card Transaction Detail Report

Electronic Auto Pay (9/22/2025)

Date	Name	Memo	Num	Amount
Jul 30 - Aug 27, 25				
07/30/2025	Minnesota Library Associaton	MLA Conf. Reg./J. Thompson	MLAConf	250.00
07/30/2025	UW-Madison	Advocacy & Disability Webinars-Refund	L. Langby	-50.00
07/31/2025	FlowRoute.com	Aug. Phone/on Acct	on Acct	50.00
08/01/2025	Amazon.com Credit	Wall Corner Protector Guards	Wall Guards	-220.36
08/01/2025	1st Choice Pest Solutions	Serv. Agrmnt-August	August	67.00
08/01/2025	Google Cloud	Google Maps Fee	Fee	28.29
08/01/2025	Hilton Hotels	Conf/Lodging-K. Dubiel	Conf	124.30
08/01/2025	Hilton Hotels	Conf/Lodging-K. Dubiel Tax Exempt Credit	Conf	-14.30
08/01/2025	Game Quest	MORE Passport Prizes	Pass. Prize	247.32
08/01/2025	Fox's Den	MORE Passport Prizes	Pass. Prize	110.24
08/04/2025	Home Depot	Wall Corner Protector Guards	Wall Guards	310.26
08/05/2025	GFL Environmental	Aug. Garbage	1002524	48.29
08/05/2025	Dell Marketing L.P.	Billable/Altoona-24" Monitor (2)	Comp Equip	204.00
08/05/2025	Dell Marketing L.P.	Billable/Altoona-Micro PC's (2)	Comp Equip	1,250.00
08/05/2025	CDW-G	Billable/Altoona-Laptop Locking Cable (4)	Comp Equip	182.92
08/06/2025	Amazon.com Credit	36 Delivery Bins	Del. Bins	1,071.66
08/07/2025	USPS	Advocacy Postcards Mailing	Postage	31.20
08/08/2025	Dell Marketing L.P.	Billable/Augusta-24" Monitor (2)	Comp Equip	204.00
08/08/2025	Dell Marketing L.P.	Billable/Augusta-Micro PC's (2)	Comp Equip	1,250.00
08/08/2025	Dell Marketing L.P.	Billable/Augusta-Monitor Stand	Comp Equip	63.70
08/12/2025	Bloomsbury Publishing	ILS-Instructional Book	Book	52.23
08/13/2025	Dell Marketing L.P.	Billable/Bruce-24" Monitor	Comp Equip	102.00
08/13/2025	Dell Marketing L.P.	Billable/Bruce-Monitor Stand	Comp Equip	63.70
08/13/2025	Dell Marketing L.P.	Billable/Bruce-Optiplex Micro PC	Comp Equip	625.00
08/13/2025	CDW-G	Billable/Bruce-Zebra Label Printer	Comp Equip	397.04
08/13/2025	Dell Marketing L.P.	Billable/Ladysmith-24" Monitor (7)	Comp Equip	714.00
08/13/2025	Dell Marketing L.P.	Billable/Ladysmith-Micro PC's (7)	Comp Equip	4,375.00
08/13/2025	Dell Marketing L.P.	Billable/Ladysmith-Monitor Stand (7)	Comp Equip	445.90
08/14/2025	Modular Robotics	Replacements for Kits	Kits	79.00
08/14/2025	Bibliocommons Inc.	BiblioCon-Virtual Conference-Mult. Staff	Conf.	271.20
08/14/2025	Bibliocommons Inc.	BiblioCon-Foreign Transaction Fee	Conf.	5.42
08/15/2025	Wisconsin Library Association	WLA Membership/D. Faulhaber	Renewal	171.00
08/16/2025	FlowRoute.com	Aug. Phone/on Acct	on Acct	50.00
08/21/2025	Eau Claire Ford	Oil Change/Filter	Sys Vehicle	64.45
08/21/2025	Quill Corporation	Copay Paper/Labels	45430902	227.21
08/22/2025	Dell Marketing L.P.	Billable/Balsam Lake-Pro16" Plus Laptop	Comp Equip	850.00
08/22/2025	Innovative Users Group	Membership Renewal-L. Roholt	1 year	242.00
08/25/2025	Menards	White Drain Gutters	Tilt Drain	106.24
08/26/2025	Rev.com	Captioning/Plain Connection Webinar	Captioning	86.37
08/27/2025	Amazon.com Credit	MORE Passport Prizes	Pass. Prize	41.31
08/27/2025	Hilton Hotels	WLA Board Meeting-J. Johnson	Meeting	102.15

IFLS Library System
ASSOCIATED Credit Card Transaction Detail Report
Electronic Auto Pay (9/22/2025)

<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Num</u>	<u>Amount</u>
Jul 30 - Aug 27, 25				<u>14,279.74</u>

IFLS Library System Check Register October 2025

Date	Num	Name	Memo	Amount
Oct 25				
10/01/2025	Auto Pay	Delta Dental	Oct. '25 Vision	-73.44
10/10/2025	Auto Pay	Kwik Trip, Inc.	Sept. Gas Stmt.	-39.99
10/14/2025	Auto Pay	Eau Claire, City of	06/01/2025-8/31/2025 Water	-321.39
10/14/2025	Auto Pay	Xcel Energy	08/25-9/24 Gas & Electric Svc	-227.98
10/22/2025	Auto Pay	Associated Credit Card	Sept. Credit Card *see attached	-18,294.18
10/24/2025	Auto Pay	Employee Trust Funds, Dept of	Nov. '25 Health Ins.	-22,929.42
10/01/2025	WIRE	Wisconsin Deferred Comp. Program	P/R#20	-1,610.00
10/08/2025	WIRE	Internal Revenue Service	P/R#20	-9,102.92
10/15/2025	WIRE	Wisconsin Department of Revenue	P/R#19	-1,608.04
10/15/2025	WIRE	Wisconsin Deferred Comp. Program	P/R#21	-1,610.00
10/22/2025	WIRE	Internal Revenue Service	P/R#21	-9,102.94
10/29/2025	WIRE	Wisconsin Deferred Comp. Program	P/R#22	-1,610.00
10/31/2025	WIRE	Wisconsin Retirement System	Sept. WRF	-10,799.50
10/31/2025	WIRE	Wisconsin Department of Revenue	P/R#20 & 21	-3,289.46
10/01/2025	DD3499-3516	IFLS Staff	Direct Deposit	-27,558.86
10/15/2025	DD3517-3534	IFLS Staff	Direct Deposit	-27,558.84
10/29/2025	DD3535-3552	IFLS Staff	Direct Deposit	-29,179.57
10/07/2025	43781	Action Mechanical LLC	UV Bulb Replacement/Investigate Leak in Hall	-577.00
10/07/2025	43782	Culligan	Oct. Service	-99.95
10/07/2025	43783	EO Johnson Co.	10/20/25-1/19/2025 Maint. Agreement	-126.00
10/07/2025	43784	Fuller, Adam	SOMBAW Mtg Travel-Madison	-273.29
10/07/2025	43785	Hudson Public Lib	MORE Ecomm Payments 2025	-1,304.82
10/07/2025	43786	Johnson, Jackee	Lib. Visit/Amery	-105.00
10/07/2025	43787	L.E. Phillips Memorial Public Library	MORE Ecomm Payments 2025	-892.63
10/07/2025	43788	OCLC, Inc	Sept. Net OCLC Fees	-65.34
10/07/2025	43789	Securian Financial Group, Inc.	Nov. Life Ins.	-401.44
10/07/2025	43790	Unemployment Insurance	Unemployment/B. Krejci	-370.00
10/27/2025	43791	Bayscan Technologies	Billable/Supplies for Libs	-200.00
10/27/2025	43792	Camp Wapo	Directors Retreat	-778.00
10/27/2025	43793	Jennifer Cook	Honorarium-Opening up About a Quiet Practic	-100.00
10/27/2025	43794	Julia E.F. Reid	Directors Retreat	-144.20
10/27/2025	43795	L.E. Phillips Memorial Public Library	3rd Qtr Contract Payment	-5,750.00
10/27/2025	43796	Maug Cleaning Solutions, Inc.	9/22/25-10/19/25 Cleaning Service	-420.00
10/27/2025	43797	Purple Mountain Solutions, INC.	Oct. Delivery Service	-38,005.23
10/27/2025	43798	Thompson, John	Field Visits/Conference 9/16/25-10/24/25	-799.40
10/27/2025	43799	Backstage Library Works	MORE/ Database Maint.-October	-468.30
10/27/2025	43800	L.E. Phillips Memorial Public Library	MORE/3rd Qtr High Demands	-470.71
Oct 25				-216,267.84

IFLS Library System

ASSOCIATED Credit Card Transaction Detail Report

Electronic Auto Pay (10/22/2025)

