

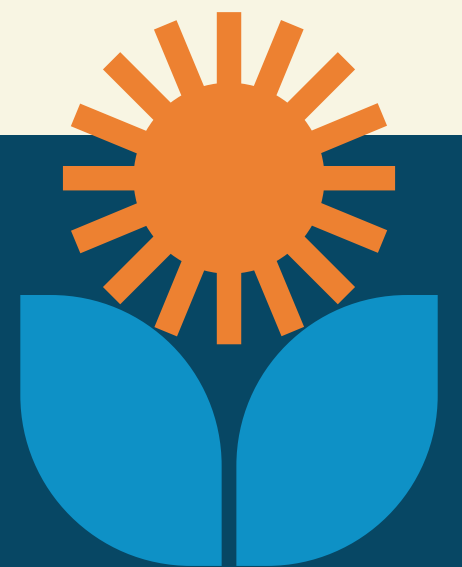
WILS 2025

Membership Meeting

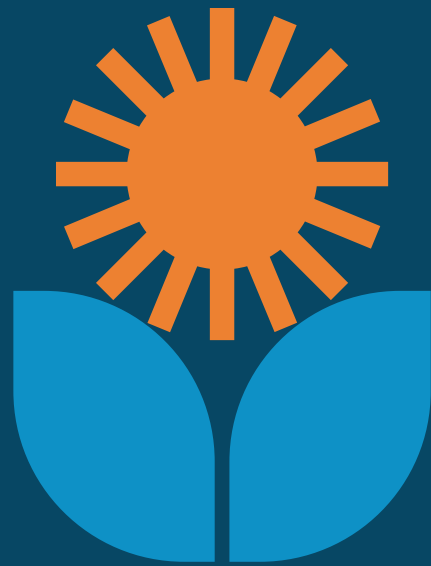
Working Together Toward Great Things



Grab a coffee and get comfy
The meeting will start at 10:00 am CT



Welcome!



Sarah Miller

WiLS Board Chair and
Director of Member
Engagement, WiscNet



Mindy King
UW-Stevens Point



Steve Platteter
Prairie Lakes Library System



Micki Uppena
Mineral Point School District



Adrienne Thunder
Ho-Chunk Nation Language Division



Sarah Miller
WiscNet



Kim Olson-Kopp
Viterbo University



Kristina Gómez
Milwaukee Public Library



Michelle Byholm
Chequamegon School District



Frank Violette Foss
Milwaukee Art Museum



Jennifer Gurske
Madison Trust for Historic Preservation



Gary Flynn
Gateway Technical College



Tasha Saecker
Appleton Public Library



Jennifer Follett
Madison Metropolitan School District



Andrew Prellwitz
Ripon College



The WiLS Board





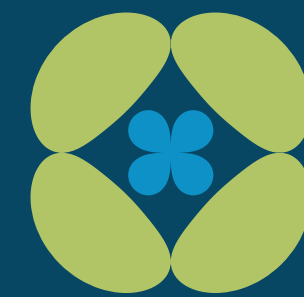
**Jennifer
Chamberlain**
WiLS Executive Director

Hi!





