

Director's Report

WVLS BOARD OF TRUSTEES MEETING

January 16, 2021

CORRESPONDENCE

2021 System Aid

In late November 2020, DPI informed WVLS that our 2021 Plan was approved and that our first (of two) 2021 state aid payments would be released. The first payment of \$681,518 was transferred electronically into a WVLS investment account at that time.

WVLS Board Appointments

WVLS received notifications from Clark and Oneida Counties that their representatives to the WVLS Board, **Tom Bobrofsky** and **Pat Pechura**, have been reappointed. Marathon County appointed new trustees **Jessica Bennett** to fulfill the unexpired term of Elaine Younger who resigned in 2019 and whose term ends in 2021, and **Mandy Wright** to replace Douglas Lay whose term expired in 2020.

Tyson Cain, Marathon County representative to the WVLS Board, announced his resignation on November 24, 2020 (**Exhibit 12-A**). WVLS thanks him for his involvement on the Board and wish him all the best in the future.

WLA Memberships Renewed for WVLS Trustees

Sue Hafemeister completed the 2021 Wisconsin Library Association membership forms for WVLS Board members and submitted the paperwork to the WLA Office this last week.

Notes of Appreciation

Marge Loch-Wouters, South West Library System Consultant, sent **Anne Hamland** an email thanking her for her presentation on "School and Public Library Relationships." Marge stated, *"You did such a perfect job today. So many ideas and just practical support. You are an idea factory! Thanks for taking the time to share!!"*

Michelle Johnson, Hammond Community Library Director, sent an email of gratitude to **Anne Hamland** for the website support and training she provides to libraries in IFLS and WVLS. Michelle stated, *"Thank you for all you do to make sure our web-pages are maintained, and we (as librarians/webmasters) are doing what we need and supposed to do to maintain our sites."*

Julie Westby, Hedberg Public Library (Janesville) Children's Librarian, sent **Anne Hamland** a note of thanks for offering the "Realities of and Relationships with School Librarians: A Panel" webinar. She said that "It was wonderful to hear from our colleagues working in the school environments."

Call to Include Library Workers in Phase 1b Vaccination Plans

Sherry Machones, Northern Waters Library System Director and Wisconsin Library Association President sent a letter to the State Disaster Medical Advisory Committee (SDMAC) asking that library workers in public, academic, and special libraries be included in state and local Phase 1b vaccine distribution plans. A copy of the letter is shared at the end of this report as **Exhibit 12-B**.

COVID-19 Update

Initiated in March 2020, the **Staying Together** discussions with area colleagues will continue to be offered monthly in 2021. Recent topics have included marketing and mental and physical coping, and 2021 service changes. The **WVLS COVID-19 Update** emailed via the WVLS all-subscribers' list every Thursday at 9 a.m. in 2020 will be discontinued. Any COVID-19 news will be included in the WVLS *Monday Mentions* email. The **WVLS website** [COVID-19 Resources Page](#) will continue to be updated as needed.

WVLS Newsletter Highlights

Published in the first week of the month, the **WVLS Newsletter** highlight ways that WVLS member libraries are supporting their communities. Several libraries have collaborated with local organizations.

The [December newsletter](#) announced registration was open for the 2021 Wild Wisconsin Winter Web Conference, Compassion Resilience Training, Abbotsford Holds In-Person Adult Book Club, Colby Holds "Foodsgiving" program, Antigo Public Library Showcases Recycled Art, and Minocqua Shares JOY Kits.

Features in the [January newsletter](#) included Library Legislative Day registration information, Portman Named National Library Week Honorary Chair, Merrill Distributes Bird Art Kits in partnership with the Leigh Yawkey Woodson Art Museum, Loyal Revamps Picture Book Section, MCPL Provides "Grab n Go" Craft Kits, and Libraries Find Success with Outdoor Storytimes.

WVLS libraries are welcome to submit upcoming or past programs, and new initiatives or services to **Jamie Matczak** for future newsletters. Current and past issues of the newsletter are available on the [WVLS website](#).

MCPL Task Force Information

Since the November meeting of this WVLS Board, several updates were shared with the WVLS community regarding Marathon County Public Library's ongoing consideration of Marathon County membership in WVLS.