Date	Name	Memo	Num	Amount
Aug 28 - Sep 29, 25				
08/28/2025	Amazon.com Credit	MORE Passport Prizes	Pass. Prize	138.34
08/29/2025	USPS	Postage-Gift for Presenter	Postage	8.70
08/29/2025	Bookshop.org	Presenter Gift-Caitlyn Mowatt	Gift	25.00
08/29/2025	Dell Marketing L.P.	Billable/Turtle Lake-(2) Micro PC's	Comp Equip	1,250.00
08/29/2025	FlowRoute.com	Sept. Phone/on Acct	on Acct	50.00
09/01/2025	1st Choice Pest Solutions	Serv. Agrmnt-September	September	67.00
09/01/2025	Google Cloud	Google Maps Fee	Fee	15.69
09/02/2025	USPS	Sept. Postage	Postage	30.64
09/02/2025	Microsoft	Office 365 Licenses	Licenses	58.50
09/02/2025	Microsoft	Office 365 Licenses-Credit	Licenses	-5.00
09/03/2025	Echo KB	Subscription/Website Plugin	Renewal	23.69
09/04/2025	Festival Foods	Pop/Water	Supplies	29.98
09/04/2025	Dell Marketing L.P.	Billable/Turtle Lake-(2) Monitors	Comp Equip	204.00
09/04/2025	CDW-G	Billable/Colfax-Brother Copier	Comp Equip	1,163.99
09/04/2025	Wisconsin Library Association	WLA Membership/J. Johnson	Renewal	450.00
09/04/2025	NOTSL	NOTSL Conf. Reg.-J. Johnson	NOTSL Conf.	55.20
09/05/2025	Quill Corporation	Hand Towels/T-Paper	45596611	121.98
09/05/2025	GFL Environmental	Sept. Garbage	1020345	48.41
09/05/2025	Echo KB	Subscription/Website Plugin	Renewal	23.69
09/09/2025	Rev.com	Captioning/Tech Days 2025	Captioning	573.94
09/11/2025	OfficeMax	Note Cards/Envelopes	Supplies	64.47
09/11/2025	Swank Movie Licensing USA	Billable/Movie Lic for Libs	Movie Lic	7,956.00
09/11/2025	Dell Marketing L.P.	Billable/Sand Creek-(2) Micro PC's	Comp Equip	1,250.00
09/11/2025	Dell Marketing L.P.	Billable/Sand Creek-(2) Monitors	Comp Equip	180.00
09/11/2025	Dell Marketing L.P.	Billable/Sand Creek-(2) Monitor Stands	Comp Equip	127.40
09/12/2025	CDW-G	Billable/Colfax-Brother Copier-2yr Warranty	Comp Equip	155.47
09/12/2025	Misc Restaurants	Coland Mtg.- Meals-Noodles & Co.-K. Dubiel	Meal	14.67
09/15/2025	Wisconsin Library Association	WLA Conference Reg./J. Thompson	WLA Conf	495.00
09/15/2025	FlowRoute.com	Sept. Phone/on Acct	on Acct	50.00
09/16/2025	Parking	Conf. Parking/J. Thompson-ARSL	Conf Park	124.80
09/16/2025	PayPal Inc.	CABS Catalog Fee	Cabs Fee	40.17
09/17/2025	Misc Restaurants	ARSL Conf. Meals-Tino's Tacos-J. Thompson	Meal	19.39
09/17/2025	Misc Restaurants	ARSL Conf. Meals-Roma Bakery-J. Thompson	Meal	11.61
09/18/2025	Misc Restaurants	ARSL Conf. Meals-Desert Sky-J. Thompson	Meal	20.70
09/18/2025	Misc Restaurants	ARSL Conf. Meals-Curious Toast-J. Thompson	Meal	24.15
09/18/2025	Wisconsin Library Association	WLA Conf. Reg.-L. Langby	WLA Conf.	495.00
09/18/2025	Dell Marketing L.P.	Laptop-Pro 16 Plus	IFLS Comp	885.14
09/18/2025	Wisconsin Library Association	WLA Membership/L. Roholt	Renewal	225.00
09/18/2025	Wisconsin Library Association	WLA Conf. Reg.-L. Roholt	WLA Conf.	450.00
09/19/2025	Misc Restaurants	ARSL Conf. Meals-Cafe Lush-J. Thompson	Meal	21.43
09/19/2025	Misc Restaurants	ARSL Conf. Meals-Roma Bakery-J. Thompson	Meal	15.11

IFLS Library System
ASSOCIATED Credit Card Transaction Detail Report
 Electronic Auto Pay (10/22/2025)

<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Num</u>	<u>Amount</u>
09/20/2025	Hotels	ARSL Conf/J. Thompson-The Clyde Hotel	Conf Hotels	781.64
09/23/2025	American Library Association	ALA Membership-C. Cole	Membership	230.00
09/23/2025	Wisconsin Library Association	WLA Membership/C. Cole	Renewal	169.26
09/25/2025	ReforMedicine	Accidental Charge/R. Kilde	Charge	60.00
09/25/2025	Wisconsin Library Association	WLA Membership/R. Kilde	Renewal	78.00
09/26/2025	FlowRoute.com	Sept. Phone/on Acct	on Acct	16.02
Aug 28 - Sep 29, 25				<u>18,294.18</u>

**IFLS Library System
Balance Sheet
As of October 31, 2025**

#048-25

	<u>IFLS</u>	<u>MORE</u>	<u>2025 TOTAL</u>	<u>2024 TOTAL</u>
ASSETS				
Current Assets				
Checking/Savings				
1010 · Bank Mutual - Ecomm Checking	27,542.25		27,542.25	27,833.87
1040 · Bank Mutual - Checking	50,735.23		50,735.23	31,259.40
1050/1106 · Investments/Bank Mutual & States PIF	1,305,216.94	376,246.46	1,681,463.40	1,695,271.13
Total Checking/Savings & Investments	<u>1,383,494.42</u>	<u>376,246.46</u>	<u>1,759,740.88</u>	<u>1,754,364.40</u>
Accounts Receivable				
1200 · Accounts Receivable	16,449.35		16,449.35	11,397.93
Total Accounts Receivable	<u>16,449.35</u>	<u>0.00</u>	<u>16,449.35</u>	<u>11,397.93</u>
Other Current Assets				
1110 · Petty Cash Funds	75.00		75.00	75.00
1150 · Prepaid Insurance	2,439.23		2,439.23	2,248.00
1499 · Undeposited Funds	0.00		0.00	330.76
1510/1511 · 2025-2026 Prepaid Expenses	6,746.47	22,657.92	29,404.39	36,866.76
Total Other Current Assets	<u>9,260.70</u>	<u>22,657.92</u>	<u>31,918.62</u>	<u>39,520.52</u>
Total Current Assets	<u>1,409,204.47</u>	<u>398,904.38</u>	<u>1,808,108.85</u>	<u>1,805,282.85</u>
TOTAL ASSETS	<u><u>1,409,204.47</u></u>	<u><u>398,904.38</u></u>	<u><u>1,808,108.85</u></u>	<u><u>1,805,282.85</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	39,495.57	14,629.23	54,124.80	198,172.92
2011 · Credit Card - Associated	0.00		0.00	197.65
Total Accounts Payable	<u>39,495.57</u>	<u>14,629.23</u>	<u>54,124.80</u>	<u>198,370.57</u>
Other Current Liabilities				
2100 · Payroll Liabilities	11,748.19		11,748.19	11,414.35
Total Other Current Liabilities	<u>11,748.19</u>	<u>0.00</u>	<u>11,748.19</u>	<u>11,414.35</u>
Total Current Liabilities	<u>51,243.76</u>	<u>14,629.23</u>	<u>65,872.99</u>	<u>209,784.92</u>
Total Liabilities	<u>51,243.76</u>	<u>14,629.23</u>	<u>65,872.99</u>	<u>209,784.92</u>
Equity				
3000 · Equity/Reserves & Committed (Beginning of Year)	570,000.00	224,000.00	794,000.00	1,102,526.03
3000 · Equity/Uncommitted Funds (Beginning of Year)	386,459.45	89,029.69	475,489.14	16,189.51
Current Year Income Less Expense	401,501.26	71,245.46	472,746.72	476,782.39
Total Equity (End of Year)	<u>1,357,960.71</u>	<u>384,275.15</u>	<u>1,742,235.86</u>	<u>1,595,497.93</u>
TOTAL LIABILITIES & EQUITY	<u><u>1,409,204.47</u></u>	<u><u>398,904.38</u></u>	<u><u>1,808,108.85</u></u>	<u><u>1,805,282.85</u></u>

IFLS Library System
Revenue and Expense Statement
 January through October 2025

	<u>Jan - Oct 25</u>	<u>Jan - Oct 24</u>
Ordinary Income/Expense		
Income		
5100 · Current Year State Aids	1,799,593.00	1,649,709.00
5200 · Interest Income/General Funds	80,936.43	99,272.23
5263 · MORE Management Income	443,904.00	408,042.00
5264 · Catalog/Processing Income	100,274.90	91,159.00
5280 · Technology Income	6,170.68	4,930.20
5300 · Miscellaneous Income	309.06	424.83
Total Income	2,431,188.07	2,253,537.26
Expense		
6500 · Salaries/Wages & Benefits	1,278,587.47	1,176,177.95
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	883.10	1,955.00
8540 · Annual Audit	10,500.00	9,545.00
8620 · Collection/Electronic Resources	31,594.50	30,479.53
8630 · Wis Pub Lib Consortium Membshp	8,112.00	7,848.00
8670 · Professional Memberships	3,383.54	1,709.56
8690 · Librarian Prof. Development	17,219.56	12,163.35
8700 · CE/Collaboration Projects	400.69	604.06
8714 · Accessibility Audits	4,788.17	5,068.00
8716 · Community Engagement Support	6,050.00	300.00
8720 · IFLS Staff Dvlpmt & Prof Mtgs	11,079.11	7,327.85
8735 · Library Consulting Expenses	372.00	892.00
8740 · Field Visits	6,747.74	3,575.97
8741 · Field Visits - Tech Support	285.63	265.65
8755 · Programming Kits	485.24	594.21
8812 · ILL Fees & Verification Sources	9,007.64	3,488.12
8850 · Delivery Service	318,329.33	288,054.13
8855 · Collection Dev Grant-LEPhillips	17,250.00	17,250.00
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	1,878.48	1,118.37
9020 · Professional Materials	820.04	1,106.07

