



CALIFORNIA LIBRARY ASSOCIATION

REPORT TO THE MEMBERSHIP

July 1, 2017 - June 30, 2018

The California Library Association provides leadership for the development, promotion, and improvement of library services, librarianship, and the library community.

FROM THE PRESIDENT – Dolly Goyal

Dear Members,

Thank you for your continued support of the California Library Association. Last November 2017, I identified areas for my focus for this year including - annual conference and conference website improvements, continued leadership development opportunities, legislation and advocacy, and improvements to general operations.

- We took this year's conference to a new location up north - Santa Clara, CA! An amazing and diligent conference team created at the end of last year's conference have worked tirelessly to bring a meaningful experience that truly demonstrates the theme, "No Barriers, No Walls: Access for All!" To make the conference more accessible to users, a new conference website was designed with support from San Jose Public Library. Thanks to last year, we once again have engaged conference sponsors who continue to support the efforts of California Libraries.
- The "Developing Leaders in California Libraries" project in partnership with the California State Library, completed another successful year engaging future leaders throughout all regions of California libraries. In 2018 and 2019, we will host 3 different types of training and development opportunities including a combination of full and half-day workshops and a new cohort of 15 motivated individuals has been selected. We hope this program can strengthen and hone in leadership skills for the benefit of all California libraries.
- Representatives from the Advocacy & Legislative committee and other California library leaders and supporters joined together in Washington, D.C. this past May for Library Legislative Day. We visited each of our local state representatives to advocate for enhanced broadband services, literacy, and funding for programs such as Lunch at the Library, in California libraries.
- With help from our Business Manager, general operations have been streamlined for efficiency and compliance, and CLA staff have been cross-trained to better serve the needs of the Association, as we enhance collaboration with the California State Library. Our budget remains healthy if we have continued support through conference attendance and Association membership.

Our organization continues to thrive due to all of the engagement and commitment of our members, volunteers, and staff - we could not provide all of the opportunities and advocacy for California libraries without you!

Thank you,

~Dolly Goyal

FROM THE BUSINESS MANAGER – BETH WRENN-ESTES

Finances

Fiscal year 17-18 was a profitable year much due to the annual conference in Riverside. We usually perform our audit before conference but this year our annual audit occurs December 10-12, 2018 in the Pasadena offices. Because the auditors visit our offices in December we don't have an audit report to share with membership at the Annual Meeting. We will however post the audit as soon as it is completed and reviewed by the Board of Directors. We hope to be able to provide this to membership in late January 2019.

I am providing some financial information for this 2017 -2018 fiscal year Annual Report but caution that figures are unreconciled by our auditors. They are, at this point, for informational purposes for the Annual Meeting.

17-18 (unofficial) end of year CLA income was \$886,487.33 an increase over 1617 income by \$45,597.33. Our expenses for 17-18 were \$796,175 lowering our expenses from 1617 by \$41,392.96 leaving a positive balance in our accounts of \$131,705.29 at the end of the fiscal year.

Our main sources of income are still coming from Membership (\$223,846), Conference (Profit for operating expense (\$131,705), LSTA Administrative fees (\$33,173), iRead (\$39,883) and Job listings (\$31,470). Financial documents are on the CLA website to see the entire income and expenses for 17-18 (URL <https://www.cla-net.org/page/814>).

During 17-18, we maintained an adequate cash flow allowing us to meet all our expense commitments. Our conference in Riverside was successful and provided a large part of the necessary cash flow to operate for the last 6 months of the 17-18 fiscal year.

We were awarded 3 LSTA Grants during 1718. Our California Summer Reading Challenge award was \$307,654 our Center for the Book Grant was for \$110,000 and Establishing a Framework for Leadership Development in California Libraries was for \$93,643 for a total of \$511,297. CLA receives \$47,303 for administration and indirect fees from the 3 grants however these funds are not received until late 2018.