[The December Update](#) announced the December meetings of the MCPL Task Force and Library Board. It shared a letter from **Pat Pechura**, Oneida County Library Board Chair, to Sharon Hunter, MCPL Board President, regarding the OCLB's concerns about the Task Force investigation (**Exhibit 12-C**). Also included was a link to MCPL Business Manager, **Tom O'Neill's** December 18 response to MCPL Task Force and Board member, Gary Beastron, regarding how the library will cover the additional costs in service should Marathon County decide to join the South Central Library System. The December 18 MCPL Financial Report is shared at the end of this document as **Exhibit 12-D**.

WVLS submitted a response on December 21 to the MCPL Task Force and Board, as well as to members of the Marathon County Extension, Education and Economic Development Committee, shared as **Exhibit 12-E**.

[The January 2021 Update \(1 of 2\)](#) announced that the MCPL Task Force approved a recommendation for Marathon County to withdraw its membership from WVLS and to join the South Central Library System in a 3-1 vote during its December meeting. Votes to withdraw from WVLS were cast by MCPL Board President, **Sharon Hunter**, MCPL Trustee **Scott Winch**, and recently retired Marathon County Conservation, Planning & Zoning Director **Rebecca Frisch**. MCPL Trustee and Marathon County Board Supervisor **Gary Beastron** cast the dissenting vote. DPI Public Library Administration Consultant **Shannon Schultz** abstained. MCPL Task Force Chair **Mark Arendt**, whose consultant assistance as the retired Winnefox Library System Assistant Director was solicited by MCPL, also abstained after stating that he would vote only in case of a tie.

[The January 2021 Update \(2 of 2\)](#) announced the January 11 meeting of the MCPL Task Force and shared the MCPL Task Force Report (**Exhibit 12-F**) that would be discussed and approved during the meeting.

[A WVLS website](#) archives correspondence, presentations and other information related to this topic.

PEOPLE IN THE NEWS

New Hires

The Frances L. Simek Memorial Library (Medford) Board of Trustees hired **Maxx Handel** as the new director of the library. Maxx replaces **Erica Petersen** who left the position to assume the directorship to pursue a master's in library science. Handel's first day on the job was Monday, December 21.

Angela Zimmermann was hired as the new Executive Director of the Racine Public Library in November 2020 and stepped into the position in December. Prior to this position, Angela was Director of the Powers Memorial Library (Palmyra, WI). In the City of Racine press release, Angela stated:

“One of my initial goals will be to immediately connect with stakeholders and build key relationships to in turn implement new ideas and projects which will meet the needs of the community. I very much look forward to embedding myself within the community to really understand what the citizens would like to see from their local library.

One of the areas that drew me to RPL was their new strategic plan and its 20 Great Leaps. The strategic plan was written based on a community-inclusive discovery approach. When I first read the plan, I said to myself “That is a library I want to work for!” The plan encompasses, what I believe, everything a 21st century library should strive for. I’m very eager to work closely with the RPL staff and the Board of Trustees to begin implementing this plan and leading the library into becoming a world-class organization.

“Other areas I have focused my library career on have been technology, innovation, and bridging the digital divide. Providing equitable services and access to learning and technology for all is one of my driving passions. Innovative thinking in these areas is needed now more than ever during COVID-19 and libraries have done a fantastic job at reinventing and adapting themselves to continue this work.

Angela replaces **Jessica MacPhail** who retired in March 2020 following a 21 year career at the Racine Public Library. The Racine Public Library serves as the resource library for the Lakeshores Library System.

Director Interviews

WVLS Director **Marla Sepnafski** was featured in the January 2021 *WLA (Wisconsin Library Association) Member Spotlight*. Read it [here](#).

Marathon County Public Library Director **Ralph Illick** was interviewed for the WPR segment, “With In-Person Services Limited, Wisconsin’s Libraries Check Out New Ways to Reach Their Communities.” During program, Illick stated, *“I think by about April, we’d been able to make sure that in our rural communities, the constituents there and the municipalities we serve there were made aware that we kept our Wi-Fi on 24 hours ... I just found out that one of our branch library book clubs, which meets virtually now, actually has a new member from Nebraska ... I do have to really strictly balance the whole spectrum of patron and staff safety”*. Also, he “noted that a number of his employees, including Illick himself, are in high-risk categories for COVID-19 because of their age or health factors. Some retired this year, spurred in part by health concerns, reducing his staff of 55 by 10 percent.” Listen to the program [here](#).

