

# TRANSITION & GROWTH



Dear ILA Members and Friends,

When I began my term of service as the ILA Vice President/President-elect last year, I hoped to continue the tradition of strong leadership. Leading an organization as longstanding, stable, and successful as ILA was a tremendous opportunity to impact our state! Imagine my reaction upon learning that our dedicated, skilled, and highly valued executive director of 20 years was going to retire on my watch. Bob had fully earned his retirement, and while I was sad that I was not going to get to work with him during my presidential year, I was honored to help him and the organization during this transition. My goals became focused on the success of the organization during and after the transition.

Along with then-current President Pattie Piotrowski I quickly became occupied with leading the search for Bob's successor. What at first seemed scary and daunting became an opportunity, if a challenging one. Bob stuck with us throughout the process, continuing the expert professionalism we were so afraid to lose.

As we navigated through the transition, the opportunity to look anew at what we were doing naturally arose. We as an Executive Board looked inward, each of us completing and discussing the results of a self-evaluation instrument that asked us to consider how knowledgeable and comfortable we were with the budgets, policies, strategic plan, fundraising, etc. of the association we were responsible for leading. We opened up the strategic plan itself, which dated back to 2011, and are even now in the middle of a process to update it. We instituted an additional orientation session for new Board members to complement the information conveyed at the general orientation session in July.

Another focus this year was on equity, diversity, and inclusion (EDI) in Illinois librarianship. Following on the adoption of ILA's "We Are Here" statement in 2016, we updated the name of the ILA committee working in this area from the Cultural and Racial Diversity Committee to the more succinct and general Diversity Committee, accepted a report from the Diversity Study Task Force and began implementation of recommendations, further details of which are outlined in the following pages, and, following our final Executive Board meeting of the 2017-18 year, committed to EDI training for the ILA Executive Board at its September 2018 meeting.

As noted here in this Annual Report, change and transitions this year are catalysts for growth. As I head into my Immediate Past-Presidential year I look back on 2017-18 with pride and gratitude for the opportunity to serve the association at such a significant time in its history.

Sincerely,



Melissa Gardner, Palatine Public Library District  
ILA President, 2017–2018

## Transition

The retirement of Executive Director Robert P. Doyle and the subsequent hire of Diane Foote in November 2017 marked a seminal point in the history of the Illinois Library Association. Under Bob's stewardship, ILA launched significant initiatives including the Libraries of Illinois Risk Agency (LIRA) insurance pool and the iREAD summer reading program, and became a leader among state library associations nationwide, most notably around vigorous and successful legislative advocacy on behalf of Illinois libraries. This growth and development was possible due to Bob's astute financial management, business sense, and entrepreneurial skill, growing the association's net asset balance from approximately \$100,000 to more than \$1,800,000.

Enter Diane Foote, with experience helming another member association, the Association for Library Service to Children (ALSC), a division of the American Library Association (ALA); and a more recent role recruiting and forging new librarians as assistant dean at Dominican University's School of Information Studies. Diane is positioned to build on the powerful legacy of ILA and, working together with the ILA Executive Board and ILA's committee and forum leaders, to bring the association into the future. The first step is a major one: opening up ILA's current strategic plan for revision and update. In effect since 2011, the current plan enabled the association to grow into its status as "the voice for Illinois libraries and the millions who depend on them." The environment in which we operate is constantly evolving and changing, however, and so must we. This process launched in June 2017 with consultant Susan Radwan of Leading Edge Mentoring in Grand Ledge, Michigan meeting with the ILA Executive Board, and continued at the ILA orientation session in July 2017 with participation from all of ILA's committees and forums. Broad-based input continues to be sought via online and in-person focus groups throughout the fall of 2018, with the goal to have the new plan in place early in 2019.

## Growth

Even before the strategic planning process has been completed, ILA has been looking to the future. In 2016, the Executive Board convened a Diversity Study Task Force, charged with studying the diversity of Illinois library professionals and presenting recommendations to the ILA Board on how ILA can assist in improving the recruitment and retention of diverse library professionals. The Task Force's report, submitted in November 2017, included recommendations focusing on expanding networking opportunities and community building targeted to members of underrepresented groups, cultural competency training for ILA members, including ALA's ethnic caucuses in booths at ILA conferences, seeking out diverse speakers for conferences and regional events; increasing financial support for continuing education; and fostering awareness of librarianship as a profession among traditionally underrepresented groups from recruitment through graduate school and beyond. To date, ILA has completed an environmental scan of the ALA ethnic affiliates with presences in Illinois and is working with these groups to involve their members in our strategic planning process; and is providing shared booth space for the groups on the exhibit floor during the 2018 ILA Annual Conference in Peoria.

