

mb libraries working group

ONE MANITOBA LIBRARY ASSOCIATION

Final Proposal

Manitoba Libraries Working Group

TOGETHER WE CAN ACHIEVE MORE

November 16 2016



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1. EXECUTIVE SUMMARY

The Manitoba Library Association (MLA) was formed in 1936. In its 2009 constitution, the Association states its mission as providing *“leadership in the promotion, development, advocacy, and support of library and information services in Manitoba for the benefit of Association members, the library community and the citizens of Manitoba.”*¹ However, declining membership, volunteer fatigue, and general financial constraints in the library sector, among many factors, have affected the association’s focus and weakened its position. Recent developments at the national level, specifically the 2016 dissolution of the Canadian Library Association (CLA) and the creation of the Canadian Federation of Library Associations / Fédération canadienne des associations de bibliothèques (CFLA-FCAB), has triggered the opportunity to re-examine the roles, work and efficacy of existing Library Associations in the Province of Manitoba.

This final proposal² from the Manitoba Libraries Working Group, outlines the proposed structure and purpose of the new association for the Boards and Memberships of MLA, MLTA, MALT, MSLA and the library community at large. The Working Group is proposing a stronger more effective model for a multi-sector library association that will significantly enhance the opportunity for communication, networking, professional development and advocacy initiatives amongst all library workers, supporters and stakeholders in Manitoba. A new Association that will positively impact the power, potential and position of libraries for the future.

The Working Group firmly believes that one strong and cohesive Manitoba Library Association will promote collective impact. We need to ensure clear and consistent communication and accept that working together on our common agenda will inevitably strengthen and mutually reinforce the activities of each sector.

¹ Manitoba Library Association. (n.d.). About US. <http://www.mla.mb.ca/content/about-us>

²View the slides that were presented at the final Town Hall meeting on September 20, 2016 on the MBLWG website: <http://mblibraries.mla.mb.ca/>

2. THE PROPOSED NEW MANITOBA LIBRARY ASSOCIATION

A. PURPOSE OF THE ASSOCIATION

The purpose of a library association is to lead libraries forward by supporting its members in their efforts to advocate, connect, learn and develop. An association will work to demonstrate the value and impact of libraries. Creating a new association will strengthen the Manitoba library sector, enabling growth, excellence and innovation. The activities of the new association would include, but not be limited to, the following:

- Advocate for better library services and resources and equitable access by addressing key needs, issues and underserved users by meeting with elected officials and decision makers, writing letters and position statements, initiating campaigns and events.
- Promote awareness of the benefits, value and impact of libraries to decision makers and the community at large.
- Organize professional development events and an annual library conference for all Manitoba library staff and supporters (virtual attendance or in person)
- Maintain and grow scholarships, grants and awards that benefit: library programs and services, library staff and library students and research projects related to library service.
- Commission studies and initiate Committee work that helps to lead libraries forward and support advocacy needs.
- Communicate to members effectively: publish newsletters and/or journal, maintain an up-to-date website and distribute useful information via social media
- Participate Nationally as the Prairie Provinces (Manitoba and Saskatchewan) Board Member on the CFLA-FCAB Board. Additionally, represent Manitoba on CFLA-FCAB advisory committees that influence policy and national issues (e.g. Truth and Reconciliation, Copyright, Intellectual Freedom, Accessibility)
- Participate Nationally through the Partnership: Canada's National Network of Provincial and Territorial Library Associations.

In order to position ourselves to achieve success through these activities the Manitoba Libraries Working Group is calling on MLA, MALT, MLTA and MSLA to look inward and ask themselves the following questions:

- Are we working in competition with ourselves?
- Are we diluting funding potential?
- Are we confusing decision makers?
- Are we working at cross purposes?
- Are we duplicating resources (volunteers, governance, administration)?

The answers to these questions are the catalyst for change. The Working Group recommends that the new association's board would prioritize the creation of a new vision statement and undergo a strategic planning process which will reinforce the identity of the new association.

B. NAME OF THE ASSOCIATION

Formed in 1936, the Manitoba Library Association (MLA) celebrates its 80th anniversary in 2016. The name is easily understood, is inclusive as it represents all sectors, and has a strong recognition factor because of its long history. MLA, is the recognized multi-sector library association with national organizations such as CFLA-FCAB, the Book and Periodical Council as well as library vendors in North America. For these reasons, the Working Group is recommending the name not be changed. The new association should continue to use the name, Manitoba Library Association, with honour. It is important to note that this proposal changes the makeup and governance of the association so that while the name would remain the same, it will be a new organization.

C. COMPOSITION OF THE ASSOCIATION

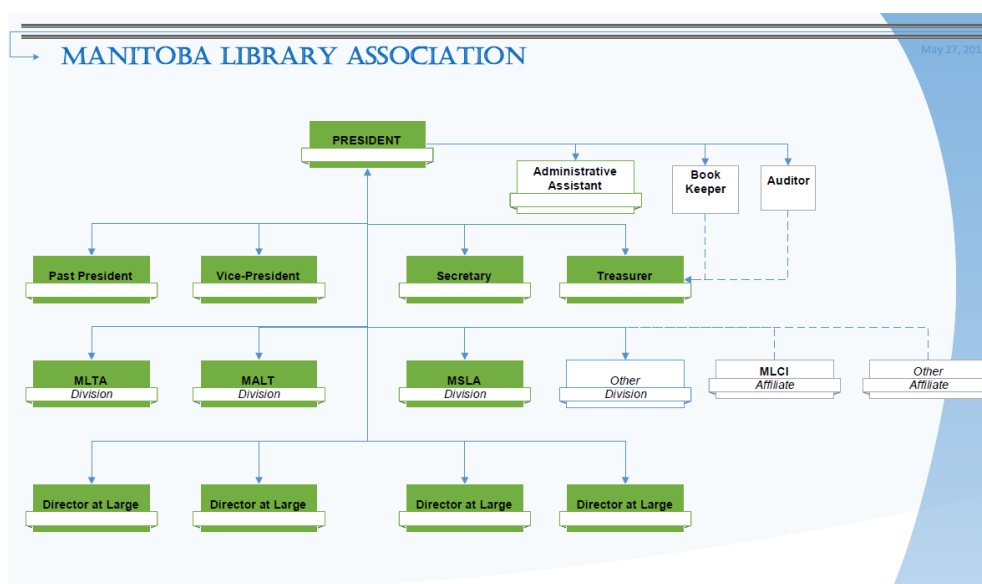


Figure 1 : Proposed Structure – Executive, Divisions, Directors-at-Large, Affiliates

The Working Group recommends an association board that is governed by an executive committee, divisional directors and directors at large.

The Board will be made up of twelve (12) positions: President, Vice-President (President-Elect), Past-President, Treasurer, Secretary, three (3) Divisional Chairs, and four (4) Directors-at-Large.

The new board will provide leadership in the following areas:

- presenting a unified voice for the entire provincial library sector
- advocating for improved and equitable access and services
- promoting the importance of libraries for healthy and productive communities
- organizing an annual library conference
- maintaining a website for all divisions
- providing other program and educational opportunities to its members.
- initiating and overseeing committee work on specific issues as required

The new Board will also be responsible for fiscal management of the association's activities: Divisions will submit their budgetary requirements for the upcoming year. The board would prepare and approve a budget for the association in addition to a

budget for each Division. The budget is then presented at the annual general meeting (AGM).

The Executive Committee of the new Board is made up of the President, Vice-President (President Elect), Past-President, Treasurer, and Secretary. The Executive Committee is responsible for planning the agenda of board meetings and overseeing the strategic and operational priorities of the association during their term. All decisions need to be voted on by the full Board of Directors.

The 3 Divisional Chairs are ex-officio members of the Board. Divisional Chairs will be nominated by the MLA members who are part of that division. Any personal member in good standing of the new association can self-nominate or be nominated for any board position (excluding division chairs as described above). The five Executive members and the four Directors-at-Large must be personal members of the new association but need not be associated with one of the divisions in order to stand for the position.

The amalgamation of MLA, MALT, MLTA and MSLA should result in the capacity to hire an administrative assistant for the new association. This will free up precious volunteer time now being spent on administrative duties such as generating membership invoices, maintaining membership lists, paying web site registration, handling conference and professional development event registrations and fee payments, and paying related invoices (room rental, speaker fees, webinars fees) to name a few. An Administrative Assistant will ensure better record-keeping, organizational continuity and be in a position to reasonably oversee the daily operations of the association.

i. DIVISIONS

Each division would continue to run its programs, grant awards, publish communications, maintain listservs or any other activities specific to their membership base. Each division would continue to maintain an Executive, typically made up of a Chair, Vice-Chair, Treasurer, Secretary and Past-Chair. Each Division

Chair becomes an ex-officio member of the new Manitoba Library Association's Board of Directors. At the division level, the treasurer's responsibilities should be simpler. While the division treasurer would keep track of the division's revenues and expenses and forward invoices to the Board's Treasurer, other responsibilities such as signing authority and preparing the documentation for the annual audit would be the responsibility of the MLA Executive and Treasurer with assistance from the Bookkeeper.

