



WLA BOARD MEETING AGENDA

Wednesday, May 7, 2025 • 3:00 pm - 5:00 pm • WLA online meeting room

Read in Advance of Meeting: February 2025 Board Meeting Minutes

Facilitator: Rickey Barnett

Minutes: Shamim Rupani

TOPIC	LEAD	TIME
Call to order	Rickey Barnett	3:00 pm
<ul style="list-style-type: none">• Call for Additions/Changes to Agenda• Online meeting reminders		
Approve minutes from February 2025 meeting (vote)	Rickey Barnett	3:05 pm
Executive Director Report	Ainsley Nobara	3:10 pm
Treasurer's Report	Rob Mead	3:20 pm
Legislative Report	Carolyn Logue	3:35 pm
State Library Report	Sara Jones	3:45 pm
ALA Report	Gavin Downing	3:55 pm
Events	Hannah Streetman	4:05 pm
<ul style="list-style-type: none">• 2025 Legislative Day• 2025 WLA Conference		
New Business	Rickey	4:15 pm
<ul style="list-style-type: none">• WSL support initiatives• Discussion of board meeting schedule• Introduction of new board resolution		
Share Outs	Rickey	4:35 pm
Meeting adjourns		4:55 pm

2025 WLA Board, voting members:

Rickey Barnett, President 2025
Eryn Duffee, Vice President/President-Elect 2025
Sarah Logan, Past President 2025
Lydia Bello, Director/Academic Libraries Rep 2025-2026
Carol Ellison, Director/Public Libraries Rep 2024-2025
Elizabeth Roberts, Director/School Libraries Rep 2024-2025
Shawn Schollmeyer, Director/Special Libraries Rep 2025-2026
Rob Mead, Treasurer 2025-2026
Gavin Downing, ALA Councilor 2025-2027

2025 WLA Board, non-voting:

Ainsley Nobara, WLA Executive Director
Ellen Perleberg, Student Rep 2025

Advisory Leaders:

Kate Laughlin, WLA Strategic Advisor
Carolyn Logue, WLA Lobbyist

2025 WLA Board Meetings: February 4, May 9, August 9, November 6

WLA BOARD MEETING MINUTES

Tuesday, February 4, 2025 • 9:00 am - 11:00 am • WLA online meeting room

Read in Advance of Meeting: November 2024 Board Meeting Minutes

In attendance: Gavin Downing, Carol Ellison, Ellen Perleberg, Eryn Duffee, Kate Laughlin, Lydia Bello, Rickey Barnett, Elizabeth Roberts, Erin Atwater, Shawn Schollmeyer, Rob Mead, Sara Jones, Kiersten Nelson

Facilitator: Rickey Barnett

Minutes: Shamim Rupani

Rickey calls the meeting to order at 9:03am

- Call for Additions/Changes to Agenda
- Online meeting reminders
- Approve minutes from November 2024 meeting (vote)
 - Carol Ellison motions
 - Eryn Duffee Seconds
 - Aye's: Eryn, Carol, Lydia, Rickey, Gavin, Rob, Elizabeth, Shawn
- Board Introductions
- Interim Executive Director Report- Lesley Bourne
 - Dashboard report
 - Membership totals have gone down a bit, but we will see a jump when conference registration opens
 - Still waiting to see how the new membership rates have affected our membership totals
 - New 2025 Pawsident
 - Sara Jones' Mylo!
 - Raised about \$1500
 - IMLS Grant- Rickey and Lesley
 - Trauma-informed care in leadership in the library field (Presidential Summit)
 - 2-page proposal has been accepted
 - Keeping an eye on the current state of things
- Staffing Update- Kate Laughlin
 - WLA's new Executive Director
 - We did have 2 strong candidates, but we found our ED! Ainsley Nabaro
 - MOU agreement with Primary Source
 - PS put forward a proposition to finance half of the WLA position, with the added fundraiser responsibilities (position is also going from half time to full time)

- Goal by end of the year is that WLA will be able to afford the full time ED position in 2026 onwards
 - If goal is not met, we will have to start looking at a reduction in services
- State Library Report- Sara Jones
 - Problems with funding
 - Recording fees, refinancing of homes has gone down
 - 3.4 million hole, asking for this to be plugged
 - WA state experiencing difficulties with budget
 - Billions in shortfall
 - SoS is not funded as well as it could be
 - Proposal is 6%, wanting to propose less, around 3%
 - Worried about federal funding sources
 - We need to make sure people understand the values of libraries
 - Encourage everyone to contact local legislator and let them know you are a constituent and libraries are important to you
 - Grassroots efforts
 - Still waiting for a Director to be named
 - We're doing great work and will continue to serve our communities to the best of our abilities
- Legislative Report- Kiersten Nelson
 - Legislative Day tomorrow- nice to have this earlier date
 - Long session year (runs until April) with a full budget
 - Feb. 21- cut off for when we see what bills stay alive and which will fade away
 - Lots of bills will go into hearings, having conversations for which bills will be pushed forward
 - Number of public and school library bills we are looking at - nice to see this variation
 - HB1503- Digital Equity Bill
 - HB1517- wireless device tax
 - Funds will go to enhancing digital equity grants
 - Less than ideal for libraries, who will have to pay this \$2 tax
 - Public Library Bills
 - 1% live lift levy to 3%- huge bill for funding libraries around the state
 - WLA and PL Directors championing
 - Budget proviso
 - Asking for a set amount of money (\$500k) to conduct a study of digital content and pricing models in public libraries that have to pay for this without ability to own the copy
 - Public worker protections
 - School Library
 - Information technology programs
 - School levies no longer have to rely on the super majority in order to pass, 50+1

