

Director's Report

WVLS BOARD OF TRUSTEES MEETING

August 15, 2020

COMMUNICATION

COVID-19 Service Update

In mid-March, several communication channels were implemented to address member libraries' concerns and questions about the ever-evolving news related to the pandemic and Governor from state and federal governments. With oversight by **Jamie Matczak**, these methods of communicating COVID-19 information to colleagues continue:

- a **COVID-19 Webpage**: Updated on a weekly basis, this webpage continues to share the status on services at area libraries, health resources, upcoming webinars related to COVID-19, an archive of COVID-19 Updates and recordings of *Staying Together* discussions, re-opening resources, graphics and more.
- a **COVID-19 Update**: Initiated to keep libraries informed about the rapidly changing information regarding COVID-19, email updates were sent to area colleagues at 9 am three times a week for several months. Archived on the WVLS COVID-19 webpage, these updates replaced the "*Monday Mentions*" email for a while. Recently "*Monday Mentions*" returned to its pre-COVID 19 schedule, and a *COVID-19 Update* is now sent to colleagues once a week on Thursdays.
- "**Staying Together**" **Discussions**: To address the need for member library directors to connect with one another, ask questions and share expertise, and to lend counsel and support when needed, WVLS hosted a 60-minute online meeting twice a week for library directors or a proxy. Beginning in August, discussions are being held twice monthly, and each continues to have a discussion topic/agenda and is recorded and archived.
- **Digital Bytes**: Several online training videos were produced specifically in response to the coronavirus. All WVLS Digital Bytes can be found [on the website](#) or via the [YouTube channel](#).
 - Online Resume Builder (Using Indeed)
 - Online Resume Builder (Using Job Center of Wisconsin): Created by Anne Hamland
 - Mindfulness App
 - Unpleasant Conversations (During a Pandemic)
 - Communication Tips (While Wearing a Mask)
 - CDC (Centers for Disease Control and Prevention) App
- **Courier**: At the end of May WVLS offered full courier service to its member libraries. In cooperation with the IFLS Library System, and Waltco, Jamie developed courier guidelines that include quarantine times and other recommendations in handling library materials. The updated courier schedule is available on the WVLS COVID-19 webpage. WVLS is running courier service at close to 80% capacity.

MCPL Task Force Information

Since the WVLS Board meeting in May, WVLS shared two MCPL Task Force Updates with the WVLS community and submitted two communications to MCPL Task Force Chair **Mark Arend** in preparation for the August Task Force meeting.

- In late July, a [March - July 2020 Update](#) was emailed to the WVLS all subscribers list that shared highlights of Task Force activities for those months
- An [August Update](#) followed a few weeks later, when WVLS received notice from Arend that the meeting in August “may be [their] final meeting”
- WVLS Board President **Tom Bobrofsky** sent MCPL Task Force Chair Mark Arend a letter on August 13 ([Exhibit 12c](#))
- Marla Sepnafski submitted the WVLS Assignment to Mark Arend as requested by the Task Force for its meeting on August 14. ([Exhibit 12d](#))

Following is the *August Update to Members* in its entirety.

Colleagues and Friends,

MCPL Task Force Chair, Mark Arend, sent the South Central Library System Director and me a ***final*** request for information. That email follows:

"We will have what may be our final meeting on the 17th. We've got one last question for you:

'MCPL and Marathon County have invested nearly a decade in improving their organizational culture. For example, all county employees who serve in leadership roles have been through leadership training provided by consulting firms like Lighthouse Consulting and Lumin Advantage Consulting. Among the most productive tools gained by that organization-wide consulting was the practice of "Rounding." The library was among the five original county teams to use the rounding method, and they have statistical evidence to verify an almost unprecedented cultural turnaround over the past 10 years. How does your system address their leadership role in working with their member libraries, and how do you build strong relationships with those member libraries?

We'd like each of you to briefly speak to this at the meeting and then answer questions from the committee. We will then discuss and possibly make a recommendation to the MCPL Board."

Noteworthy and confusing is that the intent for this meeting contradicts what is recorded in the minutes of recent MCPL Task Force meetings minutes:

"Task force members discussed the possible need to extend meetings beyond the original schedule." (June Task Force meeting)

"The Task Force members should set aside the SWOT Analysis until after the library staff have been interviewed." (July Task Force meeting)

If indeed this is the last Task Force meeting, the process will sunset void of discussion on the topic of innovation (as expected in June), interviews with library staff, and SWOT Analysis - all of which the Task Force had intended to conduct for more thorough analysis prior to making a recommendation to the MCPL Board.

