Message from the President

“Putting on the Mask”

“It’s not a role model .... Just because I dunk a basketball doesn’t mean I should raise your kids.”

—Charles Barkley

It always makes me smirk when the newest and hottest celebrity / pop star / athlete laments that they don’t want to be seen as a role model. They protest that they shouldn’t be hindered by societal expectations and they “just got to be me, man.”

Maybe you feel the same way. Maybe you shy away from leadership duties or roles. Do you suddenly become a wallflower and hope for the power of invisibility when someone mentions networking or mentoring? When you first filled out your application or signed your acceptance letter, how could you know what responsibilities come with the title of librarian?

For many years, the stereotype of a librarian has been closely associated with strict rules and an even stricter bun hairstyle—ready to shush the masses into submission—while at the same time a librarian is seen as socially awkward and painstakingly shy. We are believed to retreat from the world into our safe haven of an almost empty library with dusty books and a cat to keep us company. In more recent years, librarians have been depicted as boorish book pushers by day and secret crusaders by night.

(continued on p. 2)
This December, I will have been part of this wondrous library world for 11 years. During this time, I have changed my professional persona multiple times: cataloger, interlibrary loan, reference, IT, system administrator, and currently, library director. Now be honest, don’t those titles conjure up some stereotypes that even we hold ourselves?

How do you want your coworkers to see you? Your boss? Your patrons? Your community? Your state organizations? If you don’t consciously decide how the world is to receive you professionally, the world will choose your persona for you.

You may say, “Dawn, this is silly and busy work; I have real library business to attend to.” Yet, it is serious. The way we handle ourselves, our social media history, our appearance, and other factors color the way that our communities see us. Ways of creating your own personal brand are to: start thinking of yourself as a brand, audit your online presence, maintain a healthy social network both online and off-line, find ways to produce value, be purposeful in what you share, associate with other strong brands, and reinvent. Your personal brand will always be evolving.

Recently, a fellow community leader put up a scathing Facebook post about local county officials and I cringed for them. The person may have felt the need to vent but the professional degradation will last forever. How can someone be seen as a community leader when they disrespect the community? This person has done great things for the community, but all of his good deeds are forgotten because of his negative Facebook comments.

But you say, “Dawn, I’m not interested in being a community leader or a regional leader; I like doing my job then going home at night, and that’s it. I don’t need any training on networking, mentoring, leadership, or being a role model.” However, being a true role model or a true leader isn’t flashy or loud; a true leader is one who does the work well so that those that come after him/her can continue the work—and isn’t that what most of us strive for?

My mentor is a quiet leader. She shies away from the limelight and the glow of recognition. She is in her early 90s and still volunteers multiple days a week, but few in the community know of her extensive accomplishments. She prefers it that way. She has told me that it does not matter who does it, but that it got done.

Maybe you are also a quiet leader that has to wade through the everyday right-versus-right problems. You know the problems that don’t have life or death consequences, but one outcome may better you and your organization more than the other outcome. Why reinvent the wheel and work through these everyday problems yourself? This is why as a professional organization we come together a few times a year to find new ways of dealing with our day-to-day problems.

Although you may like to work under the cloak of anonymity and do not like to work in the limelight, I encourage you this year to get out of your comfort zone. Maybe, just once, you will decide to head up a workshop, agree to be on a committee, or become a mentor to a new employee. I urge you to contact me (406-377-3633) or other MLA board members with your ideas and thoughts for the 2016 MLA Conference. We need our everyday heroes just as much as we need our extroverted, world-changing heroes.

Protect! Empower! Inspire!

Dawn Kingstad, President
(406) 377-3633
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**MPLA Updates**
By Eileen Wright, MPLA Representative

**MPLA is seeking Leadership Institute Mentors:** Are you interested in helping to shape and guide future library leaders across MPLA’s 12-state region? Do you have a natural tendency to listen, offer guidance, share expertise, and resolve problems? If so, we invite you to apply to be a mentor for the 2016 MPLA Leadership Institute, which will be held at the YMCA of the Rockies, Estes Park, Colorado, May 15 – 20, 2016. For further information for applying check out this link: mpla.us/about/announcements/mpla-leadership-institute-mentors-needed.html

