



Illinois Library Association Annual Report 2021–2022



Dear ILA Members and Friends,

The experience of serving as ILA President is bookended by two member-centered responsibilities. The first one is to convene a Conference Program Committee and to choose a theme for the Annual Conference that will take place approximately 18 months later. The second is two-fold: chairing and convening the Nominating Committee, and chairing the Diversity, Equity, and Inclusion Subcommittee of the Executive Board. The latter is a relatively new group, intended to provide guidance and leadership to the Executive Board, and by extension to the association and profession, in strategically planning our efforts to increase and develop diversity, equity, and inclusion initiatives; and to keep the Board accountable for progress toward our DEI-related strategic goals.

Newly elected Vice Presidents/Presidents-Elect and the Conference Committee do not know what the future will hold, or what the Illinois library environment will “look like” when we begin planning for the ILA Annual Conference. This was particularly true for my conference committee and me as we were still in the very early stages of the pandemic. However, we did know that our communities, and libraries’ place in them, was more important than ever. As the committee and I thought about the flexibility and resilience that libraries showed to help reduce the disruption that COVID-19 had caused; the courageous steps libraries were taking to increase awareness of systemic racism, social injustice, and other current issues; and the ways libraries and library staff simply “thought outside the box” while designing and implementing library services and programs, we found our way to the theme of Breaking Down Barriers, Building Up Communities.

Over the course of the year, as the state—indeed, the world—began to adapt to post-pandemic conditions, libraries, particularly school and public libraries, found themselves at the nexus of culture wars over materials and programs, primarily those by and about people of color or LGBTQIA+ people. We worked with our sister organization the Association of Illinois School Library Educators (AISLE) to amplify their strong statement about book bans, and our own Intellectual Freedom Committee chose to honor the students of Downers Grove High School in recognition of their extraordinary advocacy for their own right to read. Legislatively, we focused on reducing the digital divide by introducing legislation to ensure reasonable, equitable pricing for e-books for libraries and advocating for library broadband connections to be included in the state budget.

As I look ahead toward finishing my term, I am excited by the opportunity to chart the future and future leadership of ILA via the Nominating Committee, ensuring that the future board represents the diversity of our members with representatives from all backgrounds, all library types, and all geographic areas of the state. Also, I am looking forward to being a part of the award process for our second year of the inaugural Inclusive Travel Grant program that financially supports Illinois library staff from underrepresented populations to attend a national conference of their choosing. Thank you to the 2021-2022 DEI Subcommittee for initiating this incredible step forward! The bar has been set high and the Executive Board and elected leadership remain focused on you, our members.

Here’s to 2023 and beyond,



Jeanne C. Hamilton, Bloomington Public Library  
ILA President, 2021–22

# 2019–2023 ILA Strategic Plan

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## Vision

Collaboratively shaping a new future for libraries in Illinois

## Mission

Leadership, advocacy, partnership, and learning for the benefit of Illinois libraries

## Core Strategic Values

- Energizing, visionary leadership
- Adaptation to change
- Long term strategic perspective/direction
- Member service focus
- Partnerships and alliances
- Diversity and equity of opportunity

## Core Values of the Profession

Information access, equity, intellectual freedom, and objective truth

## Strategies, Goals, and Desired Outcomes

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### Strategy: Advocacy

#### Goal: Legislative Advocacy

- Invest in advocacy. Educate and mobilize activist groups and other professional associations to understand and support the cause and critical nature of libraries.
- *Desired outcomes:* Activated strategic alliances and informed advocacy at all levels achieve adequate funding for libraries. Governmental decision-makers increase support for libraries.

#### Goal: Community Advocacy

- Develop education and tools for library leaders and staff to establish clear understanding of libraries' worth among the people served, resulting in community and stakeholder ambassadorship and engagement.
- *Desired outcomes:* The communities and people served value the presence and vitality of libraries. The communities and people served are vocal advocates for libraries.

### Strategy: A Culture of Diversity and Inclusion

#### Goal: In the Profession

- Develop education for library leaders and staff about increasing diversity in collections and programs and creating an inclusive environment in libraries and librarianship.
- *Desired outcome:* Library leadership and staff are cultivated and engaged in advancing equity, diversity, and inclusion in the communities they serve.

#### Goal: In the Association

- Review and revamp the committee and volunteer system for functionality, diversity, inclusivity, and recognition. Increase awareness, understanding, and commitment to creating an inclusive environment in ILA.
- *Desired outcomes:* Members recognize their ownership in and have equitable access to participate and be heard in ILA's volunteer structure. Members connect collaboratively for sharing and creation of knowledge.