The information packet for next Monday's meeting is available

here:

https://www.mcpl.us/sites/default/files/attachments/mcpl_task_force_library_system_inquiry_packet_2020-08.pdf

If you have any questions or concerns about this matter, please feel free to contact me, MCPL Director Ralph Illick, MCPL Task Force and/or MCPL Board members. Contact information is provided below.

Sharon Hunter, MCPL Board President and MCPL Task Force member, shunteratdpi@msn.com

Scott Winch, MCPL Board member, SWinch@stratford.k12.wi.us

Gary Beastron, MCPL Board member and MCPL Task Force member, Gary.Beastron@co.marathon.wi.us

Mang Xiong, MCPL Board member, mang@hmongchamber.org

Kari Sweeney, MCPL Board member and Resource Library representative to the WVLS Board, stolijones@gmail.com

Michelle Van Krey, MCPL Board member, Michelle.VanKrey@co.marathon.wi.us

Mark Arend, MCPL Task Force chair, mwarend@gmail.com

Shannon Schultz, Public Library Consultant at DPI, Shannon.Schultz@dpi.wi.gov

Rebecca Frisch, MCPL Task Force member, Rebecca.Frisch@co.marathon.wi.us

Ralph Illick, MCPL Director, Ralph.Illick@co.marathon.wi.us

Words of Appreciation

“As life slowly starts to resemble a new normal, I wanted to take a moment to acknowledge the wonderful way each of you handled the closing of our libraries. Learning new ways of doing things as well as keeping each of us sane must have been challenging, but you did it well. I am hoping we are a better group of people and our libraries are better because of the support and leadership you have shown us. I greatly appreciate each of you and your talents.” – **Teresa Hall**, Loyal Public Library Director

“Thought you might like to see some of the comments on your videos. There are more positive thoughts on other threads. Yay for you!” -- **Cindy Fesemyer**, Adult and Community Services Consultant at DPI, to Jamie Matczak for the two *Digital Byte* training videos she produced on customer service entitled “Having Unpleasant Conversations (During a Pandemic)” and “Communication Tips (While Wearing a Mask)”. The videos were shared with DPI’s contacts in other states and were well received. Both trainings have over 2,000 views on YouTube. **Samantha Bouwers**, Continuing Education Consultant from Iowa, said, “These are fantastic! Thanks for sharing!!” **Jo Flick** of the Montana State Library said, “This is really good stuff. Thank you, Wisconsin!”

“Katie, you are awesome! I appreciate you so much. We really could not do this without you and all your hard work.” – **Dominic Frandrup**, Antigo Public Library Director to Katie Zimmermann for the work she did in the online catalog to prepare the library for reopening

“Thank you for all of the work you are doing to keep our online programming up to date and cool looking! Thank you, thank you, thank you!!!” – **Su Leslie**, St. Croix Falls Public Library (in the IFLS Library System) Director, to Anne Hamland

“Thanks for this latest Digital Byte video [called “Unpleasant Conversations (During a Pandemic)"]. These were good tips, and I plan to have my staff watch this, too. The ‘but’ habit is a hard one to get out of, and I’m working on it! -- **Teresa Schmidt**; Mercer Public Library (in the Northern Waters Library System) Director, to Jamie Matczak

“Rachel, Thank you for explaining the ecommerce. I know I will be asked about it by the board. I’m sure life is stressful; working full time with 2 littles – you deserve a raise if you haven’t gotten one ...” -- Kim Metzke, Greenwood Public Library Director to Rachel Metzler

PEOPLE IN THE NEWS

Lay Resigns from the WVLS Board

Douglas Lay, long time member of the WVLS Board of Trustees as a representative from Marathon County, has announced his resignation effective August 3. His letter of resignation is attached to this report as [Exhibit 12b](#). Doug served on the WVLS Board from 1982-1987 and from 1991 to 2020. He was also was an active member of the Wisconsin Library Trustees & Friends (WLTF) section of the Wisconsin Library Association, and gubernatorial appointee to the Council for Libraries and Network Development (COLAND). He was awarded WLA’s Trustee of the Year in 2008. The WVLS Staff and Board of Trustees are grateful to have had the opportunity to work with Doug. He was a mentor, a sincere and passionate advocate for systems and libraries, a leader among leaders and a friend. His wise council, sense of humor, wit, and ability to expedite meetings will be sorely missed.

