



PACIFIC NORTHWEST LIBRARY ASSOCIATION

Spring 2024
Official Newsletter of PNLA
Editor, Debbi Kramer

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Welcome from the Editor

PNLA's Inaugural Issue

It is with great pleasure I welcome you to the first issue of the PNLA quarterly newsletter.

It is my hope the follow issues will showcase all the wonderful programs taking place in our regional libraries. I want to share your triumphs through pictures and articles.

I also want to share news article about what is happening in all our libraries, states and provinces. Are you having a conference, special event, an election that needs publicized or just need to spread some news! This newsletter is the place! Read I great book that you would like to review, this newsletter is the place. Is something news worthy happening at our State Libraries or Provinces, this newsletter is the place.

In this edition I am introducing the PNLA officers with pictures and information from those who chose to add something personal about themselves. A wonderful welcome from current PNLA President Jenny Grenfell, an article asking for candidates for the upcoming PNLA elections. Articles from both the AkLA+PNLA Conference committee promoting their upcoming conferences in August and in April for the Montana Library Association. Also articles from the Young Readers Choice Award current chair and advertisement for a new chair. And a timely article from four former Montana library commissioners--Building Vibrant Library Organizational Culture.

I hope you enjoy our first issue of the PNLA newsletter and will gladly contribute in the future. The deadline for the summer issue is May 4th.

Debbi Kramer, Editor

Email: debkpnla@hotmail.com

PNLA Board

Board Members

President



Jenny Grenfell
North Mason Timberland Library
Belfair, WA

I am currently the President of PNLA – for the 4th time! I have been a PNLA member for ten years and enjoy the networking and opportunity to travel and meet librarians from all over the northwest. I started out as a school librarian in 1986 and then switched over to the public libraries in 2000. I was the Youth Services Librarian for Siskiyou County California, then moved to the Timberland Regional Library System in Washington State, eventually moving into branch management. My favorite part of librarianship is what one of my professors called “bridging the gap”. I enjoy helping folks find whatever book or resource they need to continue with their day. My first love will always be youth services, however. It always makes my day when I can help out with a children’s program and watch them discover their world!

Vice-President/President Elect– Incoming



Starr White
Senior Librarian at ImagineIF Libraries
Montana

Second VP/Membership Chair



Duncan Lotoski
Consultant Librarian
Peace Library System
Grande Prairie, Alberta

My name is Duncan Lotoski and I am currently the Second Vice President for PNLA. As Second Vice President I maintain membership records, explore ways to recruit members, and answer questions pertaining to membership.

I work as a Consultant Librarian for Peace Library System in Grande Prairie, Alberta. In my position I travel to many northern libraries and consult on library organization and operation management.

I've been working and volunteering in libraries since 2018 and have experience in school libraries, public libraries, and regional library systems.

Check out some of the great library events coming up in Alberta:

- [Marigold Library System Conference 2024](#)
 - [Peace Library System Symposium 2024](#)
 - [Southern Alberta Library Conference 2024](#)
-

Secretary



Tricia Grace
Puyallup Public Library
Puyallup, WA

Treasurer



Dawn Lowe-Wincentsen
Associate Dean of Library and Learning Resources
Shoreline Community College
Shoreline, WA

Send checks to:

Debbi Kramer
5176 N. Valle Dorado
Kingman, AZ 86409

Past Presidents



Gavin Woltjer
Billings Public Library
Billings, MT



Nicole Thode
Tumwater Timberland Library
Thurston County, WA

Regional Representatives

Alaska



Sorrel Goodwin
Librarian 3
School and Tribal Library Coordinator
Alaska State Library

Alberta

Currently Vacant

British Columbia

Currently Vacant

Idaho

Currently Vacant

Montana

Pam Carlton
Missoula Public Library
Missoula, MT

Oregon

Currently Vacant

Washington



Ahniwa Ferrari
Associate Dean for Library Operations
Evergreen State College

Officers

Leadership Institute Coordinator

Currently Vacant

PNLA Quarterly Co-Editors

Currently Vacant

Young Reader's Choice Award

Jocie Wilson
Yellowhead Regional Library
Spruce Grove, AB

Webperson & Electronic List Manager



Ilana Kingsley
University of Alaska Fairbanks, Rasmuson Library
Fairbanks, AK

Welcome to the PNLA Newsletter!