### Strategy: Delivery of Member Value

- **Goal:** Assess and refresh programs and services, integrating new approaches and technologies to deliver member value in programming, communication, and involvement.
- *Desired outcome:* Members in every segment find relevant value from ILA programs and services.

### Strategy: Leadership

- **Goal:** Convene critical conversations with partners in the library ecosystem including the Illinois State Library, the three systems, AISLE, and other related consortia and organizations.
- *Desired outcomes:* Access to library service continually expands to increasing numbers of Illinois residents. Librarians, library staff, and trustees are supported effectively and efficiently by the library ecosystem in the state.

# Strategic Progress

2021–22 is the third full governance year with ILA’s strategic plan, which was developed in 2018–19 and approved in April of that year. Originally intended to be a three-year plan in effect from 2019–20 through 2021–22, it was extended for one year by Executive Board vote in September 2021, to run through 2022–23. A July 2022 assessment included the following progress toward the association’s strategic priorities since the prior (2021) report:

## Strategic Priority: A Culture of Diversity and Inclusion in the Association

- Implementation of Young Adult Services Forum teen-specific DEI statement, cascading from ILA’s association-wide one
- Reviewed and revamped committee composition statements, resulting in an overarching one that applies to all ILA committees, to make appointment process more accessible and understandable
- New logo for ILA Diversity Committee

## Strategic Priority: A Culture of Diversity and Inclusion in the Profession

- Implemented and awarded six inaugural travel stipends for Illinois librarians from underrepresented populations to attend their first national conferences, including five of these in the ILA budget ongoing and securing sponsorship of a sixth
- Publication of article by the ILA Best Practices Committee regarding development of a land acknowledgement statement, along with a case-study from Downers Grove Public Library to inform and aid other libraries’ such efforts
- New Facebook group hosted by ILA Diversity Committee titled “DiversiTEA” to “facilitate communication between and among marginalized groups (BIPOC, disabled individuals, LGBTQIA+) in the library profession.”

## Strategic Priority: Legislative Advocacy

- Invested in Advocacy by hiring an advocacy consultant, who developed high-impact stories, images, and content presented at the 2022 Library Legislative Meet-ups
- Successful introduction and passage through committee of a bill to require equitable e-book pricing for libraries; federal court has since ruled that such legislation belongs in U.S. Congress
- Successfully advocated, with CARLI, for the inclusion of academic librarians on the College Course Materials and Textbooks Affordability Task Force; collaborating with CARLI on a statement for the task force regarding Open Educational Resources

- Full funding for state library grant programs
- Inclusion of libraries in state’s plans for federal funds supporting broadband implementation statewide

## Strategic Priority: Community Advocacy

- Development and production of “Ready, Set, Advocate” training initiative, featuring uploaded and recorded modules intended for anyone to be able to use, in addition to live presentations at ILA Annual Conference, Reaching Forward, Reaching Forward South
- Planned revamp of “Bigger than a Building” to become evergreen, and serve libraries beyond the COVID-19 pandemic environment
- Presentation by iREAD at Illinois Association of Park Districts Annual Conference in January 2022, to increase awareness and support of libraries in communities

## Strategic Priority: Leadership

- First Director’s University 2.0 conference planned for August 2022
- Produced first Reaching Forward and Reaching Forward South in-person conferences since 2019

## Strategic Priority: Delivery of Member Value

- Capitalized on enhanced functionality of iREAD website enabled successful negotiations to increase state adoptions from three to nine in 2022, in addition to Illinois and the U.S. Department of Defense (customer value)
- Implemented new Illuminate fundraising initiative to recognize all donors (donor value), and encourage lifetime giving, in order to bolster ILA’s long-term sustainability

The complete report, including ongoing work toward advancing ILA’s goals, is available on the ILA website at [www.ila.org/about/strategic-plan](http://www.ila.org/about/strategic-plan).

# ILA'S Advocacy Efforts

## In Illinois

ILA focused on two primary legislative priorities in 2022: Equitable e-book pricing for libraries and state provision of broadband to public libraries. ILA worked with state legislators to introduce the Equitable Access to Electronic Literature Act to require “reasonable” access for “electronic literary products” for libraries. State Senator Rachelle Aud Crowe introduced SB 3167 and State Representative Katie Stuart introduced HB 4470 for this purpose. The House bill moved unanimously out of its committee but did not advance in the full House and the Senate bill was not called in committee; not because the legislation was without merit or support, but because a federal court ruled in favor of a stay to a similar law passed in Maryland. The judge affirmed that the libraries’ case had merit, though, noting that a solution belongs in Congress rather than in state legislatures or in court. We consider this a success, having surfaced the issue here in Illinois and contributing to the show of national support for it.

