



AT THE HEART OF IT

Illinois Library Association Annual Report 2022–2023

Dear ILA Members and Friends,

It has been such an honor to serve our members and represent libraries and library workers in the State of Illinois.

Over the past year, we've worked together to ensure that Illinois libraries remain accessible, inclusive, and reflect the needs of the communities we serve. We came together to advocate, learn, and make positive changes in ourselves and our communities.

It was a joy to work with the 2022 Conference Program Committee to coordinate and host our first in-person conference in three years! It was a privilege to be "at the heart" of library workers coming together to share how they innovate, support their communities, and support each other. As President, I was also fortunate to be able to continue to learn from presenters and meet with attendees throughout the year at the Illinois Youth Services Institute (IYSI) in Bloomington-Normal in March, at Reaching Forward South in O'Fallon in April, and at Reaching Forward North in Rosemont in May.

I was also grateful to participate in chapter events at LibLearnX in New Orleans in January 2023, and I was so proud to have been invited to represent Illinois Libraries and deliver welcome remarks at the American Library Association Annual Conference in Chicago's opening session in June. At every event, I learned more about the many ways library workers come together to do great things, and my commitment to advocacy deepened.

More than ever, the events of this past year demonstrated how critical it continues to be to advocate for your library and your community at the state, local, and national level. Your voice really matters! Together we rallied library supporters to submit over 1,100 witness slips in support of HB 2789, which provides that in order to be eligible for state grants, libraries or library systems shall adopt the American Library Association's Library Bill of Rights, or provide a written statement to prohibit the proactive banning of books within libraries. We worked together with library organizations across the state to advocate for funding statewide access to online resources. We supported the development of equitable access to learning materials in higher education by awarding five \$500 awards in support of the adoption of Open Access Educational materials (OERs).

I would also like to highlight that we were able to award three \$1,000 travel stipends for Illinois librarians from underrepresented populations to attend their first national conferences, and establish the Peggy Sullivan DEI Fund to continue to honor her legacy.

I truly believe that the more we work together, the more we can do for our libraries and our communities. Libraries connect people and ideas, and the Illinois Library Association helps connect us to each other. Amplify your voice by attending workshops, webinars, or future conferences, volunteering for a committee, or nominating yourself or someone else for the board.

Thank you,



Heather Jagman

2019–2023 ILA Strategic Plan

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

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

2022–23 is the fourth full governance year with ILA’s strategic plan, which was developed in 2018-19 and approved in April 2019. 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. The Executive Board voted in November 2022 that the plan be extended for an additional year with an updated plan in 2024. A July 2023 assessment included the following progress toward the association’s strategic priorities since the prior (2022) report:

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

- Continuing “Courageous Conversations” and “Otter Tech Code of Conduct Enforcement Workshops” training for Executive Board members and staff
- Elizabeth Lindsay-Ryan presented “Navigating Equity, Diversity and Inclusion within Our Organization” to the Executive Board at the January 2023 meeting
- Initiated a mentorship program designed to lay a solid professional foundation for the mentee to grow, learn, and thrive in the field of librarianship in Illinois

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

- Awarded three \$1,000 travel stipends for Illinois librarians from underrepresented populations to attend their first national conferences
- Published article “SIUE’s Diverse Librarianship Career Training and Education Program A Lack of Diversity: A Call to Action” by Tammie Busch, Lora Del Rio, Elizabeth Kamper, Shelley McDavid, Lamonta Swarn, & Simone Williams, Southern Illinois University Edwardsville, in the September 2022 *ILA Reporter*
- Published article “My Turn: Neurodivergence in Libraries” by Alex Towers, The Joseph Sears School, Kenilworth, in the June 2023 *ILA Reporter*

Strategic Priority: Legislative Advocacy

- Participated in the development of HB 2789 with the office of Secretary of State, Alexi Giannoulas, which provides that in order to be eligible for state grants, libraries or library systems shall adopt the American Library Association’s Library Bill of Rights or provide a written statement to prohibit the proactive banning of books within libraries
- Rallied Illinois libraries to submit witness slips for HB 2789, which received more than 1,100 witness slips from proponents
- Advocated for Statewide Access to Online Resources, which has been included in Secretary Giannoulas’ 2023–24 budget

Strategic Priority: Community Advocacy

- The Advocacy Committee presented “Ready, Set, Advocate” programs at the ILA Annual Conference, Illinois Youth Services Institute, Reaching Forward, and Reaching Forward South
- Held a “Ready, Set, Advocate” virtual training for members and a virtual meetup with new Legislators in February