Thank you, Steve





Jeff Brunner



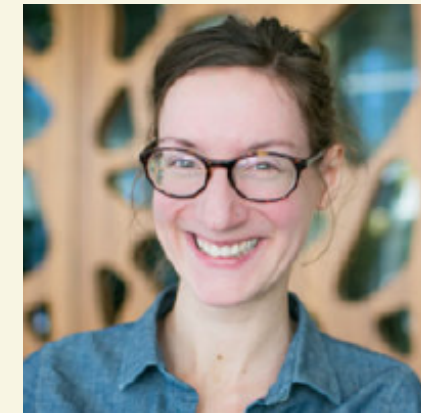
Jennifer Chamberlain



Melody Clark



Andi Coffin



Laura Damon-Moore



Sara Gold



Erin F.H. Hughes



Kim Kieseewetter



Tom Klement



Lisa Marten



Melissa McLimans



Rebecca Rosenstiel



Nick Smith



Kristen Whitson

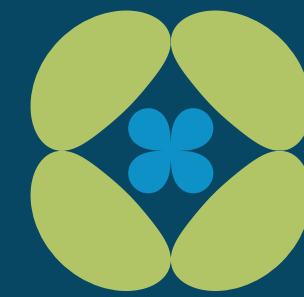


WiLS Staff





Today's Presenters

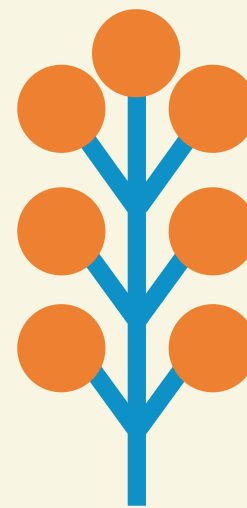


Angela Meyers

Coordinator of Youth and
Inclusive Services
Bridges Library System

Kelly Nelson

Adult Services Manager
Pewaukee Public Library

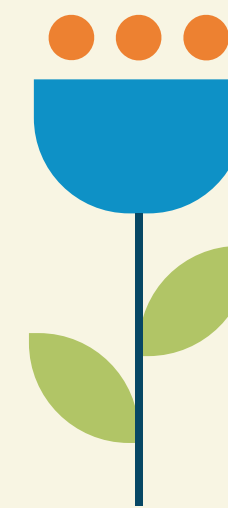


Nick Demske

Executive Director
Racine Public Library

Joana Jackson

Adult Services Librarian
Racine Public Library



Sarah Sugden

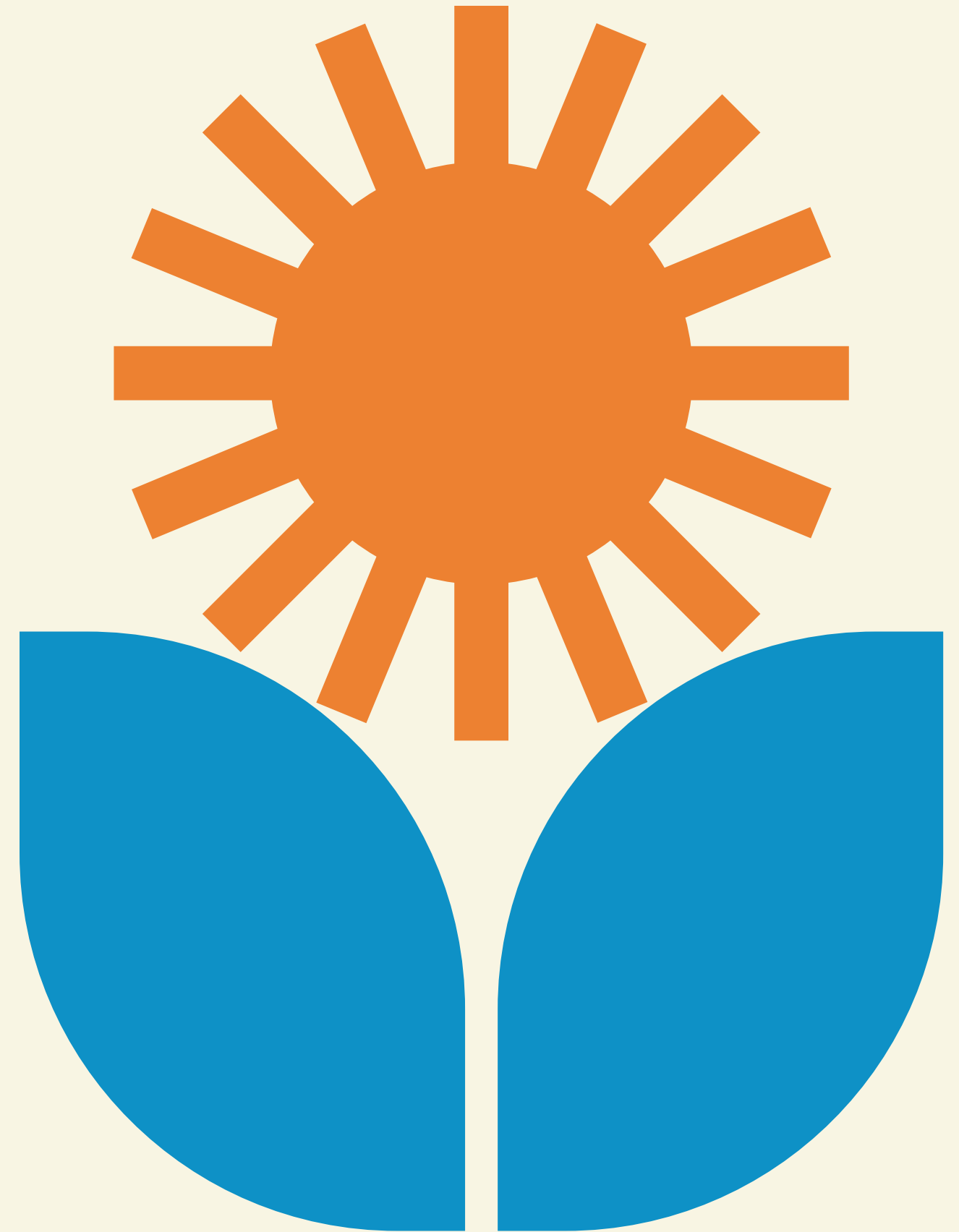
Director
Brown County Public Library

Angela Meyers

Coordinator of Youth and
Inclusive Services
Bridges Library System

Kelly Nelson

Adult Services Manager
Pewaukee Public Library



A photograph of three women sitting at a wooden table outdoors. The woman on the left has white hair and wears sunglasses and a grey patterned jacket. The woman in the middle has grey dreadlocks and wears sunglasses and a grey jacket. The woman on the right has blonde hair and wears a grey shirt with a black vest that says 'VOLUNTEER' and 'SUSAN'. They are all smiling. On the table are green plates with food, a red cup, and wooden alphabet blocks. A large purple graphic is in the top left corner, and a smaller purple graphic is in the bottom right corner.

LIBRARY MEMORY PROJECT

HELLO!

KELLY NELSON

Adult Services Librarian
Pewaukee Public Library

ANGELA MEYERS

Coordinator of Youth & Inclusive Services
Bridges Library System



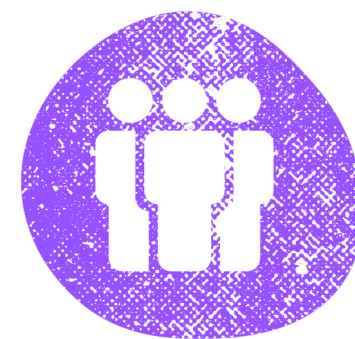
Pictured: Kelly Nelson (upper left), Angela Meyers (lower right)

**LIBRARY MEMORY
PROJECT
AN INITIATIVE OF
BRIDGES LIBRARY
SYSTEM**





MEMORY CAFES



SOCIAL GATHERINGS



**STRUCTURE & STIMULATING
ACTIVITIES**



SAFE & WELCOMING SPACE

PARTNERS



 **ALZHEIMER'S
ASSOCIATION**



 **ADRC**
Aging and Disability Resource Center



MEMBER
LIBRARIES

PROGRAMS & SERVICES



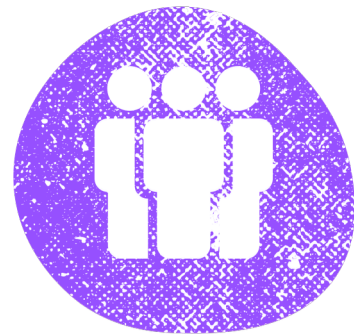
MEMORY SCREENINGS

1:1 memory screenings



COLLECTIONS

Memory care kits



PROGRAMS

- Workshop series
- Programs
- Support groups



Aquapaints, part of a Memory Care Kit
at the Oconomowoc Public Library

PLANNING A MEMORY CAFE



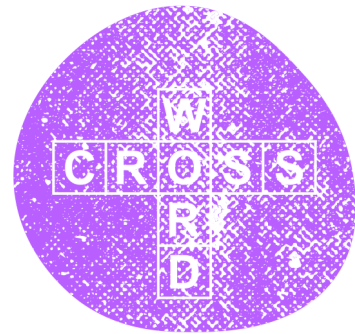
THEME/TOPIC

a great jumping off point!



CHOOSE ACTIVITIES

that are engaging and promote social interaction



PASSIVE ACTIVITIES & FIDGETS



ENLIST VOLUNTEERS

to help with sign in, execution, and refreshments



**DON'T FORGET THE
REFRESHMENTS!**



WHAT DOES A MEMORY CAFE LOOK LIKE?



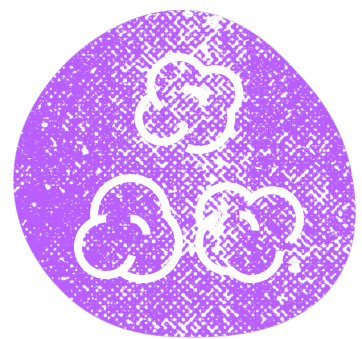
SET UP

tables arranged for conversations, fidgets and passive activities



WELCOME

greet attendees, get refreshments, ice breaker



ACTIVITY

Time to engage!



CLOSING

song or poem



ACTIVITIES



FOOD

taste testings, family recipes



GAMES

bingo, indoor yard games, trivia



MUSIC

drum circle, sing-a-long



ART

Zentangle, painting



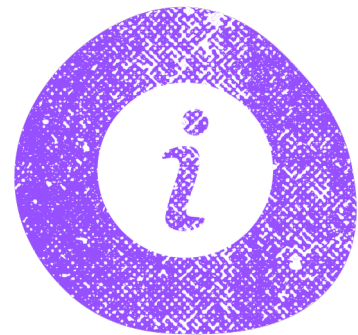
BENEFITS



**SOCIALIZATION & REDUCED
FEELINGS OF ISOLATION**



ENHANCED MOOD



**ACCESS TO VALUABLE
RESOURCES AND INFORMATION**



SMILES!