Each division will submit a budget plan for the following year which will be approved by the full board of the new library association and then voted on by the members of the association at the annual general meeting (AGM).

ii. CREATING NEW DIVISIONS

New divisions can be created as required. The by-laws of the new association would address the criteria for establishing a new division. For example, the Ontario Library Association (OLA) has the ability to approve the creation of a new division if the membership of the division is made up of 5 % of the total OLA membership. In the case of OLA, 5% would of their overall membership is approximately 250 members. The calculation is based on a point in time and the original percentage may fluctuate after the division is created. Currently, the smallest OLA division is the Francophone Division with approximately 1400 members. From the by-laws it appears that OLA does not have a clause in place for dissolving a division if the membership falls below 5%. The OLA by-laws state: "Upon the recommendation of a Division, the Association members may, at a General meeting, dissolve a Division by revoking the Division's by-law by a 2/3 vote." The new division's chair or designate is automatically part of the OLA Board and this would be the same for the new MLA.

The Manitoba Libraries Working Group is recommending that the current membership total for the smallest library association in Manitoba considering joining the proposed association be used as a base figure for creating future new divisions. This number fluctuates but equals approximately 75 members. Potential new

divisions of MLA could include public libraries, academic libraries, Indigenous Library Services and French Library Services.

iii. AFFILIATES

The Manitoba Library Consortium Incorporated (MLCI)³ is solely composed of institutional members. Each institution is represented by one designated member. MLCI has indicated that it can best work within a new Manitoba Library association structure as an affiliate of the proposed new association.

An affiliate is a separate entity that exists under its own governance and funding structure. Affiliates do not have voting rights nor are they integrated within the general operations and governance structure of MLA. As an affiliate, MLCI's role would be to provide and inform on matters before the Board. The new MLA board would not be obliged to heed this advice. The chair of MLCI could attend MLA board meetings as an affiliate. The MLCI representative would not be able to vote but could speak regarding motions before the new MLA board. The MLCI representative would be a liaison between the two organisations and it would be expected that information is shared between the two organizations.

iv. INDIGENOUS & FRANCOPHONE REPRESENTATION

The Working Group has discussed a need to ensure the Indigenous and Francophone representation are a part of the make-up of the new association. This could be through the activities of an interest group, committee, or even a division if the capacity exists. The Working Group recommends that the new association review current committees and interest groups that are in place and ensure they are well positioned and represented amongst all sectors and geographic regions within the province. Currently, the Manitoba Library Association does have an Indigenous Interest Group in place however, the interest group is largely inactive at this time. During the 2012 presentation by the Manitoba Libraries Working Group, one of the highlighted comments included: *"There needs to be a First Nations or Indigenous*

³ <http://www.mlcinc.mb.ca/>

Focus Group for information sharing and support among all the different types of libraries.”⁴

The CFLA-FCAB by-laws⁵ outline the following governance structure:

- 7 members who each are a Board member of a multi-sector provincial association from the following regions:
 - British Columbia (BC)
 - Alberta (AB)
 - Prairie Provinces (SK, MB)
 - Central Canada (ON)
 - Quebec (QC)
 - Atlantic Canada (NB, NS, PEI, NL)
 - Northern Territories (YK, NWT, NU)
- 1 member from a francophone library association
- 1 member of Canadian Indigenous Ancestry (First Nation, Métis, Inuit)
- 1 member from CARL
- 1 member from CULC

LIBRARY SERVICES FOR INDIGENOUS PEOPLES

“First Nations people accounted for almost one-third of the total population of the Northwest Territories, close to one-fifth of the total population of Yukon and about 10% of the population of Manitoba and that of Saskatchewan.”⁶ As of 2011, there were 195,900 First Nations persons living in Manitoba.⁷ In addition, 78,830 Métis live in Manitoba with Winnipeg, among western cities, having the highest population of Métis, at about 46,325 persons. The youngest First Nations populations are living in Saskatchewan, with Manitoba a close second.

The University College of the North (UCN) is mandated to promote “academic success by providing library services to users located not only on our campuses, but at remote community sites as needed.”⁸ To this end, three public libraries located in remote aboriginal communities have been created by UCN and three Cree Nations:

⁴ Manitoba Libraries Working Group. (2012). The 2012 Results of the MLWG Survey. <http://mla.mb.ca/mblibraries/2016/07/25/the-2012-results-of-the-mlwg-survey/>

⁵ Canadian Federation of Library Associations / Fédération canadienne des associations de bibliothèques. (2016). By law no. 1. <http://cfla-fcab.ca/en/about/bylaws/>

⁶ Statistics Canada. (2015, 23rd December). Aboriginal Peoples in Canada: First Nations People, Métis and Inuit. Catalogue no. 99-011-X201100. P.9. <http://www12.statcan.gc.ca/nhs-enm/2011/as-sa/99-011-x/99-011-x2011001-eng.pdf>

⁷ Ibid.

⁸ University College of the North Libraries. (n.d.). Mission of the University College of the North Libraries. <https://www.ucn.ca/sites/library/about/Pages/About-Library.aspx>

Chemawawin Public Library (Chemawawin Cree Nation), Norway House Public library (Norway House Cree Nation) and Pukatawagan Public Library (Mathias Colomb Cree Nation).

The University of Winnipeg Library has recently created the Aboriginal Student Services Centre (ASSC) “to maintain a safe, educational and culturally sensitive environment for all Aboriginal students (First Nation, Metis and Inuit) as they pursue their academic studies”⁹ The University of Manitoba has an Indigenous Student Centre to provide “assistance for many needs and situations, including the transition to the university and/or the city/province/country”¹⁰ Brandon University has an Indigenous People’s Centre¹¹ and an Aboriginal Student Council.¹²

This year, one CFLA-FCAB’s highest priorities is to “to promote initiatives in all types of libraries to advance reconciliation by supporting the Truth and Reconciliation Commission Calls to Action “. ¹³ In particular, libraries support the telling of the story of Indigenous peoples and the education of all Canadians in Indigenous culture and history. CFLA-FCAB has developed a Truth and Reconciliation Committee and a call for volunteers was issued to its member associations. MLA distributed the call to its members and nominated select members for this national committee.

FRENCH LIBRARY SERVICES IN MANITOBA

As of 2011, there were 47 680 French-speaking persons living in Manitoba though 103,145 (8.6 %) speak both English and French, in part, a result of the French immersion school program in Manitoba.¹⁴ At that same point in time, 75,715 (10 %) Winnipeggers spoke both English and French.

Library Sector	Number of staff	Population served
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⁹ University of Winnipeg. (2016, 25th February). Aboriginal Student Services Centre Library Orientation. <http://libguides.uwinnipeg.ca/ASSC>

¹⁰ University of Manitoba. (2016). About ISC -- services offered. <http://umanitoba.ca/student/indigenous/about.html>

¹¹ Brandon University. (2014-2016). Indigenous People’s Centre. <https://www.brandonu.ca/ipc/>

¹² Brandon University. (2014-2016). Brandon University Aboriginal Student Council. <https://www.brandonu.ca/ipc/bu-asc/>

¹³ Canadian Federation of Library Associations / Fédération canadienne des associations de bibliothèques. (2016). Truth and Reconciliation. <http://cfla-fcab.ca/en/programs/truth-and-reconciliation/>

¹⁴ Statistics Canada. (2016-01-07) Focus on Geography Series, 2011 Census. <http://www12.statcan.gc.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GC=46>

Fédération des bibliothèques des municipalités bilingues (10 municipalities, 13 libraries) ¹⁵	2 full time staff 38 part-time staff	41,742
Immersion schools (108 schools, 99 libraries) ¹⁶	99	23,540
Français schools (27 schools, 26 libraries)	26	5,634

v. COMMITTEES & INTEREST GROUPS

This proposal suggests that in addition to standing committees such as Finance, Governance, Nominations and Scholarships/Awards, that four major committees will form: Education & Conference, Communications, Advocacy and Membership. Each committee will be chaired by a director-at-large who will be elected at the annual general meeting and who will be a voting member of the board. The directors-at-large must be a personal member of MLA.

Anyone with a personal MLA membership in good standing can join a committee as a volunteer. It is not necessary to belong to a division to join a committee. Committee work is the training ground for future elected board members, a natural networking opportunity for committee members, and the backbone of the organization.

Directors-at-large will run the committee meetings, organise their volunteers, and will operate within the budget allocated by the MLA board. They will also report on activities to the MLA board. A need for additional Committees, Interest Groups or Task Forces may be determined by the Board on an ongoing basis.