Strategic Priority: Leadership

- The first in-person Annual Conference since 2019 was held in Rosemont, with more than 90% attendees saying they were happy or very happy with the conference
- The first Director’s University 2.0 was held in August 2022 and a second session was held in April 2023
- The ILA Executive Board approved funding for open education resources (OER) for IACRL to award five \$500 awards to support creation of new OERs
- The ILA Executive Board voted to support AISLE’s Statement of School Library Programs Staffed by Licensed School Librarians

Strategic Priority: Delivery of Member Value

- In addition to Illinois, the 2023 iREAD campaign, *Find Your Voice*, was adopted by nine states – Alaska, California, Connecticut, Iowa, Massachusetts, Minnesota, Oregon, Rhode Island, and Washington
- Becca Boland joined the ILA staff as its newly created iREAD Content & Development Manager, the first position fully dedicated to supporting iREAD
- The Peggy Sullivan DEI Fund has been created to honor Peggy’s legacy, which is supported by her bequest to ILA
- The Best Practices Committee has been sunsetted, as all ILA committees should seek out best practices, rather than centering it in one committee
- The Reaching Forward Forum has become the Reaching Forward Committee, which focuses on organizing the one-day conference for library staff in May
- The Nominating Committee made recommendations for procedure and timeline changes for inclusive pronouns, adding an email option to notify candidates that cannot be reached after multiple phone calls, and to avoid any perceived conflicts of interest
- The ILA office moved from its home of thirty-five years on Grand Avenue to a smaller and significantly less-expensive office in the West Loop, at 560 W. Washington Boulevard

ILA'S Advocacy Efforts

In Illinois

In January 2023, the ILA legislative agenda focused on statewide access to resources, amending the local records act to streamline disposal of records, and general fund flexibility. Little did we know what would happen when Secretary of State Alexi Giannoulias was inaugurated on January 9. The transition report on library enhancements commissioned by Secretary Giannoulias focused on championing access to information by equitably distributing library resources, including online education resources, databases, and e-books.

In addition to the enhancements included in the report, the Secretary had two pieces of legislation of his own. House Bill 2789 required libraries to adhere to the American Library Association's Library Bill of Rights and required libraries to create written policies against the practice of banning books in order to qualify for state grants. The bill was sponsored by Representative Anne Stava-Murray in the House and Senator Laura M. Murphy in the Senate. Senate Bill 2419 created the License to Read Act, which provided that the State Librarian may negotiate with publishers of ebooks and audiobooks on behalf of libraries. Additionally, it would establish a grant program to provide funds to libraries and library districts to pay for digital licenses. The bill was sponsored by Senator Laura M. Murphy in the Senate and Representative Nabeela Syed in the House. On June 12, HB 2789 was officially signed into law by Governor JB Pritzker, with a number of ILA leaders on hand for the event, along with representatives from RAILS, IHLS, CPL, and AISLE, and SB 2419 was signed into law on June 30, 2023.

In addition to the legislation, the Secretary of State's FY2024 spending package includes "annual library technology grants and for direct purchase of equipment and services that support library development and technology advancement in libraries." The Illinois General Assembly appropriated \$5,580,000 for this purpose. Statewide access to online resources was the primary proposal on ILA's 2023 legislative agenda and we thank Secretary of State Giannoulias for his continuing support throughout the FY2024 budget process.

While ILA's primary legislative priority, statewide access to resources, was successful, we will continue to advocate for amending the local records act to streamline disposal of records, and general fund flexibility.

On the Federal Level

ALA submitted comments to the House and Senate Appropriations Committees calling for IMLS/LSTA funding of \$232 million, IAL funding of \$50 million, and initial library facilities funding of \$20 million — a new request of Congress this year. This followed on the heels of the Dear Appropriator letters and the work of library advocates during the in-person Fly-In events in March. Senators Dick Durbin and Tammy Duckworth both signed the LSTA and IAL letters; eight Representatives signed the letter in favor of IMLS/LSTA and five signed the letter in favor of IAL.

Conference and Events



ILA held its first in-person Annual Conference since the 2019 Annual Conference in Tinley Park. Held at the Stephens Convention Center in Rosemont, the conference attracted 921 attendees and 240 exhibitor representatives! The theme – At the Heart of It – focused on what brings us together and how we can share our passion and positions to make positive change in ourselves and our communities. Conference Co-Chairs Lora Del Rio and Heidi Knuth lead a committee that built a strong array of speakers: Amy Tureen, Keynote Speaker; Illustrator Angela Dominguez, Youth Services Forum Author Breakfast; Dr. Anthony Dunbar, IACRL Luncheon; Elaina Norlin, DiversiTEA, and Heather Hathaway Miranda, President’s Program.