DPI Selects WVLS Team for Compassion Resilience Facilitator Training

Jamie Matczak (WVLS Education Consultant), **Laurie Ollhoff** (T.B Scott Free Library [Merrill] Assistant Director) and **Lyn Pietila** (Demmer Memorial Library [Three Lakes] Assistant Director), were recently informed that their team was accepted to participate in the Compassion Resilience Facilitator Training. The training will help librarians in Wisconsin gain tools to help people manage expectations, set professional and personal boundaries, build effective collegial relationships and practice real-time and organized self-care.

The Appleton Public Library started using the toolkit in 2019. Assistant Director Tash Saeker reports *“The toolkit will change how you approach public library service by giving you a common language to better care for yourself, your coworkers, and your community.”*

Jamie, Laurie and Lyn will be required to attend four online trainings in January and February. This training is conducted by Rogers InHealth and sponsored by the Department of Public Instruction using LSTA funding from IMLS.

Hamland to Present for a Southwest Library System Workshop

Anne Hamland will be the featured speaker for a Southwest Library System continuing education event in March called “Wordpress Basics: A First-Class Tour.” The program description states:

Is your website stressing you out? Does website work make you nervous? Take a relaxed tour of WordPress with Anne Hamland to learn the basics: navigating the backend, adding website administrators, adjusting the settings, customizing the appearance. Dive into website best practices that ensure a positive user experience and website accessibility. Great design = accessible design!

A link to register to attend will be shared soon.

NEWS FROM AROUND THE STATE

Racine Public Library Awarded Resilient Communities Grant!

The Racine Public Library has been selected to participate in Resilient Communities: Libraries Respond to Climate Change, an initiative of the American Library Association to help libraries engage their communities in programs and conversations on the climate crisis. “We are proud to be selected from a pool of more than 70 applicants to bring Resilient Communities to the Racine Public Library,” said City of Racine Mayor, Cory Mason. “This is a dynamic time for the Racine Public Library – we will be welcoming a new Executive Director, Angela Zimmermann, in a few weeks, and in a time when climate change is beginning to affect our everyday lives, we are eager to bring these fact-based, educational programs and dialogues to our community.”

The Racine Public Library will also have a collection of climate change-related DVDs for checkout and will be designated as a Climate Resilient Hub by the organization Communities Responding to Extreme Weather (CREW). This will position the library to provide ongoing education about building resilience to climate change and community resilience during extreme weather events. With a population of 78,000, Racine, Wisconsin is the fifth largest municipality in the state of Wisconsin. <https://www.wisbusiness.com/2020/racine-public-library-wins-grant-to-support-climate-change-programs/>

LEGISLATIVE UPDATE

Library Legislative Day Update

Registration for Wisconsin Library Association's **February 16-18** (Virtual) Library Legislative Day is now open at <https://www.wisconsinlibraries.org/library-legislative-day>. If you have not previously registered for a WLA event online, you will be asked to create a new user profile, which includes entering your senate and assembly districts, to enable payment of \$25/person. To verify your correct Senate and Assembly districts, enter your home address in the search box at <https://maps.legis.wisconsin.gov/>.

More information about this event will be shared later in the agenda under "WLA Library Legislative Day and State Budget update. "

Library Legislative Day is just one of 365 days during which there are opportunities to build legislative relationships. If your library offers public meeting space, remind your legislators that it can host town hall style listening sessions. Invite legislators to special events at the library and send library newsletters to his/her office. Look for opportunities to introduce yourself at other public local events attended by legislators and thank them for their support of state library aids and programs.

WVLS PROJECTS

Survey on Effectiveness of V-Cat from the User's Perspective

WVLS recently conducted a survey of library users to determine needs and priorities for search and discovery of library materials, database content and e-books/digital audiobooks. Following is a brief overview of survey results.