- Has WLA support
 - State employees' access to peer-reviewed journals
- Treasurer's Report- Rob Mead
 - Large drop in dues
 - Hoping that the new rates will encourage people to join
 - Annual conference will hopefully bring in a good amount of revenue
 - West side conference will likely make more money than the east side conferences
 - Incentive to join to attend the conference as well
 - Reminds people to renew their memberships
 - Investment accounts have been doing well- money is now in a Fidelity account
 - Still taking money out of these accounts- goal is to break even and stop taking from these accounts
- ALA Report- Gavin Downing
 - LibLearnX- small conference, last of the midwinter LibLearnX events (not making money), 1,600 people total
 - Highlight was MLK Sunrise Celebration
 - Sundance Film Festival was happening at the same time- "[The Librarians](#)"
 - Passed a new interpretation of prisoner's right to read
 - Resolution about the executive board composition; Elected new officials
- Events- Rhea Allen
 - 2025 WA Library Legislative Day
 - We have 68 advanced registrants- form now closed but able to show up in person
 - Schedule is online
 - 2025 WLA Conference
 - Registration is opening today at noon! Opening a day early because of Legislative day tomorrow
 - Can see the program conference schedule online
 - Keynotes:
 - CAYAS/ScLD Breakfast: Peggy Janicki, nominated for the 2025 Towner award
 - Closing session: Shamichael Hallman, part of the urban library council and author
 - Third keynote invite for welcome breakfast has been sent to Sasha LaPointe
- 2025 Presidential Initiatives- Rickey
 - Advocacy- continuing educating everyone we know about supporting libraries
 - Supporting library workers- workers in all settings and types
 - Intellectual freedom- connecting with other state orgs to learn from each other
- Share Outs/Comments
 - Kate- great resource for small and rural libraries: <https://www.arsl.org/advocacy-center>
 - Shawn- Would like to see more support for the WLFFTA section; how do we

recruit more folks?

- Grand re-opening of the Tacoma Public Library
- Eryn- Do we have a formalized report for folks to fill out to report censorship to WLA? Yes! You may find the form in the Advocacy Center (Can we add this to the homepage?)
- Ellen- Pro putting the advocacy form on the front page for folks
- Rickey- New Langley Library in Sno-Isle opening in about a month
 - Lake Stevens library construction is happening!
- Rob- His library has worked the last two years to provide book donations to libraries; hope this can happen this year. The court has an opinion on book bans...
- Eryn- son has picked up first library card! 😊

Rickey motions to adjourn meeting at 10:41am

Gavin seconds

Aye's: Lydia, Rob, Eryn, Gavin, Elizabeth, Shawn



WLA BOARD MEETING MINUTES

Wednesday, May 7, 2025 • 3:00 pm - 5:00 pm • WLA online meeting room

Read in Advance of Meeting: February 2025 Board Meeting Minutes

In attendance: Rob Mead, Elizabeth Roberts, Rickey Barnett, Eryn Duffee, Lesley Bourne, Hannah Streetman, Ainsley Nobara, Carol Ellison, Gavin Downing, Rhea Allen, Traci Timmons, Erin Atwater, Lydia Bello, Craig Seasholes, Jessica Widmer, Sarah Logan, Jolyn Danielson, Tien Triggs, Shawn Schollmeyer, Sara Jones, Carolyn Logue, Mahlon Landis

Facilitator: Rickey Barnett

Minutes: Shamim Rupani

Rickey Barnett calls the meeting to order at 3:02pm

- Call for Additions/Changes to Agenda
 - No changes needed
- Online meeting reminders
 - Raise your hand, keep muted please, use video if you can when you speak, be respectful and maintain decorum, listen actively, limit multi-tasking
- Approve minutes from February 2025 meeting (vote)
 - Eryn Duffee motions
 - Lydia Bello seconds
 - Aye's: Gavin, Carol, Lydia, Elizabeth, Rickey, Eryn, Rob

Executive Director Report- Ainsley Nobara

- Joined WLA just shy of 3 months ago
- Has had a chance to meet with the core committees, and has attended at least one meeting with the other committees
- Experienced the conference for the first time! Fruitful and feedback was great
- Held monthly check-ins with Sara Jones, allowing for more coordinated and strategic approaches for advocacy
- Dashboard report
 - Conference brought back a bump in overall memberships
 - Seeing a continuing upward trend since the pandemic
 - Will continue to monitor the individual membership numbers, as this has fallen
- Feb-April
 - Active in program development and advocacy
 - Submitted IMLS grant for the presidential summit in March
 - Actively support SB5551, One click politics, used ALA's campaigns
- March
 - Met with congress folks to talk about our priorities
- April
 - IMLS campaign
 - Dear Appropriator letters

- May
 - Issued a call to action to contact Gov. Ferguson to sign 2SHB 1207
 - Will attend the digital equity sessions
- Fundraising
 - Office recently launched the silent auction
 - WA Gives- GiveBIG campaign
 - Expanded WLA shop with new “protect WA libraries” messages
 - Drafting a one time bridge funding request for \$150,000
 - Started new conversations with potential partners, T-Mobile and WA State Dept. of Commerce
 - “Plus one” membership campaign
 - Tiered sponsorship program
- Challenges
 - Continue to help advocate for the WSL
 - IMLS funding
- Looking Ahead
 - Financing the Presidential summit
 - Continuing strong partnerships with the WSL
 - Can we send out divisional member numbers to divisional leaders?
 - How many library workers do we have in WA?