On the occasion of Bob Doyle's retirement, ILA started a new restricted fund to support the association's Intellectual Freedom Award, and sought donations in his honor. Our members and supporters rallied to the cause, and we were able to collect enough funding to sponsor this award for the next five years. Bob is an internationally recognized authority on and advocate for intellectual freedom and it has always been a cornerstone of ILA legislative policy; now, we have a fund to support recognition of our peers in this area.

At ILA headquarters, the association staff is small but mighty. At the final Executive Board meeting of the year in June 2018, the Board authorized the 2018-19 annual budget to include a full-time administrative coordinator position (it had previously been part-time), and a full-time communication and engagement manager position, to complement our existing three (executive director, deputy director, and member services manager). We hope to bring both these positions to fruition and grow ILA in the years to come.

We also grew the array of Legislative Meet-ups to eight from seven the year prior (and from four in 2014), ensuring statewide coverage for the first time. Our newest event was held at the Galesburg Public Library, with a small but enthusiastic group of five elected officials or their representatives and 27 attendees, who were very pleased to have Western Illinois included in the regions we serve via this type of outreach.

In April 2018, ILA also helped to grow leadership development opportunities in Illinois by partnering with the Illinois Heartland Library System (IHLS), the Illinois State Library (ISL), and the Reaching Across Illinois Library System (RAILS) to present the Elevate Illinois Libraries Leadership Program. This one-day event for future library leaders at all levels featured Adam Goodman, consultant and director of Northwestern University's Center for Leadership, and complemented the second year of partnering to present Directors University, a four-day continuing education program for newly-minted library directors that took place in Springfield in June. ILA's Marketing Forum also added to our full complement of existing events with a one-day mini-conference on April 20, "Dynamic Marketing Techniques for Today's Libraries," which sold out in days.

The Libraries of Illinois Risk Agency (LIRA) insurance pool grew dramatically this year, both in terms of number of members and with the very first surplus distribution able to be made. Since its inception, December 31st, 2013, LIRA has provided an alternative way for Illinois libraries to purchase their property, liability, and workers compensation insurance by providing a platform to group-purchase and pool their insurance. It has grown from 24 founding members to 44 last year, to 53 today. In addition to improved coverage at a lower cost, LIRA recently announced its first surplus return to the founding members, in the amount of \$83,340. This is a result of outperforming the market and will be distributed to founding members at the ratio of their contributions into the program. This will be the first of many future surplus returns to the membership and is yet another significant benefit of participating in the program.

Far from sitting on our heels, even as we look ahead to a new strategic plan, the association continues to grow and deliver ever more to the library community in Illinois.

## ILA's Advocacy Efforts

After two years without a statewide budget, it was refreshing in spring 2018 to have a budget passed by the legislature and signed by the governor, on schedule. On June 4, 2018, Governor Rauner signed into law the FY 2019 state budget, which totals \$38.5 billion, and includes \$5.5 million in LSTA funds for Illinois libraries. This is a \$130,000 increase in LSTA funds over the 2017 amount and is the highest level of such funding in five years. The 2019 fiscal year began on July 1, 2018 and the state budget, H.B. 109, took effect on that date.

In addition to urging passage of the budget bills, ILA introduced two bills this year and supported several others; our primary one passed both chambers successfully and has been signed by the Governor, as has some additional Illinois library legislation.

- Senate Bill 2638, Public Act 100-0837. Last year, the Illinois Comptroller notified units of local government that it would no longer permit government entities to file its annual audit statements prepared on the cash basis accounting method. Libraries have prepared and filed annual audit reports using the cash basis of accounting for decades. The requirement that governments must utilize the accrual method of accounting would have resulted in additional costs for libraries and all units of local government. SB 2638 states if a library's audits have been performed on the cash basis of accounting, the library can continue to do so in the future.
- Senate Bill 2450. This legislation would extend to city, village, and township libraries the same budget flexibility allowed for public library districts. Through a supermajority vote by its boards of trustees, public library districts—but not city, village, or township libraries—have the statutory authority to transfer previously appropriated funds between budget line items. As of the close of the spring 2018 session, the bill is still in progress due to concerns from other groups that passage may result in positions being cut midyear. ILA is continuing to work with these groups and our legislators on a solution.

## Other Illinois Legislation

In addition to proactively suggesting and advocating for new legislation or changes to existing law, ILA also monitors, opposes, or supports other pending legislation that may affect our members.