CONTACT US

Kelly Nelson

knelson@pewaukeelibrary.org
262-691-5670, ext. 923

Angela Meyers

ameyers@bridgeslibrarysystem.org
262-896-8245



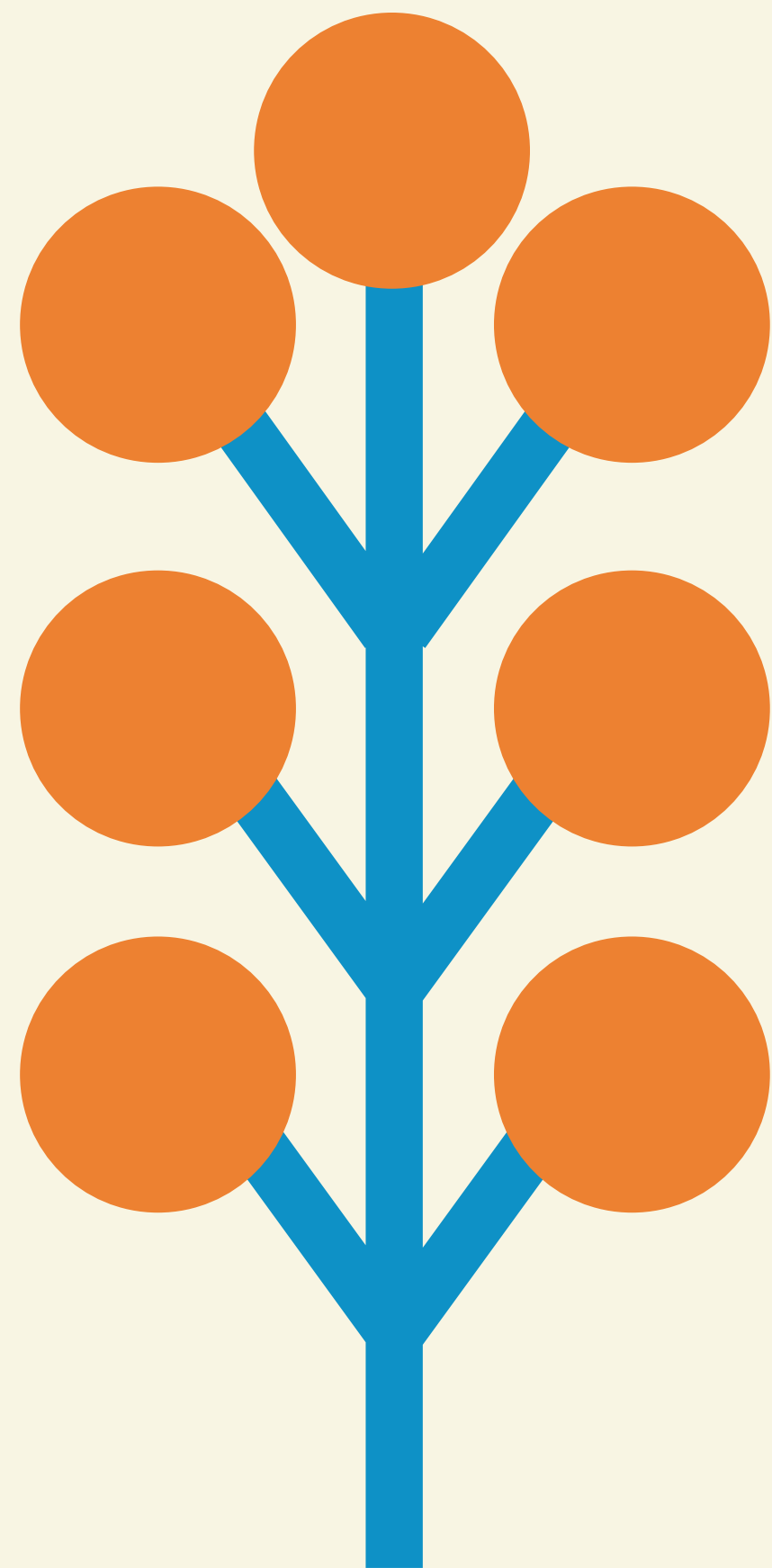
www.librarymemoryproject.org

facebook.com/LibraryMemoryProject





THANK YOU!