Staffing

CLA had 1 FTE and 3 PT employees during 17-18. In addition, we have 1 PT Independent Contractor working on Interest Groups/Awards. We also have Project Managers for each of our Grants paid by LSTA Funds.

Office

Staff are in the office three days a week from 10am to 3p.m. Monday-Wednesday-Friday. CLA staff can work remotely on T/TH.

Any questions that members have on CLA finances can be directed to me and I will be happy to provide you with the information you are seeking. Remember we post financial reports to the CLA Website monthly. The link to the financial reports are located here:

<http://www.cla-net.org/?page=713>

Thank you!

PROFESSIONAL DEVELOPMENT

CLA CONFERENCES:

RIVERSIDE (2018), SACRAMENTO (2016), PASADENA (2015), OAKLAND (2014)

	2017	2016	2015	2014
EXHIBITORS	102	92	153	93
REGISTRATIONS	1161	1,206	1,166	1,089
INCOME	\$501,040	\$452,329	\$571,445	401,002
EXPENSES	292,782	\$320,028	\$323,458	\$248,254
CONFERENCE NET INCOME	208,257	\$132,301	\$247,987	\$152,48

MEMBERSHIP

MEMBERSHIP	2017-2018	2016-2017	2015-2016	2014-2015
INDIVIDUAL-STANDARD	798	724	663	746
INDIVIDUAL-FIRST TIME MEMBER	202	199	210	202
INDIVIDUAL-LIBRARY STUDENT	61	-	114	92
INDIVIDUAL-TRUSTEE, RETIRED, UNEMPLOYED, FRIEND, OUT-OF-STATE SUPPORTING	86	71	119	66
CLA/ALA LIBRARY STUDENT BUSINESS	64	89	125	117
INSTITUTIONAL	508	41	811	1,226
INSTITUTIONAL - PLATINUM	41	41	40	36
INSTITUTIONAL - GOLD	85	77	85	83
INSTITUTIONAL - SILVER	3	4	-	1
	1	1	2	2
	8	5	5	5

ADVOCACY

CLA 2017 – ADVOCACY AND LEGISLATION

Lobbyists – KP Public Affairs, Mike and Christina Dillon

CLA Legislation and Advocacy Committee

The Association retains Mike Dillon and Christina DiCaro of KP Public Affairs for our lobbying efforts. During the 2017 legislative session, CLA/ALC concentrated on the following:

- Sponsored SCA 3-Dodd, which, if enacted, would lower the voter approval threshold for local library bond measures to 55%. (The bill is currently on the Senate Floor and will be revisited when the Legislature returns January 2018.)
- Secured \$4 million for broadband connection grants in the Assembly Version of the 2017-18 State Budget to continue to connect public libraries to a high-speed, broadband backbone operated by CENIC. (This funding was later removed by the Budget Conference Committee due to a determination that the State Library still had \$760,000 left in connection grants that hadn't been administered.)
- Assisted efforts to secure \$3 million in the 2017-18 State Budget for Career Online High School.
- Supported both legislative and Budget efforts to provide funding for the After-School Education and Safety Program (ASES). (\$50 million in ongoing Proposition 98 funding was provided for this purpose in the 2017-18 State Budget.)
- Directed CLA's advocates to organize a Legislative Day at the Capitol for the CLA Board and Legislative Committee members, featuring meetings with legislators and key staff.
- Monitored legislation pertaining to broadband connectivity for communities, and opposed legislation (AB 1250) which would restrict a county's ability to contract out for services.
- The Committee produced tools and outreach measures to ensure that Library Directors are advocating and educating their legislators on the life-changing impact of today's innovative libraries in California.
- Supported the protection of the operating budget of the State Library to allow for better support to the Legislature and the library community.
- Supported federal efforts to provide adequate funding for and reauthorization of the Library Services and Technology Act (LSTA), universal services provision (Telecommunications Act of 1996), the Government Printing Offices, and the Library of Congress.

