



## IslandLink Library Federation Provincial Operating Grant Report for 2022

The IslandLink Library Federation was founded in 2008 under the provincial Library Act and includes four member libraries: Alert Bay, Greater Victoria, Powell River and Salt Spring Island.

This report summarizes the IslandLink Library Federation's goals and achievements in 2022, in response to the expectations outlined in:

- the Federation's provincial funding letter dated June 29, 2022
- 2022 Library Federation Grant Report Instructions
- *IslandLink Library Federation Strategic Plan, 2020 to 2024* (attached).

### **1: Introduction: Overview of IslandLink Federation**

The IslandLink Library Federation is based in the south-west coastal area of the province.

#### **Communities:**

This IslandLink Library Federation has four member libraries:

- Alert Bay Public Library (ABPL)
- Greater Victoria Public Library (GVPL)
- Powell River Public Library (PRPL)
- Salt Spring Island Public Library (SSIPL)

These communities differ from each other in many ways such as population size, industry, accessibility, and population composition. But they are united by their common aim to provide excellent library service to their communities and to collaborate with each other to accomplish this goal.

The combined population of the IslandLink communities is approximately 363,333.

Greater Victoria Public Library is a large multi-branch system. GVPL serves a mostly urban area that includes the Provincial capital. This library serves the largest population within the IslandLink Library Federation.

Salt Spring Island Public Library is located on the largest and most populous of the southern gulf islands. The Salt Spring Island community is greatly influenced by the arts. The library has a strong volunteer tradition.

Powell River Public Library is the one IslandLink library that is actually on the 'mainland'. Located on the upper Sunshine Coast it is accessible by ferry from Vancouver Island and has close ties to the Island communities.

Alert Bay is the most remote IslandLink community. The Alert Bay Public Library serves the residents of Cormorant Island. There is a large First Nations population as well as the residents of the Village of Alert Bay. Alert Bay is accessible by ferry from the North Island community of Port McNeill.

**Challenges:**

One of the main challenges for the IslandLink Library Federation continues to be the distances between communities and the difficulty of having to rely on ferry travel. Ferry fares add an extra cost, and the Ferry schedules dictate travel times. The sailing schedules are not always convenient and can require travel delays or even extra overnight stays. These extra costs arise when planning shared programming for the IslandLink communities, when travelling to conferences, and when arranging for the annual in-person IslandLink Board meeting.

**2. IslandLink Programs/Activities/Services to support priorities outlined in the Federation Operating Grant Award Letter**

During 2022 there was a gradual return to in-person events and programming. IslandLink sponsored events were a mix of both virtual and in-person. Libraries are pleased to once again be offering live, in-person events such as programming and professional development for staff.

IslandLink Library Federation has developed areas of funding support for member libraries. Support is available to member libraries for:

- Programming
- Collaborative Initiatives,
- Professional Development
- Digital Resources Support
- Staff Sharing

**a) Improved Regional and Local Shared Services Delivery**

**IslandLink Strategic Action:** Allocate Funding for Digital Resources Annually  
IslandLink assigned \$20,000.00 from the annual budget to be distributed, according to a formula, to each member library. Member libraries must submit copies of invoices for digital resources they have purchased to claim this funding.

Outputs:

In 2022 all member libraries applied for and received their allotted Digital Resources funding to support the purchase of online resources.

Outcomes:

This program has allowed member libraries to license and offer a wider range of electronic resources to their communities.

Support of digital resources in member libraries is an ongoing initiative for the Federation.

Provincial Strategies:

This Strategic Action supports Provincial Strategy #1: Improving Access for British Columbians by supporting the ability for member libraries to improve and increase the digital resources/services they can provide to their communities.

**IslandLink Strategic Action:** Develop a shared programming plan annually  
Each year IslandLink develops a slate of programming shared by all the member libraries.

Outputs:

In 2022 the following programs were organized and funded by IslandLink. All these programs were made available to all IslandLink member libraries.

- Comic Camp – Comic Camp is a week-long virtual program to instruct and encourage pre-teens and teens to design and create their own comic books. The instructor was First Nations professional graphic novelist, Cole Pauls. The program was offered by GVPL, SSIPL and PRPL. The PRPL session was also open to registrations from Alert Bay area.
- Magician Leif David – Leif performed live shows for all IslandLink libraries. These performances helped promote Summer Reading Club.
- Kung Jaadee - Kung Jaadee is a professional storyteller, educator and published author belonging to the Haida, Musqueam and Squamish First Nations. In person performances were offered by PRPL and SSIP. GVPL and ABPL offered virtual programs.
- Movie License – IslandLink organized and sponsored a shared Audio Cine movie license. PRPL, SSIPL ABPL and Pender Island Public Library were all able to take advantage of this shared service. IslandLink pays the fees for the IslandLink member libraries and invoices PIPL for the costs to add them to the contract. PIPL benefits by only having to pay the 'branch' rate which is a considerable saving over taking out their own license. IslandLink was able to negotiate the agreement with Audio Cine to allow both ABPL and PIPL to show licensed movies off-site as neither of these libraries have the ability to host movie events inside their own facilities.