Treasurer's Report- Rob Mead

- 2025 Conference
 - Net loss: \$38,302
 - New profit in 2024: \$12,262
 - Gross profit was higher this year, but the space cost was much higher in Tacoma
- Highest cost outside of the conference
 - PS management fee: \$136,000
 - Lobbyist: \$36,000
- \$40,000 between 2024 and 2025 represents the deficit in income
- Bringing in less than what we are spending
- Presidential summit should hopefully help
- Spring of 2027- accounts will be depleted
- Questions?
 - Elizabeth- Individual employee numbers?
 - Due to the new fee structure or the number of people becoming members going down?
 - Sarah
 - Fundraising in the next 3-6 months will help answer this question
 - Where can we cut costs, where can we increase revenue?
 - Elizabeth- Is the loss from Tacoma more than the Bellevue conference?
 - We had more attendees in Tacoma, improving each year
 - 2017 Tacoma- 600 attendees
 - Fall conference
 - 2025 Tacoma- 460 attendees
 - We had a contract with them- why is the budget estimate not matching this amount on the contract?
 - Eryn- School librarians- spring break dates, didn't see value in coming
 - Carol- Would like to find out the costs of equipment, where did things go wrong?
 - Tacoma's A/V costs were really expensive
 - Shawn- accessibility costs?
 - \$3,000 for closed captioning
 - Rickey- Conference break down into granular costs?
 - Can the board see the invoices?
 - Carol- If we are going to ensure future conference profitability, I think it starts

with knowing the detailed/itemized charges if we can

Legislative Report- Carolyn Logue

- Adjourned April 27th; \$15 billion budget deficit
- Session was taken up by the tax packages and the budget
- School library front
 - Working on the OSPI position
 - All fell through when decisions were made
 - Increased MSOC and special ed, that was it
 - Can pull the MSOC reports when they come in to double check
 - Used to have library materials specifically lined out for school libraries
 - Now there has to be a report back, will get more ammo out of this
- State library
 - IMLS cuts, WA budget cuts
 - HB1207- still waiting to see if he will be signed
 - WLA did a big push to ask him to sign this
 - Budget narrowly drafted, if anything gets vetoed this will kick us back into special session
 - Very limited, budget only
- Did not do the property tax increase, but did give more levy authority to school districts
- Digital equity piece did not pass, digital licensing and books
- Going forward
 - Grassroots, meet with legislators, trying to make sure we have everyone working towards the same goal
 - More advocacy from school and public library folks
 - Let Carolyn know if a legislator is willing to champion libraries
- Sarah- TLs did a lot of work and spent a lot of time this session creating relationships
 - Were these relationships being leveraged?
 - More people need to bring legislators into their libraries
 - Face to face contact, relationships with legislators
 - Does WLA need to do something like the WEA and WSPTA to have a meeting to establish legislative priorities?
 - Get together before September- the earlier the better; Mid-to-late-summer
 - Make this a yearly thing
 - Arm people and then go off to own legislators/senators
 - Ainsley can send out the priorities to board; Use priorities so we know the issues we need to focus on and we all have the same messaging
 - We can improve with how we communicate with our membership about how to meet with legislators
- Core group is meeting with legislators, but it needs to be broader and more engagement
 - Elizabeth Roberts- I could see WLA or the advocacy committee helping create local meet ups with legislators.
- Traci- Alki article, how-to for the journal, what can you do, challenges ahead
 - Someone from the legislative committee can help put this together
 - Eryn- Can bring back the advocacy survey and look at these responses
- Rob- Is it worth spending time with public library directors to coordinate with them?

State Library Report- Sara Jones

- Good news!
 - Grants to state termination was rescinded
 - \$3.9 million given back
 - Congressional push was making a difference
- 24 Award

- Concerned that this will be pulled; looking at what this will look like
- Unfortunately, the state budget did not go in the WSL's direction
 - Was asking for \$6 million for stabilization but received nothing
- 2SHB 1207- needs to be signed, and it is a revenue source that needs to be collected and aggregated and put into a pot
- Layoffs will begin to happen at the state library
- There will be reduction in services- Archives, WTBBBL
- We'll just have to move forward, we need a really good campaign for libraries
- Preliminary injunction- Found in favor that IMLS should be put back together again
- Questions?
 - Ainsley- what can we do now?
 - Any novel approach would be great; library vanity plates? A Library version of the "Discover Pass?"
 - Warrants brainstorming on how we can help support the state library
 - Carolyn- Where is the news report on this budget cut? Maybe we need some op eds
 - SL will be getting to this right away; WLA has some written and can help with this
 - Craig- SoS Steve Hobbs and DnD at the conference- great example of bringing these folks into the fold

ALA Report- Gavin Downing

- IMLS news
 - ALA and state attorney generals filed suits
 - ALA temp. Restraining order
 - AG- positive outcome
 - IMLS director asking state libraries some pointed questions
- ALA election for new president-
- Launched a new advocacy campaign- show up for your libraries
 - Broken down into concrete steps on what you can do
- Law for librarians program- about a year old now
 - Hoping to get some free trainings together on library law that they could record; paused for right now

Events- Hannah Streetman

- 2025 Legislative Day
 - About 70 attendees registered in advance; saw some drop off because of the weather
 - Joined by some representatives and senators
 - Lacking overall in school library attendance
 - Would love to have a meeting with the ScLD division to brainstorm how we can increase the accessibility for school librarians for events
- 2025 WLA Conference
 - Financials
 - Missing some of our outstanding revenue- there is \$10,000 not represented in the net loss
 - Some of the F&B cost we need to bill back to some external partners; will reduce expense by a couple thousand
 - Our evaluation data is really positive
 - People loved book bash
- 2025 ALD Joint Conference
 - Pulled together a committee; moving forward with this
 - Will be held on the Lower Columbia College
 - Tentatively Friday, October 24
- Working on the 2027 WLA conference
 - West side, prioritizing lower costs
 - We have a few options and will go on some tours soon
 - Keeping spring break dates in mind