There were more applicants for the first Directors’ University 2.0 than there were spaces in August 2022. Due to demand, a second DU 2.0 session was held in April 2023. The Directors’ 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.



The Reaching Forward South Conference held Friday, April 14, 2023 at The Regency in O’Fallon, IL was a success. The location and group discount contributed to high attendance and positive feedback with an 84% increase from 2022 Reaching Forward South.



The Reaching Forward Conference held Friday, May 5, 2023 at the Stephens Convention Center in Rosemont, IL was successful. The variety of exhibitors and program topics contributed to high attendance and positive feedback with a 21% increase from 2022 Reaching Forward.



The Library Trustee Forum again presented its series of spring workshops online, which has enabled greater attendance from trustees all over the state. Topics covered included the March 4 session “Library Buildings — Planning for the Future,” Speakers: Rick McCarthy and Scott Delano, StudioGC; April 1 session “Library Finance for Trustees,” Speaker: Kelly Zabinski, Zabinski Consulting Services, INC; and May 13 session “A Meeting of the Kleintown Public Library: A Look Inside How to Run an Efficient and Effective Library Board Meeting,” Speaker: Carmen Forte Jr., Klein, Thorpe & Jenkins.



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 “The First-Year Experience: Surviving and Thriving in Your First Year of Librarianship” and “Intellectual Freedom Trends.”

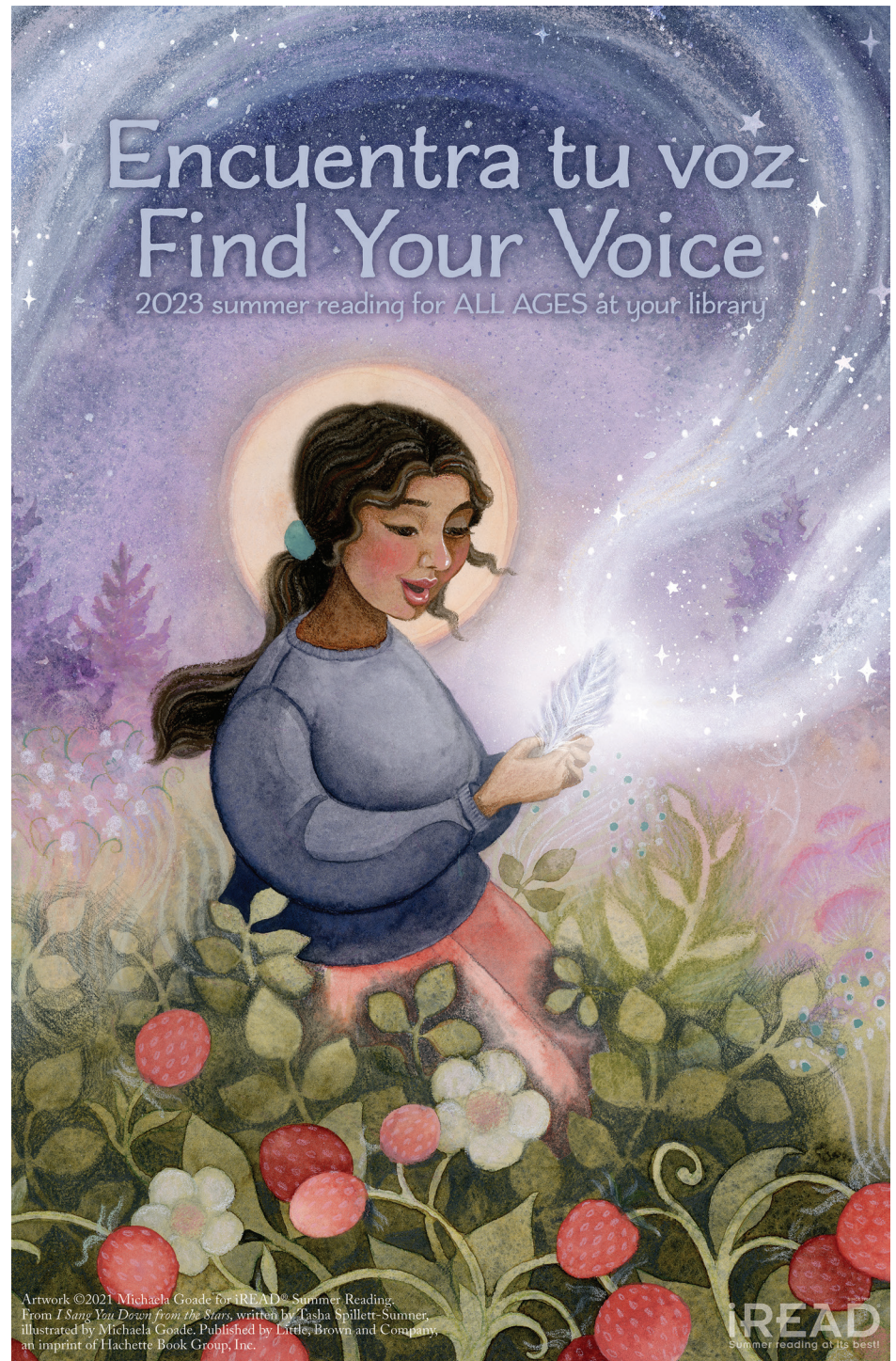
“ILA enjoys a diverse array of revenue sources, making the association unique among state chapters of ALA”