- Author Programs – funding was supplied to member libraries to support their local author program events.

#### Outcomes:

IslandLink continues to help the member libraries engage children, teens and adults by offering programs either in person or virtually according to the comfort level of the library and their community.

Literacy skills & knowledge were supported, artistic skill & creativity were developed, and interest in Summer Reading Club was promoted.

The return of in-person programming has been beneficial for ABPL. During the pandemic ABPL struggled with the difficulties their community has with access to technology. The ability to now offer in-person programs has allowed ABPL to once again provide the benefits of this library service to their users.

#### Provincial Strategies:

This Strategic Action supports Provincial Strategy #3: Advancing Citizen Engagement by helping member libraries offer programs that engage people in conversations, issues and activities that are available to them in their communities.

**IslandLink Strategic Action:** Allocate funding to support collaboration with community partners, other libraries, and educational institutions annually.

#### Outputs:

Funds were granted to Federation members to assist them with programs for their communities that have been planned and presented in cooperation with other partners. These programs were:

- Family Literacy Festival – SSIPL partnered with Salt Spring Literacy and SD65 to sponsor a presentation by Isabell Groc on what families can do in their own backyards to engage with wildlife and help conservation.
- Lik Kit Pilot Project – SSIPL partnered with SD65, Fulford Elementary School to create and circulate themed Lit Kits to classrooms for 'Lit Circles'
- Local Author Tea – SSIPL partnered with Salt Spring Books to hold an event with author Gary Geddes
- Summer Reading Club author event – SSIPL partnered with Salt Spring Books to hold an event with author Ann Eriksson for youth attending SRC. Ann presented on the climate change and wild birds.
- Greening Practices Towards Climate Action – SSIPL partnered with Salt Spring Transitions, Art Spring, and SD64 to hold an event featuring Isabelle Groc presenting on environmental photo journalism and documentary making. The event was open to school groups and the public.
- Indigenous & Metis Collection – PRPL partnered with Tia'amin First Nations to develop and launch an Indigenous & Metis collection.

Outcomes:

The libraries gained relationships with other organizations. A successful collaboration will lead to other opportunities to work together to share ideas and resources to the benefit of each organization and the communities they serve.

Member libraries can offer programming and services in their communities that they might otherwise not be able to make available.

The literature focused programs promote literacy, increase public appreciation and awareness of local authors and educate.

Provincial Strategies:

This Strategic Action supports Provincial Strategy #3 Advancing Citizen Engagement. All these programs engage citizens with the services of their libraries.

### ***b) Improved Access to Professional Learning Opportunities for the Library Community***

**IslandLink Strategic Action:** Identify a roster of “go-to experts” that members can contact for support and expertise on an informal basis.

Outputs:

GVPL annually shares their Librarian Portfolio Information document with all IslandLink member libraries. This document describes the areas of responsibility for each portfolio; and names the staff currently assigned to these positions. IslandLink Library staff are encouraged to reach out to these GVPL contacts if they need to consult with a colleague in these areas of library service.

Outcomes:

Expected outcomes are increased consultation between IslandLink Member Libraries, leading to improved services and procedures.

**IslandLink Strategic Action:** Deliver new distance learning sessions.

Outputs:

IslandLink was able to make available the following professional development opportunities to all member libraries. These professional development courses were offered virtually.

- Safe Harbour: Respect for All – offered by the Affiliation of Multicultural Societies and Service Agencies of BC. This workshop develops a common understanding of diversity and some of the issues that lead to exclusion and discrimination. This workshop was a coordinated effort of the BC Library Federations and was sponsored by the Public Libraries Branch.

- Indigenous Awareness – Offered by Corporate Indigenous Training. This workshop was a coordinated effort of the BC Library Federations and was sponsored by the Public Libraries Branch.

Outcomes:

Several staff registered and completed these courses. Libraries will benefit from staff's increased knowledge and improved customer service skills.

**IslandLink Strategic Action:** Allocate funding for professional development to libraries annually.

Outputs:

Funding for Professional Development was provided by IslandLink for the following:

- SSIPL: - workshop on Evergreen reports
- SSIPL: BCLA Conference
- SSIPL: Self-paced course on Fundraising Regulation & Compliance in Canada for Registered Charities
- SSIPL – First Aid for Staff
- SSIPL – Staff Restorative half-day retreat
- SSIPL – Indigenous Training
- GVPL – GVPL Staff Professional Development Day
- PRPL – Intro to Web Accessibility & Usability
- SSIPL – Intro to Web Accessibility & Usability
- Vancouver Island Library Staff Conference

Outcomes:

Professional development courses and training allowed library staff to develop their skills and knowledge and so provide efficient, effective library service.

Attending conferences, either in-person or virtually, provide library staff with the opportunity to connect, communicate and share ideas with other library staff and professionals.

Attendance at conferences allow staff to remain connected with developments in other libraries, meet vendors and view the newest library products and technologies, and attend workshops with knowledgeable speakers featuring current initiatives in libraries today.