LSTA GRANT ACTIVITIES



SUMMER AT YOUR LIBRARY
EXPLORE · LEARN · READ · CONNECT



LUNCH
at the
LIBRARY

Summer @ Your Library: Explore, Learn, Read, Connect, is a statewide project that is coordinated by the California Library Association and funded with an LSTA grant administered by the California State Library. The project provides California public library staff with program planning resources, training workshops, a set of quality principles and indicators, statewide summer program outcome statements, and a framework and support for presenting outcomes-based summer programs. Project staff also collect and collate libraries' summer participation data, work with libraries to develop and test new programming and outreach models and support a community of practice among library staff.

As part of the Summer @ Your Library project, California Library Association partners with the Illinois Library Association's iREAD program to provide California libraries with free theme-based program planning resource guides, professionally-designed artwork, and access to theme-based incentives and marketing materials.

Teams of advisors working in early learning, children's, tween, teen, and adult services in California public libraries guide the development of Summer @ Your Library. The Summer @ Your Library Program Committee works to develop theme-based programming ideas, presents training workshops, and partners with the iREAD program to develop summer themes, slogans, and programming resources. A team of strategic advisors convene periodically to advise on the development of the grant's activity.

Lunch @ the Library is a project of the Summer @ Your Library program. It provides library staff with the tools and support they need to develop successful public library summer meal programs. Public library summer meal programs provide children and teens in low-income communities with free and healthy summer lunches, and summer reading and enrichment programs, to help combat hunger and obesity and prevent summer learning loss. Program staff at the California Library Association:

- connect libraries with meal sponsors (which provide the meals that are served at program sites) and the USDA's Summer Food Service Program (which reimburses meal sponsors for the cost of the meals that are served);
- provide resources, technical assistance, and training on topics such as establishing a program, working with volunteers, providing learning and enrichment programs alongside the meal service, creating partnerships, conducting public relations, engaging families, and obtaining funding;
- conduct program evaluation and maintain statewide data on public library summer meal programs;

- make connections between library summer meal programs and other citywide efforts to address hunger and learning loss, and help to facilitate intergovernmental collaborations to help create a strong out-of-school-time infrastructure; and
- facilitate a statewide network of libraries offering summer meal programs to encourage communication, mentorship, and the sharing of best practices.

The 2017-2018 Summer @ Your Library grant year was a robust one. Over the summer of 2018 there were 1.77 million attendees at summer reading events and activities statewide (a 73% increase in program attendance from 2012 to 2018) and over 769,000 sign-ups for public library summer reading programs. As for the Lunch @ the Library program, 192 California public library sites, in 56 library jurisdictions, served over 244,475 meals during the summer of 2018.

As part of the project's commitment to professional development, summer reading and learning, and support of a statewide community of practice, the Summer @ Your Library project presented:

- three webinars (on Lunch at the Library, outcomes & outreach-based summer programming, and creative summer programming facilitation.)
- nine workshops (a Summer @ Your Library preconference training workshop, an iREAD programming Conference showcase, a Lunch @ the Library training workshop, 3 Summer @ Your Library Quality Principle training workshops, two Center for Childhood Creativity facilitation workshops, and one outreach and community needs-assessment workshop.)

Please visit the Summer @ Your Library <http://calchallenge.org/> website and the Lunch @ the Library website <http://lunchatthelibrary.org/> for further information and additional resources. If you have any questions please contact Trish Garone, pgarone@cla-net.org, Summer at Your Library Program Manager, or Shana Sojoyner, ssojoyner@cla-net.org, Summer at Your Library Program Manager (Evaluation).

Summer @ Your Library: Explore, Learn, Read, Connect, is a program of the California Library Association, supported in whole or in part by the U.S. Institute of Museum and Library Services under the provisions of the Library Services and Technology Act, administered in California by the State Librarian.