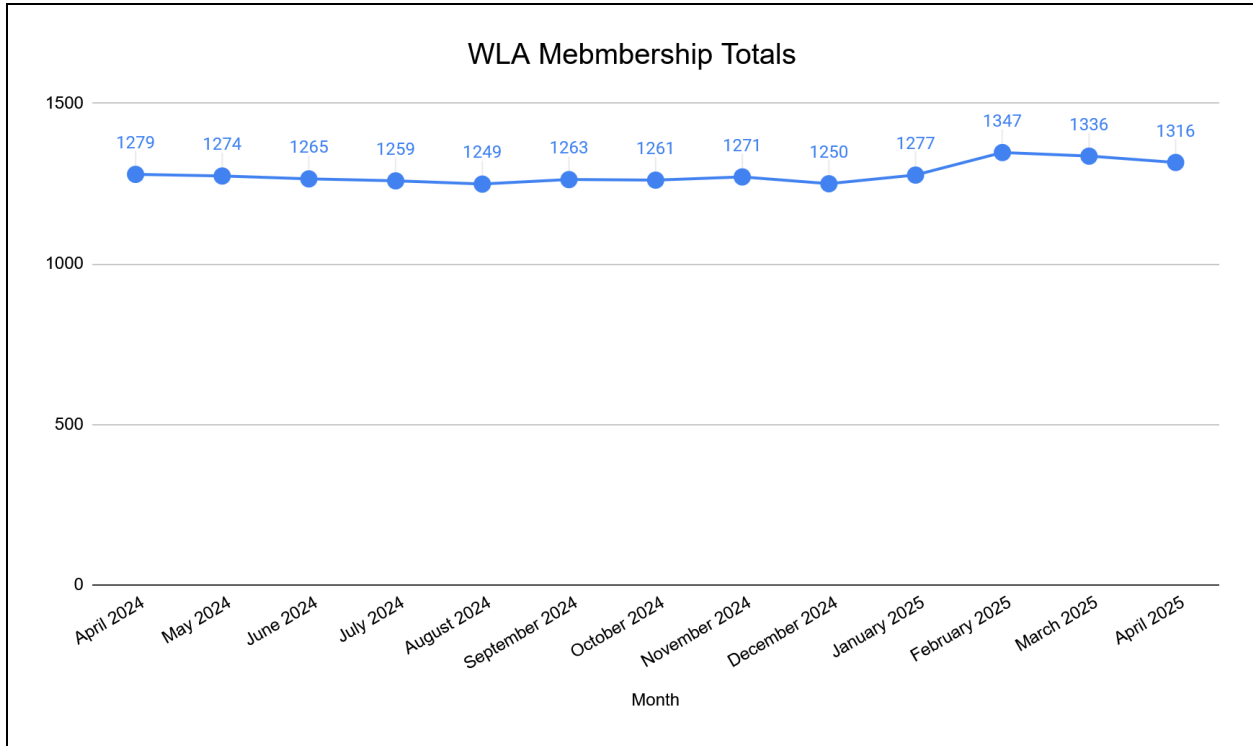
- Questions?
 - Sarah- have we ever looked at a tribal location? Tribal casinos?
 - 2015 was in Tulalip, but we were bursting at the seams
 - Alani- super expensive, hotel was \$400 a night
 - Every other casino is too small for us meeting space-wise
 - Curious about the phrase “strategic board”
 - Don’t remember voting on conference dates or locations
 - How does the time of year impact cost, or does it?
 - Spring and fall only viable options
 - Board voted to move back to the spring; pricing isn’t significantly different between these two seasons
 - Elizabeth- Board seeing conference proposals? Or having a say in the conference locations? Can the board look at these before we decide?
 - WLA recommends the finalist to the board, but we will share info for the other 2 finalists
 - Can we answer the question on when the board voted on Yakima?

New Business

- Discussion of board meeting schedule
 - Board can meet whenever they want, but amending public meetings need to have a membership vote
- Introduction of new board resolution
 - Voting
 - Rickey states that the following resolution isn't about individuals, it's about realigning practices with our bylaws and ensuring the board fulfills its legal and fiduciary responsibilities. He then reads, calls for motions to vote on (Carol motions to approve; Eryn seconds), and moves to vote on board resolution
 - Lesley calls point of order- discussion needs to happen, could the WLA office have some time to review and understand this resolution
 - Sarah- this does not affect the board vote
 - Shawn- still has a few remaining questions that she would prefer to have answered before the vote; monthly meetings and making sure we are not getting ahead of our bylaws, having a chance to review the bylaws before we make this decision, can we begin a review process first and then vote?
 - Reaffirming what is in the bylaws already
 - Sarah- the only thing not in bylaws are the monthly meetings
 - If we don't vote on this today, do we have to wait until the next board meeting?
 - Online, asynchronous voting is possible
 - Eryn- This was created in concert with everyone on the board having access to the bylaws
 - All of this is pulled from the bylaws and the board procedures and processes
 - Gavin- Monthly regular reports?
 - In the contract with PS
 - Sarah moves to schedule an asynchronous vote online in one week from today
 - Shawn seconds
 - Aye's- Shawn, Gavin, Sarah, Carol, Rickey, Elizabeth, Eryn, Lydia
- WLA Conference and the school library division
 - Mahlon
 - Thank you for all of the emails and listening to the voices of the School library division
 - Appreciates the positivity and support
 - Heard so much at the conference from the membership
 - Heard from members that vendors were conveying they were unhappy about the low number of school librarians
 - Here as a collaborative partner
 - Rickey- appreciates the honest feedback

- Sarah- Heard feedback from BTSB rep, Phil- was not pleased to find so few teacher librarians at the conference
- Don't want to forget the feedback we got from the AASL representative
 - Hannah- we've contacted Courtney already
- Elizabeth
 - Curious about how the conference committee gets feedback from these evaluation surveys; does the committee have the power to make these changes that are being requested?
 - Hannah- we have a debrief meeting with the committee and they have access to the evaluation form; not keeping anything from the committee
 - Breaks are 30 minutes long
 - Divisional sessions
 - Hannah - If there is specific feedback folks would like to highlight, please let her know
 - Tracks- not clear who sessions are for; can solve this by better advertising, tagging sessions for certain divisions doesn't create silos
 - Sarah- I've said this before, but the "tracks" isn't about changing what we offer necessarily, but it is a marketing tool. People need us to connect the dots for them.
 - Eryn- helps show relevancy for sessions
 - Carol- Public Library Division member feedback starting to come through where members are upset not to see divisional tracks for conference sessions; stressing the need to see divisional tracks in the future to help them decide which sessions to attend
- Sarah
 - Does the new conference committee see the data from the prior year's conference?