The other major legislative focus in the association this year was securing state-sponsored high-speed broadband for public libraries in the state, as is currently offered to K-12 buildings via the Connect Illinois program. Bills were introduced in both chambers of the Illinois General Assembly outlining uses of federal funds coming to states for this purpose, and we were able to secure libraries’ inclusion in both bills via amendment. As federal guidance for use of the funds is still pending, the bills did not advance but we plan to keep this issue top of mind in future sessions.

ILA worked with the Consortium of Academic and Research Libraries in Illinois (CARLI) to identify librarians to serve on the College Course Materials Affordability Task Force created by the Illinois General Assembly. CARLI director Anne Craig and Denise Cote, librarian at College of DuPage, were both appointed and the ILA Executive Board voted in May in support of a CARLI-authored statement to the Task Force advocating for Open Educational Resources (OER).

ILA’s series of Library Legislative Meet-ups continued in a virtual format for the second year in a row. In total, 423 attendees and 72 legislators participated across six events organized geographically around the state. Legislator comments were very positive, both about the series and about ILA’s legislative agenda. Several committed publicly to sponsoring the Equitable Access to Electronic Literature Act after hearing the presentations; all were supportive of libraries as a key piece of the broadband solution puzzle.

## On the Federal Level

Library funding continued as the top federal advocacy issue this year. Once again, ALA and its state chapters, including ILA, engaged in a campaign to secure funding for library construction, funding of IMLS/LSTA at its full authorized amount of \$232 million, and \$50 million in funding for the Innovative Approaches to Literacy Act (IAL) grant program in the Department of Education. ALA hosted “Virtual Fly-In Days” in February, and ILA, along with Greg McCormick of the Illinois State Library, Sara Benson of UIUC Libraries, and Sylvia Norton of AASL, met with four federal offices: Senator Dick Durbin, Representative Darin LaHood, Representative Rodney Davis, and Representative Cheri Bustos. Both Illinois Senators, Dick Durbin and Tammy Duckworth, signed “Dear Appropriator” letters in favor of both funding requests; eight Representatives signed the one in favor of IMLS/LSTA and seven signed the one in favor of IAL.



Developed by the ILA Advocacy Committee, Ready, Set, Advocate is a comprehensive training package that provides the education librarians, library staff, library trustees, and library supporters need to become successful advocates for the library and to achieve library advocacy goals. Ready, Set, Advocate is an online toolkit including tip sheets, scripts, and examples; and three recorded video modules that each correspond to a section in the toolkit. These modules are designed for in-person or remote presentations and are available in two formats: prerecorded sessions that can be broadcast online or shown in person or slides only for presenting live.

Ready, Set, Advocate is part of ILA’s sustained program of advocacy training and is based on the best practices of other successful training programs such as the ALA “Advocacy Boot Camp” and other state library associations.

# Conference & Events



Events began to return to in-person formats in 2022, although some remained virtual. ILA put on our second virtual Annual Conference on October 12–14, 2021, implementing lessons learned from our first virtual conference the year before.

Nearly 800 people participated in three days' worth of programs, exhibits, and online networking opportunities presented under the theme "Breaking Down Barriers, Building Up Communities." Conference Co-Chairs Amanda McKay and Rachel M. Park led a Conference Program Committee that assembled a remarkable array of speakers: Clint Smith, staff writer at *The Atlantic* and author of *How the Word Is Passed: A Reckoning with the History of Slavery Across America* (Little, Brown, 2021), presented the Opening General Session; ALA Executive Director Tracie Hall spoke on the President's Program; and Twanna K. Hodge, DEI Librarian at the University of Florida, was the DiversiTEA speaker. iREAD illustrator and cartoonist Steenz presented the Youth and Young Adult Keynote.



Director's University, Reaching Forward, and Reaching Forward South all returned to in-person formats, as will the 2022 Annual Conference; and plans were put in place for the inaugural Director's University 2.0. The Director's University events are collaborative projects of ILA,

IHLS, RAILS, and the Illinois State Library and are intended to give new directors—and now, with DU 2.0, seasoned directors—the information and connections with colleagues they need to succeed.