IFLS Library System
Revenue and Expense Statement
 January through October 2025

	<u>Jan - Oct 25</u>	<u>Jan - Oct 24</u>
9030 · Postage	727.98	452.05
9050 · Telephone	1,925.33	2,131.57
9060 · Supplies	751.69	3,562.62
9080 · Marketing & Advocacy PR	1,386.83	1,568.29
9123 · Building Overhead Expenses	15,214.30	16,602.58
9140 · Photocopier Costs	711.21	589.44
9160 · Computers	3,991.53	3,182.08
9190 · System Vehicle Expenses	1,749.41	1,908.80
9220 · Insurance	6,346.77	5,588.58
9240 · Contingency	4,500.00	1,415.90
9245 · Capital Expenditures	41,597.65	16,168.00
Total Expense	<u>2,048,725.81</u>	<u>1,857,297.76</u>
Net Ordinary Income	382,462.26	396,239.50
Pass-thru Income/Expense		
Pass-thru Income		
5476 · LSTA 2024 Income	12,628.40	151,405.09
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	177,320.40	163,137.04
Total Pass-thru Income	<u>1,312,229.80</u>	<u>1,353,235.42</u>
Pass-thru Expense		
8830 · Shared Cataloging Service	3,765.96	3.67
8940 · Projects Billable to Libraries	149,434.76	140,020.41
9500 · MORE Shared Automation Expenses	1,050,410.89	968,226.29
9981 · LSTA 2023 Grant Expenses	0.00	20,920.28
9982 · LSTA 2024 Grant Expenses	18,333.73	143,521.88
Total Pass-thru Expense	<u>1,221,945.34</u>	<u>1,272,692.53</u>
Net Pass-thru Income	<u>90,284.46</u>	<u>80,542.89</u>
Net Income	<u><u>472,746.72</u></u>	<u><u>476,782.39</u></u>

IFLS Library System

Annual Budget vs. Actual Income and Expense

January through October 2025

	Jan - Oct 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
5100 · Current Year State Aids	1,799,593.00	1,799,593.00	0.00	100.0%
5200 · Interest Income/General Funds	80,936.43	80,000.00	936.43	101.17%
5263 · MORE Management Income	443,904.00	532,684.00	-88,780.00	83.33%
5264 · Catalog/Processing Income	100,274.90	100,275.00	-0.10	100.0%
5280 · Technology Income	6,170.68	6,000.00	170.68	102.85%
5300 · Miscellaneous Income	309.06	500.00	-190.94	61.81%
Total Income	2,431,188.07	2,519,052.00	-87,863.93	96.51%
Expense				
6500 · Salaries/Wages & Benefits	1,278,587.47	1,622,345.00	-343,757.53	78.81%
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	883.10	1,800.00	-916.90	49.06%
8530 · Bank & Direct Deposit Fees	0.00	2,000.00	-2,000.00	0.0%
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	3,383.54	9,000.00	-5,616.46	37.6%
8690 · Librarian Prof. Development	17,219.56	17,500.00	-280.44	98.4%
8700 · CE/Collaboration Projects	400.69	675.00	-274.31	59.36%
8714 · Accessibility Audits	4,788.17	5,835.00	-1,046.83	82.06%
8716 · Community Engagement Support	6,050.00	8,000.00	-1,950.00	75.63%
8720 · IFLS Staff Dvlpmt & Prof Mtgs	11,079.11	25,000.00	-13,920.89	44.32%
8735 · Library Consulting Expenses	372.00	1,700.00	-1,328.00	21.88%
8740 · Field Visits	6,747.74	12,000.00	-5,252.26	56.23%
8741 · Field Visits - Tech Support	285.63	1,000.00	-714.37	28.56%
8755 · Programming Kits	485.24	900.00	-414.76	53.92%
8812 · ILL Fees & Verification Sources	9,007.64	11,500.00	-2,492.36	78.33%
8850 · Delivery Service	318,329.33	397,210.00	-78,880.67	80.14%
8855 · Collection Dev Grant-LEPhillips	17,250.00	23,000.00	-5,750.00	75.0%
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 WI/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	1,878.48	1,800.00	78.48	104.36%

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

	Jan - Oct 25	Budget	\$ Over Budget	% of Budget
9020 · Professional Materials	820.04	2,500.00	-1,679.96	32.8%
9030 · Postage	727.98	1,200.00	-472.02	60.67%
9050 · Telephone	1,925.33	3,960.00	-2,034.67	48.62%
9060 · Supplies	751.69	6,500.00	-5,748.31	11.56%
9080 · Marketing & Advocacy PR	1,386.83	2,400.00	-1,013.17	57.79%
9123 · Building Overhead Expenses	15,214.30	25,250.00	-10,035.70	60.26%
9140 · Photocopier Costs	711.21	975.00	-263.79	72.95%
9160 · Computers	3,991.53	6,900.00	-2,908.47	57.85%
9190 · System Vehicle Expenses	1,749.41	3,800.00	-2,050.59	46.04%
9220 · Insurance	6,346.77	6,510.00	-163.23	97.49%
9240 · Contingency	4,500.00	5,500.00	-1,000.00	81.82%
9245 · Capital Expenditures	41,597.65	50,000.00	-8,402.35	83.2%
Total Expense	2,048,725.81	2,647,634.00	-598,908.19	77.38%
Net Ordinary Income	382,462.26	-128,582.00	511,044.26	
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	177,320.40			
Total Pass-thru Income	1,312,229.80	1,012,138.00	300,091.80	129.65%
Pass-thru Expense				
8830 · Shared Cataloging Service	3,765.96			
8940 · Projects Billable to Libraries	149,434.76	150,000.00	-565.24	99.62%
9500 · MORE Shared Automation Expenses	1,050,410.89	1,159,424.00	-109,013.11	90.6%
9982 · LSTA 2024 Grant Expenses	18,333.73			
Total Pass-thru Expense	1,221,945.34	1,309,424.00	-87,478.66	93.32%
Net Pass-thru Income	90,284.46	-297,286.00	387,570.46	
Net Income	472,746.72	-425,868.00	898,614.72	

My Online Resource (MORE)

Balance Sheet

As of October 31, 2025

	<u>MORE</u>
ASSETS	
Current Assets	
1105 · Investment Funds - MORE	\$ 376,246.46
1200-1 · Accts Receivable-MORE	-
1511-1 · 2026 Prepaid Expense-MORE	<u>22,657.92</u>
TOTAL ASSETS	<u><u>\$ 398,904.38</u></u>
LIABILITIES & EQUITY	
Liabilities	
2000-1 · Accounts Payable-MORE	<u>14,629.23</u>
Total Liabilities	14,629.23
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	<u>71,245.46</u>
Total Equity/MORE Fund Balance	<u><u>384,275.15</u></u>
TOTAL LIABILITIES & EQUITY	<u><u>\$ 398,904.38</u></u>

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

	<u>Sep. - Oct. '25</u>	<u>Sep. - Oct. '24</u>
MORE Income/Expense		
MORE Income		
5670 · MORE Shared System Income		
5670-1 · MORE Start-up Income		
5670-2 · MORE Operating Income	1,115,598.25	1,054,064.00
Total MORE Income	1,115,598.25	1,054,064.00
MORE Expense		
9500 · MORE Shared Automation Expenses		
9500-11 · MORE/IFLS Management Charges	444,143.61	408,042.00
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	519.00	219.00
9500-22 · MORE/High-demand Hold Project	4,787.44	5,833.34
9500-25 · MORE/Subscps/Lib Elf, Novelist , Covers	9,676.88	11,131.73
9500-24 · MORE/Conferences	7,259.39	3,858.09
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	67,985.50	56,937.73
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	104.45	12,963.26
9500-54 · MORE/NicheAcademy	3,300.00	0.00
9500-5 · MORE/Publicity	2,668.78	2,247.72
9500-6 · MORE/Database Cleanup/Maint	4,556.46	3,779.91
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	1,036,662.94	963,773.91
Total MORE Expense	1,043,350.44	963,773.91
Year-to-date MORE Income less Expense	71,245.46	90,290.09
Year-to-date MORE Income less Expense	71,245.46	90,290.09
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	384,275.15	

LEAN WISCONSIN
Budget Report - October 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	\$1,574.03	\$67,480.78	\$0.00	\$77,849.22
6-6250	TRAVEL	\$3,000.00	\$0.00	\$0.00	\$0.00	\$3,000.00
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	\$1,574.03	\$166,429.04	\$0.00	\$187,713.96

Note: The appropriation for 6210 was adjusted to match 2025 midterm "actuals" budget revision, less prepaid services.

Beginning October 2025 Balance	\$537,037.66			Beginning 2025 Balance	\$586,519.85
Receipts\Transfers - Partner Shares	\$45,313.36			Receipts - Partner Shares	\$160,195.18
Receipts - CPA	\$0.00			Receipts - CPA	\$491.00
Transfers - Expenses to 3-Grants / Other	(\$16,000.00)			Transfers - Expenses to 3-Grants / Other	(\$16,000.00)
Expenditures - 2025 Budget	(\$1,574.03)			Expenditures - 2025 Budget	(\$166,429.04)
Expenditures - 2025 New/Unplanned	\$0.00			Expenditures - 2025 New/Unplanned	\$0.00
Ending October 2025 Balance	\$564,776.99			2025 Year to Date Balance	\$564,776.99

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	Balance
6-6210	CVTC RDC Rack 2	\$ 5,646.97	100	Partner Shares	\$ 76,172.12
			100	HR Shares	\$ 16,259.78
			201	CPA Running Balance	\$ 844.35

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		\$ 160,686.18
6-6650	Infrastructure & Core Svc - IFLS	\$ -	Expenses		\$ (166,429.04)
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		\$ 139,405.56

Director's Report

Agenda Items

11. * Correction on 2026 Wage for Administrative Associate

When calculating the wages for the 2026 budget, the 2024 wage was used instead of the 2025 wage. We will be requesting confirmation of a wage adjustment for the position. The expenditure was factored into the 2026 budget in item 12.

12. * IFLS Long Range Plan with 2026 Budget

The budget and plan reflect the narrative information shared last month with the wage revision in the budget.

13. * Nominations Committee for 2026 Election of Executive Committee

This committee will select a candidate slate for officers for the Executive Committee and Board Officers.

Monthly Activities

Conferences

I attended both the Minnesota Library Association Conference in St. Cloud and the Wisconsin Library Association Conference in Middleton. I spent a few days in Minnesota seeing if there was anything new and different in Minnesota libraries that I could share with our libraries. Minnesota has developed a storytime training for staff that looks really interesting. It is designed to help train staff in the how and whys of presenting storytime. The course isn't live yet, but I did pass along the information to Leah Langby. It might be a good model for Wisconsin to follow. There were some different exhibits at the conference than what I saw in Wisconsin.