I am excited for us to usher in this new bi-monthly communication tool. Networking has never been more important and is critical for an organization as diverse and geographically spread out as the Pacific Northwest Library Association. As many organizations tighten their fiscal belts it is becoming harder for many of us to travel outside of our part of this region, and this newsletter will offer a new way to connect, network, and keep abreast of what is happening in PNLA and in our region.

PNLA relies on the participation of its members, and this spring brings an excellent opportunity to become involved in determining how this organization will grow and be an effective gathering place for library workers in the Pacific Northwest. This year we are electing a Vice-President/President-Elect, 2nd Vice-President and Treasurer. We also need to elect a representative to the Board from British Columbia, Alberta, and Oregon. If you are interested in any of these opportunities, please contact me at ktfjen@gmail.com. I look forward to hearing from you!

Summer is approaching, and so is our annual conference! This year we will be sharing ways to be Stronger Together in a joint conference with the Alaska Library Association (AKLA) in beautiful Juneau, Alaska, August 1-3. Information about the conference, lodging and registration can be found on the conference website: <https://akla.org/2024/>. In future years PNLA will be exploring ways to diversify our conferences by offering a virtual conference as well as more joint conferences with library organizations around our region.

Thank you for participating in our regional opportunity for information-sharing, networking and support. You are each important, and your efforts to support your communities are appreciated!

We are Looking for You... yes.... YOU!

The PNLA Board is our primary means of keeping this organization running and ensuring that communications and events stay current with what is happening in the larger library world. With such a far-flung and diverse region, it is vital that the leadership continue to change, bringing in fresh perspectives on a regular basis. This year we are seeking nominations for several positions. They are listed below, with a brief description of the responsibilities. If you are interested in running for the position, or just want to find out more details, please contact Jenny Grenfell: ktfjen@gmail.com. We will shortly be sending out an official Call for Nominations, and the nomination process will close on April 6. Elections will be held in May.

Please consider participating! The Board meets quarterly via Zoom, and then in-person (when possible) at the August conference. The additional time commitment for each position tends to come in spurts, rather than being an ongoing responsibility, and this is an awesome way to make connections with library staff all over the Northwest.

Open Positions this year:

Vice-President /President-Elect – We elect this position every year. The position is actually a 3-year rotation. The VP/President-Elect becomes the next President, who becomes the next Past-President.

- Vice-President/President-Elect: This is primarily the “learning year”. It gives folks a chance to learn how PNLA works from the inside before taking over as President. Duties include covering meetings in the President’s absence and assisting with projects that come along.
- President: responsible for running the Board meetings and maintaining the connections between PNLA and the states/provinces. Sometimes has the potential to attend conferences as the PNLA representative.
- Past-President: responsible for assisting the Conference Coordinator with the annual conference and manages the election in the spring.

2nd Vice-President – This is a 2-year position and is largely responsible for membership – communication, recruiting, and records. This person also assists with the elections in the spring.

Treasurer – While PNLA does have a Financial Manager, the Treasurer is an important Board member, responsible for working with that person to review financial statements and transactional

records. This person signs the paychecks and works on the budget along with the Financial Manager.

State / Provincial Representatives: Some of our state organizations elect or appoint the PNLA representative for their state, but for the states and provinces that do not do this that person is elected for a 2-year term by the PNLA members from that location. This year we are looking for representatives from:

- Oregon
- British Columbia
- Alberta

This person is responsible for being the connection between PNLA and their state/provincial library and library association. In a year when the conference is held in their state/province they assist with that event.

YRCA News

Since 1940 young readers in the Pacific Northwest have been participating in the Young Reader's Choice Award (YRCA). The award was established in 1940 by Harry Hartman, a Seattle bookseller, who believed every student should have an opportunity to select a book that gives him or her pleasure. The Young Reader's Choice Award is sponsored and run by the Pacific Northwest Library Association and continues to be the longest-running children's choice book award. It is also the only international award with young readers in both the United States and Canada participating in the program.

The program encourages students in grades 4-12 to read at least one title in one division (Junior, Intermediate, Senior) and then vote for their choice from May 15-April 15 each year. YRCA continues to be a popular program with participants from Alaska, Alberta, British Columbia, Idaho, Montana, Oregon and Washington.