D. FINANCIAL INFORMATION

Centralizing funds from the various associations will maximize the financial strength of a new Association. Cost efficiencies, enhanced operating expenditures (e.g. Administrative Assistant costs) and increased fiscal accountability will ensure that a new Manitoba Library Association will be better positioned to meet the needs of all its members in Manitoba.

¹⁵ Weir, Denise. "French Language Stats." Message to Louise Ayotte-Zaretski. 25 Aug. 2016. E-mail.

¹⁶ Chartier, Lynette. « Bibliothèques francophones. » Message to Louise Ayotte-Zaretski. 29 Aug. 2016. E-mail.

Existing associations are struggling to maintain operations and are experiencing difficulties excelling and being innovative within existing budgets.

The amalgamation of the four library associations (MLA, MALT, MLTA, MSLA) would present the opportunity to pursue projects and portfolios that no association can currently manage on its own. The Working Group recommends that the new board prioritize planning for:

- Hiring an Administrative Assistant¹⁷
- Planning projects for the new funds that are available in the proposed budget (see 'Projects' on page 16)
- Explore the possibility of creating a grant program for members with reserve funds

The Working Group analyzed the operating budgets of each association and has drafted one proposed budget. The exercise revealed numerous opportunities.

Redundancies	Opportunities
• Audits • Insurance • Bank Fees • Websites	• Staff • Grants • Membership Revenue • Special Projects • PD Events • Sponsorship • Investment Income • Marketing

¹⁷ The Working Group has drafted a job description and posting for the new board to consider when seeking a staff member.

Combined Budget

2016 Combined Revenues and Expenditures of MLA, MALT, MLTA, MSLA	
REVENUE	2016
Advertising	\$200.00
Conferences	\$74,000.00
Donations	\$200.00
Grants	\$10,400.00
GST Rebate/Interest	\$500.00
The Winnipeg Foundation (Scholarships)	\$16,000.00
Membership	\$12,015.00
CM (Online Review Journal)	\$500.00
The Winnipeg Foundation (Grant for CM)	\$6,200.00
Rent (MLA Office)	\$1,200.00
Other Revenue (Bank/GIC/Investments)	\$750.00
The Partnership	\$700.00
REVENUE TOTAL	\$124,165.00
EXPENDITURES	2016
AGMs	\$150.00
Audits	\$3,580.00
Awards /Grants	\$3,050.00
Bank Charges	\$1,106.00
CM (Online Review Journal)	\$5,436.00
Conferences	\$68,200.00
Donations	\$1,000.00
Insurance	\$1,750.00
Legal Fees	\$500.00
Mail/Courier	\$585.00
Marketing/Advertising	\$200.00
Meetings	\$3,150.00
Memberships	\$1,185.00
PD Events	\$1,300.00
Phone/Internet	\$720.00
Photocopying	\$440.00
Projects	\$500.00
Rent	\$2,800.00
Scholarships	\$16,000.00
The Partnership & OLA (Travel)	\$1,500.00
Website	\$1,575.00
EXPENDITURE TOTAL	\$114,727.00
TOTALS	2016
Revenues	\$124,165.00
Expenditures	\$114,727.00
Surplus	\$9,438.00
Other Funds (savings, investment, etc)	\$43,574.00

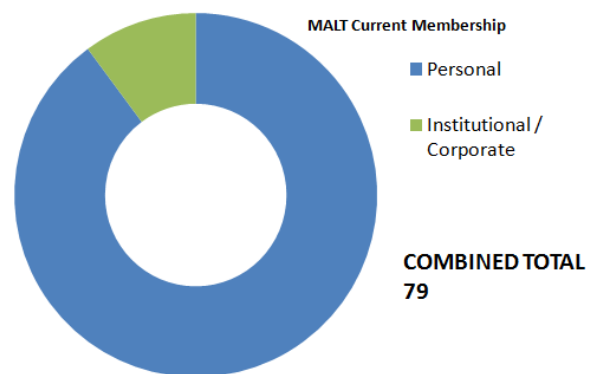
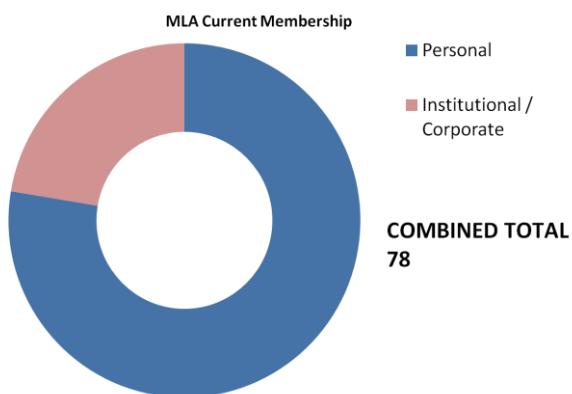
MANITOBA LIBRARY ASSOCIATION Proposed Budget REVENUES				
REVENUE	2017	2018	2019	Comments
Advertising	\$ 250.00	\$ 500.00	\$ 750.00	Proposed new revenue streams. Newsletter, Website, Others
Conference	\$ 9,000.00	\$ 75,000.00	\$ 80,000.00	2017 reflects MSLA conference only. Assumes annual MLA conference starting in 2018 in addition to MSLA conference.
Donations	\$ 300.00	\$ 400.00	\$ 500.00	Assumes modest increase in donations
Grants	\$ 10,400.00	\$ 20,000.00	\$ 25,000.00	Proposed
GST Rebate/Interest	\$ 750.00	\$ 1,000.00	\$ 1,250.00	Assumes increase due to all divisions claiming
Winnipeg Foundation (Scholarship)	\$ 16,000.00	\$ 16,000.00	\$ 16,000.00	N/C
Membership	\$ 13,000.00	\$ 20,700.00	\$ 34,700.00	Based on proposed new memberships and fee structure
CM Journal	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00	Assumes revenue offsets costs
PD Events	\$ 1,000.00	\$ 1,500.00	\$ 2,000.00	Based on proposed new PD events.
Sponsorship Revenue	\$ 1,000.00	\$ 7,100.00	\$ 7,100.00	Based on establishment of new revenue stream for conferences, PD events (10% of expenses)
Rent (MLA Office)	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	Based on inflationary increase annually
The Partnership	\$ 700.00	\$ 1,000.00	\$ 1,300.00	Assumes modest Increase participation from divisions will result in increased revenue
TOTAL	\$ 86,900.00	\$165,500.00	\$ 177,000.00	

MANITOBA LIBRARY ASSOCIATION Proposed Budget EXPENDITURES				
EXPENDITURES	2017	2018	2019	Comments
AGM	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
Audit	\$ 3,500.00	\$ 4,000.00	\$ 4,500.00	Small savings due to economy of scale but offset by increased costs due to increased budget
Awards, Donations, Grants	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	Slight increase to support existing and new awards
Bank Charges	\$ 1,106.00	\$ 1,106.00	\$ 1,106.00	Assumes no change
Bookkeeper	\$ 3,000.00	\$ 5,000.00	\$ 5,000.00	Assume new cost to support all treasurers, Increased costs in MLA conference years
CM (Online Review Journal)	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00	Assume CM costs must be offset by equal revenue
Conference	\$ 8,200.00	\$ 70,000.00	\$ 70,000.00	MSLA costs in 2017. Assumes MLA conference in 2018 and MSLA conference
Insurance	\$ 1,750.00	\$ 2,000.00	\$ 2,200.00	Inflationary increase
Legal Fees	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	Assume some annual costs in first few years
Mail/Courier	\$ 600.00	\$ 600.00	\$ 600.00	Assume no additional costs
Marketing/Advertising	\$ 300.00	\$ 500.00	\$ 600.00	Assumes increased costs to support new association
Meetings	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	Some increased costs
Memberships CFLA	\$ 900.00	\$ 1,700.00	\$ 2,000.00	Estimate 1% of total revenue
Other memberships	\$ 900.00	\$ 1,100.00	\$ 1,200.00	
Administrative Assistant	\$ 15,000.00	\$ 25,000.00	\$ 25,000.00	New costs
Miscellaneous	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	New costs
PD Events	\$ 1,000.00	\$ 1,500.00	\$ 2,000.00	Assume some cost offset by revenue
Phone/Internet	\$ 700.00	\$ 750.00	\$ 800.00	Assumes modest change due to inflation
Photocopying	\$ 500.00	\$ 750.00	\$ 1,000.00	Some increase
Projects	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	Assumes some special project to support Associations
Rent	\$ 3,000.00	\$ 3,000.00	\$ 3,300.00	Inflationary increase
Scholarships	\$ 16,000.00	\$ 16,000.00	\$ 16,000.00	NC
The Partnership, OLA, CFLA-FCAB (Travel)	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	Assumes some increased costs to support President's costs as part of CFLA/Partnership
Website	\$ 700.00	\$ 700.00	\$ 700.00	Assumes some savings due to economy of scale savings
TOTAL	\$ 79,656.00	\$156,706.00	\$ 159,506.00	