The Wisconsin conference was well attended by IFLS staff and library staff from our member libraries. There were good opportunities to network with the staff from our libraries. I spent a good amount of time discussing furniture and buildings with architects and the furniture vendor.

Public Library Standards Revision

I have been selected to serve on the steering committee for the 7th edition. We have yet to schedule our first meeting, but the work should begin soon. Information on the revision will be posted here <https://dpi.wi.gov/libraries/public-libraries/planning-evaluation/pl-standards-7th-ed>.

Retreats

I attended the two staff retreats and the Director retreat mentioned in Leah Langby's report. She did a great job putting these three days together, along with support from numerous staff members.

Consulting

Library/Municipal Relations, Board Training, Budgeting, Library Law, Personnel and Staffing, Privacy, and Space Planning.

John Thompson (November 10, 2025)

Resource Sharing and Collection Consultant's Report

Cecelia Cole, November 2025 - IFLS Board of Trustees

Updates & Project Highlights:

- **Osceola Diversity Audit:** I recently completed a small-scale diversity audit of Osceola's juvenile biographies. This was intended to provide the library with a snapshot of the collection and lay the groundwork for a possible larger scale audit next year. Diversity audits are a data-driven method for analyzing diversity and representation within a library's collection. They are useful for collection analysis to ensure the collection is accurately and positively representative of local/state/national/world populations. At the same time, they can be challenging to complete due to the scale of manual data tabulation and analysis. I will continue developing resources to help libraries perform audits on a variety of levels depending on local capacity.
- **OverDrive Advantage Selection:** Selection of e-materials for the IFLS OverDrive Advantage collection (ebooks and e-audiobooks) ramps up in November as several libraries voluntarily contribute additional funds. The contributions are always welcome and helpful in addressing the increasingly high demand for e-materials within IFLS and across the state. Selection orders are placed on a monthly basis throughout the year and wrap up in December as the annual budget cycle closes.
- **Delivery Coverage During Katelyn's Maternity Leave:** Katie Shay and I are covering delivery tasks while Katelyn is out, including communication with libraries and our vendor, Purple Mountain, managing data tracking and billing, delivery studies, meetings, and general troubleshooting/workflows.

Consultation Highlights:

- **Collection Development Policy:** Cumberland PL, September 2025
- **OverDrive Checkouts & E-cards:** Altoona PL, October 2025
- **E-materials Selection:** Bruce PL, October 2025
- **E-materials Selection & Publishing Challenges:** Hudson PL Board, October 2025
- **Diversity Audits:** Hudson PL, October 2025
- **Collection Development & Weeding:** Baldwin PL, November 2025
- **Collection Development & Cataloging:** Stanley PL, November 2025
- **Collection Development & Subject Headings:** Phillips PL, November 2025

Committee Meetings:

- **WPLC Board:** October 2025 (proxy for Katelyn)
- **State/System Directors:** November 2025
- **WPLC Delivery Workgroup:** November 2025 (proxy for Katelyn)
- **ILL/ILS Coordinators (DPI):** November 2025
- **WPLC Selection Committee:** November 2025
- **MORE Resource Sharing & Collection Development Committee:** November 2025
- **MORE Directors Council:** November 2025

MORE Administrator's Report

Lori Roholt

November 2025 – IFLS Board of Trustees

ILS Evaluation Project

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

The ILS Evaluation Task Force, comprised of 10 library staff members and directors from across MORE plus advisors from IFLS, has convened to learn more about the ILS landscape and plan their approach to the evaluation.

MORE Catalog Homepage Update

In the coming weeks, the MORE Catalog homepage at <https://www.more.lib.wi.us> will have a facelift! The familiar search box and account access options at the top of the page will remain, but the rest of the page will provide better options for patrons to browse and search the shared collections of all MORE-member libraries.

MORE Database Updates

IFLS Catalogers, in cooperation with MORE's Cataloging Partner libraries, continue to create, edit, and maintain title records for all MORE-member libraries. So far in 2025, 25,638 title records have been added for newly-acquired materials in all formats.

The database maintenance team is adjusting to and assisting with new ordering patterns with member libraries following this fall's announcement that popular book vendor Baker & Taylor is ceasing operations by the end of the year. Baker & Taylor had been the primary source for new books at most MORE-member libraries.

As the end of the year approaches, MORE staff will complete several annual database maintenance tasks to ensure that library holdings and patron records are up-to-date before statistics for the 2025 Public Library Annual Report are compiled.

Board Report for Communications and Advocacy, from Rebecca Kilde

Another group library card order is in the bag.

Every year I organize a group library card order, which brings down the cost for our libraries. How we keep costs down:

- Printing costs are based on quantity. This year, our libraries ordered a total of 8,000 wallet cards, and 14,000 wallet/keytag combination cards. That works out to 22¢ each for wallet cards and 21¢ each for the combination cards. For the wallet cards, the cost for the minimum order of 2500 would be 32¢ each, and the PC28 Card/Key Tag would be 34¢ each.
- In addition to saving on the per card cost, the group order allows libraries to order as few as 500 cards. The regular minimum is 2500 cards, which is a lot of cards, especially for our smaller libraries.
- I've developed a good working relationship with our vendor, which allows me to organize this complicated order in less time than if each library did it themselves—freeing our librarians to do other important work.

Website update: Article Index gets new functionality.

IFLS maintains close to 200 articles and resource lists for all aspects of library work. These heavily-used resources are housed in the "[Article Index](#)" which was developed in 2019. We make regular updates to that information.

We are in the process of making some big structural changes that will update the categories and subcategories to better align with the way librarians use these resources. There are current updates to the software that we use that will also improve how easy it is to find resources. I'd like to thank Lori Roholt and Jackee Johnson for all the work they're doing to make this a successful process.

Explore MORE Passport Program grows again.

This was our fourth year of the Passport Program. We made a small change and used stickers instead of stamps to mark the passports. That seemed to go pretty well, and our numbers for that program continue to grow.

- This year I tracked the number of passports we handed out: 1,217 of them.
- The number of visits this year was 4,348. That's up about 30% from last year. We get that number from tally sheets that each library maintains. On average, each passport holder made about 3 visits to libraries.
- This year each time participants visited 7 libraries they earned an entry form. They could also earn a bonus entry by visiting all MORE libraries.
 - 191 participants returned 464 entries. Total entries increased about 57%, and individual participants increased about 29%. That means that more people participated and went to more libraries than last year.

As always, our libraries did a great job promoting this in their communities. I'll be working on next year's program over the next couple months with the goal of adding more value for our libraries as well as reaching more people outside of our current audience.

It's a fun way to encourage library users to discover all the wonderful MORE libraries and see first-hand all that we have to offer.

We also had 12 staff members that participated this year, helping our staff share inspiration and ideas.

Thank you!

Thank you for contributing your time and talents to support public libraries!

November 2025 Board Report from Leah Langby, Submitted November 7, 2025

Continuing Education

It's been a very busy season! This is a long report, but hopefully interesting! I coordinated, hosted, publicized, and followed up with the following offerings:

- **Building Powerful Support Networks for Libraries** Virtual workshop series, planned with assistance from Katelyn Dubiel
 - Three 1.5 hour interactive virtual workshops with homework in between, between 7 and 14 library directors attended each one. Held on 9/18, 10/16, and 11/6.
 - Provided by partners from UW-Madison Extension, Garret Zastoupil and Deanna Weirsgalla
 - Response was mixed, some found the topic more difficult to understand and implement than they expected, others found it immediately applicable and useful.
- **Check-Ins:** hosted two joint check-ins with Wisconsin Valley Library Service staff, one for Youth services Librarians (September 22 with 24 attendees) and one for Adult Services Librarians (November 6 with 20 attendees).
- **Self-Censorship** webinar series, planned with assistance from Cecelia Cole
 - October 3: **Collection Development Confidence: Confronting Self-Censorship** with Teresa Schmidt (DPI) and Tessa Michaelson Schmidt (Cooperative Children's Book Center). 101 attended live from all 15 library systems, 54 watched the recording so far. Feedback was very positive. A few great quotes from surveys:
 - ... **really** great...it was just so reassuring. I'm adding some of these resources to [a] calendar reminder so I keep them front and center.
 - 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
 - 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!
 - October 9: **Opening Up About a Quiet Practice: Self Censorship in Collection Development** with Jennifer Cook (CVTC), Monica LaVold (New Richmond), Rebecca Puhl (Phillips), and Laura Turpin (St. Croix Falls). 43 attended live, 30 have viewed the recording so far. Feedback again was quite positive overall.
- **Trustee Time with IFLS:** Three sessions about Effective and Efficient Meetings with information about Open Meetings Law and other important considerations for library board members, with time for questions and discussion. Led by Katelyn Dubiel (October 6 in Chippewa Falls) and John Thompson (October 16 in Ellsworth and November 5 via Zoom). A total of 37 trustees attended.
- **Library Staff Paloozas**
 - October 22 in Amery at Camp Wapogasset, attended by 52 library workers and October 23 at Beaver Creek Reserve in Fall Creek, attended by 49 library workers for a total of 101! Morning session with Beth Wahler, a social worker who works at the intersection of public libraries and social work, "Sustainable Practice: Self and Community-Care Strategies for Library Staff" followed by breakout sessions, facilitated by IFLS staff.
 - Sampling of things participants planned to do as a result of the workshop:
 - Be more aware of the stress my coworkers are under
 - Check in on coworkers and my own level of overwhelm more often
 - Try to make community resource information readily available
 - Engage with others across the library system

- 95% of survey respondents said they feel more validated and appreciated for the challenges of library work
- A sampling of other comments: I thought it was one of the best events I have attended; I especially liked being able to chat with Library Assistants from other libraries and compare notes; I think all of the topics of the breakout sessions could be formally made into workshops/topics for future paloozas; not nearly enough time for breakout sessions; plus quite a few comments about sound interference from the kitchen at Camp Wapo 😞🤔
- Photos (taken by John Thompson):