The YRCA community is collaborative and innovative with libraries and schools promoting the nominees through booktalks, videos posters and more. There are YRCA promoters from across the PNLA region who participate in the shortlisting of the award yearly.

You can vote for the 2024 nominees starting on March 15! Checkout the PNLA website: <https://pnla.org/young-readers-choice-award/yrca-voting/> for more information. Voting pages are specific for each State and Province in the PNLA region. Librarians or Teachers can input votes from their students and students can vote individually using our voting forms. Winners for each division will be announced by April 30, 2024 on the PNLA website: www.pnla.org

Nominees for 2025 are currently being shortlisted and will be announced by the end of March.

If you have questions or need more information about YRCA please email yrcachair@gmail.com. Thank you to everyone in the PNLA region for your continued support of YRCA, 84 years and counting!

Chair, Young Reader's Choice Award (YRCA)

The Pacific Northwest Library Association (PNLA) is looking for a dedicated, enthusiastic individual to Chair the YRCA! Since 1940 young readers in the Pacific Northwest have been participating in the Young Reader's Choice Award (YRCA). The award was established in 1940 by Harry Hartman, a Seattle bookseller, who believed every student should have an opportunity to select a book that gives him or her pleasure. It continues to be the longest-running children's choice book award and is also the only international award with young readers in both the United States and Canada participating in the program.

Purpose

The Chair manages all aspects of the YRCA awards process and ensures the awards program continues to be sustainable, relevant and supports the founding goals of the program. The Chair reports to the PNLA Board and is a non-voting member of the PNLA Board. This is an ongoing, active role for twelve months a year. This position is the first point of contact for the PNLA Board and the public for all matters pertaining to YRCA.

Scope

Committee chairs are non-voting members of the PNLA Board. The YRCA Chair is expected to attend all virtual Board meetings, support the annual conference and any other duties as assigned by the PNLA board.

Essential Functions

- Plan and organize the yearly YRCA schedule for nominations, shortlisting and voting.
- Recruit and coordinate volunteers in each participating State and Province on the YRCA team to assist with the awards process, including but not limited to nominations, shortlisting, promotion and communications.
- Submit reports and attend all PNLA Board meetings (currently meeting every 8 weeks, subject to change).
- Create communication and marketing documents, social media posts and emails to promote YRCA.
- Respond to all inquiries regarding YRCA

Qualifications

- Strong commitment to the ALA and CFLA Statement on Intellectual Freedom
- Library experience in a public, academic or school setting

Skills and Abilities

- Strong writing and verbal communication skills.
- Experience responding to censorship challenges or participating in discussions pertaining to censorship in children's or teen reading spaces.
- Coordinating or supervisory skills.
- Knowledge of current children's and teen literature.
- Ability to learn new technology platforms or programs

Apply

Please express your interest for this role by sending a cover letter and resume to yrcachair@gmail.com by Friday April 12, 2024. Only candidates selected for an interview will be contacted. Please direct questions regarding this process to yrcachair@gmail.com.

About PNLA

PNLA is the oldest regional library association in the United States and the only binational association in North America. Members come from Alaska, Alberta, British Columbia, Idaho, Montana, Oregon, Washington, and beyond. Since 1909, PNLA has provided a professional and social forum for librarians, library workers, and library supporters throughout the vast Pacific Northwest region.

Your Work Matters No. 12 — Building Vibrant Library Organizational Culture

Your Work Matters No. 12 — Building Vibrant Library Organizational Culture: A self-quiz for library managers, library boards, and library employees

We're marking the beginning of the new year by focusing on library organizational culture. How're things at your library? Is your library a happy place to work? We bring this up, suspecting that Montana's recent statewide fracas revolving around public library standards (requiring (or not) bigger libraries to hire directors with a MLS) may have strained morale in some libraries.

This is an opportunity to check the health of our libraries' culture, focusing in particular on the degree library staff share respect and mutual regard for one another as human beings, and as members of a team.

Take a moment and reflect on the degree to which your organization succeeds in these ten organizational cultural elements. This check list, which we hope proves to be useful, follows a table in the article cited below, from the Sloan Review, a MIT management practice magazine and website.