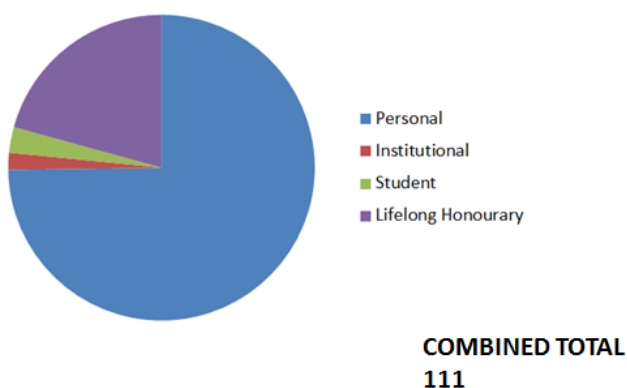
MANITOBA LIBRARY ASSOCIATION			
<i>Proposed Budget REVENUE & EXPENDITURES</i>			
TOTALS	2017	2018	2019
Revenue	\$ 86,900.00	\$165,500.00	\$ 177,000.00
Expenditure	\$ 79,656.00	\$156,706.00	\$ 159,506.00
Difference	\$ 7,244.00	\$ 8,794.00	\$ 17,494.00

E. MEMBERSHIP

Currently there are 290 members in MLA, MALT, MSLA and MLTA combined, generating a total of \$12,015 in membership revenue. A new membership fee structure that factors in current fees with moderate adjustments, demonstrates that revenues could immediately increase to \$15,610 annually. Upon completion of a membership drive, the Working Group believes that there is an opportunity to grow the membership base from 290 to 500. This would rely on an uptake in personal, institutional, public library board and corporate members. With the new membership fee structure this size of membership has the potential to generate over \$34, 000 annually.



MSLA Current Membership



- 25 / 57 public library boards are MLTA members

To promote and foster the **effectiveness of public library boards** through leadership in **communication, advocacy** and support of **trustee education**.



i. Proposed Membership Fees

Personal Membership	Fee
Student; Unemployed; Retired	\$10
Annual Salary under \$50 000	\$30
Annual Salary over \$50 000	\$50

Institutional Membership	Fee
Library Operating budget under \$20 000	\$50
Library Operating budget under \$40 000	\$75
Library Operating budget under \$60 000	\$100
Library Operating budget under \$100 000	\$125
Library Operating budget under \$300 000	\$150
Library Operating budget under \$800 000	\$200
Library Operating budget over \$800 000	\$350
Library Operating budget over \$5 M	\$500
Library Operating budget over \$20 M	\$1,000

Public Library Board Membership	Fee
Institution has Operating budget under \$20 000	\$50
Institution has Operating budget under \$40 000	\$50
Institution has Operating budget under \$60 000	\$50
Institution has Operating budget under \$100 000	\$75
Institution has Operating budget under \$300 000	\$75
Institution has Operating budget under \$800 000	\$100
Institution has Operating budget of \$800 000 - \$1 M	\$120
Institution has Operating budget over \$1 M	\$150
Institution has Operating budget over \$20 M	\$350

Combined Membership Revenue of MLA, MALT, MLTA, MSLA based on current combined membership numbers within proposed new fee structure

TOTAL COMBINED MEMBERSHIP REVENUE
\$15,610.00
TOTAL COMBINED MEMBERS
290

Total Personal	241		\$7,740.00
Student; Unemployed; Retired	33	\$10.00	\$330.00
Annual Salary under \$50 000	92	\$30.00	\$2,760.00
Annual Salary over \$50 000 - \$80 000	93	\$50.00	\$4,650.00
Lifelong Honorary (MSLA)	23	\$0.00	\$0.00
Institutional	22		\$5,125.00
Library Operating budget under \$20 000	1	\$50.00	\$50.00
Library Operating budget under \$40 000	4	\$75.00	\$300.00
Library Operating budget under \$60 000	1	\$100.00	\$100.00
Library Operating budget under \$100 000	3	\$125.00	\$375.00
Library Operating budget under \$300 000	3	\$150.00	\$450.00
Library Operating budget under \$800 000	5	\$200.00	\$1,000.00
Library Operating budget over \$800 000	1	\$350.00	\$350.00
Library Operating budget over \$5 M	3	\$500.00	\$1,500.00
Library Operating budget over \$20 M	1	\$1,000.00	\$1,000.00
Boards	25		\$2,245.00
Institution has Operating budget under \$20 000		\$50.00	\$0.00
Institution has Operating budget under \$40 000		\$50.00	\$0.00
Institution has Operating budget under \$60 000	8	\$50.00	\$400.00
Institution has Operating budget under \$100 000	3	\$75.00	\$225.00
Institution has Operating budget under \$300 000	8	\$75.00	\$600.00
Institution has Operating budget under \$800 000	4	\$100.00	\$400.00
Institution has Operating budget of \$800 000 - \$1 M	1	\$120.00	\$120.00
Institution has Operating budget over \$1 M		\$150.00	\$150.00
Institution has Operating budget over \$20 M	1	\$350.00	\$350.00
Corporate	1		\$150.00
Non Profit	0	\$75.00	\$0.00
For Profit	1	\$150.00	\$150.00
Affiliate	1		\$350.00
Flat Fee	1	\$350.00	\$350.00

Potential Membership Revenue of New MLA based on projected potential membership numbers within proposed new fee structure

TOTAL COMBINED MEMBERSHIP REVENUE (POTENTIAL) \$34,015.00 TOTAL COMBINED MEMBERS (POTENTIAL) 502

Total Personal	385		\$14,700.00
Student; Unemployed; Retired	70	\$10.00	\$700.00
Annual Salary under \$50 000	105	\$30.00	\$3,000.00
Annual Salary over \$50 000	205	\$50.00	\$10,000.00
Institutional	75		\$15,275.00
Library Operating budget under \$20 000	7	\$50.00	\$350.00
Library Operating budget under \$40 000	9	\$75.00	\$675.00
Library Operating budget under \$60 000	9	\$100.00	\$900.00
Library Operating budget under \$100 000	10	\$125.00	\$1,250.00
Library Operating budget under \$300 000	17	\$150.00	\$2,550.00
Library Operating budget under \$800 000	10	\$200.00	\$2,000.00
Library Operating budget over \$800 000	3	\$350.00	\$1,050.00
Library Operating budget over \$5 M	7	\$500.00	\$3,500.00
Library Operating budget over \$20 M	3	\$1,000.00	\$3,000.00
Boards	31		\$2,565.00
Institution has Operating budget under \$20 000	4	\$50.00	\$200.00
Institution has Operating budget under \$40 000	3	\$50.00	\$150.00
Institution has Operating budget under \$60 000	4	\$50.00	\$200.00
Institution has Operating budget under \$100 000	5	\$75.00	\$375.00
Institution has Operating budget under \$300 000	8	\$75.00	\$600.00
Institution has Operating budget under \$800 000	3	\$100.00	\$300.00
Institution has Operating budget of \$800 000 - \$1 M	2	\$120.00	\$240.00
Institution has Operating budget over \$1 M	1	\$150.00	\$150.00
Institution has Operating budget over \$20 M	1	\$350.00	\$350.00
Corporate	10		\$1,125.00
Non Profit	5	\$75.00	\$375.00
For Profit	5	\$150.00	\$750.00
Affiliate	1		\$350.00
Flat Fee	1	\$350.00	\$350.00

Membership Types & Benefits

Membership is open to anyone with an interest in the library and information profession.

Personal

- ✓ Support and help shape the work of the association
- ✓ 1 vote at AGM and special meetings
- ✓ Membership to one division is included with association membership; able to join other divisions for a nominal fee as yet undetermined.
- ✓ Discount on registration for Conference, professional development activities and special events
- ✓ Run for a Board or Executive Position
- ✓ Participate on Provincial and National Committees, interest groups and task forces.
- ✓ Apply for grants and scholarships and bursaries.
- ✓ Apply for awards
- ✓ Communications about upcoming events and association news
- ✓ Discount on programs of the Partnership (Education Institute, Continuing Education Certificate, Job Board postings, Library Marketplace)
- ✓ Perkopolis : a discount program for entertainment and insurance products
- ✓ Membership to GoodLife Fitness Clubs at a discount rate

Institutional

- ✓ 1 vote at AGM and Special meetings for one designated member
- ✓ Discount on registration for Conference, professional development activities and special events for one designated member. Opportunity for group rates for staff is yet undetermined.
- ✓ Apply for awards
- ✓ Communications about upcoming events and association news

Only one designated person will be associated with this membership type to receive association messages, updates, have voting rights and receive any print materials. Library staff, excluding the designate, are not included in this membership as they are encouraged to join as individuals. To participate on provincial or national committees, have voting rights or be nominated for awards the member must be the key contact for this membership type or have their own personal membership.