Milwaukee Public Library Director Announces Her Retirement

[Milwaukee Public Library](#) Director **Paula A. Kiely**, who has led the library through enormous changes and challenges since 2006, plans to retire Aug. 28. In a statement praising her leadership, Mayor Tom Barrett said, ““Her emphasis on literacy of all kinds — digital, reading, financial — led to increases in electronic resources, WiFi, laptops, computer classes, job labs and the addition of Career Online High School.” The Milwaukee Public Library has 14 locations, including the Central Library downtown, with 320 employees and an annual budget of about \$24 million. During her directorship, the library has built four new branches and has other construction in the works. The library has also installed solar panels at Central Library and the Atkinson and Tippecanoe branches, and a green roof at Central. (Tippecanoe was her neighborhood branch as a girl growing up on the south side.) In cooperation with Milwaukee Public Schools and the mayor's office, her [LibraryNow](#) program has placed nearly 80,000 library cards in the hands of Milwaukee students. Her other innovations include the Library Loud program, which presented a rap battle and Mondo Lucha Mexican wrestling in library locations. Kiely has worked for MPL for 25 years. She earned her master's degree in library science from the University of Wisconsin-Milwaukee. In June, the Rotary Club of Milwaukee named Kiely its 2020 Rotary Person of the Year. ([Milwaukee Journal Sentinel; July 13, 2020](#))

Matczak to Present at UW-Madison’s “Back in Circulation Again” Conference

Jamie Matczak was asked to be the Closing Speaker for the Back in Circulation Again Conference, sponsored by the iSchool at the University of Wisconsin-Madison. The conference will be held virtually on Oct. 19-20. Jamie will present on conducting difficult conversations.

WVLS is offering scholarships for two member colleagues to attend this conference. The deadline to apply is September 4.

WVLS PROJECTS

WLA Library Development & Legislation (LD&L) Committee Update

Panelists from the WLA LD&L County & Municipal Funding subcommittee presented a webinar on June 5 titled “**Positioning the Library for a Post-Pandemic Sustainable Future.**” The presentation discussed potential pandemic impact upon municipal and county appropriations; relationship building with local elected officials, messaging library value and the library’s role in community resilience. The 90 minute webinar and handouts can be viewed at these links: [Positioning the Library for a Post-pandemic Sustainable Future](#) | [Timestamps](#) | [Advocacy Supplement](#) | [Post-pandemic impacts on municipal revenue.](#)

LD&L has prepared an **advocacy plan for state library aid requests to be included in the 2021-2023 biennial budget** submitted by the Department of Public Instruction’s Division for Libraries and Technology (DPI/DLT) in September. These include aid to public library systems, BadgerLink, and Newsline for the Blind, as well as statewide services from UW-Madison, Milwaukee Public Library, the Cooperative Children’s Book Center and the Wisconsin Talking Book and Braille Library. Virtual meetings with legislative leaders will be scheduled during the next three months. More information about citizen advocacy for libraries will be forthcoming.

“**2020 Election – WVLS Area Legislative Districts**” will be shared at the meeting as **Exhibit 12f.**

Inclusive Services Update

Sherry Machones shared an Inclusive Services Update with member libraries three times in June, once in July, and once in early August. The updates shared links to numerous resources and continuing education for social and racial justice, resources for Pride Month, guidelines on face masks and ADA as well as tips for communicating with the deaf and hard of hearing community, the American Library Association’s (ALA) draft *Cataloging Code of Ethics*, ALA’s Association of Library Service to Children’s (ALSC) guide for Serving Diverse Children and Families, and resources for staff mental health and well-being. She also reported on ALA Council resolutions on *Protecting Privacy and Safety in Coronavirus-Related Library Policy*, and *Condemning Police Violence Against BIPOC, Protesters, and Journalists*, as well as ALA’s new toolkit *Libraries Respond: Protecting and Supporting Transgender Staff and Patrons*. Reports also announced that the statewide inclusivity “**Toward One Wisconsin**” **2020 Conference** slated to be held November 12-13, 2020 in Green Bay will be entirely virtual due to the pandemic. Machones encouraged attendance at the free Denver Public Library’s virtual three-day “Advancing Equity & Inclusion in the Workplace Symposium,” which she attended.