Establishing a Framework for Leadership Development in California Libraries 17/18 LSTA Grant

To build upon the activities of the FY 16/17 LSTA Grant “Creating a Vision of Greatness for California Library Leadership Development,” we continued leadership development activities with a new grant in 17/18. Grant goals were:

1. Providing training to develop leadership competencies as laid out in the LLAMA Foundational Competencies White Paper (<http://www.ala.org/llama/leadership-and-management-competencies>). We utilized the customizable Nexus LAB training modules as a starting point for piloting a short-format training and also continued the successful full-day regional institute model from the prior year;
2. Piloting experiential learning fellowships in partnership with organizations outside the library profession;
3. Evaluating those efforts and using feedback to refine the plan for the future.

We formed an Advisory Committee comprised of representatives from: academic, public, school and special libraries; professional associations; and library schools. This committee provided insight and input into what they see as key needs for leadership development and CLA's potential role in meeting those needs.

The goals for the training sessions, both the short-format workshops and the full-day Institutes, was for attendees to report both knowledge growth and increased confidence on selected leadership competencies, and for the participants in learning fellowships to identify 2-3 tools, methods or best practices that could be applied in their current organization. All of these outcome goals were met.

This grant provided 3 shorter-format training sessions (approximately 4 hours each) utilizing Nexus LAB curriculum modules:

1. Fostering Innovation & Creativity
2. Motivating Change
3. Engaging Diverse Groups to Lead Change

A cohort of 15 people was selected to attend all three trainings (with some financial support for travel) in order to compare against the “control group” of non-cohort attendees and evaluate the benefit, if any, of attending a multi-course series vs. an individual training.

For Workshop #1, evaluation surveys showed that “A vast majority of attendees showed gains in knowledge about and confidence regarding the workshop’s content. In particular, participants moved from defining “innovation” as a way of thinking (pre-test question #1) to seeing innovation as a process that involves doing and implementation (post-test question #1). Since CLA has chosen to define “leaders” as those people who “effect positive change,” helping move the workshop attendees from thinking of innovation as a cognitive exercise to one that actually requires action, seems to achieve at least part of our leadership goal.” For Workshop #2: Articulating the Case for Change, the number of participants reporting that they were “confident” or “very confident” in their ability to “draft key and consistent messages regarding the need for change” more than doubled between the

pre- and post-workshop surveys. 100% of participants indicated some learning as a result of the workshop.

In Workshop #3: Engaging Diverse Groups to Lead Change, attendees exhibited a significant change in confidence levels as a result of the workshop. Where a substantial majority (69%) of participants displayed a lack of confidence in their “ability to engage diverse stakeholders in bringing about change at the library” during the pre-workshop survey, by the end 91% reported feeling “confident” or “very confident” in their ability.

We also provided full-day regional institutes on two different topics prioritized by the Advisory Committee: Emotional Intelligence, and Diversity & Inclusion. Each was delivered twice (one each in Northern and Southern California).

Full day Institute attendees also demonstrated significant gains. In the Emotional Intelligence sessions, nearly 80% of attendees reporting little or no knowledge about techniques for building trust and rapport before the Institute, but by the end less than 10% reporting knowing little about these techniques. There were also gains in comfort level with admitting mistakes and preparation level for handling difficult conversations.

For the Diversity, Equity, and Leadership Institutes, attendees reported an increase in their own potential for becoming leaders on diversity and inclusion. The number who felt they had strong potential in this area nearly doubled from the beginning of the Institute to the end.

In addition, we piloted two experiential learning fellowships to allow library staff opportunities to learn from other sectors, another key component of the 12 Year Vision. Each was a two-day experience; one with the Center for Childhood Creativity at the Bay Area Discovery Museum; and the other with Los Angeles Cleantech Incubator.

In the experiential learning fellowships, participants identified some key strategies that can be adapted to library organizations, including more comprehensive integration of mission and values into staff development and service planning, as well as practical management for better communication and more effective meetings. These pilots also raised questions and helped identify ways that we can clarify and design the experiential learning process to make future experiential fellowships more successful.