Public Library Board

This membership type allows a Public Library Board to join as a unit. Each board member is extended individual membership privileges to take advantage of all member benefits, resources and discounts. Library staff, including the CEO, are not included in this membership as they are encouraged to join as individuals.

- ✓ 1 vote at AGM and special meetings
- ✓ Membership to one division is included with association membership; able to join other divisions for a nominal fee as yet undetermined.
- ✓ Discount on registration for Conference, professional development activities and special events
- ✓ Run for a Board or Executive Position
- ✓ Participate on Provincial and National Committees
- ✓ Perkopolis : a discount program for entertainment and insurance products
- ✓ Membership to GoodLife Fitness Clubs at a discount rate
- ✓ Apply for Grants and Scholarships
- ✓ Communications about upcoming events

Affiliate

- ✓ Attend MLA board meetings but no voting rights
- ✓ Liaise with MLA and exchange information and updates
- ✓ Participate on Provincial Committees & Interest Groups

Corporate

- ✓ 1 vote at AGM and Special meetings
- ✓ Promotion and sponsorship opportunities
- ✓ Communications about upcoming events
- ✓ Discounts for tradeshow booths and tables

3. ADVANTAGES OF A NEW ASSOCIATION

Creating a new association will eliminate:

- fragmented messages to political leaders and the community at large;
- redundant spending;
- duplication of efforts and volunteer fatigue.

Creating a new association will:

- increase strength and unity at the national and provincial level;
- increase engagement within all library sectors and by all types of library workers;
- more effectively use of limited human and financial resources;
- provide more appealing member benefits;
- create a single, strong voice on library issues.

Change is difficult and joining another association can be perceived as a loss of autonomy. Joining another association means that governance changes for all concerned – the joiners and the original group will experience losses and gains. There will be a transition period as legal and financial issues are closed and new operations begin. The unknown can be trying, frightening and exhilarating but the results will be a stronger library community in Manitoba for all those who work in libraries and the users of our libraries.

The Manitoba library community is small and can no longer afford fragmentation, redundancy, and duplication of effort. Regrouping major Manitoba library associations can only result in strengthening the sector.

Do we maintain the status quo because we are afraid of change or because we believe the status quo is still the best? Does the status quo allow the entire library community to flourish, innovate, and excel? Or does the status quo deny growth to the library community?

4. NEXT STEPS

The Working group believes that we have an opportunity to make a significant improvement in the role of libraries in Manitoba. We can get this done. We are committed to doing the additional legwork needed in 2017 so we can (as smoothly as possible) transition into the new association together beginning January 1, 2018.

1. MLA, MALT, MLTA and MSLA Boards are asked to write letters of support in principle to join a new association and work towards bringing a proposal to a vote at next AGM or Special Meeting.
2. MLA, MALT, MLTA and MSLA Memberships to vote on amalgamation to one new Manitoba Library Association. Vote to take place on or before May 31, 2017.
3. MLA to engage a lawyer to draft a letter of agreement amongst 4 Associations.
4. MLA to engage a lawyer to re-write by-laws for new Manitoba Library Association – this to be accomplished under the direction of the MBLWG
5. MBLWG to establish a Membership Task Force in 2017 to develop a transition plan for establishing membership types, fees and benefits, merging membership lists, pro-rated members, membership tool needed, etc.
6. 4 Associations to work together for MLC 2018 Planning Committee. Committee will begin in September 2017 for May 2018 Conference.

5. SUMMARY OF KEY RECOMMENDATIONS

- ❖ The Working Group recommends that the 4 library associations in Manitoba amalgamate to become one strong and cohesive association.
- ❖ The Working Group recommends that the name of the new association be the Manitoba Library Association.
- ❖ The Working Group recommends that the new association's inaugural board would prioritize the creation of a new vision statement and undergo a strategic planning process.
- ❖ The Working Group recommends that in the new association would undergo an membership drive.
- ❖ The Working Group recommends that the association is governed by a board that includes an executive committee, divisional directors and directors at large.
- ❖ The Working Group recommends that the by-laws for the new association include parameters that enable the establishment of new divisions.
- ❖ The Working Group recommends that the new association review current committees and interest groups that are in place and ensure they are well

positioned and represented amongst all sectors and geographic regions within the province.

- ❖ The Working Group recommends that the new board prioritize planning for: hiring an Administrative Assistant, planning projects for the new 'Projects' line in the proposed annual budget, exploring the possibility of creating a grant program with reserve funds.
- ❖ The Working Group recommends that MLA's Executive Committee will include representation from a minimum of 2 Library Sectors at all times.

6. FREQUENTLY ASKED QUESTIONS

None of the divisions are of interest to me. Why would I join?

It is not necessary to join a division to be part of the new MLA. One may join the new library association, become a member of a committee, vote at the AGM or special all-member meetings, and enjoy the benefits of being a member. As the association grows, it is possible that other divisions, committees or interest groups will form.

How does this proposal address lessening the volunteer load? Won't it be more work to be part of a division executive and be part of the new association's board?

The new association envisions creating a position for an administrative assistant or executive director who will be responsible for many administrative tasks typically undertaken by executive members of associations: sending reminders, ensuring payments are received for membership renewals or professional development events or conferences, archiving documentation, proof-reading documents or correspondence, paying administrative invoices (for example domain name registration or insurance).

Eliminating time spent at meetings discussing particulars (how to pay, who to contact) will free up time to focus on the sector specific work. Discuss and decide on innovations, promotions and improvements (for example digitization projects, information literacy campaigns, accessibility to core databases across the province). It has been impossible for associations under the current configuration to create

such a position and allow its executive members to tackle the important and real issues facing the library sector.

The configuration of the new association includes four committees; members can contribute time, effort and expertise by joining the committees. These committees and their work form the backbone of the association. Again this frees up valuable time for the board to consider innovations, promotions and projects.

What guarantees that divisions would get sufficient funds to carry out their work?

Divisions will be asked to provide their budget needs for the next fiscal year based on the special projects and/or regular activities they plan to carry out. Budget requests that improve the image, the credibility, the viability of the sector and advance library-related causes would be viewed as the best use of funds.

What happens if the new association is not created and things remain as is?

Members will continue to be faced with the problem of deciding which association to join. The current landscape is confusing and the lack of focus and cohesion leads to lapsed and dwindling memberships. If things remain as they are, members will join associations of their choice but will also have to join the Manitoba Library Association if they wish to have a strong voice at the provincial and national level. This will incur a minimum of two costs for any individual wanting to be fully involved in library issues. Our provincial and national voice will remain weak as the fragmented and silo based configuration continues to exist.

By creating a new association, a member will be able to join the provincial association as well as the division they choose for a single price that is less than joining two separate associations. A new MLA will also have a stronger, unified voice at all levels.

How do we ensure that a certain sector is not overrepresented in the new association's executive?

Another way of looking at this is to ask how do we ensure each sector is represented in the new association's executive. Each division will be represented on the Board. As the association grows, it is possible that other divisions or interest groups will be formed. The Working Group recommends that the Executive Committee will include representation from a minimum of 2 Library Sectors at all times.

Why should I join if there are no guarantees memberships fees will remain the same after amalgamation?

Currently any person who wishes to be fully involved in major library issues in this province needs to pay membership fees with at least two associations: the Manitoba Library Association and the association reflecting that person's specialization or interest.

It is the plan of the proposed library association that its members will be able to stay apprised of major library issues and participate actively within their sector with one membership. Manitoba membership fees remain the lowest across Canada¹⁸.

What about the National Library Association – CFLA-FCAB?

The Canadian Federation of Library Associations is the national voice of Canada's library associations. CFLA-FCAB is in place to advance library excellence in Canada, champion library values and the value of libraries and, influence national and international public policy impacting libraries and their communities. MLA is proud and honoured to have actively served on the Future Federation Working Group that was struck in January 2015. The result is CFLA-FCAB, which incorporated in May 2016. Over the course of 2016 MLA and SLA have worked hard to ensure that the Prairie Provinces (MB, SK) are well represented on the Board as well as on the committees that have been struck to date. The CFLA-FCAB website captures much of the work that's been accomplished to date. <http://cfla-fcab.ca/en/home-page/> MLA strongly supports that the federated model will thrive within Canada's library landscape. Furthermore, a stronger, bigger and more cohesive multi-sector provincial library association in Manitoba will assure strong contributions from

¹⁸ See p. 29-30 for a breakdown of membership fees across Canada)

Manitoba and thus bolster and support the library community at large. Those who wish to get involved actively, or, to support and stay informed of the work being done to advance library excellence in Canada must be a member of a member association (ie: a member of an association that is a member of CFLA). It is clear that an amalgamated MLA will reduce duplication of memberships to the same organization while at the same time increase our capacity to participate.