Rickey adjourns meeting at 5:08pm



Membership Changes	April 2024	April 2025	Change
Individual			
Individual Employees	654	620	-5.20%
Students	158	207	31.01%
Non-Profits/Foundations/Friends	29	45	55.17%
Business	5	7	40.00%
Retired/Unemployed	56	60	7.14%
Emeritus	75	73	-2.67%
Sub Total	977	1012	3.58%
Organizations			
Libraries	41	37	-9.76%
Library Affiliates	220	218	-0.91%
Business	15	16	6.67%
Business Affiliates	15	16	6.67%
Non-Profits/Foundations	5	6	20.00%
Nonprofit & Foundation Affiliates	6	7	16.67%
Sub Total	302	300	-0.66%

Treasurer Report – May 2025

The totals are in for the WLA Conference (see attached). The preliminary net loss was \$19,697.75 compared to the net profit of \$12,262.96 in 2024. The gross profit was over \$20,000 higher but much higher equipment and space rental costs resulted in a net loss.

As of March 31, 2025, gross dues receipts were at \$98,230.83 compared to \$104,500.54 on March 31, 2024. Total dues in 2024 were \$130,054.35 compared to \$118,114.75 in 2024. A conservative estimate is that our dues income will be lower in 2025 than it was in 2024.

Our highest costs outside of the conference are the association management fee to Primary Source, set at \$136,500, and our lobbyist fee, set at \$30,000.

In 2024, our investment account was \$184,740.77 at the beginning of the year and \$143,869.72 at the end of the year. On March 31, 2025, the account was at \$143,240.40 but is likely lower now due to the stock market drop in April 2025. The \$40,871.05 difference between 2024 and 2025 represents the deficit between our income (\$130K in dues and \$12K in conference profits) and our costs.

In 2025, our income is likely to be roughly \$125K in dues minus \$20K in conference loss, requiring a larger deduction from investments, projected to be from \$60K to \$80K depending on other income (President's Summit) and costs.

At this rate, our investment account will likely be depleted by Spring of 2027 unless a recession causes a significant dip in the market before then.

Statement of Financial Position

As of March 31, 2025

	As of Mar 31, 2025	As of Mar 31, 2024 (PY)	Total
ASSETS			
Current Assets			
Bank Accounts			
1003 Chase Checking - 7989	97,333.27		65,692.02
1004 Savings - Chase	5,377.48		15,374.98
Petty Cash	60.00		60.00
Total Bank Accounts	102,770.75		81,127.00
Accounts Receivable			
1300 Accounts Receivable (A/R)	0.00		0.00
Total Accounts Receivable	0.00		0.00
Other Current Assets			
1006 Fidelity	143,240.40		
1101 Bear Mountain Capital Inc.	0.00		190,199.75
1500 Prepaid Insurance	0.00		0.00
1510 Prepaid Deposits	0.00		8,558.12
1900 Uncategorized Asset	0.00		0.00
1910 Undeposited Funds	0.00		0.00
Prepaid Expense	638.26		6,591.41
Total Other Current Assets	143,878.66		205,349.28
Total Current Assets	246,649.41		286,476.28
TOTAL ASSETS	\$246,649.41		\$286,476.28

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Accounts Payable

2000 Accounts Payable (A/P)	5,505.19		26,589.35
Total Accounts Payable	5,505.19		26,589.35

Credit Cards

1005 Chase Credit Card 3886	25,901.92		34,150.94
Total Credit Cards	25,901.92		34,150.94

Other Current Liabilities

2001 Accounts Payable Accrual	0.00		0.00
2500 Def Rev			
2501 Individual Membership Dues	3,679.16		2,862.11
Business & Sales	1,162.51		33.33
Def. ALA-WLA Joint Student	0.00		
Deferred Retired	49.17		28.33

		Total
	As of Mar 31, 2025	As of Mar 31, 2024 (PY)
Student Membership	395.02	48.33
Unemployed Dues	29.17	21.67
Total 2501 Individual Membership Dues	5,315.03	2,993.77
2502 Organizational Dues -Private	0.00	124.99
2503 Organization Dues - Public	2,014.17	2,398.17
Friend, Trustee, Foundation or Non-Profit	169.59	80.00
Total 2500 Def Rev	7,498.79	5,596.93
Total Other Current Liabilities	7,498.79	5,596.93
Total Current Liabilities	38,905.90	66,337.22
Total Liabilities	38,905.90	66,337.22
Equity		
3000 Opening Balance Equity	0.00	0.00
3100 Unrestricted Funds	163,686.53	163,686.53
3200 Restricted Funds	0.00	0.00
3300 Retained Earnings	-32,426.86	10,920.86
Net Revenue	76,483.84	45,531.67
Total Equity	207,743.51	220,139.06
TOTAL LIABILITIES AND EQUITY	\$246,649.41	\$286,476.28



May 2025 WLA Leadership Reports

BOARD MEMBER REPORTS

Lydia Bello

WLA Board Director – Academic Library Division Rep.

One activity/goal in the last quarter in your area to share:

As a Board Member, I've been working with members of ALD (and CLAWS) to build and distribute a survey focused on academic library worker engagement and needs. This survey was created and distributed to both current members as well as academic library workers who are not members in March 2025.

Also engaged with 20+ academic librarians and academic library workers at the ALD Unconference at WLA Annual.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We intend to review the data collected in our March 2025 survey with the intent to develop recommendations to increase engagement in the Academic Library Division.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Hope to support the ALD/ACRL-WA in figuring out accessible and inclusive professional development for members - currently hope to support current Division Steering Committee to host events both in person and on zoom.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

The March 2025 survey was sent to non members to gather data on barriers to membership; hope to find ways to reduce those barriers.