ILS Administration/V-Cat Covid-19 Update

Katie Zimmermann continues to respond to changing service needs of our member libraries making ILS adjustments to manage holds, paging lists, notices, due dates etc. for libraries that are closed, offering curbside service, or are open with limited services. Changes have been made, and best practices have been recommended, to accommodate a 96-hour quarantine of materials returned to the library and coming in from the courier.

WVLS continues to monitor member library capacity for filling holds between buildings. In July, we briefly reached a period where all member libraries were able to share their resources among V-Cat libraries. Libraries are asked to stay in contact with WVLS staff regarding closures and service changes. Alternative paging lists and hold clean up lists are shared with libraries on a semi-regular basis as needed to fill patron requests.

The **V-Cat Council** met on June 4, 2020 and **passed a 2020 V-Cat budget revision as well as the 2021 V-Cat budget.**

The **V-Cat Bibliographic Committee** met on June 16 and July 28. Currently the committee is working on two projects focused on non-English language materials and titles. The first project is to create a new index of juvenile subject headings, which will make juvenile materials in languages other than English easier to find in the catalog. The second is a review of how uniform titles in foreign languages display in pull lists, check-out receipts and in patron accounts in the online catalog, to determine if new cataloging guidelines are necessary. Other items addressed include improving the display of URLs for Overdrive titles in the V-Cat online catalog, instructions for splitting DVD/Blu-Ray sets and maintenance of New York Times bestseller and forthcoming fiction lists.

The **V-Cat Cooperative Circulation Committee** did not meet in May, June or July, but plans to meet in August ahead of the September V-Cat Council meeting.

The **V-Cat Voting Models Exploratory Committee** met on June 2 and July 16. Thus far the committee has completed an in-depth review of voting models in use at other library consortia in Wisconsin with shared ILS governance with attention given to the following aspects of voting models and governance:

- majority or supermajority required across the board for all motions or for specific types of motions
- representation and weighted voting
- possible formulas for weighting votes including population, circulation, net lending/borrowing, funding, collection size
- the use of weighted and unweighted models within one body requiring two votes on each motion
- whether or not members need to be present at a meeting to vote on a motion, or if voting is allowed for libraries who are not present

The committee has also explored the following aspects of V-Cat data as possible factors for formulas to calculate weighted votes:

- Circulation Data
- Holdings Data
- Registered Borrowers Data
- V-Cat Budget Shares
- Net Lending and Net Borrowing Data

The committee will meet again on Thursday, August 13 to prepare a report to be presented to the V-Cat Steering Committee.

A **discovery layer review and evaluation process** is underway. **Rachel Metzler** and **Zimmermann** have developed a long list of discovery layer providers to investigate and have prepared a matrix for gathering information on the needs of staff patrons. A group made up of the V-Cat Bibliographic Committee, V-Cat Cooperative Circulation Committee, and WVLS Databases Advisory members will meet in August to begin a discovery layer evaluation and review process. Over the next few months, the group will review the desirable aspects of discovery layer products, collect information on the perceived needs of staff and patrons, view product demonstrations from discovery layer providers and give feedback on discovery layer products.

WVLS has entered into an agreement with **Shoutbomb** to provide telephone notification and text message notification services, and staff will be working on implementation in the coming month.

Katie Petranovich, new director at the Western Taylor County Public Library (Gilman), received introductory Sierra and V-Cat training in July.

SOMBAW Meeting Highlights

Rachel Metzler represented WVLS at her first System Office Managers and Business Administrators of Wisconsin (SOMBAW) meeting on June 16. The group discussed changes occurring with libraries in their systems and with system operations due to COVID-19. They also shared what systems offered as retirement incentives and elected new officers. SOMBAW meeting on June 16. Discussion included Covid-19 changes, retirement incentives, and the election of new officers.

New! Beanstack

Public libraries are wrapping up their first summer using the Beanstack smart device application and website program. Libraries can use this product to customize their own Beanstack website and app experience for library users to participate virtually in the Summer Library Program, 1,000 Books Before Kindergarten, 10 To Try Reading Challenge and more all year long. The beauty of this product is that it need not be used exclusively for summer reading activities. See [Exhibit 12e](#) for a tour through the Rib Lake Public Library adult reading program “Reading Suits You.” Anne Hamland will be working with libraries interested in using the app for their fall and winter programming. The Department of Public Instruction contract for the product runs through 2023. For the full news release, visit: <https://dpi.wi.gov/wilibrariesforeveryone/investment-online-reading-platform-and-mobile-app-wisconsin-libraries>.