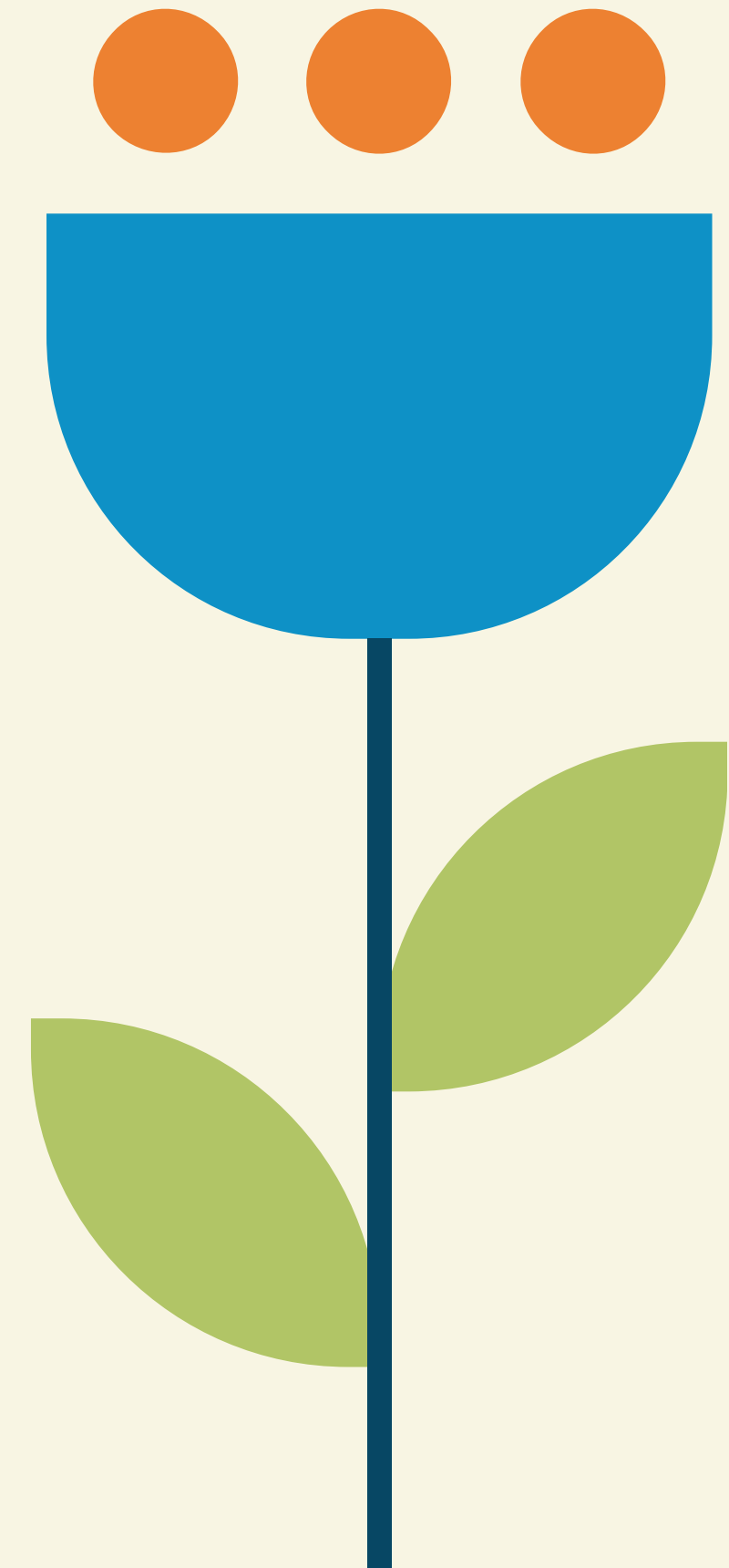
Nick Demske

Executive Director
Racine Public Library

Joana Jackson

Adult Services Librarian
Racine Public Library

Sarah Sugden
Director
Brown County Public Library



NETWORK WEAVING FOR LIBRARIANS

WiLS Annual Membership Meeting
February 28, 2025
Sarah A. Sugden, MLIS

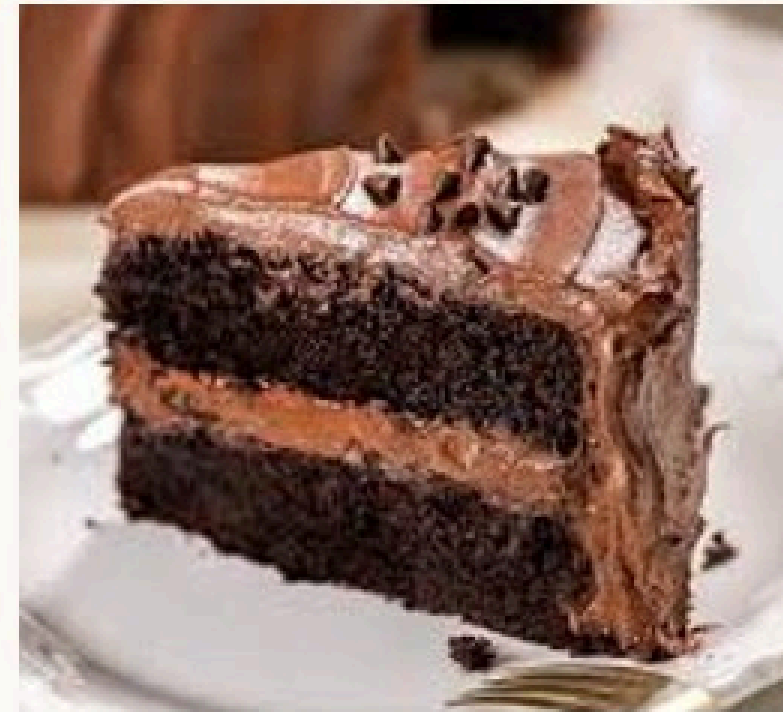
**LEADERSHIP IS
ACTION TAKEN -
NOT POSITION HELD**



LIBRARY EGG THEORY

3





WHAT THEY ALSO DON'T TEACH IN LIBRARY SCHOOL

SOCIAL NETWORK ANALYSIS

Connected: The Surprising Power of Our Social Networks and How They Shape Our Lives – How Your Friends' Friends' Friends Affect Everything You Feel, Think, and Do. Nicholas A. Christakis, MD, PhD and James H. Fowler, PhD (2009)

Network Weaver's Handbook. June Holley
<https://networkweaver.com/>

Social Network Analysis. John Scott (2017, 4th edition)



NETWORK WEAVING 101

NETWORK PRINCIPLES

- Many types of networks exist.
- Networks can shift systems.
- Equity and belonging are key to system-shifting networks.
- Networks develop in stages.
- System-shifting networks emerge spontaneously during a crisis.
- Intentional self-organizing amplifies impact.
- Networks of networks amplify and spread success.

5 GENERAL PATTERNS OF EFFECTIVE NETWORKS

1. Birds of a feather flock together
2. Diversity is important.
3. Strong networks have more than one path between any two nodes.
4. Some nodes may be more prominent than others
 - a. Hubs: nodes with many direct connections that disperse info quickly
 - b. Brokers: nodes that connect otherwise disconnected parts of network – serve as liaison
 - c. Boundary spanners: nodes that connect two or more clusters – act as bridges between groups.
5. Most nodes in the network are connected by an indirect link, but the average path within the network tends to be short.



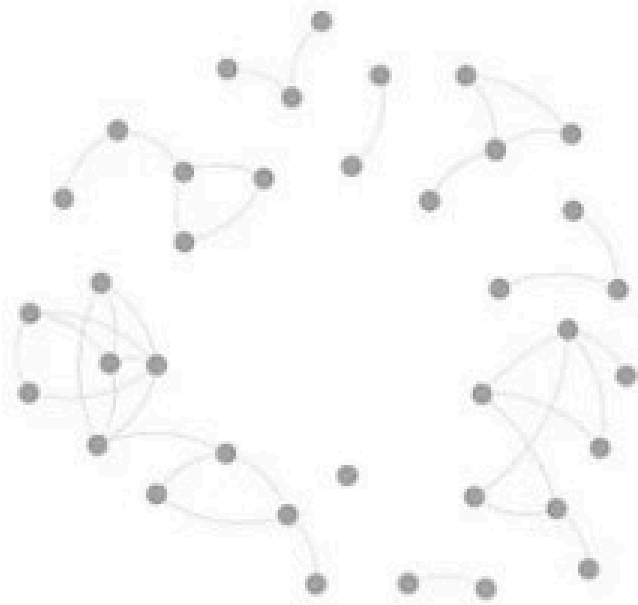
WHEN UNMANAGED, NETWORKS FOLLOW TWO DRIVING FORCES