The grant project was evaluated by Cindy Mediavilla, who has been contracted to continue the evaluation through the 18/19 grant year. She implemented pre- and post-training instruments to capture information on our projected outcomes as well as information required by IMLS. She also tracked the responses of the 15-member cohort separately from their peers, and did longitudinal studies to follow up on application of learning several months removed from the training experience. In the longitudinal studies, the majority of respondents reported that they had been able to apply what they had learned in real-world situations.

The 2017/18 grant year proved a success in providing meaningful leadership training experiences throughout the State, but also identified multiple areas for further exploration and planning, and the 18/19 grant project was designed with this in mind.

Developing Leaders in California Libraries is a program of the California Library Association, supported in whole or in part by the U.S. Institute of Museum and Library Services under the provisions of the Library Services and Technology Act, administered in California by the State Librarian.

CALIFORNIA CENTER FOR THE BOOK SUMMARY FISCAL YEAR 2017/2018



226 participating library systems



398 participating locations



118 community partnerships



262 community programs held



31,083 community members reached

About California Center for the Book

Our mission is to help the librarians of California get their communities reading and connecting.

We help librarians develop and expand programs that promote reading, community engagement, and lifelong learning for adults and intergenerational groups. We also offer professional development opportunities and share resources to help librarians and community partners achieve these goals.

We value resource sharing, collaboration, community-building, and innovation.

California Center for the Book is part of California Library Association and part of a national network of State Centers through the Library of Congress. An Advisory Council of 10 members actively contributes to our programming direction.

Our programs address the following areas of focus for California's Library Services & Technology Act FY 2018-2022 Five Year Plan:

Goal 1: Civic Engagement and Community Development

Goal 3: Innovation, Creativity, Connections & Collaborations

Goal 7: Innovative Training



CALIFORNIA
LIBRARY
ASSOCIATION

CalBook.org | @CaliforniaCenterfortheBook

California Center for the Book is a program of the California Library Association, supported in whole or in part by the U.S. Institute of Museum and Library Services under the provisions of the Library Services and Technology Act, administered in California by the State Librarian.



2018-2019 UPDATE (as of November 12, 2018)

LSTA Grants Awarded

STATE FUNDED LUNCH AT THE LIBRARY PROJECT

The California State Library is looking for a partner agency in FY 2018-2019 for the state-funded Lunch at the Library project, which supports libraries in providing children and teens with meals and learning and enrichment opportunities during the summer months while school is out.

The California State Legislature has approved \$1,000,000 for one year for this project. The partner agency will take the lead role in supporting libraries' participation in the Lunch at the Library project. They will agree to be the Applicant/Fiscal Agent of record for the grant, disburse the funds, and be responsible for all requirements of the grant such as contracts, fiscal records, and reports.

CLA is applying for the Project Partner and Fiscal Agent. Application will be completed and submitted after 2018 Conference is over.

CLA PUBLIC POLICY - OUTSOURCING AND PRIVATIZATION OF LIBRARY SERVICES

CLA affirms its support of the American Library Association's Policy on Outsourcing and Privatization:

ALA affirms that publicly funded libraries should remain directly accountable to the publics they serve. Therefore, the American Library Association opposes the shifting of policy making and management oversight of library services from the public to the private for-profit sector.

CLA maintains that any outsourcing activities in libraries and library systems must be compatible with ALA policies that support libraries as democratic institutions serving all Californians, and providing the range of information resources needed to live, learn, govern and work.

CLA believes in direct accountability to the public by libraries and library systems. As such, any outsourcing activities must continue to provide the same level of transparency and protections for the rights of library workers. CLA will continue to support and value all members and library workers, regardless of the management and organizational structure of their institutions.