**Save the date for the upcoming:** Wyoming Library Association/Mountain Plains Library Association Joint Conference. **It is being held,** September 23rd - 25th, 2015 @ The Little America Resort in Cheyenne, Wyoming.
Plan to attend and listen to some wonderful librarians from twelve different states, and you can’t miss the most popular roundtable: **MPLA Hot Tub Roundtable** with guest stars, the rubber duckies. So, save the date and enjoy the fun times with your MPLA friends. Conference news: wyla.org/annual-conference

Remember if you need money to attend the MPLA conference or another professional conference, workshop, seminar, or training? Professional Development money is available for MPLA members, which can be used towards all of these. For full details, check out: mpla.us/committees/profdev/grants.html

If you have not joined MPLA yet, remember that your first year is ½ off: mpla.us/services/membership/
Please don’t hesitate to contact your MPLA Representative with any questions at ewright@msubillings.edu.

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**PNLA Update**
By Carmen Clark, PNLA Representative

It’s conference time: PNLA 2015 Annual Conference “Pushing the Boundaries” August 5-7, 2015 in Vancouver, WA. For more information, please check the conference website: pnla.memberclicks.net/conference-2015

I hope to see you there!

The PNLA LEADS Leadership Retreat is scheduled for October 25-30, 2015 in Longview, Washington. Congratulations to Hannah McKelvey and KellyAnne Terry for being chosen to be part of the 2015 cohort.
People Before the Park

The Kootenai and Blackfeet before Glacier National Park

by: Sally Thompson, the Kootenai Culture Committee, and the Pikunni Traditional Association

publisher: Montana Historical Society Press

release date: July 2015

244 pages, 7 x 10, b&w illustrations

History / Montana / Native American

Cloth, 978-1-940527-82-6, $34.95
Paper, 978-1-940527-71-0, $19.95

Step out of a world governed by clocks and calendars and into the worldview of the Kootenai and Blackfeet peoples.

Before the Crown of the Continent was a national park, it was a homeland to the Kootenai and the Blackfeet peoples. In People Before the Park, these tribes share their traditions—stories and legends, foodways and hunting techniques, games and spiritual beliefs. The Kootenai and Blackfeet knew how to make a home in the mountains. They knew where to find reliable root crops and berries and where to find potable water and rich fields of grass to sustain their tired
horses after a journey across the mountains. They knew what to expect as the seasons unfolded, year after year. In *People Before the Park*, they share their knowledge. Readers will discover a new respect for the people were at home in these mountains, all around the seasons.

The Kootenai lifestyle, before the reservation era, was migratory but far from random. For the Kootenai, the journey to a new camp location was more than a means to an end. Food and medicine were gathered along the way, important places along the trails were revisited, and laughter was common. Stick games, horse racing, and storytelling contributed to the wealth of daily life. The spirit of all things was acknowledged. The traditional Kootenai lifeway was one of full living in response to the foods that the unfolding seasons provided.

The Blackfeet world is defined by a sequence of ceremonies, bundle openings, and the Medicine Lodge, the Okan. In the Blackfeet world, before adapting to the European notion of twelve solar months divided into four seasons, people knew where they were in the great cosmos by carefully observing natural patterns. In the days when buffalo still roamed the land, they knew when to travel and when not to travel and knew where different foods would be ready, and their travels were dictated by this cycle. To an observer, the changes in camp locations through the year may appear random, but they were far from that. Each location was known for the resources it held, whether they were plant, animal, or mineral, and year after year, Blackfeet people returned to these locations.

By the end of the nineteenth century, when the tribes were confined to reservations, this lifeway slowly came to an end. Without the capacity to travel throughout their vast homelands to gather and hunt the foods that had sustained them since the beginning of time, the people had to adapt to the ways of the Euro-Americans who settled all around them. They have not forgotten, though, what they were taught at the beginning of time. The elders still tell of the days when the tribes made their seasonal rounds. In *People Before the Park*, they share those stories with you.

**Sally Thompson** holds a Ph.D. in anthropology from the University of Colorado, Boulder, and has worked as an archaeologist, ethnographer, and ethnohistorian. She has spent over thirty years working with the tribes of the Rocky Mountain West and has conducted more than two hundred interviews with elders in addition to extensive research into the written record about these tribes. Her most recent work focused on repatriating human remains and sacred objects to tribes.
**ANNOUNCEMENT**

By Heidi Sue Adams, MS, AHIP(D)
Lead Medical Librarian
Kalispell Regional Medical Center

Kalispell Regional Medical Center’s Medical Library is pleased to welcome Jason Fetty. Jason grew up in Washington, obtained both of his degrees including his MLIS from the University of Washington in Seattle, and has considerable library experience in a myriad of locations, most recently Qatar. We are very fortunate to have Jason join our great group of librarians in Montana!