- Birds of a feather, flock together
- Those close by, form a tie

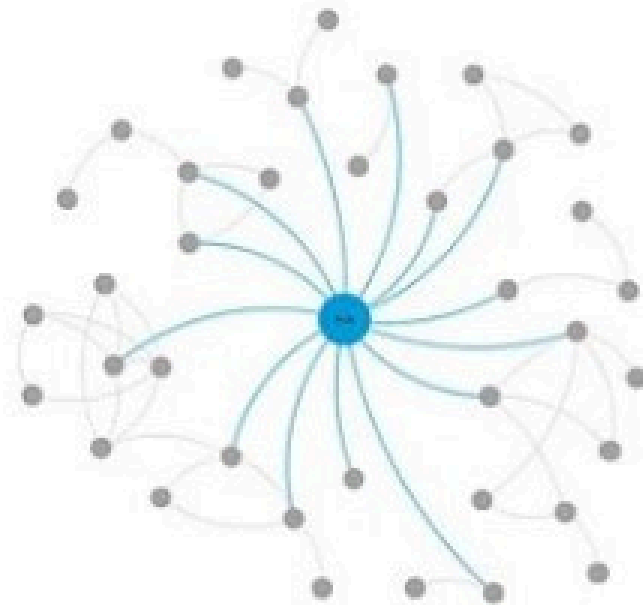


STAGES OF NETWORK DEVELOPMENT

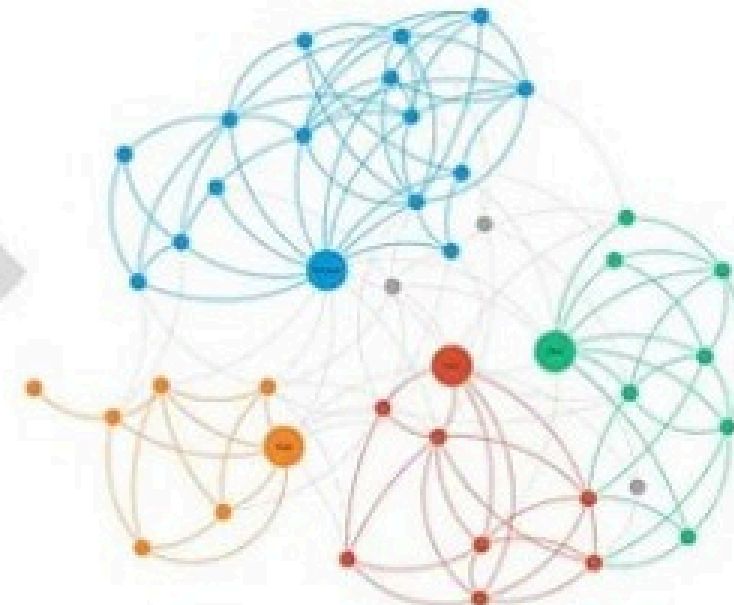
1. Scattered fragments



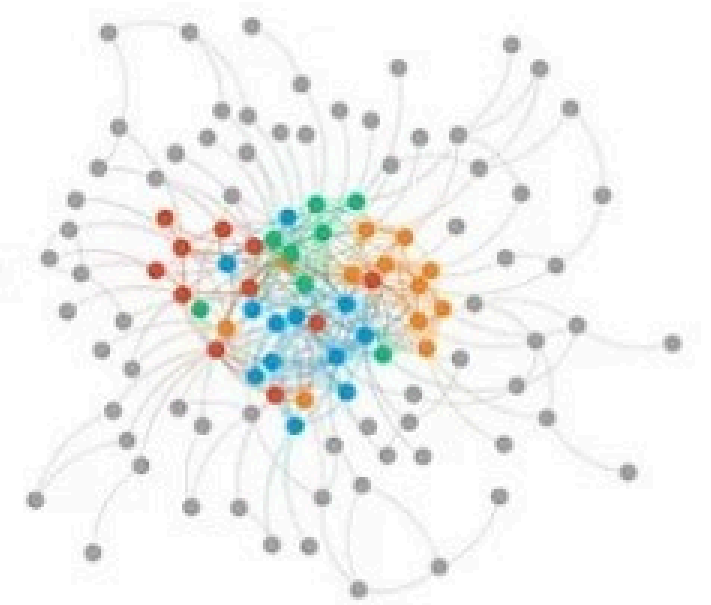
2. Hub and spoke



3. Multi-hub



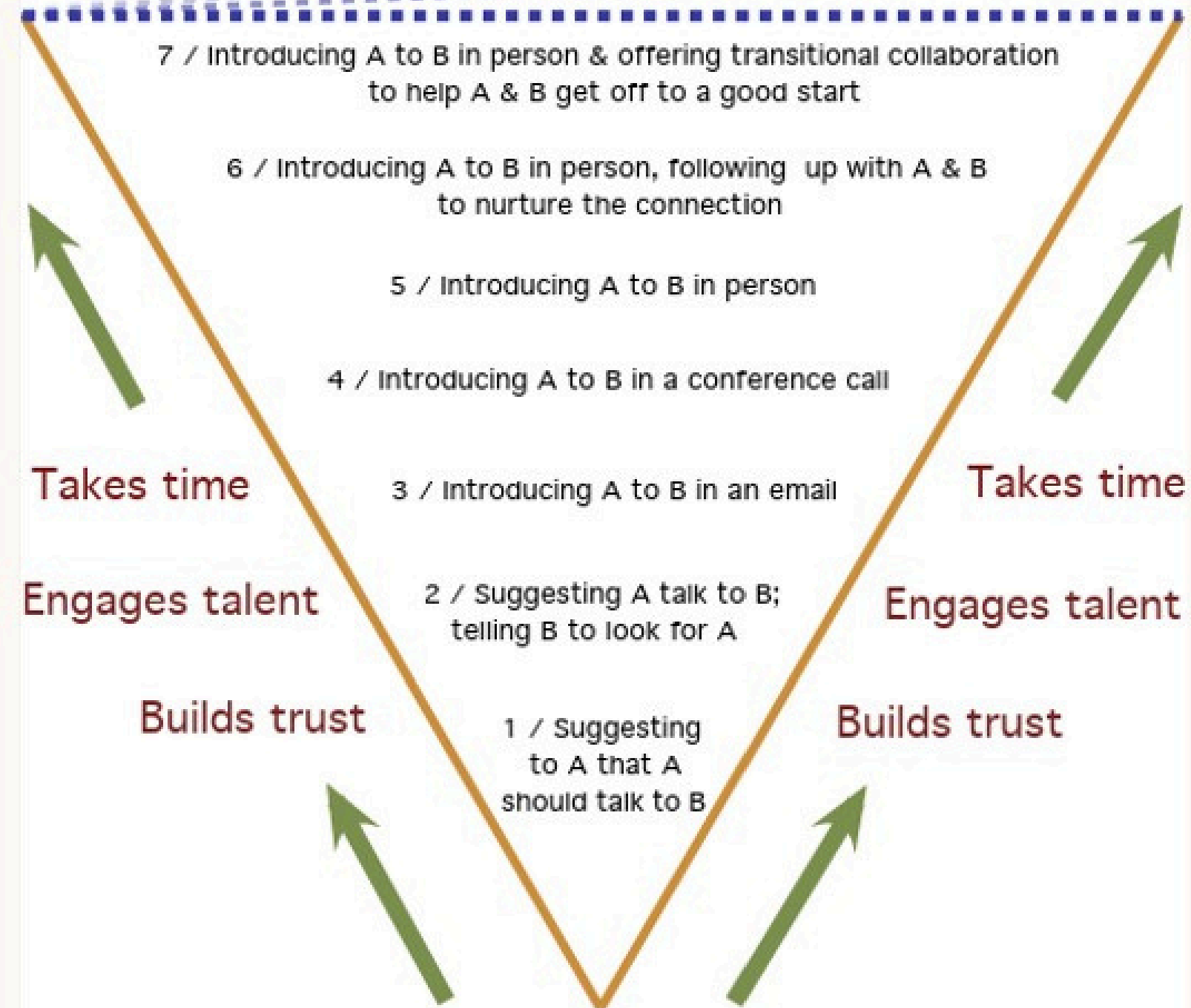
4. Core/periphery



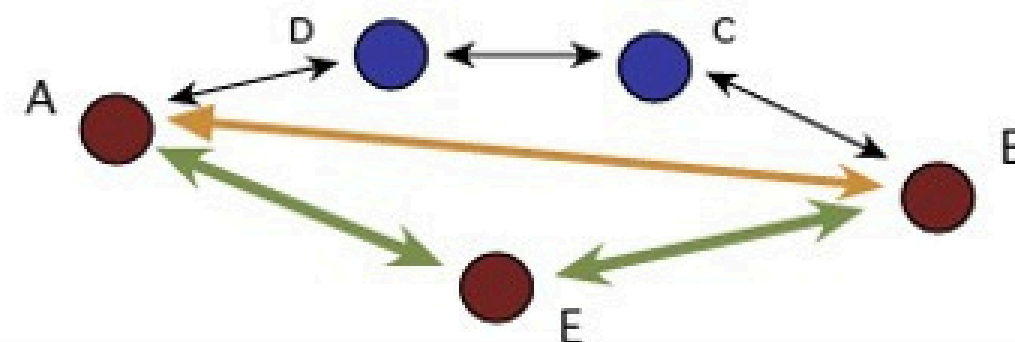
NETWORK SKILLS

Know the net; knit the net

- Map to see who's missing or unconnected
- Reach out
- Close triangles
- Convene your network
- Encourage multiple self-organized experiments
- Use reflection to create a better, bigger project
- Use a simple communications ecosystem



The Introduction Pyramid





DEEP COMMUNITY TAKES TIME

The ox is slow, but the earth is patient.

TACTICS, LESSONS & NUANCES: 1

- Give people hope; hope drives inspiration; inspiration drives aspiration
- Facilitate and build leadership / development of leadership / successive leadership (internal for sustainability; external/internal for direction)
- Facilitate network and coalition building: share strengths/ideas
- Collaboration: develop unity, strength, and resources
- Collective action: find commonality among others and within the group
- Promote collective decision making and consensus building
- Planning: develop a structure that establishes long term goals, short term goals, and intermediate goals: measurements, activities, and outcomes
- Establish a theory of change; establish the vision: push people to dream – envision a future from their current condition



TACTICS, LESSONS & NUANCES: 2

- Openness to acknowledge mistakes; people respect transparency
- Be consistent; respect people's time
- Support innovation and creativity; be open to change
- Support participatory action research, as well as data driven research
- Celebrations: celebrate the small stuff and the big stuff, always looking for ways to connect and reinforce relations, while building new ones
- Process: have a process; preferably write it down and share
- Be patience; organizing is a process, not a product
- Communication: give clear and consistent messages; simple is often better
- Welcome diversity: practices/ideas/people
- Write about the work and engage in frequent reflective and collaborative learning