Approved by Board consensus, March 9, 2018



2018 CLA Election Results
Congratulations to all our new Officers and Directors-At-Large

President Elect

Chad Helton	109	(37.85%)
*Hilary Theyer	179	(62.15%)

Secretary

*Stephanie Beverage	149	(54.98%)
Mel Lightbody	122	(45.02%)

At Large Members

*Jayanti Addleman	165	(56.31%)
John Alita	62	(21.16%)
Kris Amaral	29	(9.90%)
*Chris Brown	170	(58.02%)
Cindy Chadwick	79	(26.96%)
Diana Garcia	102	(34.81%)
Eva Mitnick	106	(36.18%)
*Shawn Thrasher	143	(48.81%)
Michele Villagran	74	(25.26%)
*Emily Weak	131	(44.71%)

BYLAWS

Allow for Joint Membership Programs providing for discounted membership dues to be approved without membership approval as needed by some existing Joint Membership Programs' procedures.

*Yes	279	(96.11%)
No	11	(3.89%)

Eliminate an inconsistency between the Nomination procedures amended in 2017 and the Immediate Past President's duties and President's role on committees. "Leadership Development Committee" is replaced by "Nominating Committee" in both instances. The Immediate Past President was made the chair of the Nominating Committee in last year's amendments.

*Yes	291	(99.29%)
No	3	(0.71%)

Eliminate an inconsistency between the number of at-large members of the CLA Board in two different sub-sections of the Bylaws. Making other related changes.

*Yes	281	(100.0%)
No	0	(0.00%)

BOARD

Officers

Dolly Goyal, President, San Mateo County Libraries

Michelle Perera, President Elect, Pasadena Public Library

Helen McAlary, Past President, City of Ontario

Jennifer Baker, Secretary, Napa Valley United School District

Derek Wolfgram, Treasurer, Redwood City Public Library

Directors

Jayanti Addleman, Director at Large, Monterey County Free Libraries

Erin Berman, Director at Large, Learning Group at Alameda County Library

Andrew Carlos, Director at Large, California State University, East Bay

Vanessa Christman, Director at Large, Santa Barbara Public Library

Heather Cousin, Director at Large, Thousand Oaks Library

Erica Cuyugan, Director at Large, Santa Monica Public Library

Margaret Hatanaka, Director at Large, Rancho Cucamonga Public Library

Genesis Hansen, Director at Large, Mission Viejo Library

Stacey Akahoski, Student Representative, Santa Barbara Public Library

Cecilia Tovar, ALA Chapter Councilor, Santa Monica Public Library

PERSONNEL

General Staff

Beth Wrenn-Estes, Business Manager

Gina Duche, Bookkeeper

Lauren Takeda, Special Events Coordinator

Karen Frazier, Membership and Registration Coordinator/Administrative Assistant

Grant Managers

Trish Garone, Programs Manager - Summer@Your Library/Lunch at the Library

Julianna Robbins, Programs Manager – California Center for the Book

Robin Hoklotubbe, Programs Manager, Establishing a Framework for Leadership Developing in California

Shana Sojoyner, Programs Manager, CLA Interest Groups and Awards, Summer@Your Library/Lunch at the Library (evaluations)

INTEREST GROUPS

- **Academic**
- **Adult Services**
- **African American Librarians**
- **Chinese American Librarians**
- **Circulation**
- **Collection Development**
- **Games and Gaming**
- Latino Services
- **Library Facilities**
- Library History
- **Literacy Literacy**
- **Management**
- Marketing and Public Relations
- Public Libraries
- Reference
- Special Libraries
- Student
- Technical Services
- Technology
- Volunteer Engagement
- Youth Services

COMMITTEES

Standing Committees

Advocacy & Legislation - Larry Meyer, Chair, San Bernardino County Law Library

Bylaws and Governance – David McFadden, Chair, South West Law Library

Finance – Derek Wolfram, Chair, Redwood City Public Library

Leadership Development – Helen McAlary, Chair, City of Ontario

Working Committees

Awards and Scholarships – Cindy Mediavilla, Chair, Consultant

Conference Planning – Yemila Alvarez, Chair, Pacific Library Partnership

Intellectual Freedom – Melanie Lightbody, Chair, Butte County Library

Interest Groups – Jenn Johnson, Chair, Carlsbad City Library

Membership – Andy Leinbach, Chair, Beverly Hills Public Library



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