- Over 1,900 responses were collected, including responses from every V-Cat library and location.
- The survey results indicated that most patrons surveyed use the Classic V-Cat catalog (approximately 95%) and the vast majority (90%) report that they are satisfied with the user experience. Many report satisfaction with the V-Cat Discovery Catalog as well (44%), however a slight majority report that they never use the V-Cat Discovery Catalog (54%).
- Library users surveyed are most often looking for physical library materials when they search the catalog (54%), but some reported that they sometimes look for digital items as well (26%). When asked if they would like to see in their search results, a slight majority preferred to see both physical materials and digital items (54%) and many preferred to see only physical library materials (40%).
- Library users were given several search features to select as important when using a library catalog search. The top features include ability to search by series (58%), having a single search for all digital items and physical materials (54%), a spell check or "did you mean" suggestions (52%), and recommendations for other items of interest (50%). Other features of interest include the ability to browse all recently added materials (40%) and searching suggestions for related topics (34%).
- Library users were asked to choose from several limiters that could be used to narrow down search results. The most popular limiters were limit to physical material to check out (74%), limit to format (50%), limit to available now (46%), and limit to library location (40%).

Thanks to Libraries, Individuals for Supporting the WVLS Overdrive Advantage Collection!

In April 2020, when the COVID-19 pandemic first began to influence public library service, **Anne Hamland** and the WVLS OverDrive Advantage Selection (OAS) Committee invited donations to purchase e-book/audio titles for the WVLS OverDrive Advantage Collection for users seeking information and entertainment they could

enjoy safely at home. This marketing effort generated generous donations from libraries and users until June totaling \$6,344. As the trend of unprecedented use continued through November, the OAS Committee decided to close out 2020 with another campaign for funds and sent marketing tools to libraries to share in their social media and website communications. These efforts brought in \$10,500 in donations to support the WVLS OverDrive Advantage Collection in 2020!

A special thanks goes to the Rhinelander District Library team of Assistant Director **Debbie Valine** and Director **Virginia Roberts** for pursuing the generous grant from the Rhinelander Women's Club to finish out the year!

Exhibit 12-G lists donations to the WVLS OverDrive Advantage Collection since 2018.

External Projects - LEAN WI Partners, Member Libraries

Redefining "Normal" Support Services

We continue to monitor and review pandemic-related pressures and needs against historical pressures and needs to better understand which adjustments to parts of our overall support services may enable us to better serve libraries going forward over the next several months and year irrespective of pandemic-related library operational states and Library System staff operations.

Statistics Data Collection and Dashboard Presentation

An initial Sierra transactional data pull and store has been established for NWLS which enables persistent historical statistics reporting capabilities using the same mechanism in place for IFLS and WVLS that feeds their respective Statistics Dashboards (<http://dashboard.iflsweb.org> and <http://dashboard.wvls.org>). A temporary dashboard view has been established and will be further developed and refined to production status.

Research of alternative third-party statistics presentation applications and services continues. However, the NWLS dashboard exercise above has strengthened our overall awareness and capabilities with the current in-house application. We will continue maintaining and improving the current application until an appropriate alternative is chosen to replace.

WiFi coverage adjustments/expansion and peripheral equipment procurement support

The application and review process for libraries interested in projects for improving wifi coverage (including local network improvements) and for peripheral equipment procurement support is opening during the week of January 11 - 15.

Infrastructure Upgrades

A scheduled 10Gbps upgrade on one of the WiscNet interconnects at the datacenter was postponed due to COVID exposure and self-quarantine measures by a key engineer. Much of the staging effort is already completed. Coordination to reschedule is pending another datacenter project's scheduling, related to the support of the Statewide Backup project.

V-Cat Project Update

The **V-Cat Bibliographic Committee** met on Tuesday, December 15th. Two new members were welcomed to the committee to allow for each county to have a representative: **Laurie Renel-Faledas** (Crandon/Forest) and **Anne Kuipers** (Thorp/Clark). The committee outlined a plan to address bibliographic records without subject headings and plans to ask libraries to address the records where they have the only attached items. The Committee also discussed what to do with a MARC field that can create a confusing link in the V-Cat online

catalog. The committee decided to hide this field in the V-Cat online catalog. This way V-Cat retains the data, but it no longer displays to patrons and no procedural changes are needed for V-Cat library catalogers.