What about the Partnership: Canada's National Network of Library Associations?

The Partnership provides a strong network of association leaders and administers revenue-generating programs that benefit the provincial and territorial library associations. A stronger, larger and more cohesive situation will enable an opportunity for increased participation and in turn revenue for MLA.

What are typical personal membership fees in Canada for library associations?

Here is a comparison of current annual library association fees for a personal or individual membership in Manitoba and elsewhere in Canada:

MLA (Manitoba Library Association)

Student; Unemployed; Retired	\$10
Annual income below \$30 000	\$25
Annual income of \$30 000 - \$40 000	\$30
Annual Salary over \$40 000	\$55

MALT (Manitoba Association of Library Technicians)

Student; Unemployed	\$12.50
One year membership	\$25
Three year membership	\$60

MSLA (Manitoba School Library Association)

Student	\$10
Full	\$30

OLA (Ontario Library Association)

Annual income below \$15,000:	\$40
Annual income of \$15,000 - \$24,999:	\$60
Annual income of \$25,000- \$35,999:	\$80
Annual income of \$35,000- \$49,999:	\$90
Annual income of \$50,000 - \$64,999:	\$100
Annual income of \$65,000 - \$79,000:	\$110
Annual income of \$80,000:	\$120

BCLA (British Columbia Library Association)

Student	\$ 0
Annual income below \$15,000:	\$25
Annual income of \$15,000 and \$29,999:	\$65
Annual income of \$30,000 and \$44,999:	\$85
Annual income of \$45,000 and \$59,999:	\$110
Annual income of \$60,000 - \$74,999:	\$130
Annual income of \$75,000 and \$89,999:	\$160
Annual income exceeds \$90,000:	\$180
Unemployed:	\$25
Retiree from library/info profession:	\$50
Person outside Library Profession:	\$70
Member/Past Member of Library Board:	\$60

LAA (Library Association of Alberta)

Annual income below \$19,999:	\$35
Annual income of \$20,000 to \$29,999 :	\$50
Annual income of \$30,000 to \$44,999 :	\$70
Annual income of \$45,000 to \$59,999 :	\$95
Annual income of \$60,000 and over :	\$105

SLA (Saskatchewan Library Association)

Student:	\$15
Non-Salaried:	\$15
Annual income below \$24,999:	\$40
Annual income of \$25,000- \$49,999:	\$70
Annual income of \$50,000 - \$74,999:	\$100
Annual income of \$75,000 and up:	\$130

ABQLA (Association des bibliothécaires du Québec/Quebec Library Association)

Student (in a library and information program):	\$0
Unsalaries, volunteer, other student:	\$30
Retired:	\$50
Annual income below \$25,000:	\$50
Annual income of \$25,001 - \$45,000:	\$85
Annual income of \$45,001 - \$60,000:	\$105
Annual income of \$60,001 - \$75,000:	\$115
Annual income of \$75,000 - and over:	\$125

A. RESULTS OF THE 2012 SURVEY

In 2010, the Presidents or Directors of CASLIS Manitoba, the Manitoba Association of Health Information Providers, Manitoba Association of Library Technicians, Manitoba Law Libraries Group, Manitoba Library Association, Manitoba Library Consortium

Inc., Manitoba Library Trustees Association and Manitoba School Library Association created a Working Group to investigate the feasibility of creating one umbrella library organization within the province of Manitoba.

The work of the group encompassed the following activities. An environmental scan of the provincially-based library associations including their relationships with each other and their governance models revealed that most provincial library associations across Canada have a structure which allows for divisions, committees or interest groups. Membership fees vary from one fee for the association as a whole, to a fee for the major association with extra dues depending on the number of interest groups, divisions the individual wishes to join.

A voluntary membership survey of current, lapsed and non-members of Manitoba library association members took place in the spring of 2012 to elicit feedback on the strengths and weaknesses of each association, to discover what the association could do for them, and to discover why people left or never joined. Questions regarding fee structures were included.

Findings based on 440 respondents to this survey were presented at the 2012 Manitoba Libraries Conference.¹⁹

- 56.5 % of 440 respondents did not belong to an association (any association) with the top reasons for not joining a Manitoba library association being:
 - It is too expensive to join, the benefits are too few, and it is unclear what the association is accomplishing with member dues.
 - Another reason that often resurfaced: why join as a personal member when the employer library has an institutional membership?
- 43.5 % of 440 respondents belonged to an association with the top reasons for joining a Manitoba library association being:
 - The associations advocated on behalf of libraries or librarians; networking and continuing education opportunities were provided; participation at

¹⁹ Manitoba Libraries Working Group. (2012). The 2012 Results of the MLWG Survey. <http://mla.mb.ca/mblibraries/2016/07/25/the-2012-results-of-the-mlwg-survey/>

an annual conference; the association's website permitted sharing, communication and education.

- 63.9 % of the respondents belonging to an association affirmed that their needs were being met by their association.

The main reasons for joining an association were:

- Advocacy – 92.2% of the 440 respondents selected very important/important
- Continuing education –89% of the 440 respondents selected very important/important
- Annual conference –86.3% of the 440 respondents selected very important/important
- Networking –81.2% of the 440 respondents selected very important/important
- Website –78.9% of the 440 respondents selected very important/important

The survey also revealed that 55 percent of respondents favoured the merger of all associations into one single executive association with one fee and various interest groups (e.g. health, academic, special, public, school).

At this point, the work of the Manitoba Library Working Group was done since the group had been mandated to present the findings at the conference. Associations were to pursue recommendations and a future model but this work stalled.

In 2014-2015, the Manitoba Library Association president, Camille Callison, was involved in the Canadian Library Association's Future Federation Working Group to examine the creation of a federation of Canadian library associations in order to strengthen the national library community.

The national review reignited the need for the Manitoba library community to restructure, reorganise and refocus its activities for a stronger voice provincially and nationally. An initial meeting in May 2015 jump started the process.

Representatives from the following groups were present: the Manitoba School Library Association (MSLA), the Manitoba Library Trustees Association (MLTA), the Manitoba Association of Library Technicians (MALT), the Manitoba Library

Consortium, Inc.(MLCI), the Manitoba Association of Health Information Providers (MAHIP), and the Manitoba Public Library Services Board (PLSB).

A new Manitoba Libraries Working Group was formed and included : Alix-Rae Stefanko, Vice President MLA, Jonine Bergen, President MSLA, Donna Kormilo, Chair MLTA, Louise Ayotte-Zaretski, Past President of MLCI, Rick Walker, Past President of MLCI, and Denise Weir, Library Consultant with the Public Library Services Branch. In 2016, Cassie Page, MALT President, joined the working group.

In the summer 2015, each of the above associations was asked to provide information in 3 areas: membership numbers, current budget, mandate, and needs and wants. A meeting of these stakeholders was held in October 2015.

On May 5 2016, the first Town Hall of the Manitoba Libraries Working Group²⁰ was held to begin sector wide discussions of what a merger of library associations might look like, how a new province wide association would function and how it would allow the entire library sector to grow and innovate.

Participants at the Town Hall meeting wanted to have more information about membership distribution, budgeting processes and future financial equity among the various associations, and establishing an infrastructure that ensures fair governance among all types of libraries and library workers.

B. NEED FOR ADVOCACY

The recent announcement by the Newfoundland and Labrador government to close 54 of its 90 public libraries drew public outcry forcing a temporary suspension of the decision.²¹ The Manitoba Library Association wrote to the Newfoundland minister

²⁰ See the slides from the May 5 2016 Town Hall on the MBLWG website:

<http://mblibraries.mla.mb.ca/>

²¹ <https://nlla.ca/>

responsible for this decision to reconsider these closures.²² The Manitoba Library Trustees Association also wrote to the Newfoundland government. Coordinated, timely advocacy of this nature can play a critical role in getting politicians and others in positions of authority to make change and better understand the value of libraries during critical fiscal and policy discussions. Closer to home, library closures and freezing library staff hiring have put some Manitoba library services and resources in peril.