TACTICS, LESSONS & NUANCES: 3

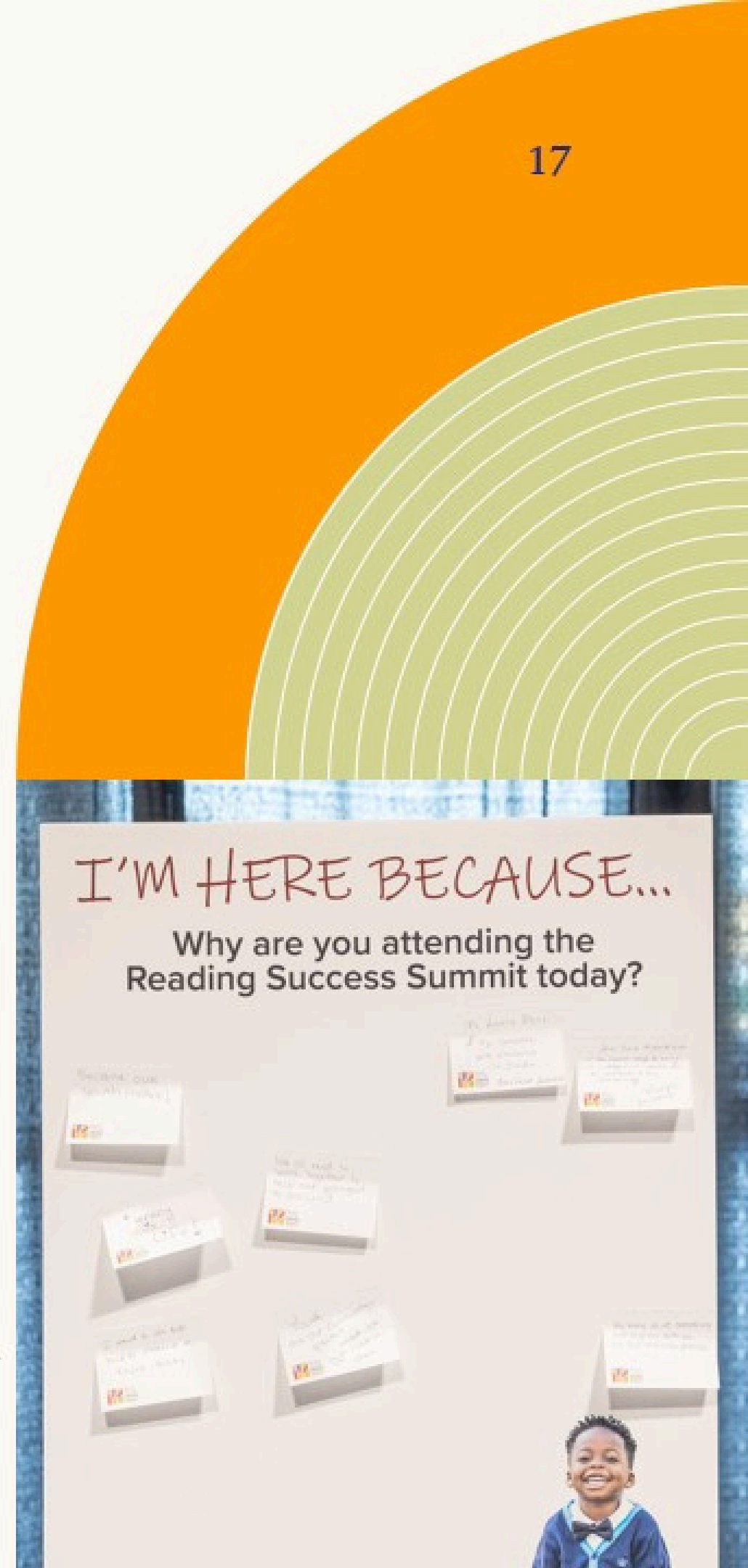
- Engage in active listening: see with your ears and listen with your eyes
- Talk “with” people, not “to” people; don’t do all the talking
- Build self-esteem and confidence
- Documentation: capture through pictures, audiovisual, and other forms of capture to chronicle your work
- Promote community asset mapping – is the glass half full or half empty?
- Work with confidence
- Respect people’s faith and spiritual practices
- Respect people’s cultural practices
- Micro/Macro: people should find their point of comfort / various entry points / work on multiple levels



QUESTIONS TO ASK

- Why is the project important to my library?
- What skills or resources does my library bring to this project?
- What else is required for this project to succeed?
- What skills or resources do my partners bring to this project?
- Are the roles of each party clearly defined?
- Is each stakeholder able to perform their role?
- Is there a budget for staffing, venues, equipment, and other resources?
- Does the partnership require a formal agreement?
- What does success look like?
- Is each stakeholder getting what they want?

State Library New South Wales. <https://pls.sl.nsw.gov.au/managing-my-library/community-and-engagement/library-partnerships-outside-agencies>





NETWORK WEAVING IN ACTION

BROWN COUNTY SEED LIBRARY

19

NEED: Reduce food insecurity, protect current and future food supply, support pollinators

PARTNERS: Brown County Community Gardens Program; Brown County Library; Green Bay Botanical Garden; New Leaf Foods; Northeastern Wisconsin Master Gardeners, University of Wisconsin – Green Bay; UW Extension Brown County

IMPACT: 10,000+ seed packets distributed annually; complementary programming offered at library throughout the year