**Library Trustee Forum**  
Illinois Library Association

The Library Trustee Forum again presented its series of spring workshops online, which has enabled greater attendance from trustees all over the states. Topics covered in three sessions on March 5, April 2, and May 14 included "Illinois Library Trustees: what's the job and how do I do it?" presented by Amanda Standerfer; "Library Director Evaluation" presented by Becky Spratford; and "Streamlining the Budget Process" presented by James Rachlin.



The "Noon Network," a series of midday micro-learning webinars on various topics designed to help achieve professional development goals, continued for its third year. Webinars are held at noon on Mondays

and Wednesdays for 20 to 30 minutes followed by a question- and-answer session. Topics included "Career Pathway Talk Series: How to Retain BIPOC Students and New Professionals in Librarianship;" a series focused on Illinois' state sponsored, child-voted book awards programs; and "Balancing Equity and Freedom in Collection Development."



The Marketing Forum's annual Mini-Conference has become a highly popular and successful event. This year's virtual event took place on April 29 and featured marketing and communications expert Cordelia Anderson and web developer, librarian, national speaker, and author Laura Solomon. These experts showed successful plans and techniques from internal communications among leadership and staff, to public messaging and responses to criticism.

"ILA enjoys a diverse array of revenue sources, making the association unique among state chapters of ALA."



# Realizing Revenue

ILA enjoys a diverse array of revenue sources, making the association unique among state chapters of ALA. Membership, continuing education, and publications are all traditional sources of revenue; the iREAD® summer reading program enables ILA to survive and thrive as traditional revenue sources face pressure from tight budgets and changing environments. The Fund for Illinois Libraries continues to offer ILA institutional members who do not have their own associated foundations or friends groups a way to accept donations, primarily from corporations that require a 501(c)3 for their philanthropy. Our long-term investments help ensure the Association's continuity; although the portfolio is managed conservatively, we do historically see investment growth over the long term, although year-over-year this year shows a decline, given that investment markets saw unprecedented high levels in 2021.

iREAD 2022, "Read Beyond the Beaten Path," encouraged summer reading participants to engage in activities with a camp theme. Committee chair Becca Boland led an effort that included art by an accomplished array of illustrators including Dav Pilkey, Jessica Gibson, Christina "Steenz" Stewart, and Kayla Miller. The U.S. Department of Defense continues to purchase iREAD resources and incentives for military libraries worldwide; and the 2022 program was implemented well beyond Illinois' borders with statewide adoptions in nine other states (Alaska, California, Connecticut, Iowa, Massachusetts, Minnesota, Oregon, Rhode Island, and Washington), and individual libraries in more than 30 states.



Contributions to the association also continue to increase, most notably through the Illinois Library Luminaries program, which supports the ILA Endowment and saw three new inductees in 2021–22: Kathryn Harris, Patricia Boze, and Jean Wilkins. Contributed income also helps build ILA's array of restricted funds, which primarily support awards and scholarships, including the Hugh C. Atkinson Memorial Fund, the Diversity Scholarship Fund, the Intellectual Freedom Fund, the Legal Defense Fund, the Valerie J. Wilford Memorial Fund, and the Robert R. McClarren Fund. For the second year, the ILA Executive Board voted to transfer \$10,000 from ILA's net asset balance into the Diversity Scholarship Fund, to enable it to support initiatives broader than its traditional role in the Sylvia Murphy Williams Scholar program. This year, the inaugural Inclusive Travel Grants were awarded from the DSF; five with ILA funds and a sixth with sponsorship from Amanda Standerfer and Fast Forward Libraries.

## Illuminate

The ILA Fundraising Committee launched a new initiative this year: The Illuminate program, designed to inspire giving with universal recognition of all gifts of \$5 or more, and increasing honors for increasing levels of cumulative lifetime support. For the first time in the organization's history, we are recognizing our donors in the annual report; see below for the list. We are eternally appreciative of everyone who thinks to include ILA in your philanthropy; your contributions truly do make a difference in Illinois librarianship.