WPLC Highlights

At the June 15, 2020 Wisconsin Public Library Consortium (WPLC) Board of Directors meeting, WiLS project managers noted *“a portion of the \$250,000 LSTA funding from IMLS was spent to purchase 181 simultaneous use titles, the majority of which are audiobooks. The titles purchased were selected based on high holds and those purchased filled over 10,000 holds immediately. In addition, there has been a request from several systems to add several titles by select authors related to antiracism as cost per circ titles. This would allow these titles to be available immediately.”* Additionally, OverDrive launched the Black Lives Matter: Community Read with four titles available free to libraries without waitlist or holds from June 15 - July 29. [View full details here.](#)

A motion passed to allow WPLC and project managers to establish a new project to organize and govern System technology and collaboration projects. This applies to any projects going forward and will launch later in 2020.

The WPLC Board approved a 5% increase to the Wisconsin Digital Collection budget for 2021. There has been increased demand for new materials with the pandemic.

Website Services

Anne Hamland and the LEAN WI website services team began the process of transferring the majority of WVLS member library domain names (URLs) from a third party into the LEAN WI domain service platform. This will increase the speed and ease of support in the event a Lean WI website were to experience issues. Anne Hamland continued work in updating WVLS and IFLS library websites to reflect individual plans for reopening libraries in addition to online resources and curbside pickup information. Hamland also began the annual process of checking in on every LEAN WI website’s design, resources, and functionality.

Workforce Development Update

The **Libraries Activating Workforce Development Skills (LAWDS)** project continues to provide libraries with timely resources to support job seekers and workforce development efforts in their communities. The latest webinar, **“Job Center of Wisconsin for Job Seekers,”** on August 6, demonstrated the [Job Center of Wisconsin](#)

[website](#) for job seekers, including account creation and registration, job searching and creating a resume. A recording of the webinar is forthcoming and will be shared widely.

Public Library Adult Services staff are encouraged to browse the new [Libraries Activating Workforce Development Skills \(LAWDS\) webpage](#) on the Department of Instruction website for a full history of the grant, partner list, and resources for Job Seekers and those experiencing unemployment.

Youth Services Update

Plans are underway for the **2020 WVLS (Virtual) Youth Services Workshop** scheduled for early December. Three school librarians representing small, medium, and large service populations will engage with attendees around the realities of school libraries before and during the COVID-19 pandemic. Panelists include:

- **Michele Green**, Greenwood School District, population 3,525, WEMTA Past President
- **Paula Norman**, Tomahawk School District, population 8,093, three library spaces in a K-12 building
- **Anne Julson**, Merrill, Bridges Virtual Academy, population 20,768, Digital Librarian & Secondary Program Coordinator

Anne Hamland and the **Three Lakes** youth services team will host WVLS librarians serving youth for the fifth **Youth Meetup** since March on August 20, at 11am to experiment with interactive online programming.

Annette Miller, Children's Librarian for the Tomahawk Public Library, and **Krista Blomberg**, Children's Librarian and Assistant Director for the Rib Lake Public Library, will present virtually at the November WVLS Board of Trustees meeting. Miller and Blomberg will present virtually from their transformed family literacy spaces made possible by the **2019-2020 WVLS Innovation and Collaboration Literacy Grant**. A written report will also be submitted. Look forward to touring spaces with vibrant color, new lighting and fluffy clouds, a 17-foot mural, natural themes, a log cabin, a music wall, activities, and more!

CONTINUING EDUCATION & TRAINING OPPORTUNITIES

DPI Offers Scholarships to Attend Virtual ARSL Conference

The Wisconsin Department of Public Instruction (DPI) is offering scholarships to staff who work in public libraries with municipal populations less than 25,000 people to attend this year's Association of Rural and Small Libraries Conference. The [2020 ARSL Conference](#) will be held September 28-October 2. Scholarships will be distributed by means of LSTA subaward grants to library systems, and WVLS staff will be coordinating these scholarships on behalf of its members. WVLS is encouraging library staff to watch these sessions in small groups, taking into consideration distancing and safety. The deadline to request the scholarship was Wednesday, August 12.