IslandLink has identified the annual Vancouver Island Library Staff Conference as an opportunity for knowledge sharing. The VILSC is an event that is available for all staff of IslandLink member libraries to attend without any registration fee. IslandLink support for this conference helps to ensure it continued operation.

All these opportunities build capacity amongst library staff and allow them to offer superior library service to their communities.

**The IslandLink Strategic Actions:** Facilitate a staff sharing and/or exchange program.

Outputs:

PRPL Chief Librarians made an on-site visit to SSIPL to view that library and share ideas & plans with the SSIPL Chief Librarian.

IslandLink held their first annual Mini Staff Conference in Victoria on Friday, May 6, 2022. Library staff from all IslandLink member libraries gathered to share ideas, innovations and knowledge.

Outcomes:

Staff sharing opportunities allow staff to share ideas, knowledge and to build networks. These events help to create a shared Federation identity and for staff to be more likely to reach out to their Federation colleagues in the future.

Provincial Strategies:

All IslandLink's Strategic Actions listed for *b) Improved Access to Professional Learning Opportunities for the Library Community*, support Provincial Strategy #2 Building Capacity. These actions promote consultation, learning and sharing of knowledge that work towards the goal of well trained, knowledgeable and responsive library staff.

***c) Service Expansion Beyond Community Borders***

IslandLink supports this provincial priority by working with the other Library Federations to benefit all BC libraries.

The Federations work together to explore and offer professional development opportunities, organize an annual province wide Books for Babies program and making available negotiated preferred pricing contracts for library supplies.

The IslandLink Manager takes an active role in these joint projects.

These projects are made available to IslandLink member libraries, the member libraries of the other BC Library Federations, and to BC public libraries who are not part of a Federation.

Outputs:

- IslandLink and the other Library Federations have established preferred pricing agreements for library supplies with LibraryPrint and Barmy Tech. Pricing agreements are made available to all BC libraries for items such as: barcode labels, label protectors, EM security strips and overlays, and borrow cards, interlibrary loan mailbags. The IslandLink Manager is the liaison for this project.
- The Federations organize the bulk purchase of Books for Babies materials. The IslandLink Manager is the coordinator of this project.
- The Federations work together to offer professional development workshops and courses such as the Safe Harbour and Indigenous Awareness workshops. See section: *b) Improved Access to Professional Learning Opportunities for the Library Community*.

#### Outcomes:

Federation member libraries, and libraries beyond the Federation borders, benefit from consortium negotiated prices. These savings allow all BC libraries to stretch their budgets to use with other service priorities.

Federation member libraries, and libraries beyond the Federation borders, can offer the Books for Babies service to their communities. Families can expose their young children to books and music; and develop an appreciation for reading, the arts, and their local libraries.

Federation member libraries, and libraries beyond the Federation borders, are able to access professional development for their staff to build knowledge and improve service to their communities.

#### Provincial Strategies:

These projects support the B.C.'s Strategic Plan priority #1, & #2. The shared professional development builds capacity, and the province-wide programs improve and promote access for British Columbians.

#### *d) Furthering the strategies of the BC's Strategic Plan for public Library Service*

Examples are given in the report above for how IslandLink strategic goals & actions further strategies 1, 2 & 3 of the B.C.'s Strategic Plan for Public Library Service.

Below is how IslandLink's strategic goals & actions further Provincial Strategy #4.

#### Provincial Strategy 4: Enhancing Governance

The IslandLink Library Federation recognizes that clear and open communication between Board Directors, Library staff and the IslandLink Manager is key to good governance.

#### Outputs:

- May 6, 2022 IslandLink Board meeting in-person in Victoria
- November 24, 2022 IslandLink Board meeting, by Zoom
- Performance Review of IslandLink Manager

#### Outcomes:

The Board meetings satisfy the requirement for 2 meetings a year as specified in the IslandLink Library Federation agreement. At these meetings the Board reviews the ongoing work of the Federation and plans for the future to ensure that IslandLink continues to be a successful, well managed Federation. The Board meetings also provide an opportunity for Board members and Library Directors to network, exchange ideas and build relationships.

Performance reviews of employees is necessary to good governance and results in many benefits to the organization. This process promotes and enhances the relationship between the Federation Manager and the Board, which ensures a productive collaboration.



## Summary

2022 has seen the beginning of the emergence from the pandemic. In-person meetings, conferences and programs have cautiously started to resume.

We are looking forward to continuing our return to pre-COVID plans and events. But we will also take advantage of our ability to offer virtual events when needed and proves to be the best alternative.

Our experience from the pandemic has brought forward the advantages of virtual technologies and these will no doubt continue to be an option going forward allowing for convenience and savings of time and finances. This technology has greatly increased access to professional development and staff sharing opportunities and has made these opportunities much more cost effective.

The IslandLink Library Federation is grateful to the Libraries Branch for our continued funding.

Please contact the IslandLink Library Federation for additional information.

Respectfully submitted,

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Approved by:

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