# Fiscal Report (Year Ended June 30, 2022)

## Revenue

General Operations	\$31,835
Membership	\$275,298
Conference	\$174,622
iRead	\$2,550,691
Publications	\$18,714
Public Policy	\$2,000
Awards	\$5,750
Endowment Contributions	\$9,100
Workshops	\$66,751
Reaching Forward	\$86,460
Donor Restricted Funds Contributions	\$4,312
<b>Total Revenue</b>	<b>\$3,225,533</b>

## Expenses (reflecting allocation of staff salaries, taxes, and benefits to functional areas)

General Operations	\$312,211
Membership	\$172,301
Conference	\$140,607
iRead	\$2,114,935
Publications	\$10,285
Public Policy	\$173,892
Awards	\$33,553
Workshops/Projects	\$78,382
Forums & Committees	\$7,929
Reaching Forward	\$88,571
<b>Total Operating Expenses</b>	<b>\$3,132,666</b>

Operating Net	\$92,867
Other Revenue: Gain on Long-term Investments	\$-232,838
Other Expenses: Amortization, Depreciation	\$-4,237
Increase in Net Assets	\$-144,208
Net Assets at end of FY 2021	\$2,745,824
Net Assets at end of FY 2022	\$2,601,616

## Net Assets Comprise:

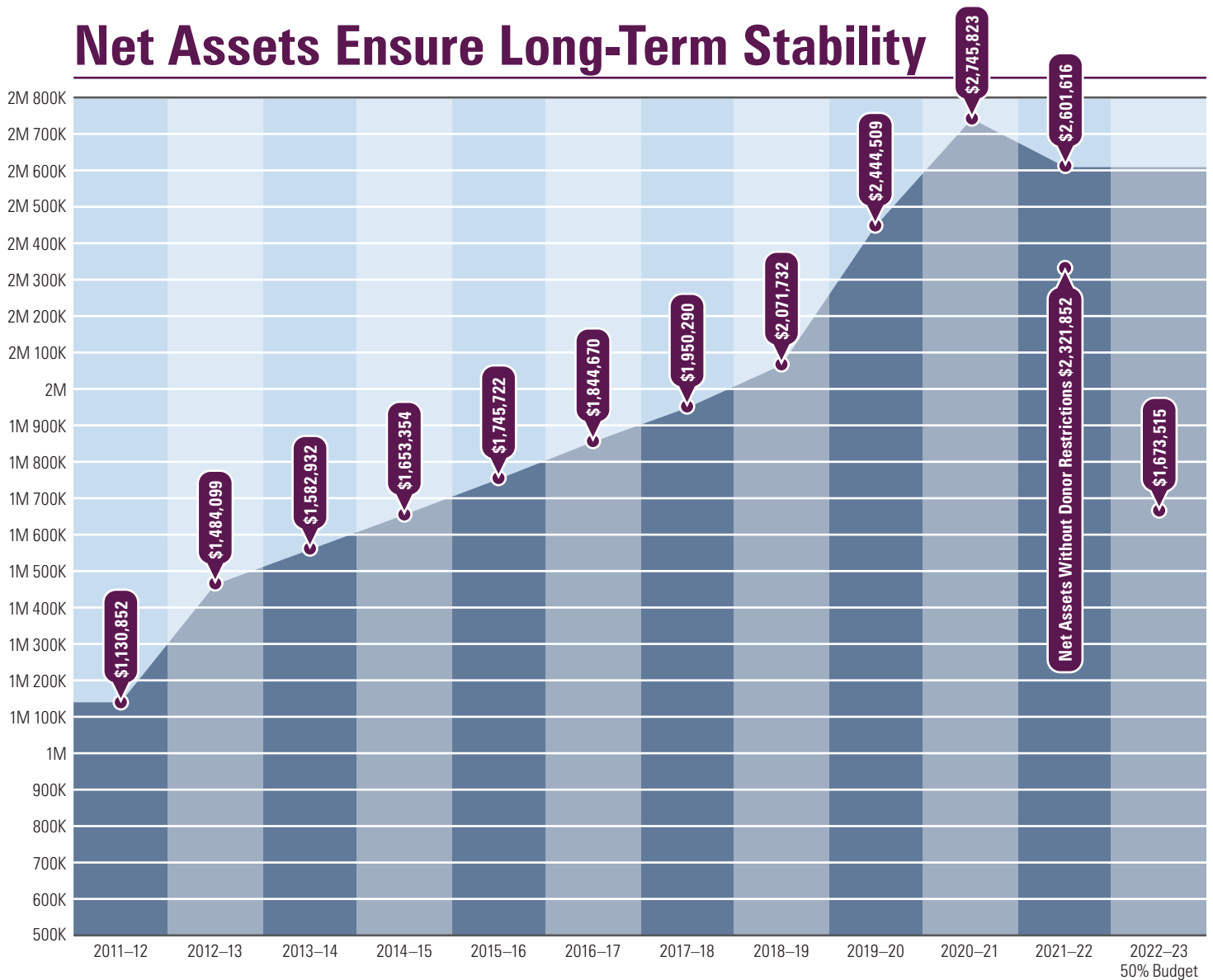
Net Assets Without Donor Restrictions	\$2,321,852
Net Assets With Donor Restrictions	\$279,764