- Library Director Retreat
 - October 24 at Beaver Creek Reserve near Fall Creek, attended by 35 library directors🤔 Morning session with Beth Wahler, meant to supplement the staff session🤔 Lunch break included simple art activities for those who wanted to partake (captured in photo below)🤔 Afternoon breakout sessions, facilitated by IFLS staff🤔
 - A sampling of director plans as a result of the retreat:
 - I'd like to go over a few of the slides/info with my staff and talk about trauma informed care
 - Follow up with staff about what they learned
 - Create more of a wellness vibe in the staff breakroom
 - Try to implement some strategies to improve communication between staff members
 - I have pages of notes, I have so many more ideas of who to contact and how to build connections🤔
 - Other comments:

- At this retreat, I met new directors and caught up with others I hadn't seen in a while. It is a wonderful opportunity to build relationships and provide peer support.
 - I wish we had more time for breakout sessions, but also maybe less options? I always feel like I am missing out and wish I could attend them all. But I also wouldn't want the lunch to be shortened because my favorite part of the day these last two retreats has been nature walks.
- Photos (taken by John Thompson)



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- NOTE: Staff Paloozas and Director Retreats would not have been possible without IFLS coworkers John Thompson, Julia Reid, Jackee Johnson, Lori Roholt, Joanne Gardner, Rebecca Kilde, Sarah Szymanski, and Deb Faulhaber.

Consulting Highlights

- Resources for training volunteer reading tutors in Augusta
- Summer Library Program incentives, reading/learning/activity challenges
- Met with three directors to ensure they understand director certification requirements
- Discussed Accessibility Audit report with Chippewa Falls director

Education for Leah

- Continuing in a cohort of other system staff to learn more about [Building Community-Based Summers](#)
- Attended a webinar series about inclusive human resources from the UW Madison iSchool's Continuing Education Department, got some good insights about supporting staff from marginalized communities.
- Attended the Wisconsin Library Association Conference, appreciated the chance to connect with colleagues, learn about gaming, programming, AI, tribal libraries and communities, trauma-informed care and approaches, and creating bilingual collections. I came back with a long list of things to learn more about and follow-up on, as well as additional ideas for professional development.

Line #	Staff	Line Item	2025 Budget Revised	2026 Budget Estimates	2026 Budget Estimates Revised
1		Current Year Income			
2	AF	5100 · Current Year State Aids	1,799,593.00	1,874,535.00	1,874,535.00
3	AF	5200 · Interest Income	80,000.00	8,000.00	8,000.00
4	AF	5263 · MORE Management Income	532,684.00	560,000.00	560,000.00
5	AF	5264 · Catalog/Processing Svc Inc	100,275.00	106,930.00	106,930.00
6	AF	5280 · Technology Income	6,000.00	6,000.00	6,000.00
7	AF	5300 · Miscellaneous Income	500.00	500.00	500.00
8		Total Income	2,519,052.00	2,555,965.00	2,555,965.00
9		Current Year Expenses			
13	AF	Total 6500-60 · Salaries/Fringes	1,622,345.00	1,661,570.00	1,669,228.00
14	AF	6585 · Unemployment Benefit Payments		1,480.00	1,480.00
14	AF	6580 · Leave Payouts @ Retirement	18,000.00	4,000.00	4,000.00
15	LL	7000 · Employee Assistance Program	12,000.00	5,132.00	5,132.00
16	JG	8070 · New Furnishings/Equipment <\$500	1,800.00	1,800.00	1,800.00
17	AF	8530 · Bank fees, QBooks/Direct Dep	2,000.00	3,000.00	3,000.00
18	AF	8540 · Annual Audit	10,500.00	11,000.00	11,000.00
19	CC	8620 · Collection/Electronic Resources	31,600.00	33,180.00	33,180.00
20	CC	8620-1 · Coll/Electronic Resources	50,000.00	50,000.00	50,000.00
21	CC	8630 · Wis Pub Lib Consortium Memb	8,200.00	9,000.00	9,000.00
22	JT	8670 · Professional Memberships	9,000.00	9,000.00	9,000.00
23	LL	8690 · Librarian Professional Development	17,500.00	15,500.00	15,500.00
24	LL	8700 · CE Collaboration Projects	675.00	1,525.00	1,525.00
25	LL	8710 · CE Grants - WLA Conference	-	9,625.00	9,625.00
27	LL	8714 · Accessibility Audits	5,835.00	3,682.00	3,682.00
28	KD	8716 · Comm/Lib Engagement Support	8,000.00	8,000.00	8,000.00
29	JT	8720 · IFLS Staff Dvlpmt & Prof Mtgs	25,000.00	25,000.00	25,000.00
30	JT	8735 · Library Consulting Expenses	1,700.00	1,700.00	1,700.00
31	JT	8740 · Field Visits	7,000.00	7,500.00	7,500.00
32	LR	8740-1 · MORE Training Travel	5,000.00	5,000.00	5,000.00
33	KS	8741 · Field Visits - Tech Support	1,000.00	1,000.00	1,000.00
34	LL	8755 · Programming Kits	900.00	1,150.00	1,150.00
35	CC	8812 · ILL Fees & Verification Sources	11,500.00	12,000.00	12,000.00
41	KD	Total 8850 · Delivery Service	397,210.00	412,981.00	412,981.00
42	JT	8855 · Collection Dev Grant-LEPhillips	23,000.00	23,000.00	23,000.00
46	KS	Total 8864 · Wide-Area Network (WAN)	3,432.00	3,432.00	3,432.00
47	AF	8890 · IFLS Contrib - MORE Operating	148,500.00	161,300.00	161,300.00
48	KS	8898 · LEAN WI/Shared Tech WVLS	96,242.00	90,000.00	90,000.00
49	JT	8950 · Campaign for Wisconsin Libraries	5,800.00	2,200.00	2,200.00
50	JT	8960 · Long Range Planning Meetings	5,000.00	5,000.00	5,000.00
51	KS	8971 · Web Development	1,600.00	1,600.00	1,600.00
56	JT	Total 9010 · IFLS Committee Meetings	1,800.00	1,800.00	1,800.00
60	JT	Total 9020 · Professional Materials	2,500.00	3,500.00	3,500.00
61	JG	9030 · Postage	1,200.00	1,000.00	1,000.00
66	AF	Total 9050 · Telephone	3,960.00	3,720.00	3,720.00

70	Total 9060 · Supplies	6,500.00	6,500.00	6,500.00
75	RK Total 9080 · Marketing & Advocacy	2,400.00	2,400.00	2,400.00
87	AF Total 9123 · Building Overhead Expenses	25,250.00	26,000.00	26,000.00
92	JG Total 9140 · Photocopier Costs	975.00	975.00	975.00
96	KS Total 9160 · Computers	6,900.00	6,900.00	6,900.00
101	AF Total 9190 · System Vehicle Expenses	3,800.00	3,700.00	3,700.00
106	AF Total 9220 · Insurance	6,510.00	6,725.00	6,725.00
107	JT 9240 · Contingency	7,000.00	6,000.00	6,000.00
108	JT 9241 · Credit Card Reward Program	(1,500.00)	(1,500.00)	(1,500.00)
109	AF 9245 · Capital	50,000.00	30,000.00	30,000.00
110	Total Expense	2,647,634.00	2,678,077.00	2,685,735.00
111	Net Ordinary Income	(128,582.00)	(122,112.00)	(129,770.00)
113	Pass-thru Income			
114	5702 · Billable Project Income	150,000.00	150,000.00	150,000.00
116	LSTA and Other Grant Income	37,144.00		
117	Total Pass-thru Income	187,144.00	150,000.00	150,000.00
118	Pass-thru Expense			
119	8940 · Projects Billable to Libraries	150,000.00	150,000.00	150,000.00
121	LSTA and Other Grant Expenses	37,144.00		
122	Total Pass-thru Expense	187,144.00	150,000.00	150,000.00
123	Net Pass-thru Income	-	-	-
124	Total Income less Expense	(128,582.00)	(122,112.00)	(129,770.00)
125				
126	TOTAL IFLS Carryover Funds Beg of Year	765,250.00	636,668.00	514,556.00
127				
128	Plus/Minus Net Income/Loss	(128,582.00)	(122,112.00)	(129,770.00)
129	Less Funds in Reserve (see below)	485,000.00	485,000.00	485,000.00
133	IFLS Uncommitted Carryover End of Year	151,668.00	29,556.00	(100,214.00)
134				
135	IFLS Reserve Funds at year end:			
136	Building/Land Reserves	65,000.00	65,000.00	65,000.00
138	Shared Svcs Prog/Bldg Expansion	50,000.00	50,000.00	50,000.00
139	Vehicle Replacement	50,000.00	50,000.00	50,000.00
140	Personnel	40,000.00	40,000.00	40,000.00
141	WAN/Web Equipment Replacement	20,000.00	20,000.00	20,000.00
142	System Equipment/Furnishings	20,000.00	20,000.00	20,000.00
143	Computer Lab Replacement	10,000.00	10,000.00	10,000.00
144	Technology Project/Billable Reserves	30,000.00	30,000.00	30,000.00
145	Future Year Budgets	200,000.00	200,000.00	200,000.00
146	IFLS Reserve Total	485,000.00	485,000.00	485,000.00
147				
148				
149	MORE Carryover Beg of Year	331,704.00	313,030.00	311,704.00
150	5670 · MORE Shared System Income	1,123,494.00	1,190,820.00	1,190,820.00
152	9500 · MORE Shared Automation Exps	1,143,494.00	1,190,820.00	1,190,820.00
153	MORE Net Income/Expense	(20,000.00)	-	-
154	MORE Funds End of Year	311,704.00	313,030.00	311,704.00



LibraryReport@dpi.wi.gov

Required by Wis. Stat. §§ 43.17(5) and 43.24(3)

GENERAL INFORMATION

Library System

IFLS Library System

Describe significant needs and problems that influenced the development of this and other system plans.