Carol Ellison

WLA Board Director – Public Library Division Rep.

One activity/goal in the last quarter in your area to share:

PLD had its first division membership meeting and attendance was 3-4 times larger than the previous meeting! We also moderated a lively unconference at WLA-Tacoma. We launched the first volume of a periodic PLD newsletter. We also publicized the PLD Discord server and welcomed dozens of new folks.

Shawn Schollmeyer

WLA Board Director – Special Library Division Rep.

One activity/goal in the last quarter in your area to share:

As the WLA Board rep for Special Libraries Division, I'd like to recognize the efforts of SLD's officers in creating a Discord channel to boost membership and reach out to



student members. They've done a great job over the last quarter to set up stronger communications through social media, newsletters, and showing the diverse range of the library profession across sports, law, medical, arts, and more.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I would like the board to consider creating a stronger position for a PNLA Washington representative to report on regular activities of the northwestern states and provinces similar to that of the ALA representative. This position has struggled over the last few years and we need to support our neighboring organizations for resources and collaborative ideas as our school, public and special projects librarians are being defunded on federal and state levels.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

In all activities, we need to provide accessibility and outreach to our black academic libraries and those supporting higher numbers of libraries serving people of color. Targeted outreach should be developed beyond conferences to invite participation and support community led activities.

Anything else you would like to share?

It's really time for WLA to be innovative in planning fundraising activities for professional development and statewide programs. Emphasis on small and rural libraries will be essential as well as supporting diverse communities.

DIVISION REPORTS

Greg Bem

Academic Library Division Chair

One activity/goal in the last quarter in your area to share:

We did a round table on fighting fascism. I can't recall if I shared that in the last report. We also did an unconference at WLA 2025.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Nothing new. Another quarterly meeting and another round table.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

We continue to use the listserv. Nothing otherwise.

Anything else you would like to share?

Just keeping the ship afloat.



Erin Atwater

Public Library Division Chair

One activity/goal in the last quarter in your area to share:

New PLD Newsletter

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Increase in Quarterly Division Meeting attendance and involvement

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Reaching out through the PLD newsletter to all wla members requesting exciting or new information about their library to foster connections across the state, with a focus on highlighting both large and rural libraries.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Open meetings without membership requirements

Anything else you would like to share?

I am interested in idea sharing between divisions.

Mahlon Landis

School Library Division Chair

One activity/goal in the last quarter in your area to share:

WLA ScLD received two grants. One is an AASL/ABC-CLIO grant for \$1750 (our second continuous year winning it!), and the other is a grant from the National Education Association Foundation for \$5000. We will use these monies to continue our leadership program (OLLI) into its second year. We also will use these grants to expand the scope of the program and support attendees from the many geographic areas of Washington. We're very excited!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We will be opening our next round of applications for OLLI and planning its orientation, in-person sessions, and virtual sessions. We hope to have our next cohort established by the next Board meeting.

We are waiting to hear if a session proposal about OLLI was accepted for the 2025 National AASL Conference. We expect news to arrive any day now! Several of us plan to attend the conference in October, where we will also receive recognition for our ABC-CLIO grant.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:



We recently changed our land acknowledgments to include a call to action. For example, our most recent acknowledgment was entitled "Honoring Indigenous Knowledge and Land" and stated: "WLA honors and acknowledges the Indigenous people who have stewarded this land Statewide since time immemorial and who still inhabit the area today. Beyond acknowledgement, we ask participants to consider taking action by visiting 5calls.org to advocate for IMLS funding which supports 22 tribal libraries and cultural research centers in Washington State." On this slide, we included a QR code for action.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

We have been discussing strategies to include a wider variety of people and increase engagement in the ScLD. In the past year, members have gone to conferences or events and sat at tables. We are looking into digital connection opportunities, such as a Discord channel or general membership meetings. We also recently re-shared our listserv information with members so every member can share important information.

We acknowledge this is an area where we can improve and we are looking for creative ways to address it.

Anything else you would like to share?

School Library Division leadership received some feedback about the WLA conference that we feel is necessary to share with the Board. Multiple issues directly impacted school librarians or those who work closely with school librarians.

ScLD leadership received feedback that the timing of the conference prevented many school librarians from attending the conference. For many, conference dates align with their district's spring break. I had school librarians who served on the book award committee reach out to me with frustrations that they were not able to attend the conference, especially after devoting so much of their time to an award committee. Most spring breaks in Washington occur in early to mid-April; to increase the attendance and satisfaction of school librarians at the conference, we suggest scheduling future conferences during the first two weeks of March or the last two weeks in April.

Secondly, school librarians reported to me that, in their conversations with conference vendors, vendors expressed frustration that there were so few school librarians in attendance despite school librarians being their biggest customer base. The ScLD would like to maintain a positive relationship with vendors and believes a larger attendance of school librarians is a large component of keeping them satisfied.

Thirdly, clock hours were not clearly or consistently posted throughout the conference. This is an issue that only affects school librarians, but it is an important aspect of our conference experience. If this issue was due to a lack of volunteers, we understand and suggest the conference planning committee and clock-hours provider create a different process for claiming them. Giving presenters a QR code to attach to the end of their presentation, or simply keeping all session QR codes by the registration desks to change each hour or day, are both two solutions that would both help school librarians and help a conference with low numbers of volunteers.



Next, and importantly, WLA had the immense honor of being visited by a member of AASL, the national organization for school librarians. Courtney's visit was communicated to ScLD leadership, the WLA office, and the conference planning committee in December 2023 and January 2024. Courtney did not receive a conference registration code, or hotel information, and was told to take public transportation/carpool from the airport to the hotel in Tacoma... until exactly two weeks before the actual conference, and only after she reached out to us and waited three days for an answer from the office. Another AASL representative reached out to me to ask if someone in the ScLD could pick Courtney up from the airport because she could not take public transportation. I can only imagine her frustration with the last-minute nature of the situation.