The Eric Marshall Aquatic Research Library (part of the Canadian Department of Fisheries and Oceans) was closed in 2013 without the opportunity for proper discussion and reconsideration.²³ The Manitoba Conservation and Environment Library was also closed in 2013.²⁴ The Manitoba Education Resources Library has been without a library director to provide leadership and development of this education library since 2013.²⁵ Since 2013, the Legislative Librarian position has not been filled and the current Provincial archivist assumed responsibilities for the Legislative Library as well as continuing to manage Manitoba Archives. In 2016, Dr. David Bernard, president of the University of Manitoba, asserted that the “assistance and expertise” of librarians in universities are no longer necessary in the Internet age. The Canadian Association of Professional Academic Librarians, among other organisations, vigorously protested this comment.²⁶ A unified response from Manitoba's library associations would help to provide an informed discussion on the value of all libraries in Manitoba and would assist our colleagues at the U of M in their challenges. In 2016, staff cuts at the University of Manitoba are continuing to pose serious problems for libraries: “for the first time in at least 6 years, the Neil John Maclean Health Sciences Library at the Bannatyne campus was forced to close

²² Manitoba Library Association. (13 May 2016). Letter to the Honourable Dale Kirby, Minister of Education and Early Childhood Development, Newfoundland and Labrador. http://mla.mb.ca/sites/default/files/LetterReNLLPublicLibraries_MLA201605.pdf

²³ <http://www.nationalobserver.com/2015/10/01/news/feds-penny-pinched-science-libraries-while-lavishing-funds-religion-and-oil>

²⁴ A. Paterson. (2012, November 28). Closure of provincial Conservation Library renews calls for end to balanced budget legislation. *The Uniter*. <http://uniter.ca/view/closure-of-provincial-conservation-library-renews-calls-for-end-to-balanced>

²⁵ Manitoba School Library Association. Celebrating 100 Years at Manitoba Education Resources Library <http://manitobaschoollibraries.ca/celebrating-100-years-at-manitoba-education-resources-library/>

²⁶ Canadian Association of Professional Academic Librarians. (2016 June 20). Letter to Dr. Bernard, President and Vice Chancellor, University of Manitoba. <http://capalibrarians.org/2016/06/letter-to-dr-bernard-president-and-vice-chancellor-university-of-manitoba/>

for the sole reason that there wasn't enough staff to keep the facility open".²⁷ Our library community is experiencing a death by a thousand cuts. Now more than ever, we need strong, united organization of library associations to speak up about the value and importance of library service in Manitoba.

Access to library and electronic resources is unevenly distributed across the province. Smaller schools, municipalities and post-secondary institutions are not being adequately funded to provide access to a core of resources to their users. Our Saskatchewan neighbours have a Multitype Database Licensing Program (MDLP), "a province-wide program in which libraries pool funds to purchase access to electronic information resources."²⁸ This program is run by the Multitype Library Board, established by provincial legislation in 1996, and serves public, school, post-secondary and special libraries. The Alberta Libraries consortium provides equitable access to library and information resources to even the smallest libraries.²⁹ In 2006, the Ontario Ministry of Culture and the Management Group of Knowledge Ontario announced the completion of successful negotiations "to supply all publicly funded libraries in the Province of Ontario with a core suite of digital products."³⁰ While the Manitoba Library Consortium Incorporated provides consortia licencing of products to its members, it has been unable to negotiate province wide licencing to all public, school, post-secondary and special libraries because we do not have a strong centralized organization that could speak with a united voice for all Manitoba library needs.

A stronger provincial and national voice is imperative to maintain public interest and influence decision makers about the importance of equitable access to well-managed library resources and services.

C. THE NATIONAL SCENE

²⁷ Association of Employees Supporting Education Services. (n.d.) <http://aeses.ca/um-libraries-correspondence/>

²⁸ Saskatchewan. Multitype Library Board. (2001-2016). MDLP Program and policies. <http://sils.sk.ca/campusguides.com/MDLP>

²⁹ The Alberta Libraries. (2014). About Us. <http://www.thealbertalibrary.ab.ca/about-us>

³⁰ Ontario Library Association. (2006). News. *Partnership: The Canadian Journal of Library and Information Practice and Research*. 1 (1) <https://journal.lib.uoguelph.ca/index.php/peri/article/view/112/133#.V7imxvnhDcs>

On January 27, 2016, at a Special General Meeting of the Canadian Library Association (CLA), members voted to dissolve the association. “In its stead, a working group formed by CLA and 18 Canadian member associations and invited guests has approved a proposal for a Canadian Federation of Library Associations, which would bring together the [provincial, territorial, and national library associations across the country](#) under a new national Federation.”³¹

The Future Federation Working Group’s final proposal of December 2015 explains the membership of the new Federation be composed as follows: one board member of a multi-sector provincial or territorial library association from each of the following seven regions: British Columbia (BC), Alberta (AB), Prairie Provinces (SK, MB), Central Canada (ON); Quebec (QC), Atlantic Canada (NB, NS, PEI, NF), and the Northern Territories (YK, NWT, NU); one member who is a Board member of a francophone library association that is a member of the Federation; one representative from the Executive of each of CARL and CULC and one member-at-large who is of Indigenous ancestry and who is a member of a member association.

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The Prairie Province board member will be selected from either the Manitoba Library Association or the Saskatchewan Library Association. MLA and SLA reps met via teleconference on January 22, 2016 to begin the work of identifying the process and requirements of this shared rotating seat on the CFLA Board.

The Future Federation Working Group explained that the Federation Board needs to reasonably represent Canada’s geography but it cannot be so large that it cannot quickly respond to issues as they arise. A small board ensures the costs of running the Federation remain manageable; the larger the Board, the greater the expense for maintenance and governance. Saskatchewan and Manitoba have smaller populations and library membership in the provincial associations reflects this. Since the only existing representation structure in place was the two provincial library association, it is up to the two associations to collaborate and propose a solution.

³¹ L. Peet. (9 February 2016). Canadian Library Association Votes to Dissolve. Library Journal.

<http://lj.libraryjournal.com/2016/02/industry-news/canadian-library-association-votes-to-dissolve/>

³² Future Federation Working Group. (18 December 2015). Toward a federation of library associations in Canada: strengthening the national voice for Canadian libraries: final proposal. Page 10. <http://cfla-fcab.ca/en/about/342-2/>

At this same meeting, a small inter-provincial task group made up of Gwen Schmidt and Eleanor Crumblehulme from Saskatchewan Library Association and Alix-Rae Stefanko and Kyle Feenstra from the Manitoba Library Association. The task group was to examine the following issues related to sharing the prairie province position on the national federation board: ensuring effective communication between MLA and SLA, selection and endorsement of a candidate to represent the prairie provinces, succession planning and financial repercussions.

To date, the Saskatchewan Library Association and the Manitoba Library Association have agreed that the current MLA president, Alix-Rae Stefanko will be the Prairie Provinces representative on the federation board for 2016.

The SLA-MLA working group has also worked out what the required and desired qualifications for the CFLA are, what the position's responsibilities are as well as how to maintain good communications between the two provincial associations as well as between the provincial association and the CFLA representative. Being an active and functional member of MLA and CFLA is crucial to ensuring this province is strongly represented at the national level.

D. OLA MODEL EXAMINED

The Manitoba Libraries Working Group especially examined the Ontario Library Association (OLA). The Ontario Library Association is an umbrella organisation with six divisions. These divisions are: the Ontario College and University Library Association (OCULA), Ontario Library Boards' Association (OLBA), Ontario Public Library Association (OPLA), Ontario School Library Association (OSLA), Ontario Library and Information Technology Association (OLITA), and finally L'Association des bibliothèques de l'Ontario-Franco (ABO-Franco). The OLA by-laws³³ allow for new divisions to form and join. The divisions' by-laws are not legal objects – each division is governed by the parent by-law no. 1. OLA members may select a division upon joining OLA: note that there is no division for library technicians although the MLWG has learned that the library technicians of Ontario did ask to form a division under OLA in 1973. The proposal did not move forward at the time.

Anyone interested in libraries is able to join OLA. The OLA membership is primarily made up of individual memberships. The main reasons people become a member is to save on conference attendance and professional development events and a sense of commitment to libraries. Personal membership is highly beneficial to OLA revenue.

Membership types include³⁴ : personal, institutional with a designated voting member and limited benefits that do not cover all employees of the library, public library board membership with full benefits, corporate membership with very limited benefits, and finally joint association membership for Ontario Health Library Association members who can join OLA at the same time for a reduced price and benefits.”

³³ Ontario Library Association By-laws:

http://www.accessola.org/web/OLA/About/Board_of_Directors/By-Laws/OLA/About/ByLaws/ByLaws.aspx?hkey=c5d75727-b7bf-4b26-9890-a01ab19c217b

³⁴ Ontario Library Association. (n.d.). Membership types/fees.

http://www.accessola.org/web/OLA/Membership/Membership_Types_Fees/OLA/Membership/Membership_Types_Fees.aspx?

Each of the six divisions submits a budget plan to OLA. The OLA board creates and approves a budget based on what each division has accounted for and requested (baseline expenses and needs). Chairs of the divisions are OLA board members; at the OLA table they are OLA Board Members.

Each division has an equal voice and opportunity for financial resources. Divisions cannot carry forward revenue. All divisions support one budget. Most of the division budgets are for meetings, travel, lodging and food. With any event (professional development being the most common), the aim is to have revenue slightly exceed expenses.