BROWN COUNTY
Seed Library

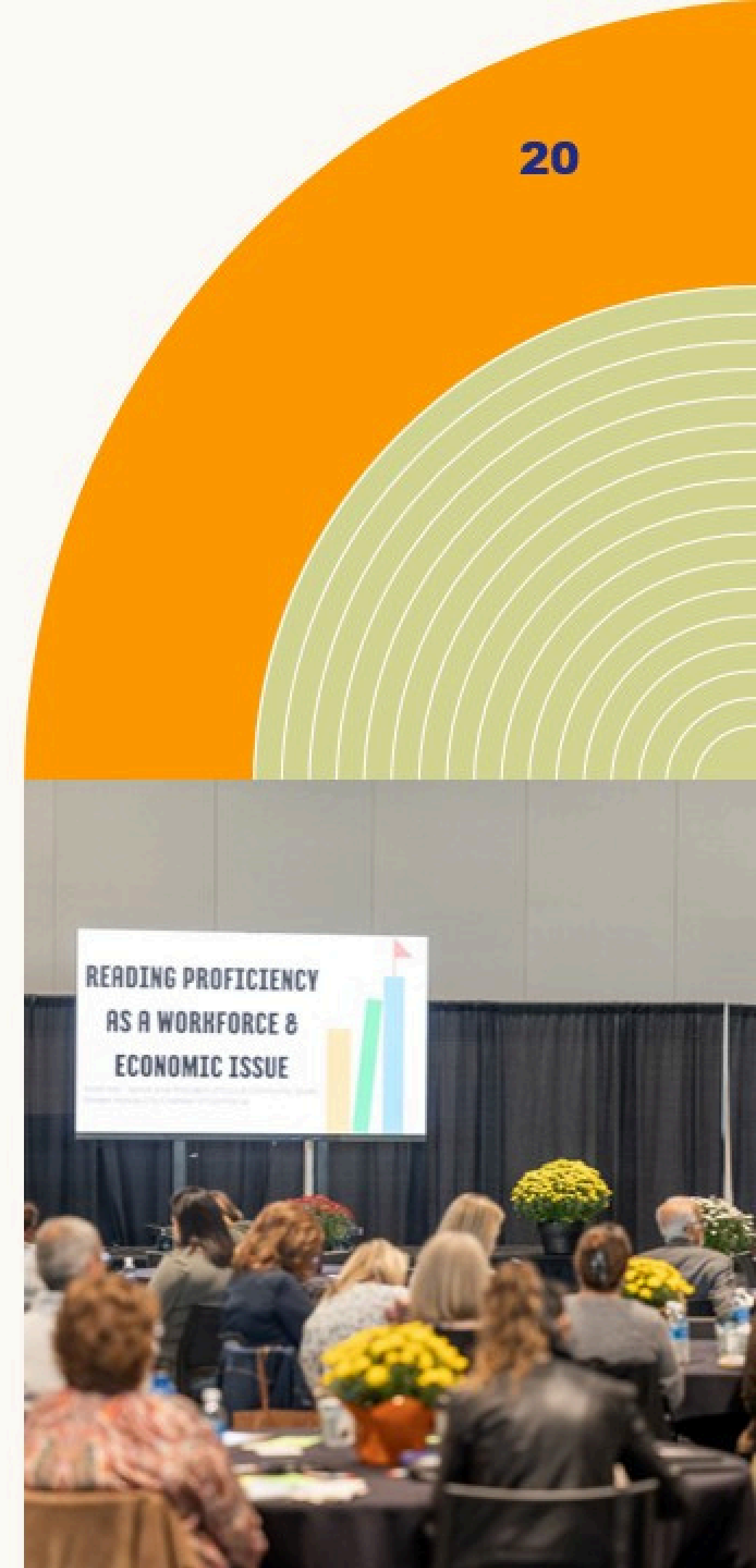
THIRD GRADE READING PROFICIENCY

20

NEED: In 2021, just 1 in 3 Brown County 3rd graders were proficient readers.

PARTNERS: Brown County Library, Achieve Brown County, Barnes & Noble (Ashwaubenon); Bellin Health; The Brain Center of Green Bay; Boys & Girls Club of Greater Green Bay; Bright Young Dyslexics; Casa ALBA Melanie - La Escuelita; The Children's Museum of Green Bay; Community Services Agency, Inc. (COMSA); Dreambuilt Books; Dyslexia Reading Connection; Empowered Tutoring; Encompass Early Education & Care; Friends of the Brown County Library; Give-A-Kid-A-Book; Family & Childcare Resources of N.E.W.; Green Bay Area Public Schools; Growing Resiliency; Kumon Math and Reading Center of Green Bay; Greater Green Bay YMCA; Literacy Green Bay; Northeast WI Technical College; North Central Community Action Program; On the Mark Dyslexia Clinic Inc.; Oneida Nation; Packers Hall of Fame - Tundra Tales; Reading Connections, Inc.; St. Norbert College; The Traveling Tutors, LLC; University of Wisconsin - Green Bay; University of Wisconsin - Oshkosh - Project Success; Volunteer Center of Brown County - Reading Coaches for Kids; Waterford Upstart; We All Rise African American Resource Center; Wisconsin Dept. of Children & Families; Family Foundations Home Visiting Program; Wisconsin Literacy, Inc.; Wisconsin Reading Corps; Wrightstown Community School District; YWCA Green Bay

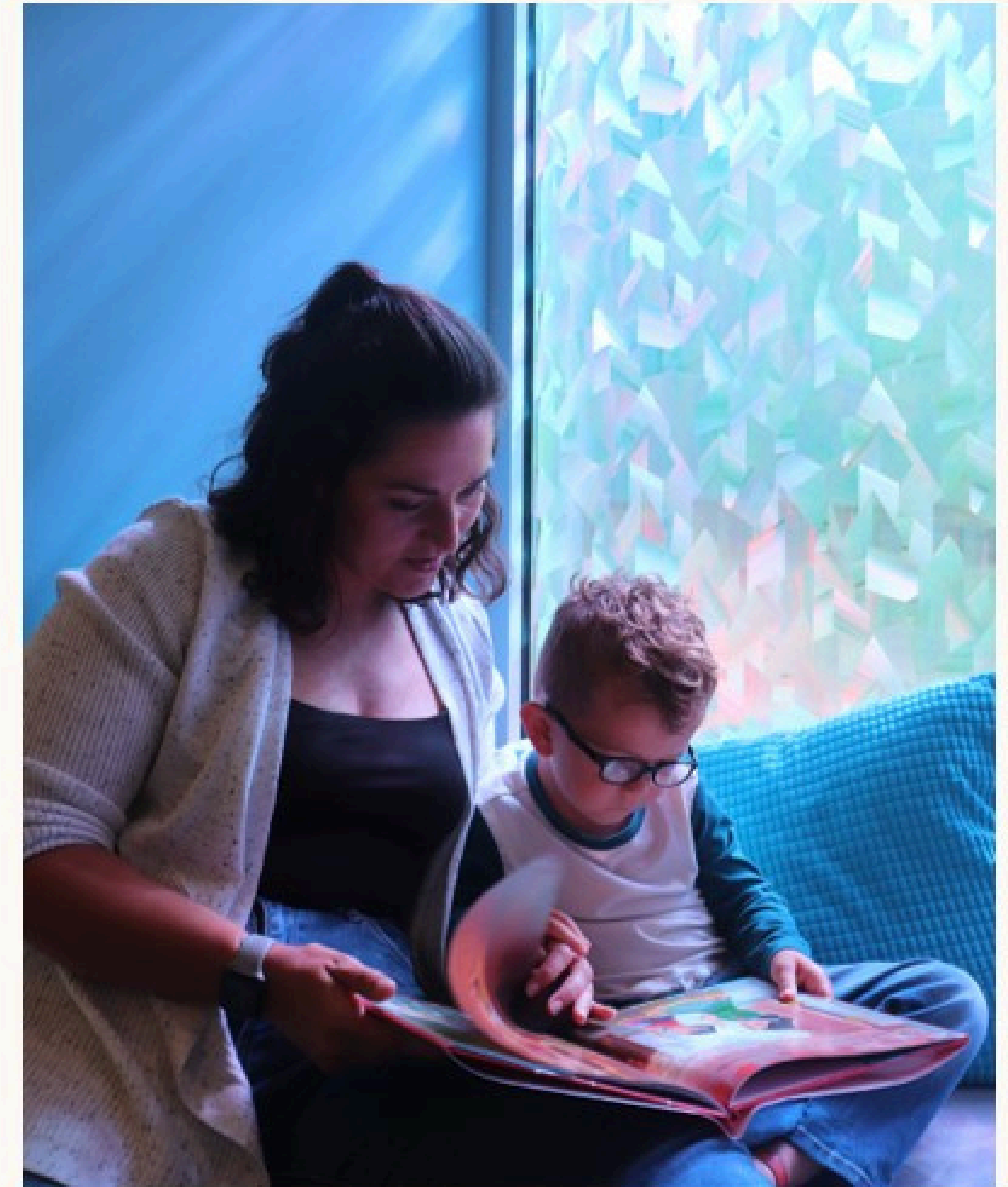
IMPACT: October 2022 Reading Success Summit resulted in launch of Reading for the Future collective impact plan; increased enrollment of Reading Coaches; establishment of Pages & Stages (collab between BCL, Friends, WIC, New Community Clinic); establishment of UWGB literacy tutor program; establishment of Dolly Parton's Imagination Library in 2 area codes



DEEP COMMUNITY WITH 3RD GRADE READING PROFICIENCY

Reading for the Future Collective Action Initiative:

- Achieve Brown County as Backbone Team
- Human centered design consultant to inform community-wide strategy to improve 3rd grade reading proficiency
- Community Learning Sessions
- Collective Action Teams launched
 - Reading for the Future Strategy
 - Every Child is Ready to Read
 - READy for Life
- **LONG TERM EFFORT**



JOBPOD

NEED: Reduction in state-funded Job Centers result in increased barriers for jobseekers to access workforce development experts, particularly in rural communities

PARTNERS: Brown County Library, Bay Area Workforce Development Board, Nicolet Federated Library System, Wisconsin Department of Workforce Development, Microsoft (affiliate partner)

IMPACT: Currently in pilot phase, with 3 JobPods installed as of 2/28/2025. DWD funding for additional JobPods, set to launch before the end of 2025. Partners are collectively working on assessment and measurement, based on needs of workforce partners.