Courtney later reported that communication and planning around her visit/schedule was "the worst [she's] experienced" in her time doing these visits. That is a massive embarrassment for our organization and I hope the Board takes time to reflect upon this admonishment. Would we have treated an ALA leadership visit similarly, or another past president of a related organization? We will have another AASL in six years and I hope we can use this experience as an opportunity for growth.

Finally, I would like to state a couple of other comments ScLD leadership received from members about the conference. We heard that: 1. Gaps between sessions were too large ("dead space," "we could have put in another session right now," etc.); 2. Some asked us why "so many proposals were rejected this year," which is not something I can personally speak on but am curious about the data and the veracity of this claim; and 3. Members expressed a deep interest in division tracks. A "clock hours" tab was not a robust enough solution according to membership feedback.

Thank you for reading this long, long "anything else" section. I appreciate you all and thank you for listening to ScLD members' voices! If you have questions, please reach out to me.

Please note that WLA has communicated with the full board regarding these concerns.

Tien Triggs
Special Library Division Chair

One activity/goal in the last quarter in your area to share:

The Special Library Division presented a panel session for the WLA Conference featuring three special librarians from the Seattle Kraken, the Seattle Art Museum, and the State Law Library, and I was able to meet with several students and new librarians, some of which have joined our community Discord. We are small but mighty ... and growing in membership!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Our next meeting will be focused on planning a summer in-person meeting or road trip to meet current and prospective members of the Special Library Division. I am dedicated to outreach in central and eastern Washington and want to make sure that our special librarians in those regions know that the Division has resources to serve them.



In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Besides doing work to be more inclusive of central and eastern Washingtonians, I am continuing work with inviting LIS students to join our community on Discord to check us out before joining the WLA. My goal is to establish a model that lowers the barriers of access for students and new librarians of all backgrounds to meet with and get to know librarians in the field. Encouraging a stronger relationship between students earlier in their education and careers and working librarians will hopefully lead to more robust, diverse, and representative community of librarians in our organization for the future.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Commit to outreach, even if it's only online. Make an effort to find out what these members need and be willing to provide resources. Keep asking ourselves what our value as a professional organization is to our members and work to provide that value to our community.

Anything else you would like to share?

This group is so special, and I could not do this work for our division without the support of my current leadership team, the past leadership team, our Board Representative, and the new members who have joined us over the last year. Hard to believe that in one year, we went from 3 people on Discord to over 20 now. Thank you to Shawn S., Nina K., Crystal H., Irene M., and Julie T. for believing in this work that we're doing (and letting me run with my ideas!)

SECTION REPORTS

Linda Keys & Heather Newcomer
CLAWS Section Co-Chairs

One activity/goal in the last quarter in your area to share:

We partnered with ALD leadership to conduct a survey of current and prospective members to gauge their needs and interests. Held an unconference at WLA to continue fact-finding related to the survey. Met with ALD leadership to assess and review the responses to the survey and to plan accordingly.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We are planning, in collaboration with WACTC, to hold an online Networking/Connection event on May 20th of this year, before most of us leave for the summer. We hope to schedule more events for the fall quarter.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Collaborating with WACTC is one step. Planning virtual meetings is another. We have



discussed establishing community guidelines for conversations to ensure that the matter and the manner of our communications are inclusive.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Our partnership with WACTC

Anja Johnson
WALT Section Chair

One activity/goal in the last quarter in your area to share:

We attended WLA in Tacoma and had a WALT dine-around. It was a small group, but a wonderful time filled with great conversation. (And great food!) WLA made volunteering for the dine-around so easy with clear expectations and a list of great restaurants within close proximity of the convention center.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Sara has started a document in WLA's WALT drive for our meeting notes. This should help make meeting notes much more accessible to the group. We want to add shared training resources to the WALT drive, as well. Our goal is to increase access and avoid reinventing the wheel wherever possible. We have all benefited greatly from the great resources shared in the group. Having them readily accessible in a shared drive should make these shared resources even more effective.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I try to be intentional in each meeting to facilitate the conversation by directing questions to draw each person into the conversation. When we have new members, I try to intentionally ask questions to pull them into the group conversation to keep participation welcoming and (hopefully) equitable. For accessibility, I hope the notes and (soon-to-be) resources in the shared drive will improve access.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

1 - I made marketing graphics for each WALT meeting with the meeting time/date and a brief synopsis of what to expect from a WALT meeting. Shamim kindly shares these in the WLA weekly newsletter before meetings.

2 - I have reminder emails scheduled to go out one week before each meeting to hopefully allow people to remember and prepare for our next meeting. I also have emails scheduled to go out the morning of with zoom links.

3 - For new members, word of mouth has been quite effective! Our current group has helped to recruit a number of new folks.

Anything else you would like to share?



The WALT group is such a lovely group of people. The meetings are always helpful, encouraging, and enjoyable. Thank you to the WLA team for supporting these connections.

Craig Seasholes
WLFFTA Section Chair

One activity/goal in the last quarter in your area to share:

WLFFTA hosted both a Dine Around at conference and co-sponsored WLA After Dark session with WA State Library. Informal conversations at both helped raise the visibility of WLFFTA among WLA members and conference attendees.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

In June WLFFTA will host an informational Zoom with WA State Librarian Sara Jones and United for Libraries director Deborah Doyle

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Outreach to small and rural library friends groups support WLA goals

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Lists serve mailings, social media posts, direct phone calls to Friends groups in areas where activity/needs arise.

Anything else you would like to share?

What's WLFFTA? Video Introduction

<https://drive.google.com/file/d/1v2Yy2GJAoqDHAeBIJ1xazN4cfhyq2Ei-/view?usp=sharing> and as PPT <https://bit.ly/WLFFTA> for use with Friends groups.