1. Do your employees feel respected? Are all staff treated with consideration, courtesy, and dignity? Are their perspectives and suggestions taken seriously, and do those with suggestions feel as if they are being taken seriously? We know from reporting in MIT's Sloan Review that the single best predictor of a strong organizational culture is the degree in which respect is shared throughout the workplace. [1]

In healthy organizations, healthy 'libraries' for the purposes of this discussion, employees actively show respect for one another. And while of course 'respect' is a two-way street, it's important to underscore that in healthy libraries there is genuine respect between staff, between library staff and their board, and between libraries and their local funding bodies.

While it's difficult to imagine anyone intentionally relegating non-MLS degreed librarians to some sort of second-class workplace status, the process of championing the MLS and MLIS carried with it a regrettable and inaccurate implication that while all librarians are equal, some librarians might be a little more equal than others. (With apologies to Mr. Orwell.) How are things at your library?

2. Are your library's managers supportive? (And if so, or if not, how do you know?) Do your library's leaders help employees do their work better, respond to requests, accommodate employees' individual needs, offer encouragement, and have their backs?

3. Are your library's values clearly identified, and are your daily actions, your strategic plan, and your budget consistent with these values? Are your library values regularly shared and periodically reviewed with staff and your board?

4. Are your managers respected? While hopefully rare to non-occurring, a toxic manager can and will create a poisonous work environment to the detriment of your library's work environment and to its ability to meet its goals.

5. Do all your staff strive to act ethically, specifically in accord with the ethical standards outlined in the American Library Association's (ALA) Code of Ethics? [2]

6. Do your employees feel that they're being given a fair-shake in terms of pay and benefits? The ALA provides some salary comparative resources [3], and we understand that the State Library is working on a Montana-based report, to be available in the first half of 2024. The Institute of Museum and Library Services reports on public library salaries, but various limitations in their reporting make this a less than useful place to begin your comparative salary explorations. [4]

The American Library Association has a companion organization called the Allied Professional Association. The ALA APA sells comparative salary data, or makes it available free with membership. [5]

Finally, we learn from the MSL that the Montana League of Cities and Towns publishes a salary survey every two years. [6]

7. Similarly, do your library's employees value and receive benefits from workplace amenities and perks? What are these amenities and perks, and to what degree do employees have a voice in defining them?

8. Are your employees given encouragement and opportunity to pursue formal and informal job-related continuing education? The Montana State Library is a great place to begin your search for continuing education opportunities. [7]

9. Do your employees feel secure in their job? This is a tough one to fix if your library is perennially fighting for a workable budget. A number of Montana libraries have addressed this problem by pursuing a continuing mill levy or membership in a library district. The State Library has resources in these regards, and in any event, this is why we all need a friends group for our library, or a foundation.

10. If your library has recently reorganized, or if it is contemplating reorganization, how do folks feel about it? Have they had a voice in the process? Have they been kept abreast of changes being considered?

We hope your library did well with this self-quiz, and even if it did great, almost certainly you'll have noticed opportunities for incremental improvement. Good luck, if it was easy, we wouldn't get paid to work fearlessly towards making our library's a better place to work, and from which to be served.

Thanks for reading Your Work Matters.

Written and approved of by these four former State Library Commissioners:

Kenning Arlitsch

Cheri Bergeron

Aaron LaFromboise

Bruce Newell

[1] Donald Sull and Charles Sull, MIT Sloan Review, September 16, 2021, 10 Things Your Corporate Culture Needs to Get Right <https://sloanreview.mit.edu/article/10-things-your-corporate-culture-needs-to-get-right/>

[2] <https://www.ala.org/tools/ethics>

[3] <https://www.ala.org/educationcareers/employment/salaries>

[4] <https://www.ims.gov/research-evaluation/data-collection/public-libraries-survey>

[5] <https://ala-apa.org/salary-survey/>

[6] <https://mtleague.org/surveys/>

[7] <https://msl.mt.gov/libraries/learning/certification>

AkLA + PNLA Conference 2024

The Alaska Library Association (AkLA) and the Pacific Northwest Library Association (PNLA) are hosting a joint conference to be held **August 1-3, 2024** in **Juneau, Alaska**.

The venue will be Centennial Hall (101 Egan Drive, Juneau AK)



STRONGER TOGETHER

AkLA + PNLA 2024 Juneau

Registration opens **March 11th, 2024**.

For members of either association: please register at your home association's website to ensure the member conference rate.

For Non-members/Friends/Trustees/Students and

Exhibits/Sponsors: please register at the PNLA website.