The system continues to seek ways to more effectively provide the highest quality services while trying to limit the amount of fees charged to our member libraries. Administration of libraries continues to increase in complexity and the pool of candidates for library director positions seems to be diminishing. The needs for consulting services and training have increased due to significant turnover in library staff positions in the past few years. We are also seeing an increase in the need to better inform and educate library trustees especially in relationship to the statutory authorities of library boards. Rapid growth in some areas of the system as well as aging facilities has increased the need for facilities consulting. This often requires a significant investment of consulting time. Libraries are needing help on advocating their value as well as their role in promoting learning/reading while supporting everyone's ability to access to materials/resources. IFLS continues to seek a balance between virtual services/support and the increased desire by some to return to in-person trainings and meetings. Both methods have their advantages and we seek to continue to provide high quality service to our member libraries.

Did the library system consult member libraries in the development of this plan?

Yes, the library system included member libraries in the development of this plan.

If yes, describe the planning environment and process for this system plan. Include how member libraries are involved in plan development and review:

IFLS conducted an IFLS Library System Plan: Member input survey in August of 2024. The survey was sent to member library directors, staff, and board members. We received 73 responses --35 from directors, 28 from staff, and 10 from board members. We asked the following questions: 1. Please describe your top service priorities for the IFLS Library System in 2025 2. Please describe how IFLS Library System could better serve you in 2025 3. Please rate your satisfaction with the IFLS Library System 4. Additional comments you would like to share with IFLS staff 5. On Average, How often do you contact IFLS/MORE staff for assistance or consulting? 6. Their position 7. If you'd like an IFLS staff person to follow up with you, please share your contact information We did not receive any requests for new service areas but some requests to enhance our current service offerings. For 2025 we emailed our member library directors seeking their feedback on our existing services as well as any new priorities for us to consider for 2026.

Does the library system have a formally appointed advisory committee under Wis. Stat. § 43.17(2m)?

Yes, the library system has a formally appointed advisory committee.

If the system appoints an advisory committee under Wis. Stat. § 43.17(2m), describe how the system makes appointments, posts meetings, and how the advisory committee reports to the library system board. Include a list of any additional system planning documents with the period covered and attach any planning documents which have not previously been provided to the Division:

The system has a 13 person advisory committee consisting of one representative from each of the 10 counties, the resource library director and two multi-type at large members representing academic, school or special libraries. Members serve two-year terms that are staggered so that each year six or seven terms expire. The representative serving determines if they wish to continue. If they don't the individual county library directors select their representative. The agenda and minutes are posted on the IFLS website <https://iflswb.org/knowledge-base/advisory-council/> and provided to the IFLS Board. A representative from the group tries to attend the IFLS Board meeting to provide an update. In 2026 we will conduct a bylaw review that will included creating more flexibility in determining representation by academic, school, and special libraries as well as a reorganization of the committee.

ASSURANCES

The following plan and compliance document provides assurance that your public library system intends to comply with all statutory requirements for public library systems for calendar year 2026. Indicate, with a Y or N, your system's intent to comply with each system requirement and provide the requested information under each system requirement.

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

[Y] Wis. Stat. § 43.24(2)(a) Written agreements that comply with Wis. Stat. § 43.15(4)(c)4 with all member libraries.

[Y] The system will provide a sample copy of the agreement with a list of all members signing and the dates signed to the Division by January 15.

If the system is providing the sample copy and list of members signing through a publicly available webpage, provide the URL here:

ASSURANCES (cont'd)

Resource Library Agreement

- [Y] Wis. Stat. § 43.24(2)(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.
- [Y] The system will provide a signed copy of the resource library agreement to the Division by January 15.

If the system is providing the resource library agreement through a publicly available webpage, provide the URL here:

Reference Referral, Interlibrary Loan, and Technology

- [Y] 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.

For each reference, referral, interlibrary loan, and technology service listed below, indicate with a Y or N whether your system intends to provide the service. If your system intends to provide reference, referral, interlibrary loan, and technology services that are not shown here, please list those services in Others.

- [N] Reimbursed member libraries for ILL
- [Y] Maintained ILL Clearinghouse
- [N] Contracted for ILL Clearinghouse
- [Y] Maintained a shared database of member library bibliographic records and holdings
- [Y] Utilized WISCAT to promote interlibrary loan
- [Y] Maintained a system interlibrary loan plan

Indicate new or priority activities relating to this requirement for the plan year (*if none, indicate so*):

[1]Reference Referral & Interlibrary Loan Improvement--Continue to evaluate service models based on staff transitions [2]Continue to seek out statewide technology collaborations

Others:

A. Technology 1. Continue to develop "LEAN Wisconsin" (LEAN WI), a partnership between multiple library systems (currently, IFLS, NWLS and WVLS), to provide member libraries with access to a strong and cost efficient enterprise technology service platform, including: virtualization, durable data storage, technology consultation, technology support, applications services and an array of additional beneficial technology services. 2. Facilitate group purchases of computers, network devices, and other technology-related devices for member libraries in order to promote ownership of state of the art equipment and cost savings. Continue to promote effective cost-sharing by facilitating the hosting and licensing of shared applications and databases used by member libraries. 3. Blend WVLS, NWLS and IFLS technology services platform into a unified LEAN WI service model. 13. Work to normalize the use of technology between LEAN WI internally, as well as between partner systems and their respective member libraries. 4. Pursue collaborative opportunities under LEAN WI and statewide efforts. B. Reference Referral & Interlibrary Loan [1] Administers the MORE shared system (ILS). [2] Subscribes to and promotes electronic databases. [3] IFLS inter-library loan staff continue to handle & refer reference and inter-library loan requests as needed to all types of libraries in the IFLS area as well as to out-of-system and out-of-state libraries using the ILS, WISCAT and WorldCat/OCLC software. [4] Participates in WPLC projects including the statewide buying pool.

Other Comments:

ASSURANCES (cont'd)

Inservice Training and Professional Consultation

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

The Division interprets inservice training to incorporate a range of in-person and virtual continuing education opportunities.

For each inservice training listed below, indicate with a Y or N whether your system intends to provide the opportunity. If your system intends to provide inservice training to participating public library personnel and trustees that is not shown here, please list those opportunities in Others below Professional Consultation.

Conducted workshops for member library staff and trustees

Maintained a calendar of CE events

Provided scholarships and grants for member library staffs

Maintained a professional collection for system and member library staffs

Indicate new or priority activities relating to the inservice training requirement for the plan year (*if none, indicate so*):

Continue a multi-year process to re-evaluate and adapt continuing education and professional development offerings to be in line with adult education and adult learning needs, including neurodiverse learners to help make training and professional development more impactful and longer-lasting.

Identify the names and email addresses of continuing education staff employed by the system for continuing education services:

See Appendix A.

If the system contracts with another system or entity to plan and conduct continuing education services, list that system or entity and provide a link to, or copy of, the current agreement:

See Appendix B.

Professional Consultation

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

For each professional consultant service listed below, indicate with a Y or N whether your system intends to provide the service. If your system intends to provide professional consultant services that are not shown here, those services are listed in Others.

Public library administration and governance

Adult services

Youth services

Library automation

Building and remodeling

Technical services

Interlibrary loan and resource sharing

Staff development (certification, CE, etc.)

Planning and evaluation, standards

Collection development

Legal issues

Public relations

Reference and information services

Inclusive Services

Indicate new or priority activities relating to the professional consultant services requirement for the plan year (*if no change from current year, indicate so*):

[1] Recruitment and retention support [2] New Director orientation and mentoring [3] Collection development [4] Board development. In addition, it has been recommended that the system director visit more libraries with cookies.

Identify consultants, specific service areas, and related activities. If the consultant is employed by a member library, indicate the library and the consultant's title:

See Appendix C.

ASSURANCES (cont'd)

Others:

[1] Assess the CE needs of staff and directors of member libraries and the MORE shared system. [2] Provide 30 or more contact hours of CE for staff and directors and at least 12 hours of specialized training on the MORE shared system. [3] Collaborate with other library systems to develop training and development opportunities, particularly in a virtual environment [4] Provide remote access to workshops and webinars as appropriate. [5] Continue to promote and offer inservices at individual libraries (including sessions about: responding to challenges, customer service, crisis prevention, teens, the ILS and databases, workplace culture, compassion resilience/self-care, and responding to other needs as indicated by library staff) [6] Provide regular virtual check-ins for youth service staff as well as library directors. [7] Continue statewide and regional CE collaborations

Other Comments:

Delivery and Communication

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

For each delivery or communication service listed below, indicate with a Y or N whether your system intends to provide the service. If your system intends to provide delivery or communication services for physical delivery, reference resources, personnel, and vendors that are not shown here, those services are listed in Others.

Delivery Services:

[Y] Had regular courier or van delivery service

[Y] Provided an 800 number, phone credit card, or accepted collect calls

[Y] Used fax for document delivery/communication

[N] Used mail as primary delivery system

[Y] Published a newsletter

ILL Transactions sent by:

[Y] Email [Y] OCLC [Y] Local automated system [N] WISCAT

Indicate new or priority activities relating to this requirement for the plan year (if none, indicate so):

[1] Further strengthen our advocacy/communication/PR training and support. Deploy and maintain a updated IFLS website. [2] Enhance patron facing advocacy resources [3] Review and enhance communication tools for IFLS staff and member libraries. [4] Monitor/evaluate courier performance and viability.

Others:

[1] Provide 3 days a week delivery to MORE public libraries; and 5 days a week delivery for the resource library. [2] Provide 1-2 day a week delivery for other member libraries based on ILL volume. [3] Fund the system's share of the statewide delivery network. [4] Survey, monitor and evaluate the courier volume. [5] Provide consulting and training on websites and website development including mobile versions. [6] Disseminate information via electronic newsletters or blogs to staff from all types of libraries

Other Comments:

ASSURANCES (cont'd)

Service Agreements

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

[Y] The system will provide a copy of the agreements to the Division by January 15. The agreements with adjacent systems – including consulting agreements, consortium agreements, etc. – must include a list of all systems signing the agreement.