- ILA supported House Bill 5752, Public Act 100-0833. The Broadband Advisory Council Act creates the Council, charged with developing policies promoting statewide broadband access while eliminating barriers to widespread adoption of broadband internet availability. One Council member is to be "nominated by the president of a statewide organization representing libraries." Effective January 1, 2019.
- ILA supported Senate Bill 2488, Public Act 100-0875. Eliminates the nonresident fee for individuals who own or lease property within a taxing district. Signed into law on August 14, 2018 and is effective immediately.
- ILA monitored House Bill 2222, Public Act 100-0746. This act addresses requirements for residents serving as library trustees, who must now live in the district for at least one year, and cannot be indebted to the district, at the time of nomination. Signed into law on August 10, 2018 and is effective immediately; the first election to be impacted will be the spring 2019 one.
- ILA opposed House Bill 4519. Under current state law, when a library district seeks to annex an area currently unserved by a library district, notice must be given about such annexations (typically, but not necessarily, via postings in local newspapers), and residents who object may file petitions (a "back-door" referendum) to block them. HB 4519 seeks to require a "front-door" referendum in which districts wishing to do this must first get voter approval in both areas. ILA opposed this, which was brought forth last year as well. Once again, the bill was not called for a vote.
- ILA opposed House Bills 4246, 4247, and 4248; all of which sought to limit the use of public funds for continuing education or professional development, or exhibit space. None advanced through the process by the end of the spring 2018 legislative session.

## Conferences and Events

More than 1,500 people attended the ILA Annual Conference in Tinley Park, October 10-12, 2017. Three full days of programs, exhibits, and awards provided an opportunity for attendees to focus on the conference's theme of Rise Up! Co-chairs Jeannie Dilger and Sarah Sagmoen led a conference committee that put together a strong lineup of speakers, including keynote speaker Vernā Myers. The ILA Advocacy Committee presented "Effective Advocacy from a Primary Source," which featured Illinois State Senators Scott Bennett and Pat McGuire.

Along with legislative advocacy, ILA's main focus is on professional development and continuing education. In addition to the new, or increased, events noted above in the "Growth" section and the Annual Conference, other continuing education events throughout the year included the Leadership Orientation, July 20, 2017, in Bloomington-Normal featuring leadership consultant Adam Goodman; the Library Trustee Forum Workshop, February 17, 2018, in Oak Brook featuring ALA's Advocacy Bootcamp presented by Marci Merola, ALA Office for Library Advocacy and James LaRue, ALA Office for Intellectual Freedom; and Reaching Forward, May 4, 2018, in Rosemont.

## Steady State

While change is constant and growth is welcomed and fostered, it is healthier to manage these things from a solid base of operations. While our revenue streams continue to diversify and grow, membership remains an essential component, as do publications and continuing education events. Earned income projects, such as the LIRA insurance pool noted above and iREAD sales outside of Illinois have become increasingly important 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 and apply for grants.

The iREAD summer reading program marked its 37th year of existence with the theme, Reading Takes You Everywhere! Committee chair Nikeda Webb led an effort that included art by a fantastic array of illustrators including Christian Robinson, Terri Murphy, Gene Ha, Alexander Hage, and Kyle F. Anderson. The U.S. Department of Defense continues to purchase iREAD resources and incentives for military libraries worldwide and states including California, Minnesota, and Virginia have adopted the program as well.

Contributed income to the association also continues to increase, most notably through the Illinois Library Luminaries program, which saw five new inductees in 2017–18:

Karen Stott Bersche  
Peggy J. Danhof  
Keith Michael Fiels  
Phil Lenzini  
Pam Van Kirk





## Fiscal Report (Year Ended June 30, 2018)

### Revenue

General Operations	\$ 44,543
Membership	\$ 300,984
Conference	\$ 418,336
iRead	\$ 2,131,775
Publications	\$ 14,816
Public Policy	\$ 2,200
Awards	\$ 11,972
Endowment	\$ 14,718
Workshops/Projects	\$ 82,004
Reaching Forward	\$ 114,385
<b>Total Revenue</b>	<b>\$ 3,135,733</b>