**BANNED BOOKS**

Bobbi Otte
Library Director
Rocky Mountain College Library

In April at the Montana Library Association Conference the Intellectual Freedom Committee was presented with a lovely banned books wall hanging. Local Billings artist Jaime Stevens approached Bill Cochran from the Billings Public Library about this project and he put her in touch with Bobbi Otte the then chair of the Intellectual Freedom Committee. After several meetings on design a wall hanging was born.

Jaime would like to see the wall hanging tour around to libraries in Montana to highlight the importance of the Freedom to Read. She is willing to travel to set up the wall hanging, which comes with its own stand and provide an artist’s statement on why she made the wall hanging and how she feels it is important. From the pictures you can see there are book jackets behind bars. These are all books that have been challenged or banned in Montana. These can be changed out to represent local challenges if a library desires that. If you would like the wall hanging to visit your library please contact Bobbi Otte at otteb@rocky.edu or 406-657-1087 and she will make arrangements for the artist to get in touch with your library.
Montana State Library Fall Workshops – What You Can Expect This Year

By Joann Flick, MS Ed.,
CE Coordinator
Montana State Library

The Montana State Library (MSL) Fall Workshops (FW) 2-day training event is directed primarily at the critical training needs of our rural public and community-school libraries. While this is the primary audience for this free training event, anyone may attend for one session or more at no cost.

Your MSL staff conducts a thorough needs analysis in planning the FW each year, establishing criteria for evaluating program ideas and prioritizing needs based on a variety of data, input, and feedback. MSL makes a diligent effort to avoid duplicating the good work of the Montana Library Association in providing professional development opportunities to librarians across the Treasure State.

This year, MSL cut back the budget for Fall Workshops and eliminated the lunch that had previously been provided to participants; the cutback was due to declining federal funds. There are fewer overall sessions and a cap on registrations. Be sure to get your registration in early – registration opens August 17th.

Highlights for this year’s training include:

♦ An update from Library Journal’s Best Small Library in America, Belgrade Community Library – Gale Bacon and her staff will share their tips for engaging the community in library program and services.

♦ Insights into how to make your library programs and services more accessible - Derrek Sheppard of MT DPHHS has worked directly with libraries and museums to improve access for patrons with disabilities, his session will discuss issues he encounters often and suggest an affordable, sustainable approach to making improvements.

♦ An “unconference” during the opening session, Kelly Anne Terry of Lewistown Public Library will facilitate a lively discussion on some great hot topics. So often we hear that the most valuable thing about a conference is the chance to network BETWEEN sessions. So, this session was planned for 3 hours of intensive networking, a great way to find some new connections or reestablish some old ones.

♦ Two great sessions on programming – by librarians, for librarians. Since the Ready2Read Rendezvous follows the weekend after FW, we focused on afterschool and family programming ideas at FW and we were lucky to find two of your colleagues willing to share their terrific ideas: Megan Glidden from ImagineIf and Cathy Brandvold from Valier Public Library.

♦ ImagineIf is also providing Tony Edmundson as the presenter for a session topic that is often requested: how to manage difficult situations with patrons.

♦ Sage Solutions – the consulting/training group that MSL hired for Trustee training over this past Spring will be doing some follow-up training for us at FW. We chose these topics based on feedback we have received at Federation trainings: strategic evaluation of program impacts – and a tool for using budgeting to get a real cost of programming vs. impact; and the best practices for setting up a foundation or friends’ group.

Hope to see you in Helena in October!

MSL Fall Workshops 2015 – October 2-3, Red Lion Colonial Hotel, Helena; registration opens August 17th
See: learning.msl.mt.gov and select “Fall Workshops 2015”
Missoula Public Library Welcomes New VISTA Members
By Desirée Funston,
Reference Librarian
Missoula Public Library

Missoula Public Library (MPL) has been fortunate to partner with the AmeriCorps*Volunteers in Service to America (VISTA) program for over a year now. This national program was founded in 1965 and is dedicated to ending poverty in our country.