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 monetary 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.

More than 1,250 libraries in 43 states, plus Department of Defense base libraries worldwide, libraries in Australia, New Zealand, and Bermuda participated in iREAD® in 2023, themed "Find Your Voice!" Our voices have power. We use our voices to share stories, express ourselves, and spark change. Our voices include not only the sounds we make, but the words we write, the art we create, the movements we perform, and the actions we take each day to impact our world. iREAD® 2023: *Find Your Voice!* / *¡Encuentra tu voz!* provided context for exploring books, history, social justice, and STEAM fields as well as developing library programs and services that empower patrons of all ages to make their voices heard.

Contributions to the association also continue to increase, most notably through the Illinois Library Luminaries program, which supports the ILA Endowment and saw two new inductees in 2022–2023: Roberta Koscielski and Diane Foote. 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.



Fiscal Report (Year Ended June 30, 2023)

Revenue

General Operations	\$109,279
Membership	\$281,817
Conference	\$402,287
iREAD	\$2,353,312
Publications	\$17,881
Public Policy	\$0
Awards	\$6,650
Endowment Contributions	\$4,185
Workshops/Projects	\$156,070
Reaching Forward	\$118,588
Donor Restricted Funds Contributions	\$3,635
Total Revenue	\$3,453,704

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

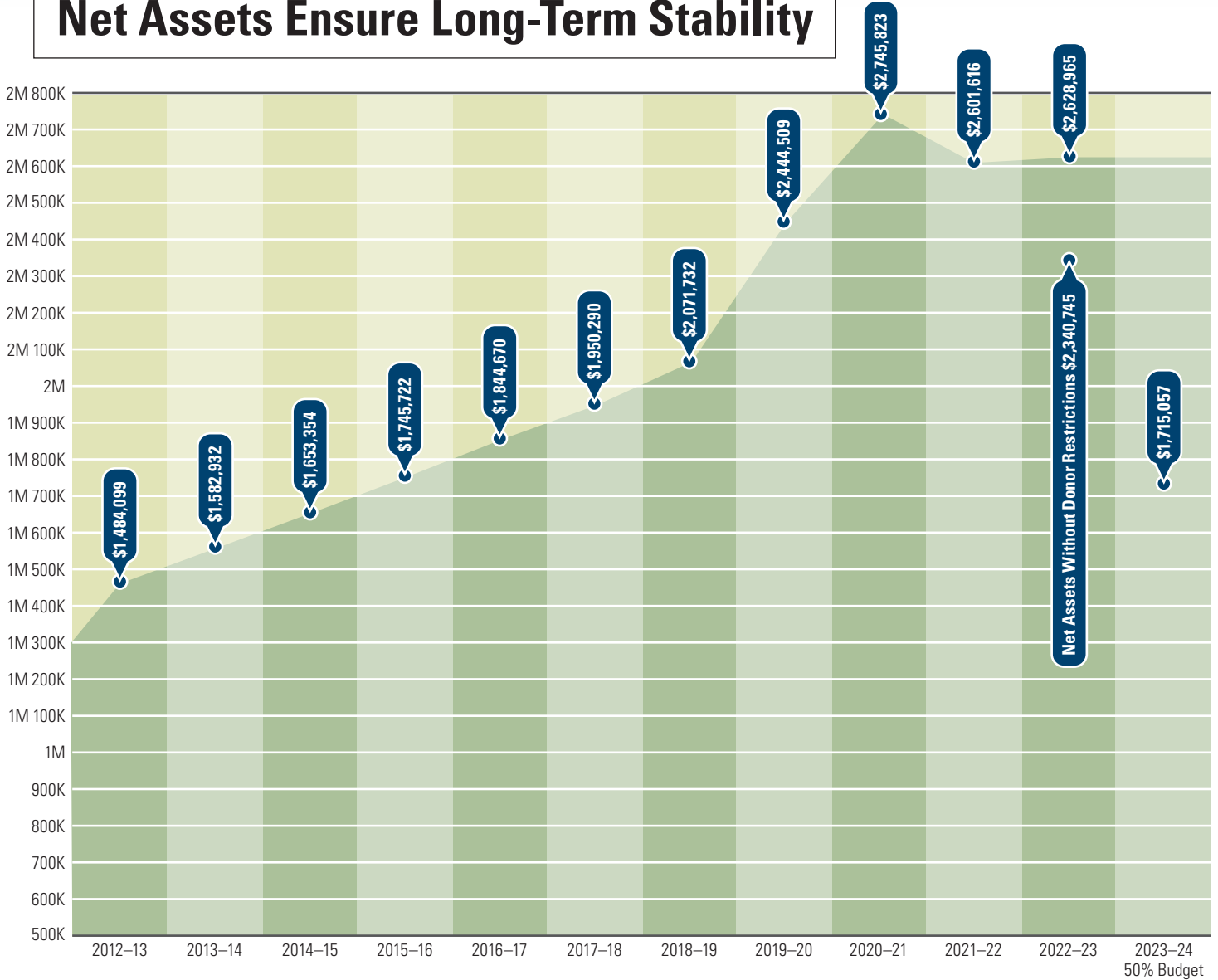
General Operations	\$302,561
Membership	\$168,980
Conference	\$393,813
iREAD	\$2,133,722
Publications	\$8,334
Public Policy	\$171,087
Awards	\$26,188
Workshops/Projects	\$219,540
Forums & Committees	\$8,148
Reaching Forward	\$109,665
Total Operating Expenses	\$3,542,037