- Atkinson Memorial Award: \$110
- Robert R. McClarren Award Fund for Legislative Development: \$8,911
- Legal Defense Fund: \$1,095
- OCLC Users Group: \$25,266
- Valerie Wilford Fund: \$16,352
- Diversity Scholarship: \$3,942
- Diversity Scholarship (Board Designated): \$0
- Intellectual Freedom Fund: \$1,185
- Endowment Fund: \$209,537
- Unappropriated Endowment Fund Earnings: \$13,366

<b>Total Net Assets at End of FY 2022</b>	<b>\$2,601,616</b>
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# Net Assets Ensure Long-Term Stability



## Cumulative Surplus

The growth in ILA’s net assets, particularly net assets without donor restrictions, has been a conscious strategy over the past 20-plus years, with the goal of producing an annual budget surplus that will build up a reserve fund of net assets without donor restrictions equal to at least 50% of the subsequent year’s budgeted expenses, according to ILA fiscal policy. This goal has been achieved since 2013; this year, of the net assets listed in the chart above, \$2,321,852 are without donor restrictions. The expense budget for 2022–23 totals \$3,347,030; 50% is \$1,673,515

2021–2022	\$270,275
2020–2021	\$301,314
2019–2020	\$372,777
2018–2019	\$121,442
2017–2018	\$105,620
2016–2017	\$98,948
2015–2016	\$92,368
2014–2015	\$70,422
2013–2014	\$98,833
2012–2013	\$353,247
2011–2012	\$178,331
2010–2011	\$193,267
2009–2010	\$372,938
1896–2009	\$386,316
<b>Grand Total</b>	<b>\$3,016,098</b>

# Thank You to Our Donors

## SPARK

We thank all donors who sparked change with a gift during the 2021–22 fiscal year (July 1, 2021 through June 30, 2022).

Betsy Adamowski  
Sam Adams-Lanham  
Debra Aggertt  
Marian V. Albers  
Caitlin E. Archer-Helke  
Erica Austin  
Bradley F. Baker  
Laura L. Barnes  
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Annette Bland  
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Rita C. Stephens  
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Diana Brawley Sussman  
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Chloe Waryan  
Jackie Wells  
Janet Wigodner  
Sharon Wilford  
Charles J. Wilkins  
Joe Wilkins  
Deborah A. Will  
Beth A. Woodside

## IGNITE

We thank donors who ignited possibilities with cumulative gifts of at least \$1,000 during their lifetime.

Lou Flavio  
James Jarog  
Jonathan Jarog  
Carol Johnston  
Cynthia Maiello-Gluckelich  
Megan Millen  
Julie Milavec  
Sharon Reese  
Carol Steffensmeier

## ENERGIZE

We thank donors who energized Illinois librarianship with cumulative gifts of at least \$1,500 during their lifetime.

James Farrell  
Kate Marek  
Pattie Piotrowski

## INSPIRE

We thank donors who inspired the profession with cumulative gifts of at least \$2,500 during their lifetime or via estate plans.

Betsy Adamowski  
Robert P. Doyle  
John Shales  
Peggy Sullivan  
Myung Sung  
Alex C. Todd  
Sharon Wilford



# 2021–2022 Executive Board

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## President

Jeanne Hamilton, Bloomington Public Library

## Vice President/President-Elect

Heather Jagman, DePaul University Library

## Immediate Past President

Veronica De Fazio, Peoria Public Library

## Treasurer

Joseph Filapek, Aurora Public Library District

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## ALA Councilor

Paul Mills, Fountaindale Public Library

## Ex Officio

Diane Foote, Illinois Library Association, Chicago

Greg McCormick, Illinois State Library, Springfield

# 2021–2022 ILA Staff

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Diane Foote, Executive Director

Sarah Anderson, Administrative Coordinator

Tamara Jenkins, Communication and Engagement Manager

Tina Koleva, Membership and Product Services Manager

Cynthia M. Robinson, Deputy Director



Illinois Library Association

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