DEEP COMMUNITY WITH WORKFORCE DEVELOPMENT

Monthly Job Fairs in partnership with Job Center of Brown County

- Rotating library locations
- Job Center secures hiring employers
- Library sets up space and promotes event
- Meeting room used for employer tables
- Study rooms used for interviews
- Future plans for complementary programs prior to Job Fairs



GATHER YOUR INGREDIENTS & CRACK THE EGG

RECIPE

Take chances

Make mistakes

Get messy

Cook as long as necessary.
Remember! The ox is slow, but the earth is patient.



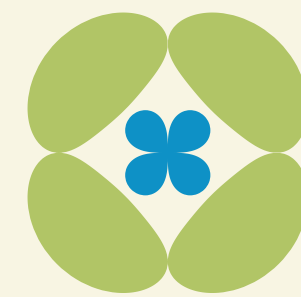
THANK YOU!

Sarah A. Sugden, MLIS

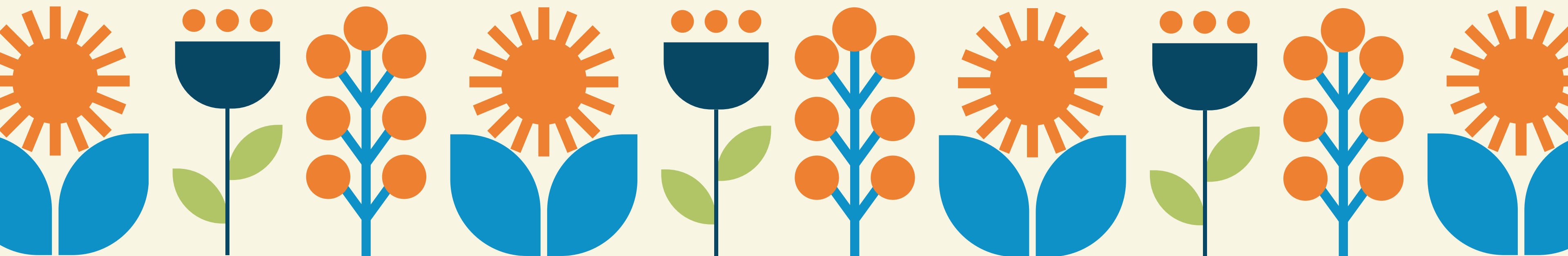
920.448.5810

Sarah.Sugden@browncountywi.gov

www.linkedin.com/in/sarahforlibraries

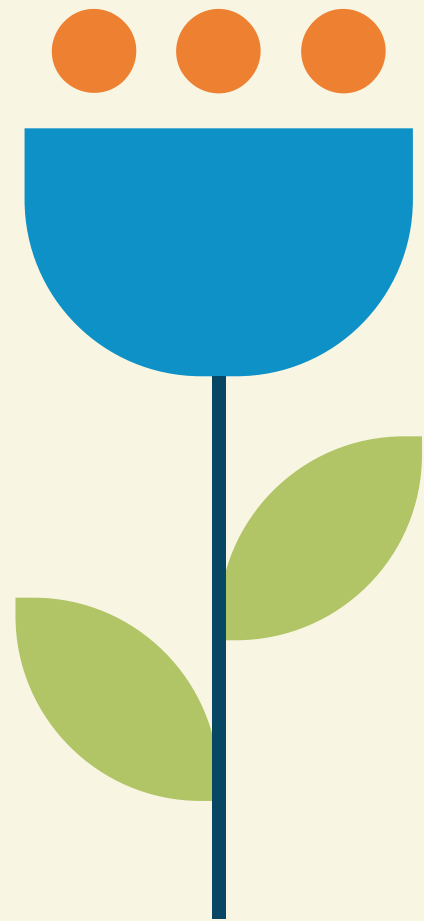


**Thank you to our
presenters!**

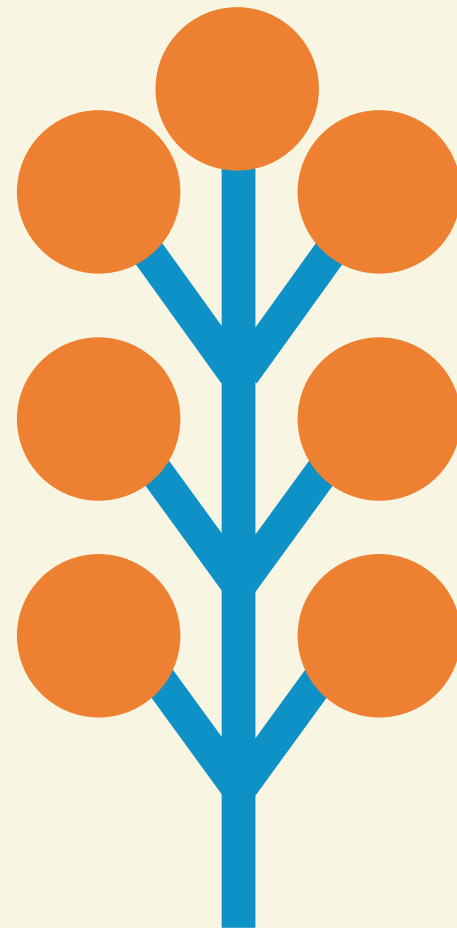




WiLS Strategic Goals



**Strengthening &
Building Community**



**Fueling
Innovation**



**Organizational Health
& Sustainability**



It's your turn!



Use the chat to share

**What is something you're
looking forward to in 2025?**



Strategic Planning Peer Network

Flattening the Curve

Mitigating Cultural Heritage Loss
in Wisconsin Native Nations





Culture Keepers Collective is a Native-led collective administered by WiLS that serves the needs of cultural workers to advance their communities' work within tribal libraries, archives, and museums.



EDUCATING and helping provide culturally relevant programming and services through training events, resources, and consultations



COLLABORATING to meet the unique needs of the Native Nations digital stewardship work with Indigenous and non-Indigenous institutions



SUSTAINING the Mukurtu Midwest Hub for collaborative use and as a portal for Wisconsin Indigenous culture keepers to share materials in culturally appropriate ways



ADVOCATING on contemporary issues related to developing and sustaining Indigenous data sovereignty of Wisconsin's Native Nations

CULTURE KEEPERS RECONVENING



Flattening the Curve

Mitigating Cultural Heritage Loss
in Wisconsin Native Nations





**Continued Work
Toward Diversity,
Equity, and Inclusion**

Connect with us



608-218-4480



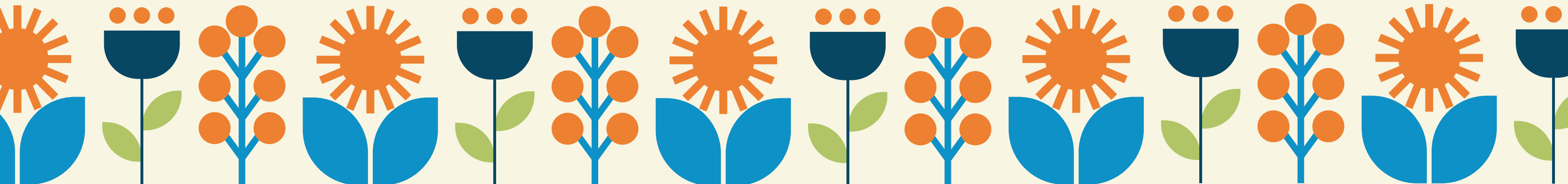
information@wils.org



wils.org



wils.org/newsletters



IDEAS to ACTION FUND

BRINGING YOUR IDEAS TO LIFE



April 1st-June 2nd | <https://wils.org/fund>

Thank you!