[AkLA Website](#)

[PNLA Website](#)

The Alaska Library Association and the Pacific Northwest Library Association have chosen “**Stronger Together: Amplifying Voices, Strengthening Communities**” as our 2024 Conference Theme. Libraries are at their strongest when they endeavor to provide collections, forums, and programs that actively uplift the diverse voices, stories, and experiences within our communities. The partnership between a library and its community is crucial in ensuring that our services are actively enriching the lives of every resident.

The conference website (<https://akla.org/2024/>) has been updated with additional content

Click on the links below to find information on:

- [Accommodations](#)
- [Continuing Education & Travel Grants](#)
- [Exhibits & Sponsors](#)
- [Juneau, AK Tourism Guides](#)
- [Planning Committee](#)
- [Registration Types & Rates](#)

More information will be added in the coming months.

Registration Types & Rates

Registration Type	Rate (USD)	Available Dates
Member In Person (early)	\$250	Mar 11 - May 31 (invoices not paid by July 5 will be charged regular rate, \$300)
Member In Person (regular)	\$300	June 1 - Aug 1
Non-Member In Person (early)	\$325	Mar 11 - May 31
Non-Member In Person (regular)	\$350	June 1 - Aug 1
Friends, Trustees, Students In Person	\$100	Mar 11 - Aug 3
Member Virtual	\$100	Mar 11 - Aug 3
Non-Member Virtual	\$150	Mar 11 - Aug 3
Friends, Trustees, Students Virtual	\$50	Mar 11 - Aug 3
One Day In Person (early)	\$150	Mar 11 - May 31
One Day In Person (regular)	\$175	June 1 - Aug 3

[The Alaska Library Association \(AkLA\)](#) is a nonprofit professional organization for employees, volunteers, and advocates at academic, public, school, tribal, and special libraries of all sizes in Alaska, as well as library products and services vendors. Our mission is to bring the Alaska library community together through learning, advocacy, and collaborative action.

[The Pacific Northwest Library Association \(PNLA\)](#) is the oldest regional library association in the United States and the only binational association in North America. Members come from Alaska, Alberta, British Columbia, Idaho, Montana, Oregon, Washington, and beyond. Since 1909, PNLA has provided a professional and social forum for librarians, library workers, and library supporters throughout the vast Pacific Northwest region.



April 17-20, 2024 @ Copper King Hotel & Convention Center, Butte

Today is the last day to register at discounted “early-registration” rates for the 2024 Montana Library Association Conference! Full-rate conference pricing goes into effect tomorrow, Thursday, March 21.

Conference updates:

Whova will be going live soon! Conference registrants should watch for an email invitation to access Whova, our 2024 MLA Conference app. Download the app to your phone for full-featured access. Conference agendas, directory of attendees, messaging, photos, discussion boards - all there.

American Association of School Librarians (AASL) President **Courtney Pentland** will present the keynote address “Building Relationships by Sharing Your Story” on Thursday 4/18. Courtney is adjunct faculty for the University of Nebraska-Omaha School Library program and has served on the Nebraska School Librarians Association board as board member at large, president, and chapter delegate to AASL.

Author **Bryce Andrews** joins authors **Debra Magpie Earling**, **Allen Morris Jones** and **Mark Hummel** in reading from their work at the Conference Welcome Reception & Montana Book Awards event at Butte-Silver Bow Public Library on Wednesday April 17. A **pub crawl** visiting a few historic Butte watering holes will follow the event.

The **Cates Scholarship Fundraising Event** “Strikes for Scholars” takes place at Star Lanes Family Sports Center on Thursday night, right next door to the Copper King conference site. Tickets for the event are going fast! Tickets can be purchased with your conference registration, or you can email kirkv@mtlib.org to reserve a spot & pay for a ticket later if you plan to attend.

Award winning author **Sneed Collard III** will read from his work during the Saturday April 20 author brunch. Sneed is the recipient of the *Washington Post Children’s Book Guild Children’s Nonfiction Writer of the Year Award*, the *Orbis Pictus Award*, and his books have been honored with multiple *Junior Library Guild Selections*. A great way to wrap-up this year’s MLA conference.

Ready to register? Details can be found at <https://www.mtlib.org/2024-Annual-Conference>

Hope to see you in Butte!