Operating Net	\$-\$88,333
Other Revenue: Gain on Long-term Investments	\$121,558
Other Expenses: Amortization, Depreciation	\$-5,874
Increase in Net Assets	\$27,350
Net Assets at end of FY 2022	\$2,601,616
Net Assets at end of FY 2023	\$2,628,965

Net Assets Comprise:

Net Assets Without Donor Restrictions	\$2,340,745
Net Assets With Donor Restrictions	\$288,220
<ul style="list-style-type: none"> • Atkinson Memorial Award: \$10 • Robert R. McClarren Award Fund for Legislative Development: \$8,718 • Legal Defense Fund: \$1,195 • OCLC Users Group: \$25,266 • Valerie Wilford Fund: \$15,055 • Diversity Scholarship: \$172 • Diversity Scholarship (Board Designated): \$0 • Intellectual Freedom Fund: \$883 • Endowment Fund: \$213,722 • Unappropriated Endowment Fund Earnings: \$23,199 	
Total Net Assets at End of FY 2023	\$2,628,965

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, \$2,628,965 are without donor restrictions. The expense budget for 2022-23 totals \$3,542,037; 50% is \$1,715,057.

2022-2023	\$27,350
2021-2022	-\$144,209
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
Grand Total	\$2,628,964

Thank You to Our Donors

Help light the way forward for libraries in Illinois! The Illuminate initiative is designed to encourage individual giving with universal recognition of all gifts of \$5 or more, and additional honors for increasing levels of cumulative lifetime support. Contributions to ANY fund or purpose at ILA count toward Illuminate recognition.

SPARK

We thank all donors who sparked change with a gift during the 2022-23 fiscal year (July 1, 2022 through June 30, 2023).

Betsy Adamowski
Susan E. Anderson
Caitlin E. Archer-Helke
Bradley F. Baker
Laura L. Barnes
Leslie Bednar
Nann Blaine Hilyard
Jesse Blazek
Audrey Bokuniewicz
Noreen Bormet
Gail Bush
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Alex C. Todd
Chloe Waryan
Janet Wigodner
Nina M. Wunderlich

IGNITE

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

Bradley Baker
Margaret Danhof
Robert Daugherty
Lou Flavio
Jeanne Hamilton
James Jarog
Jonathan Jarog
Carol Johnston
Paul Kobasa
Cynthia Maiello-Gluecklich
Julie Milavec
Megan Millen
Sharon Reese
Carol Steffensmeier

ENERGIZE

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

Gail Bush
Margaret Cousin
James Farrell
Kate Marek
Pattie Piotrowski



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
Amanda E. Standerfer
Peggy Sullivan
Myung Sung
Alex C. Todd
Sharon Wilford

2022–2023 Executive Board

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Executive Director

Sarah Anderson

Member Services Specialist and Assistant Editor

Becca Boland

iREAD Content and Development Manager

Tamara Jenkins

Communication and Engagement Manager

Tina Koleva

ILA/iREAD Operations Director

Kristin Pekoll

Conference and Continuing Education Manager



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