COMMITTEE REPORTS

Tien Triggs
Advocacy Committee Co-Chair

One activity/goal in the last quarter in your area to share:

Our Committee put together some great ideas and materials for our table at the WLA Conference, and we were able to speak with so many attendees over the two days about our work. There was so much support and energy, and I am so glad that I had the opportunity to meet some of our members, including Angelie, who helped out with the table on Saturday. It was an amazing group effort, and I know that it made a difference to be able to meet people in person at the conference.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:



Austin and I will be working on getting our newsletter out and sending out an invitation to our next Advocacy Committee meeting in May. Several attendees at the conference were interested in attending and joining the committee, so I want us to be prepared to provide prospective members with information about the work we do and the goals we are working toward.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I am always trying to find partners that make sense for us to do our advocacy work, and I will be exploring ways that we can leverage our community ties to support library advocacy work. I've talked with multiple people in other WLA divisions, sections, and committees to brainstorm ways that we can tackle this work together. By crossing these lines that separate us, we are already making it easier to do this valuable work to prioritize EDIA.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

My hope is that we can tap members to help us build an advocacy network throughout Washington state. The goal would be to have people on the ground locally to help when we get requests for advocacy. I also want to keep working on lowering the intimidation factor of the word "advocacy" because I think that many members care but don't know what they can do, and I think that we are getting a much better sense of the different actions and roles that we can offer new and non-active members to get them involved.

Anything else you would like to share?

We have such a great group this year, and I have such gratitude for my co-Chair, Austin, for making this work easier. Our new members have been wonderful, and our veteran members have been indispensable with their experience and wisdom. These wonderful people are the biggest reason why our presence at the conference this year felt like a huge success! (Give them all awards!)

Alicia Rogers

Awards Committee Co-Chair

One activity/goal in the last quarter in your area to share:

We met to decide on the 20 nominees for WCCPBA, then we announced our list, and presented the list at the WLA Conference lunch. We also created an on-demand video about the new nominees and how to use the award website and resources.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We are collecting votes (due May 23rd) and we will make a video to announce our winner on June 2nd. We are also creating resources that we will post on our website for school librarians to use next school year as they read aloud the nominees.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:



We kept these priorities in mind as we chose our 20 nominees for next year and we feel that we have chosen books that represent diversity and inclusion.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

We promote our award and WLA through our social media accounts and networking with school Librarians through various conferences and other meetings. We have also tracked email addresses of those who have participated in voting in an effort to reach out to librarians and/or districts not yet participating.

Sam Harris

Legislative Committee Co-Chair

One activity/goal in the last quarter in your area to share:

We've continued weekly meetings to monitor the legislative session and provide guidance to Carolyn Logue. In particular, efforts to support the Washington State Library and advocate for IMLS funding has taken precedent.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

The legislative session will conclude shortly, assuming the budget is passed this weekend. There is a letter to the Washington State Attorney General seeking a review of the requirements in the prototypical school funding model related to school library programs. Specifically, the goal is to provide clarification to school districts that providing a school library program should also include certificated school librarians in some capacity/level in each district to run/manage the program.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

The greatest emphasis this quarter is in ensuring adequate funding for libraries (Washington State Library, Washington Talking Book and Braille Library, rural libraries) that are dependent on both state and federal funding and are facing significant impacts that could broadly and significantly reduce access to services for patrons, particularly those who have limited access to things like high-speed internet, ebooks and audiobooks, etc. .

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

The committee recently added two representatives from the Authors Against Book Bans group. This helps broaden the advocacy ecosystem within and beyond WLA.

Hanna White

Marketing & Communications Co-Chair

One activity/goal in the last quarter in your area to share:

We completed our review of the revised social media policy that the previous Marketing & Communications committee drafted. We have sent the final version of the new policy to the board so that it can be officially passed.



Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We will be continuing to promote the WLA book awards & annual auction fundraiser over the next month or so. The WLA office has taken on the brunt of work in communicating about ongoing threats to funding from the federal government to membership and will continue to do so.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I will be spending time adjusting the alt text for photos posted on Facebook live during the WLA conference to adhere to our usual standards for alt text.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

In general, part of the committee's function is to communicate about WLA activities and benefits to non-active members. We will also be recruiting for the committee some time in the next few months via social media.

Liz Ebersole & Kat Wyly
Professional Development Committee Co-Chair

One activity/goal in the last quarter in your area to share:

In the last leadership report, we discussed the pilot Zoom space for mentors and mentees to connect. We successfully held this event in February and had both mentors and mentees attend. We provided some prompts for discussion but mainly were interested in letting mentors and mentees guide the conversation, and thus connection, over the highlights and areas for growth in their mentoring relationships. There was appreciation for the space and we will look to do this again!

Three members of the PD Committee (Jill Merritt, Kat Wyly, and Liz Ebersole) presented a session at the WLA conference on peer coaching in mentorship. It was well attended by both mentoring program participants and other WLA members. We hope this session was applicable to both mentoring relationships and general workplace scenarios. It is likely that we will have some mentoring program sign ups from folks who attended this session. It was also a huge highlight for PD committee members to connect in person and for us to meet some of our long time mentors who we have only communicated with via email or Zoom!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We are excited to collect and analyze data from the 2024-2025 mentoring program feedback forms to improve the program for the next cycle. We have seen an increase in participants over the past few years and the cumulative data, especially considering the differing experiences of new participants and participants who have continually served as mentors, will be useful in how we shape the program.

In your position/area, highlight steps you have taken or will take that contribute to

**EDI or accessibility:**

The reflections from mentors and mentees during the drop in connection space are key in considering the impact of this program. The candid reactions of participants to both the current political landscape and their workplace environments has confirmed the need for growing avenues for connection and support. We will continue to use feedback from this space and the evaluation forms to consider what equity based resources might be needed to support mentors/mentees. We acknowledge that we are in a particular time and space where folks might experience increased oppression or barriers based on their identity or experiences.