If the system is providing the service agreements through a publicly available webpage, provide the URL here:

For each of the services listed below, indicate with a Y or N whether the service is provided for in the adjacent library system agreements for the report year. If your system intends to provide for services in its adjacent library system agreements that are not shown here, please list those services in Others.

[Y] Reciprocal borrowing between systems

[N] Cash payments in cross-system lending

[Y] Continuing education

[N] Delivery

[N] Newsletter exchange

[Y] Cooperative planning/information exchange

[N] Audiovisual services

[Y] Cooperative purchasing

Others:

Other Comments:

Inclusive Services

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

The Division 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.

Indicate new or priority activities relating to this requirement for the plan year:

Both are the same (though we could say we have expanded the project to improve system services to library employees with a variety of disabilities.

Indicate new or priority activities relating to this requirement for the plan year:

Making small adjustments to create continuing education offerings that are more accessible to library employees by following results of a staff survey and exploring Universal Design for Learning in the context of adult education.

Indicate new or priority activities relating to this requirement for the plan year:

Reach Out and Read, University of Wisconsin-Extension, other systems, DPI

Indicate new or priority activities relating to this requirement for the plan year:

Imbedded into many "general" continuing education offerings. 2025 specific offerings include: Serving Dyslexic Kids at the Library webinar; Disability Inclusion in Libraries and Building Lifelong Community Connections Through Programming webinars; Plain Connection, Outreach to Amish and Mennonite Communities webinar; Summer Library Program discussion/activity workshop series focused on accessible programming; 2 webinars and discussion opportunities about self-censorship (Collection Management Confidence: Confronting Self-Censorship; Opening Up About a Quiet Practice: Self-Censorship in Collection Development). 2026 specific offerings still in development.

Other Comments:

ASSURANCES (cont'd)

Other Types of Libraries

[Y] 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.

[Y] The system will have 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. The system will provide a copy of the agreement with a list of all signing libraries to the Division by January 15.

If the system is providing the agreements with other types of libraries through a publicly available webpage, provide the URL here:

For each service provided to other types of libraries listed below, indicate with a Y or N whether your system intends to provide the service. If your system intends to provide services to other types of libraries that are not shown here, please list those services in Others.

[Y] Consultation

[N] Continuing education / workshops

[Y] ILL (Direct) Union list of serials

[N] Union list of serials

[N] Directory of libraries

[N] Delivery services

[N] Back-up reference services

[Y] Newsletter

[N] Technical services

Others:

Other Comments:

Library Technology and Resource Sharing Plan

[Y] 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 fifth January 1 thereafter, the public library system shall submit to the division a written plan for library technology and the sharing of resources.

[Y] The system will provide the current plan for library technology and resource sharing to the Division by January 1, 2026, if the system amended the plan since last submitting it to the Division or if the plan on file with the Division is no longer valid. See [the Library System Technology and Resource Sharing plan webpage](#) for the most current version of the system library technology and resource sharing plan.

If the system is providing the current technology and resource sharing plan through a publicly available webpage, provide the URL here:

Is the plan current and comprehensive for the technology and resource sharing services the system provides?

Yes, the library system technology and resource sharing plan is current and comprehensive for the technology and resource sharing services the system provides.

If no, describe what the system has added, changed, or eliminated from the plan in effect (and describe how the changes were reviewed with member libraries and approved by the system board):

Indicate new or priority activities relating to this requirement for the plan year:

Continued integration of IFLS, NWLS, and WWLS into collaborative technology support platform. Continue development of collaborative backup program. Continue to support a LEAN shared technology support person for websites (with WRLS), digitization, and data visualization.

ASSURANCES (cont'd)

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 system board after consultation with participating public libraries.

List each "other" service program individually with ongoing activities and new or priority activities for the plan year under each program. For instance, if the system provides a bookmobile service program, list ongoing activities and new or priority activities for the bookmobile program. (Do not lump miscellaneous activities under a single "other" program.)

None

Administration

[Y] The system will not expend more than 20 percent of state aid received in the plan year for administration.

[Y] The system will submit the prior year system audit to the Division no later than September 30, 2026.

Budget

[Y] The system completed and included the budget by service program category and fund source for the plan year (see guidelines).

COLLABORATIVE ACTIVITIES

Briefly describe a new or enhanced collaborative activity with other libraries, public library systems, or other organizations.

UW Madison Extension-developing and presenting a 3-part virtual workshop series for libraries Building Powerful Support Networks for Libraries. Worked with NEWI and other systems to develop the HR for Wisconsin Library Leaders project.

CERTIFICATION

WE, THE UNDERSIGNED, CERTIFY that to the best of our knowledge, the information provided in this document and any attachments is true and correct, and that the system will be in full compliance with all applicable provisions of Chapter 43 of the Wisconsin Statutes for the year 2026.

Name of System Director	Signature of System Director	Date Signed Mo./Day/Yr.
John Thompson	<i>John Thompson</i>	10/16/2026
Name of System Board President	Signature of System Board President	Date Signed Mo./Day/Yr.
Sue Duerkop	<i>Sue Duerkop</i>	10/22/2026

FOR DPI USE
LIBRARY SYSTEM PLAN APPROVAL

Pursuant to Wis. Statutes, the plan contained herein is:	DLT Assistant Superintendent Signature	Date Signed Mo./Day/Yr.
	<i>[Signature]</i>	

Comments

**PUBLIC LIBRARY SYSTEM 2026
ANNUAL PROGRAM BUDGET**

Program	2026 Public Library System Aid	System Aid Carryover and Interest Earned	Other State and Federal Library Program Funds	All Other Income	Total
Technology, Reference, and Interlibrary Loan*					
1. Technology/Shared Svcs	349,039	126,014			
2. Ref & Interlibrary Loan	131,637	26,655			
3. MORE Consortium / ILS	190,098	69,030			
4.					
5. Electronic Resources	83,180				
Program Total	\$753,954	\$221,699	\$0	\$0	\$975,653
Continuing Education and Consulting Service*					
1. CE & Consulting	269,180	54,507			
2.					
Program Total	\$269,180	\$54,507	\$0	\$0	\$323,687
System Programs*					
Delivery Services	472,979	95,775			\$568,754
Inclusive Services	57,545	11,652			\$69,197
Library Collection Development	35,441	7,177			\$42,618
Direct Payment to Members for Nonresident Access					\$0
Direct Nonresident Access Payments Across System Borders					\$0
Youth Services	75,554	15,299			\$90,853
Public Information	62,328	12,621			\$74,949
Administration	147,554	29,879			\$177,433
1.					
2.					
3.					
4.					\$0
Program Total	\$851,401	\$172,403	\$0	\$0	\$1,023,804
Grand Totals	\$1,874,535	\$448,609	\$0	\$0	\$2,323,144

*These programs may be divided into subprograms at the discretion of the system. If choosing not to use subprograms, enter amounts on line 1. Line 5 is reserved for the amounts budgeted for electronic resources (see program budget guidelines).

IFLS Library System
2026 Preliminary Budget

Line Item Description	Staff	2025 Preliminary Budget	2025 Revised Budget	2026 Preliminary Budget	Admin- istration	Technology	Shared System	MORE Budget	Reference and ILL Svc	Delivery Service	Cont Educ and Consulting	Inclusive Services	Library Collection Developmt	Lib Svc to Youth	Public Information	TOTALS
1 REVENUES:																
2 State Aids	AF	1,799,593	1,799,593	1,874,535	147,554	432,219	190,098	-	131,637	472,979	269,180	57,545	35,441	75,554	62,328	1,874,535
3 Interest Income	AF	8,000	80,000	8,000	8,000											8,000
4 MORE Management Inc (MORE to IFLS)	AF	532,684	532,684	560,000			560,000									560,000
5 Material Processing Svc Income (4 Libs)	AF	100,275	100,275	106,930			106,930									106,930
6 Federal Grant Indirect Funds	AF	-	-	-												-
7 Miscellaneous Income	AF	6,500	6,500	6,500	500	6,000										6,500
SUBTOTAL REVENUES		2,447,052	2,519,052	2,555,965	156,054	438,219	857,028	-	131,637	472,979	269,180	57,545	35,441	75,554	62,328	2,555,965
Pass-thru Income:																
8 Grant Income (Pass-thru)	AF	-	37,144									-		-		-
9 MORE Shared Sys Income (Billed to Libs)	LR	974,994	974,994	1,029,520			-	1,029,520								1,029,520
10 MORE Shared Sys Income (IFLS to MORE)	JT	148,500	148,500	161,300				161,300								161,300
11 Pass-thru (billable) Income	MISC	150,000	150,000	150,000		80,000	60,000	-						5,000	5,000	150,000
SUBTOTAL PASS-THRU REVENUES		1,273,494	1,310,638	1,340,820	-	80,000	60,000	1,190,820	-	-	-	-	-	5,000	5,000	1,340,820
12 Carry over of State Aids/Interest (est)	AF	661,987	944,131	815,549	695,549	50,000	60,000				10,000					815,549
13 Carry over of MORE Funds/Interest (est)	AF	293,030	293,030	293,030				293,030								293,030
TOTAL REVENUE		4,675,563	5,066,851	5,005,364	851,603	568,219	977,028	1,483,850	131,637	472,979	279,180	57,545	35,441	80,554	67,328	5,005,364
15 EXPENSES:																
16 Percentage of Hours by Program					8.4%	17.1%	42.1%	in Sh Sys	8.0%	4.3%	9.0%	2.2%	0.7%	3.1%	5.1%	100.0%
17 Salaries & Fringes (% of time in Program)	ALL	1,593,827	1,622,345	1,669,228	195,784	238,784	676,044		113,047	58,616	195,217	50,653	16,201	70,404	54,478	1,669,228
16 Unemployment Benefit Payments	AF	-	-	1,480			1,480									1,480
18 Sick Leave Payout	AF	15,000	18,000	4,000	4,000											4,000
19 Audit	AF	9,545	10,500	11,000	11,000											11,000
Employee Assistance Program	LL	12,000	12,000	5,132	1,132						4,000					5,132
20 Bank Fees, Qbooks/Direct Deposit	AF	2,000	2,000	3,000	3,000											3,000
21 New Furnishings/Equip <\$500	JG	2,000	1,800	1,800	1,800											1,800
22 Collection/Electronic Resources	CC	32,500	31,600	33,180		33,180										33,180
23 - Collection/Electronic Resources	CC	50,000	50,000	50,000		50,000									-	50,000
24 Wis Pub Lib Consortium Membership	CC	8,500	8,200	9,000		9,000										9,000
25 Professional Memberships	JT	9,000	9,000	9,000							9,000					9,000
26 Librarian Professional Development	LL	15,200	17,500	15,500							10,000	2,500		3,000		15,500
27 CE Collaboration Projects	LL	850	675	1,525							1,525	-		-		1,525
28 Library Accessibility Audits	LL	5,830	5,835	3,682							-	3,682				3,682
29 Community Engagement Support	KD	8,000	8,000	8,000							8,000					8,000