Canva Training

On July 28 **Anne Hamland** and **Jamie Matczak** offered an informal opportunity for librarians to ask questions and learn more about Canva, a website service used for creating marketing materials. Hamland demonstrated the tools Canva offers to increase success for its users when creating materials in all formats. Everything from choosing the correct size and file format to complimentary font combinations, color palettes, and graphic design elements was presented. The 15 people who attended the training explored flyer and social media templates together and watched Hamland create a social media share, website image, and flyer design all with the same design and custom textual information to match the needs of each format. [A recording is available](#) for people to watch when they are able.

Webinars in the Works

The following events for 2020 are scheduled and/or in the planning stages:

- [Trustee Training Week](#) – August 24-28. One webinar each day at 12 p.m.
- [Virtual Tech Days](#) - September 23 and 24. Learn from experts without having to travel — we have transformed our annual event from in-person workshop sessions to virtual webinar sessions! Tech Days 2020 is a series of 4 webinars over 2 days.
- “Value of the Library” Webinar Series (October 6, 13, 21 at 1 pm) with **Pat Wagner**
- Youth Services Virtual Workshop (TBD)
- Adult Services Summit – will be virtual in 2020! WVLS is finalizing details for a presentation from **Scott Seeger, the Regional Dementia Care Specialist from The Aging and Disability Resource Center of Central Wisconsin**. Attendees will receive interactive training on Dementia Friendly Business customer service and library specific scenarios in mid-November. (TBD)
- [Wild Wisconsin Winter Web Conference](#) - Jan. 27-28, 2021

INFO TO GO

- WVLS is pleased to announce that the **2019 WVLS Statistic Booklet (Exhibit 12a)** is now complete. Print copies are now on their way to member library directors, library board Presidents, county library board chairs, and area legislators. It is also shared on the WVLS website at <https://wvls.org/wp-content/uploads/2020/08/Exhibit-12a-WVLS-System-Information-and-Public-Library-Statistics.pdf>
- Recent issues of the **WVLS monthly newsletter** featured ways libraries are creatively providing service despite the challenges associated with COVID-19. Similar to the WVLS May Newsletter, the [WVLS June Newsletter](#) featured just a few of the many innovative and fun ways WVLS member libraries connected and provided resources to their communities during a pandemic. The **Rhineland District Library’s “Story Stroll”** was featured in the [Youth Services Shout Out blog](#) after it was seen in the newsletter.

UPCOMING EVENTS

- **August 15 – WVLS Board of Trustees meeting (Sepnafski, Wendt, Klingbeil, Hamland, Matczak, Machones, Hafemeister, Zimmermann)**
- August 20 – WVLS Virtual Youth Meetup (Hamland)
- August 17 – MCPL Task Force meeting
- August 17 – MCPL Board meeting
- August 18 - System Directors/DPI Discussion (Sepnafski)
- August 18 – Public Library System Marketing Cohort meeting (Matczak)
- **August 19 – V-Cat Cooperative Circulation Committee meeting (Zimmermann, Metzler)**
- **August 20 – WVLS Discovery Layer Advisory meeting (Zimmermann, Metzler)**
- August 21 – System and Resource Library Administrator’s Association of Wisconsin (SRLAAW) meeting (Sepnafski)
- **August 24-28 – “Trustee Training Week” webinar series**
- August 25 – **WVLS “Staying Together” Discussion** (Matczak and other WVLS staff)
- August 25 – System Directors/DPI Discussion (Sepnafski)

- **September 3 – WVLS V-Cat Council meeting (Zimmermann, Metzler, Klingbeil, Sepnafski)**
- September 7 – WVLS office closed
- **September 8 – IFLS Library System/WVLS Webmaster Office Hours (Hamland)**
- September 11 – COLAND meeting (Klingbeil)
- September 14 – State and System Youth Services Monthly Check-In (Hamland)
- **September 19 – WVLS Board of Trustees meeting (Sepnafski, Wendt, Klingbeil, Hamland, Matczak, Hafemeister, Metzler, Zimmermann)**
- **September 23-24 – WVLS “Fall Tech Days” will be virtual this year! (Matczak)**
- September 28 – October 2 – Association for Rural & Small Libraries Virtual Conference (Matczak)

Be safe everyone! I remain optimistic that sometime soon we will be able to all gather safely.

Marla