V-Cat Voting Models Exploratory Committee will meet on Thursday, January 14 to make any necessary revisions to the proposed bylaw changes. The committee will bring a final recommendation for action to the February V-Cat Council meeting.

During the November 19 **V-Cat Cooperative Circulation Committee** meeting, members reviewed the best practices for service changes document and made necessary edits, and also reviewed holds settings and functionality. DPI's mandate that patron records be purged every three years was reviewed as well as the V-Cat guidelines for patron record expiration dates. The committee will continue to discuss patron record expiration dates and purging at the next meeting.

Discovery Layer Review and Evaluation continues

Product demonstrations for Aspen Discovery, Bibliocore, and Pika were hosted, and recordings were shared with the V-Cat Bibliographic and Interface Committee, V-Cat Cooperative Circulation Committee and WVLS Database Advisory Group. A Discovery Layer Advisory meeting will be held ahead of the February V-Cat meeting for member libraries and WVLS staff to provide feedback on the products.

V-Cat Training Offered

Rachel Metzler provided two advanced cataloging trainings for cataloging partners Maria Pregler - Antigo Public Library and Cindy Wendt - Minocqua Public Library who will be assisting with converting brief MarcAlert bibliographic records with more complete records.

Training Received

Katie Zimmermann attended Innovative's WebPAC Administration training in November.

Shoutbomb Voice telephone notification and renewal system was implemented to replace the Teleforms product December 4-8th. Instructional documents for libraries, patron handouts, social media and website promos were provided to libraries.

The following libraries have transitioned to the new **uniform checkout periods**, or have reached out to begin the process:

- Granton (first set completed earlier this year)
- Loyal – completed 12/15/2020
- Rib Lake – completed 12/22/2020
- Abbotsford – completed 1/5/2020
- Three Lakes
- Greenwood
- Antigo

Workforce Development Services

Anne Hamland represented WVLS, IFLS, and NWLS at the NW Wisconsin One Stop Partner virtual meeting on Friday, December 11 at the invitation of **Mari Kay-Nabozny**, Chief Executive Officer of the Northwest Wisconsin Workforce Investment Board (NWWIB). This is an annual meeting where attendees "share information/updates on partner resources and services, methods of referral to ensure optimal systemic delivery of services to maintain a competitive workforce that meets the needs of citizens and businesses." Hamland learned about other organizations working with NWWIB and other Workforce Development Board regions and shared how libraries are continuing to support workforce development in their communities.

Collaborative Backup Project

Dan Jacobson will be leaving the South Central Library System in January 2021 to pursue an opportunity in the private sector. Dan has been a key participant and co-leader in the engineering and implementation of the Statewide Backup and Archival resource project. LEAN WI partners are working to ensure project continuity after Dan's departure.

Inclusive Services Update

Sherry Machones shared an Inclusive Services Update with member libraries at the beginning of December. The update shared links about racist murals in libraries, diversity hiring practices, self-care and time management, and the best American Indians Children Literature list of 2020. The update also shared several inclusive continuing education opportunities and upcoming diverse holidays.

Machones attended the *Toward One Conference*, Wisconsin's Inclusivity Conference, in November. It was very interesting to hear from other professions about what is happening in Wisconsin about inclusivity, diversity, and accessibility particularly considering the global pandemic. Following are just a few of the good sessions I attended:

Creating a supportive and inclusive workplace during a pandemic – great discussion on how to address staff anxiety and accommodating mental health conditions.

Waking up white, regional community learning collaborative – a multi-year effort in La Crosse. There are three main components: the creating a healthier multicultural community project, a regional community read of Debby Irving's book "Waking Up White" and the white privilege symposium that was going to be held in December.

New voices in Oshkosh – Interesting first-hand accounts from youth who are refugees and immigrants on how the public school resources are failing them and the support they need throughout the summer when schools are not in session.