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

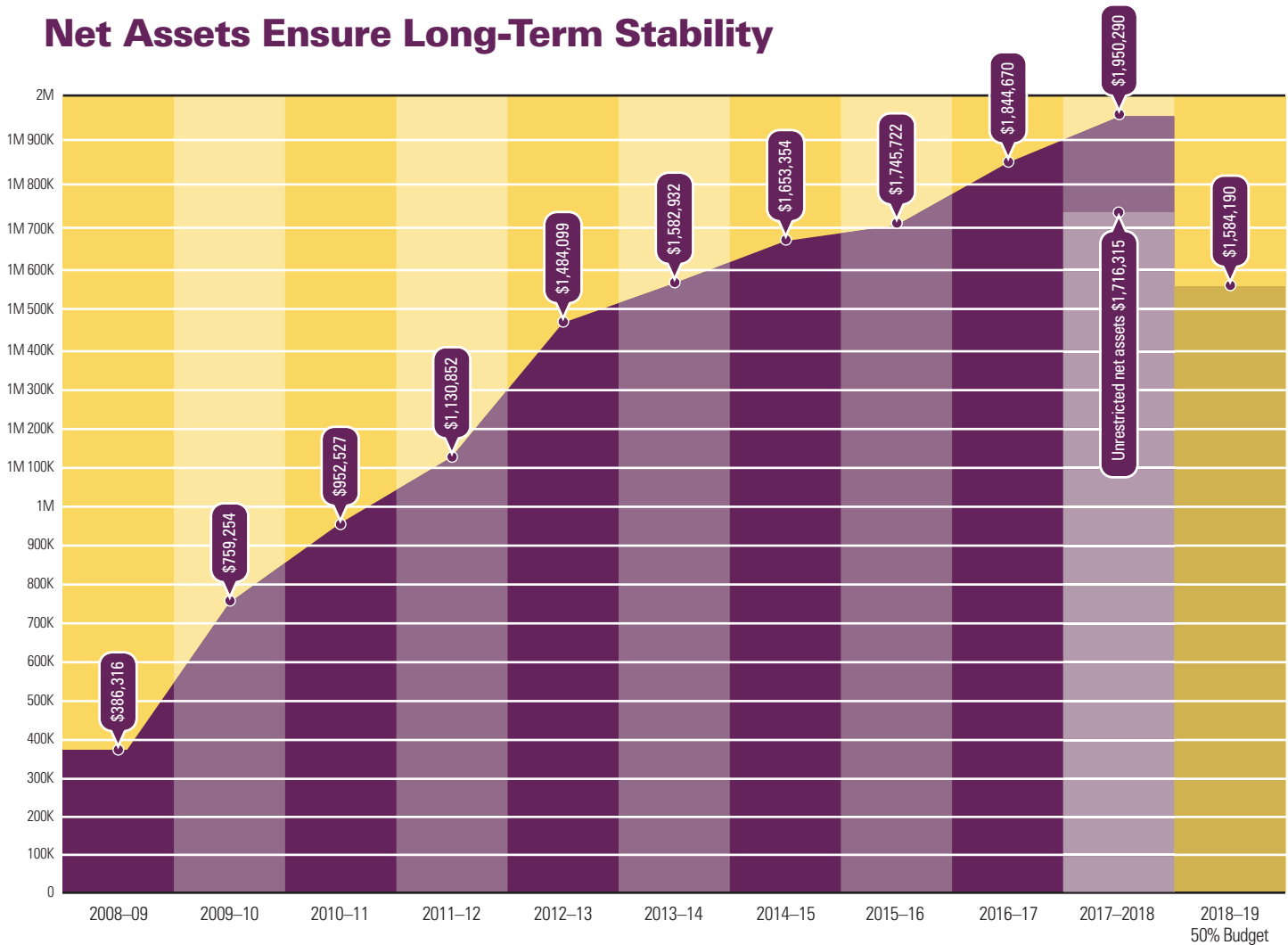
General Operations	\$ 354,713
Membership/Directory/Reporter	\$ 132,528
Conference	\$ 384,326
iRead	\$ 1,856,022
Publications	\$ 19,776
Public Policy	\$ 71,625
Awards	\$ 18,590
Workshops/Projects	\$ 111,902
Forums	\$ 5,054
Reaching Forward	\$ 108,951
<b>Total Expenses</b>	<b>\$ 3,065,487</b>

Operating Net	\$ 72,246
Other Revenue: Gain on Long-term Investments	\$ 71,839
Other Expenses: Amortization, Depreciation	\$ 38,465
Net Income	\$ 105,620
Net Assets at end of FY 2017	\$ 1,844,670
Net Assets at end of FY 2018	<b>\$ 1,950,290</b>

### Net Assets Comprise:

Unrestricted Net Assets	\$ 1,716,265
Temporarily Restricted Net Assets	\$ 63,995
<ul style="list-style-type: none"> <li>• Atkinson Memorial Award: \$3,453</li> <li>• Robert R. McClarren Award Fund for Legislative Development: \$9,086</li> <li>• Legal Defense Fund: \$745</li> <li>• Preiser Award: \$116</li> <li>• OCLC Users Group: \$26,029</li> <li>• Valerie Wilford Fund: \$18,646</li> <li>• Diversity Scholarship: \$3,065</li> <li>• Intellectual Freedom Fund: \$2,855</li> </ul>	
Permanently Restricted Net Assets	\$ 170,030
<b>Total Net Assets at end of FY 2017</b>	<b>\$ 1,950,290</b>