E. SIMILARITIES OF MANITOBA LIBRARY ASSOCIATIONS (MLA, MALT, MLTA, MSLA)

Many similarities are seen when the missions, goals, board make-up, board activities and membership benefits of various Manitoba library associations are compared. All of the associations aim to promote, educate, advocate, communicate, network and lead with either a multi-sector (MLA, MALT) or sector-specific approach (MLTA, MSLA). To varying degrees, the associations work at the provincial and national level; the language used in mission statements and activity reports is the same. Overlaps also exist in: partnerships with like-minded organizations, work to advance literacy, providing awards and grants to deserving organizations or individuals, facilitating networking opportunities for their members, maintaining websites and social media, publishing newsletters and journals, and organizing conferences and professional development events.

Manitoba Library Association (MLA)

Constitution & By-Laws : <http://www.mla.mb.ca/content/constitution-and-laws>

Mission:

Provides leadership in the promotion, development, advocacy, and support of library and information services in Manitoba for the benefit of Association members, the library community and the citizens of Manitoba.

Goals and objectives:

1. Promote public awareness of library services and library issues in Manitoba.

2. Promote and foster ties among the individuals, organizations and institutions in the library community and info resource management sector in Manitoba and Canada.
3. Provide educational opportunities in the library field throughout Manitoba.
4. Advocate the development of comprehensive and accessible library and info services throughout Manitoba.
5. Disseminate information which supports the goals and objectives of the association and the welfare of the library community, locally and nationally.
6. Strive for the continued membership growth of the Assn and in both rural and urban Manitoba.
7. Ensure the association's fiscal stability and accountability.

Board :

President, Vice President, Secretary, Treasurer, Past President, , Advocacy Director, Communication Director, Membership Director, Professional Development Director, Director(s)-at-Large

Activities:

Manitoba Libraries Journal, Manitoba Libraries Directory, two scholarship funds in trust with The Winnipeg Foundation, RRC Award to outstanding Library Tech Student, Advocacy Letters and Campaigns (CLM, Freedom to Read), Manitoba Libraries Conference (Program, Tradeshow, Sponsorship), CM, The Partnership (EI, CEC, Library Marketplace, Job Board, The Partnership Journal, Perkopolis), CFLA-FCAB, Prison Libraries Committee, Indigenous Interest Group.

Member benefits:

volunteer and development opportunities, influence MLA's advocacy work, regular communications about library issues, networking, CFLA-FCAB participation, the Partnership (conference and pd session rates), job postings, reduced conference registration.

Manitoba Library Consortium Incorporated (MLCI)

Constitution & By-Law: <http://www.mlcinc.mb.ca/wp-content/uploads/constitution.pdf>

Mission:

To facilitate resource sharing whether human, financial, or material among the libraries in Manitoba to benefit the residents of the province.

Goals and objectives:

1. Create cost saving opportunities (identify areas where financial pooling can be beneficial to all members).
2. Develop partnerships (create and develop partnerships with likeminded organizations in culture and education)
3. Communicate effectively (connect and share, explore social media, manage

communications)

4. Access to knowledge (Offer Professional Development, Support Research Opportunities, Optimize services through collaboration)

Board:

Executive Committee - Chair, Vice Chair, Secretary, Treasurer, Past Chair

Activities:

Website (Public pages and Members only pages), 33 databases licenced through the consortium, digitization : adding local histories to Manitoba.ca (with UM, Leg Lib, UW, WPL), professional development (for example, RDA session in January 2014, and Improve Your Library: a Project Management Workshop in November 2015), provide financial support to the Manitoba Libraries Conference.

Member benefits:

1. Database subscriptions and trials are handled by BC Libraries Cooperative.
2. Better pricing of databases via consortium membership.
3. Lower rates for professional development events
4. One vote per institutional member at AGM or other special meetings.
5. Institutional member can be part of the board.
6. Networking with other library directors.
7. Website has a members only section.

Manitoba Association of Library Technicians (MALT)

Constitution & By Laws <http://malt.mb.ca/about/constitution-by-laws>

Mission:

MALT is a voluntary organization of personal and institutional members, operating strictly as a non-profit organization. MALT reflects the concerns of its membership throughout Manitoba in the areas of library and information services.

Goals and Objectives:

1. Advance the status of Library Technicians and library support staff.
2. Be proactive in the promotion of libraries as institutions of learning.
3. Promote and foster ties among individuals, groups and institutions in the Manitoba library community.
4. Act as a liaison between library educational programs and Library Technicians and library support staff.
5. Provide professional development opportunities relevant to Library Technicians and library support staff.

Board:

President, Vice-President / President Elect, Secretary / Archivist, Treasurer, Newsletter Editor, Membership Coordinator, Communications Coordinator, Past President (Ex-officio), Student Representative(s) (Ex-officio).

Activities:

MALT newsletter, website and Job Bank, the Facebook page are maintained. The President is an ex-officio member of the RRC Library Education Advisory Committee.

Member benefits:

1. Professional development opportunities
2. Reduced registration fees for the Manitoba Libraries Conference
3. Reduced registration fees for MALT Professional Development Workshops
4. Quarterly newsletter
5. Job bank Access
6. Employer List Access
7. Awards that recognize the exceptional people working in our field
8. Advocacy

Manitoba Library Trustees Association

Constitution: <http://www.mlta.ca/about-mlta-2/constitution>

Mission:

Promote and foster the effectiveness of public library boards through leadership in communication, advocacy and support of trustee education.

Goals and objectives:

1. To be a voice for library trustees in Manitoba.
2. Foster changes in government policies for libraries in Manitoba.
3. Promote a better understanding of the duties and responsibilities of Library Trustees.
4. Provide opportunities for exchange of ideas and experiences amongst library trustees in Manitoba through conferences and publications.
5. Develop channels of communication with other provincial, national and international library trustee associations and other partners in order to share information and ideas.

Board :

Ideally: Past Chair, Chair, Vice-Chair, Secretary, Treasurer. Members-at-large. Actually in 2016: Past Chair, Chair, Vice-Chair, Treasurer, 3 members at large. Chair acts as Secretary. Director (or designate) of Public Library Services is an ex-officio member.

Activities:

Website as a resource, newsletter 3-4x/year, plan and sponsor MB Libraries Conference session, write advocacy letters (e.g. prov. govt. funding, rural connectivity, library postal rates) and react as opportunities present themselves (e.g. accessibility standards for libraries, expert panel presentation). Occasionally submit article to AMM Journal (Association of Manitoba Municipalities).

Key activities are communication & networking by attending conference, visiting libraries, taking photos for newsletter and website, asking library boards for information and news for newsletters, presentations, etc.

Member benefits:

MLTA is a source of information and support to any Board or Librarian requesting such, whether they are a member or not. We supply information on demand (e.g. advocacy information, sample policies). We advocate on behalf of all public library boards in Manitoba.

Manitoba School Library Association**Mission:**

MSLA's focus, as defined by its constitution, is to support the personnel in school libraries through providing opportunities for professional growth; encouraging improvements in the qualifications of all personnel in school libraries; promoting high standards of educational programs that support a broad range of literacies across the curriculum for Manitoba students; maintaining liaison between school and other organizations interested in library and information services; providing means for communication and interaction; and advocating for equity of services, resources and programming in school libraries across all Manitoba schools.

Goals and objectives:

The objectives of the Association shall be to promote school libraries by...

1. providing teacher-librarians and other library staff with opportunities for professional growth;
2. encouraging improvements in the qualifications of all personnel in school libraries;
3. promoting high standards of educational programs that support a broad range of literacies across the curriculum for Manitoba students;
4. maintaining liaison between school and other organizations interested in library and information services;
5. providing means for communication and interaction;
6. advocating for equity of services, resources and programming in school libraries across all Manitoba schools.

Board:

President, Past-President, President Elect, Treasurer, Secretary, Professional Development, Conference, Journal, Membership, Webmaster, Advocacy and Publicity, Archivist

Activities:

Website, journal, LIT forum, annual conference and other professional development opportunities, grants for continuing education, D.E.A.R., I Love to Read month. Support to rural schools through inservices. Awards - 3 presented a year, liaison with community partners (WPL, DREF, MEL, MYRCA, WCLR, CM, MTS, MALT, MLA, school boards etc). Advocacy (MTS and government - eg. Manitoba School Library Day, write letters re: bulk mailing, annual events. Development and hosting of provincial RDA document.

Member benefits:

Website, journal, LIT forum, annual conference, grants for continuing education, contests - support makerspaces and author visits, information dissemination.

mb libraries working group

Working Group Members:

Manitoba Library Association (MLA) – Alix-Rae Stefanko

Manitoba Association of Library Technicians (MALT) – Cassie Page

Manitoba Library Trustees Association (MLTA) – Donna Kormilo

Manitoba School Library Association (MSLA) – Jonine Bergen

Manitoba Libraries Consortium Inc. (MLCI) – Louise Ayotte-Zaretski

Manitoba Libraries Consortium Inc. (MLCI) – Rick Walker

Public Library Services Branch (PLSB) – Denise Weir