Breaking down barriers through storytelling – very powerful interactive session with attendees sharing stories about how we have not been listened to or bias was shown to us. It was eye opening for many attendees who were hearing the differences based on who was sharing. This program was led by the Toward One Wausau Project.

Grant Projects Summary

FY20/21 CARES Act Grants to States (G2S) – COVID Response Support

In June, LEAN WI partners submitted a joint application to DPI for \$158,257 based on the [Wisconsin Libraries CARES Act Distribution Allocation Tables](#) established by DPI. We are starting the communications effort regarding applications for reimbursement for eligible expenditures already realized and to work with members that indicated a preference for system-managed projects to refine plans (in order of indicated priorities) to:

- procure various peripheral equipment to support safety through technology and the safe use of technology.
- expand wireless internet coverage and capabilities and adjust network cabling infrastructure to support rearrangement of existing and deployment of new technology resources.
- employ managed remote public (and staff) printing capabilities.

FY20/21 LSTA – Technology – Increase Capacity for Technology Tools and Resources Sparsity Aid

LEAN WI partners were awarded \$23,190 to be used for Faronics licensing alignment and subscription renewals and \$20,000 to be used for core network transport equipment expansion. Capital expenditures exceeding \$5,000 per unit for network equipment has received pre-approval through DPI. The Faronics licensing subproject is underway. Network switching capital will either be procured with assistance from this grant by the end of March 2021 or the remaining \$20,000 allocation will be repurposed toward one or more other eligible projects with a budget revision request.

FY21/22/23 TEACH Infrastructure – Supplemental funding support for technology infrastructure projects in schools and libraries

Revised applications for 12 sites for 11 libraries were submitted in December. If approved, specified technology infrastructure assessment and improvement projects from July 2021 through March 2023 will receive partial reimbursement.

Website Services

Anne Hamland and **Reb Kilde** of IFLS worked together to jumpstart measuring and collecting data on broadband speeds across Wisconsin. by placing a link to the [Measurement Lab Speed Test tool](#) on participating library websites. The Department of Instruction asked for help and organization in this way as “Districts, researchers, broadband advocacy groups, and the general public can use this data to understand the state of internet connectivity in Wisconsin and advocate for initiatives to improve broadband access across the state.”

Want to help? Take the [home internet speed test](#) today. Three clicks, no questions. It’s that easy. See [DPI Digital Equity Gap](#) for further details.

CONTINUING EDUCATION & TRAINING OPPORTUNITIES

New Digital Bytes

Several new *Digital Bytes*, short training sessions produced by WVLS staff, have been recorded and made available online. *Digital Bytes* developed since the November Board meeting include:

- [Theme Options for Google Slides](#)
- [Wispublib](#)
- [Creating a Bitmoji Library](#)
- [Wheel Decide](#)

Register for the 2021 Wild Wisconsin Winter Web Conference

The list of 14 presentations for the Wild Wisconsin Winter Web Conference (WWWWC) was shared with the state public library system Continuing Education Coordinators last fall, and like past years, all 16 library systems are overwhelmingly supporting this year’s conference. The cost requested per system, approximately \$250, covers such costs as speaker fees, thank you gifts, webinar captioning, the conference logo, the conference website domain, and the conference website. Support will also be provided by the Wisconsin Department of Instruction (DPI), Public Library Development Team, with funding support from the Institute of Museum and Library Services.

Tracks for the 2021 WWWWC will be in Public Services, Small Libraries, Library Management and Marketing, and will include the following sessions:

Opening Session: Libraries Lift Limits on Learners
 Nitty Gritty Policy Makeover
 Connecting the Community – Digital Inclusion
 Library Director Jenga: The Perpetual Challenge
 A Whole Lotta Sugar in My Library Lemonade
 Decreasing Barriers to Library Use
 Grant Writing 101: Practical Steps & Strategies
 Introduction to Inclusive Marketing
 Impacting Small Business Success in Your Community
 The Accidental Library Marketer
 Supporting People with Mental Illness
 “Emojis”: What Are They and How They Help with Marketing
 Different Tries for Your Size: Finding the Right Teen Engagement Fit for You
 Closing Session: Staying True to Yourself in Times of Stress

NEW! "Short Stretch Breaks" will be featured from 12 - 12:15 p.m. each day of the conference. Attendees can register for these as they regularly would for a webinar.