## Net Assets Ensure Long-Term Stability



## Cumulative Surplus

The growth in ILA's net assets, particularly unrestricted net assets has been a conscious strategy over the past twenty-two years, with the goal of producing an annual budget surplus that will build up a reserve fund of unrestricted net assets 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, \$1,716,315 are unrestricted. The expense budget for 2018-19 totals \$3,168,379; 50% is \$1,584,190. As ILA makes investments in programs and services, increases its programmatic portfolio, and seeks to keep costs to members as low as possible, the size of the net asset balance we seek to maintain to be in compliance with policy—and association best practice—increases each year. We do that by keeping an eye on the revenue side of the budget, not just the expense side: The strategies that have contributed to realizing these goals include a focus on earned income projects, such as summer reading and our group insurance program.

During this same period, other professional associations have faced declines in their traditional sources of revenue—membership, conference, and publications. The need for innovation and entrepreneurial efforts, while maintaining our traditional areas of support within ILA is as strong as ever.

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
2008-2009	\$ 28,712
2007-2008	\$ -9,092
2006-2007	\$ 37,199
2005-2006	\$ 33,289
2004-2005	\$ 5,744
2003-2004	\$ 44,185
2002-2003	\$ 14,259
2001-2002	\$ 20,093
2000-2001	\$ 16,624
1999-2000	\$ 18,017
1998-1999	\$ 41,916
1997-1998	\$ 51,701
1996-1997	\$ 14,540
1896-1996	\$ 69,129
<b>Grand Total</b>	<b>\$ 1,950,290</b>

## Mission Statement

The Illinois Library Association is the voice for Illinois libraries and the millions who depend on them. It provides leadership for the development, promotion, and improvement of library services in Illinois and for the library community in order to enhance learning and ensure access to information for all. This access is essential for an open democratic society, an informed electorate, and the advancement of knowledge for all people. Its primary goals are:

### Advocating for the Public Interest

- develop and promote strong public policy related to libraries, literacy, and lifelong learning;
- defend intellectual freedom and access to information; and
- increase public awareness of the value of libraries to society.

### Promoting Excellence and Innovation

- provide outstanding programs of continuing education and leadership development;
- support the recruitment, retention, and professional development of a culturally and racially diverse workforce for libraries;
- produce high-quality publications and communications; and
- celebrate the achievement of excellence and innovation on behalf of the membership.

### Managing the Present to Prepare for the Future

In order to achieve these goals, ILA will use its resources wisely and maintain a flexible structure that promotes the diverse interests and broad participation of members.

## Vision Statement

The Illinois Library Association is indispensable in leading efforts in library advocacy and collaboration, and serving as a springboard to innovation and excellence in library services.

## 2017–2018 Executive Board

### President

Melissa Gardner, Palatine Public Library District

### Vice President/President-Elect

Cynthia Fuerst, Vernon Area Public Library District

### Immediate Past President

Pattie Piotrowski, University of Illinois Springfield

### Treasurer

Brian Shepard, Indian Trails Public Library District

### Directors

Sarah Keister Armstrong, Sarah Keister Armstrong & Associates, Libertyville

Christine Barr, Fabyan Elementary School, Geneva

Nanette Donohue, Champaign Public Library

Tim Jarzemsky, Bloomingdale Public Library

Kate Kite, Six Mile Regional Library District, Granite City

Richard Kong, Skokie Public Library

Dennis Krieb, Lewis & Clark Community College, Godfrey

Megan Millen, Joliet Public Library

Anne Slaughter, Reaching Across Illinois Library System

Leander Spearman, Belleville Public Library

Reina Williams, Rush University, Chicago

### ALA Councilor

Allen Lanham, Eastern Illinois University, Charleston

### Ex Officio

Diane Foote, Illinois Library Association, Chicago

Greg McCormick, Illinois State Library, Springfield

### 2017–2018 ILA Staff

Diane Foote, Executive Director

Cynthia M. Robinson, Deputy Director

Tina Koleva, Membership and Product Services Manager

Linda Bostrom, Administrative Coordinator



A handwritten signature in white ink that reads 'Diane Foote'.

Diane Foote  
Illinois Library Association  
33 W. Grand Ave., Ste. 401  
Chicago, IL 60654-6799  
phone: 312-644-1896  
fax: 312-644-1899  
email: [ila@ila.org](mailto:ila@ila.org)  
[www.ila.org](http://www.ila.org)