Line Item Description	Staff	2025 Preliminary Budget	2025 Revised Budget	2026 Preliminary Budget	Administration	Technology	Shared System	MORE Budget	Reference and ILL Svc	Delivery Service	Cont Educ and Consulting	Inclusive Services	Library Collection Developmt	Lib Svc to Youth	Public Information	TOTALS
30 CE Grants - WLA Conference	LL	-	-	9,625							9,625					9,625
31 IFLS Staff Dvlpmnt & Prof Mtgs	JT	25,000	25,000	25,000	10,000						15,000					25,000
32 Library Consulting Expenses	JT	1,700	1,700	1,700							1,700					1,700
33 Field Visits	JT	13,000	13,000	13,500		1,000	7,500				5,000					13,500
34 Story/Programming Kits & Dies	LL	900	900	1,150										1,150		1,150
35 ILL Fees & Verification Sources	CC	11,500	11,500	12,000					12,000							12,000
36 Resource Lib (LEPhillips) Collection Grants	JT	23,000	23,000	23,000					4,000				19,000			23,000
37 Delivery Service - Courier Service	KD	369,600	369,600	385,000						385,000						385,000
38 Delivery Service - State-wide Service	KD	21,010	21,010	20,881						20,881						20,881
39 Delivery Service - Bags/Lost/Misc.	KD	6,600	6,600	7,100						7,100						7,100
40 Wide-Area Network Costs:	KS															-
42 WAN/CINC Maintenance	KS	3,432	3,432	3,432		3,432										3,432
43 IFLS to MORE Library Subsidy	AF	148,500	148,500	161,300			161,300									161,300
44 LEANWI/Shared Tech w/WVLS	KS	96,242	96,242	90,000		90,000										90,000
45 Long Range Planning Meetings	JT	5,000	5,000	5,000	5,000											5,000
46 Campaign for Wisconsin Libraries	JT	1,800	5,800	2,200											2,200	2,200
47 Web Development	KS	1,100	1,600	1,600											1,600	1,600
48 IFLS Committee Mtgs/Roundtables:	JT	1,800	1,800	1,800	1,400		400									1,800
49 Professional Materials	JT	2,500	2,500	3,500							3,500					3,500
50 Postage - General	JG	1,000	1,200	1,000	84	171	421		80	43	90	22	7	31	51	1,000
51 Telephone - Local, Long Dist, 800# Svc	AF	2,000	2,000	2,000	169	343	843		160	85	179	44	15	62	102	2,000
52 Telephone - MORE (notice calls)	AF	1,000	1,000	1,000	-	-	1,000		-	-	-	-	-	-	-	1,000
53 Telephone - Cell Phone Service	AF	960	960	720	240	360	120									720
54 Supplies - General Office	JG	1,000	1,000	1,000	1,000											1,000
55 Supplies - Processing Svc	AF	5,500	5,500	5,500			5,500									5,500
56 Marketing & Advocacy PR	RK	2,400	2,400	2,400											2,400	2,400
57 Building/Land Overhead Costs	AF	25,000	25,250	26,000	2,196	4,454	10,956		2,074	1,107	2,332	568	192	801	1,321	26,000
58 Copier Maint. Agreement & Paper	JG	975	975	975	82	167	411		78	42	87	21	7	30	50	975
59 Computer - IFLS Hardware & Software	KS	6,900	6,900	6,900		6,900										6,900
61 System Vehicle - Gas/Maint/Insurance	AF	3,800	3,800	3,700							3,700					3,700
62 Insurance - Workers Comp	AF	2,500	2,500	2,500	211	428	1,053		199	106	224	55	18	77	127	2,500
63 Insurance - Bldg/Equip, Liab, Bond	AF	4,000	4,010	4,225	4,225											4,225
64 Contingency & Credit Card Reward Exp	JT	3,500	5,500	4,500	4,500											4,500
65 SUBTOTAL EXPENSES		2,557,471	2,597,634	2,655,735	245,823	438,219	867,028	-	131,637	472,979	269,180	57,545	35,441	75,554	62,328	2,655,735

Line Item Description	Staff	2025 Preliminary Budget	2025 Revised Budget	2026 Preliminary Budget	Administration	Technology	Shared System	MORE Budget	Reference and ILL Svc	Delivery Service	Cont Educ and Consulting	Inclusive Services	Library Collection Developmt	Lib Svc to Youth	Public Information	TOTALS
66 Pass-thru Expenses:																
67 Pass-thru/MORE Expenses (less Mgmt)	LR	610,810	610,810	630,820				630,820			-					630,820
68 Pass-thru/MORE Mgmt Fee (MORE to IFLS)	LR	532,684	532,684	560,000			-	560,000								560,000
70 Pass-thru/Grant Expenses	AF	-	37,144		-							-				-
71 Pass-thru/Misc Billable Expenses	MISC	150,000	150,000	150,000		80,000	60,000	-			-			5,000	5,000	150,000
72 SUBTOTAL PASS-THRU EXPENSES		1,293,494	1,330,638	1,340,820	-	80,000	60,000	1,190,820	-	-	-	-	-	5,000	5,000	1,340,820
73 TOTAL EXPENSES		3,850,965	3,928,272	3,996,555	245,823	518,219	927,028	1,190,820	131,637	472,979	269,180	57,545	35,441	80,554	67,328	3,996,555
74 Percentage of Expenses by Program					6.2%	13.0%	23.2%	29.8%	3.3%	11.8%	6.7%	1.4%	0.9%	2.0%	1.7%	100.0%
75 Capital and Reserves:																
76 Capital Expenditures		50,000	50,000	30,000	30,000											30,000
77 Reserves - MORE Hardware/Software	AF	224,000	224,000	224,000				224,000								224,000
78 Reserves - MORE Future Yr	AF															-
79 Reserves - Building/Land	AF	65,000	65,000	65,000	65,000											65,000
81 Reserves - Shared Svcs Prog/Bldg Expan	LR	50,000	50,000	50,000			50,000									50,000
82 Reserves - Vehicle Replacement	AF	35,000	50,000	50,000	50,000											50,000
83 Reserves - Personnel	AF	40,000	40,000	40,000	40,000											40,000
84 Reserves - WAN/Web Equip Replacement	JT	20,000	20,000	20,000		20,000										20,000
85 Reserves - System Equipment/Furnishings	AF	20,000	20,000	20,000	20,000											20,000
86 Reserves - Tech Project/Billable Reserves	AF	30,000	30,000	30,000		30,000										30,000
87 Reserves - Future Yr Operating Budgets	AF	200,000	200,000	200,000	200,000											200,000
88 Reserves - Computer Lab Replacement	JT	10,000	10,000	10,000							10,000					10,000
89 TOTAL Carryover Funds for the Next Year		80,598	379,579	269,809	200,780	(0)	(0)	69,030	0	(0)	(0)	0	0	(0)	(0)	269,809
90 End-of-Year Carryover Breakdown:																
91 IFLS Carryover Reserves		470,000	485,000	485,000												
92 IFLS Carryover Committed																
93 IFLS Carryover Uncommitted		32,568	330,549	200,779												
94 MORE Carryover Reserves		224,000	224,000	224,000												
95 MORE Carryover Committed			20,000													
96 MORE Carryover Uncommitted		47,704	49,030	69,030												

Public Library System Plan

PI-2446 Continuing Education Staff - Appendix A

Wisconsin Public Library System Plan Period: 2026Start , (2026-01) Months: 12

Location (1)	Name	Email
<i>IFLS Library System</i>	<i>1</i>	<i>1</i>
<i>IFLS Library System</i>	<i>Leah Langby</i>	<i>langby@ifls.lib.wi.us</i>

Public Library System Plan

PI-2446 Continuing Education Service Contracts - Appendix B

Wisconsin Public Library System Plan Period: **2026Start , (2026-01)** Months: **12**

Location (0)

Public Library System Plan

PI-2446 Professional Consultation Staff - Appendix C

Wisconsin Public Library System Plan Period: 2026Start , (2026-01) Months: 12

Location (1)	Name	Service Area	Related Activities	Member Library	Title
IFLS Library System	5	5	5	5	5
IFLS Library System	John Thompson	Library Administration, Library Law, Library Space Planning, Trustee Support			
IFLS Library System	Cecelia Cole	Collection Development, Resource Sharing	Intellectual Freedom		
IFLS Library System	Rebecca Kilde	Marketing, Advocacy, Graphic Design	System communications coordinator		
IFLS Library System	Leah Langby	Youth Services, CE, Inclusive Services	Director Certification, Personnel		
IFLS Library System	Katelyn Noack	Adult Services, Strategic Planning, Library Administration	Delivery		