Registration for the conference is going well. Several of the sessions already have over 100 people registered. For more information about the 2021 WWWWC, and to register, visit <https://www.wildwiswinterweb.com/>.

ADDITIONAL INFORMATION

- **New Study Links More Than \$1 Billion in Library Funding to Census Results**
The population count in the decennial census determines the level of funding allotted to each state through the Library Services and Technology Act (LSTA). The legislation’s Grants to States program provides federal funding to state library agencies to support libraries in their state. The program is one of more than 300 federal programs that allocates funding to local communities based on data derived from the Census.
- **FY 2020 Library Budget signed; Final bill includes increases for LSTA and other programs**
Congress provided the largest increase for the Institute and Library Services (IMLS) and LSTA in 12 years!

UPCOMING EVENTS

- **January 16 – WVLS Board of Trustees meeting** (Sepnafski, Wendt, Klingbeil, Matczak, Hafemeister, Hamland, Zimmermann)
- **January 18 - (Virtual) Orientation for new Western Taylor County (Gilman) Public Library director** (Sepnafski, Hafemeister)
- January 19 - System Directors/DPI discussion (Sepnafski)
- January 19 - LAWDS (Libraries Activating Workforce Development Skills) Super Pac meeting (Hamland)
- January 21 – “Compassion Resistance Toolkit Training” session (Matczak)
- **January 21 - WVLS V-Cat Cooperative Circulation Committee meeting** (Zimmermann)
- **January 21 - WVLS/IFLS Website Office Hours** (Hamland)
- January 22 – WLA’s (LD&L) Library Development and Legislation Committee meeting (Wendt)

- January 22-26 – “ALA Midwinter Meeting & Exhibits (virtual); Dr. Jill Biden, Closing Session Speaker
<https://2021.alamidwinter.org/>
- January 25 – Marathon County Public Library Board of Trustees meeting (WVLS Team)
- **January 27-28 – “2020 Wild Wisconsin Winter Web Conference”** (Matczak)
- **January 28 – WVLS V-Cat Discovery Layer Advisory Committee meeting** (Zimmermann, Metzler, Hamland)
- February 2 - System Directors/DPI discussion (Sepnafski)
- February 2 – Rib Lake Public Library “Adventure Corner” Celebration (Hamland, Sepnafski)
- **February 4 – WVLS V-Cat Council meeting** (Zimmermann, Metzler, Klingbeil)
- February 8 - “Compassion Resistance Toolkit Training” session (Matczak)
- February 9 - System Directors/DPI discussion (Sepnafski)
- **February 9 – WVLS V-Cat Bibliographic Control and Interface Committee meeting** (Metzler)
- **February 9 - WVLS/IFLS Website Office Hours** (Hamland)
- February 10 - “Compassion Resistance Toolkit Training” session (Matczak)
- February 11 – Oneida County Library Board meeting (Wendt)
- February 15 – Marathon County Public Library Board of Trustees meeting (WVLS Team)
- February 16 - System Directors/DPI discussion (Sepnafski)
- February 16 - LAWDS Super Pac meeting (Hamland)
- February 16-18 – WLA’s (Virtual) Library Legislative Day (WVLS Team)
- **February 18 - WVLS/IFLS Website Office Hours** (Hamland)
- February 18 – WLA’s YSS (Youth Services Section) Virtual Tour: Elkhorn and Shawano (Hamland)
- **February 22 – Deadline for public library annual reports to reach the WVLS office**
- March 9 – Present at Southwest Library System’s “Websites” webinar (Hamland)
- March 12 - COLAND meeting (Klingbeil)
- March 15 – Marathon County Public Library Board of Trustees Team (WVLS Team)
- March 16 - LAWDS Super Pac meeting (Hamland)
- **March 18 - WVLS/IFLS Website Office Hours** (Hamland)
- **March 20 – WVLS Board of Trustees meeting** (Sepnafski, Wendt, Klingbeil, Matczak, Hafemeister, Hamland, Metzler, Zimmermann)

Best wishes for 2021!

Marla