In 2014, MPL applied to host a full-time VISTA member in our MakerSpace for one year. The long-term goal of the project is to reduce poverty in Montana by engaging students in science, technology, engineering, art and mathematics (STEAM) curricula outside the classroom and steering them toward college degrees in those fields. The application was approved and Rebecca Rice arrived from New Orleans, Louisiana, last July. During her year of service, Rebecca increased monthly MakerSpace visits by nearly 200 percent. She promoted MakerSpace programs, recruited volunteers to teach classes and compiled resources for future programming. Her efforts laid the groundwork for ensuring the MakerSpace’s sustainability.

Rebecca has gone on now to pursue a graduate degree, but our partnership with VISTA continues. MPL was also granted a VISTA Summer Associate to serve for ten weeks in the MakerSpace. While full-year VISTAs are limited to capacity-building activities (e.g., recruiting volunteers, developing programs, fundraising, etc.), Summer Associates are able to provide direct service. MPL wanted to offer a free summer day camp to children ages 8-12, and bringing in a Summer Associate offered the perfect means to accomplish this.

Kathy Peterson started serving at MPL in June. She is currently pursuing a bachelor’s degree in social work at the University of Montana. While working for Montana Campus Compact, a VISTA sponsoring organization, she decided to pursue a Summer Associate position. The position at MPL was a good fit with her office management experience.

Twice a week Kathy leads a group of ten kids in fun, hands-on STEAM activities. She has put her organizational skills to work to create and implement lessons for the day campers as well as used her resourcefulness to recruit community volunteers to teach the campers about structural engineering, estuaries, pollination and many other topics. She also leads a kids’ craft activity during MPL’s Saturday outreach excursions to the Clark Fork Farmers’ Market. Kathy says, “My experience creating the STEAM camp has been an invaluable experience that will benefit me as I pursue my social work degree.”

MPL applied to host a second full-year VISTA member, and Erik Swanson started his term of service on July 20. Erik comes from an education background with over six years’ experience teaching skiing and tutoring disabled students. Erik craves adventure, whether in the mountains with his skis or at the table with his friends playing Dungeons and Dragons. His degree in English literature provides a creative background that allows him to fully appreciate the MakerSpace. His technical side comes from a love of games and computers. As the full-year VISTA member, Erik hopes to expand the library’s MakerSpace into a vibrant hub of community interaction. He says, “AmeriCorps*VISTA gives me the ability to share my love of knowledge with the community in the MakerSpace and Missoula at large.”

Erik will be focusing on volunteer recruitment and community outreach during his year of service. These important capacity-building efforts will solidify the MakerSpace’s role in MPL’s programming long into the future.

Partnering with AmeriCorps*VISTA is an excellent way to stretch dollars and achieve results in your library. If you have questions about the program, please contact Desirée Funston at desireed@missoula.lib.mt.us or 406-721-2665.
School Library Division Update
By Niki Keuch
SLD Co-Chair

We’re getting geared up for the August 11th School Library Division Retreat in Bozeman at the Chief Joseph Middle School. Currently, 25 librarians have signed up to attend the one-day retreat. Here are some of the highlights for the participants:

- Networking with teacher-librarians from across the state
- Sessions on Library Advocacy, Information Literacy Instruction, Digital Citizenship, Reading / Collection Development, Intellectual Freedom, and an MLA overview
- Breakfast and lunch at the Retreat
- A reception at the historic Martin-Campeau home on August 10 from 6-8PM
- Tours of the Bozeman High School Library and Meadowlark Elementary Library
- 8 CEU’s
- All for the great price of $20, if you’re a member of MLA

If you’re interested in the retreat agenda or in registering for the event, go to the MLA website conference page: mtlib.org/Conferences.

The catalyst for this retreat was a concern over the dramatic decline in the SLD membership. To find out how MLA could better connect with Montana teacher-librarians, a survey was sent to over 200 teacher-librarians last spring. The 68 survey results indicated a desire for a one-day, face-to-face workshop, before the start of school as a way to get energized for the school year. This SLD retreat was tailored to those survey results.

As with any event, it takes many people to plan. Librarians from MSU, OPI, Whitefish, Billings, Bozeman Public Library and Bozeman Public Schools graciously offered their ideas and time. In addition, we have a guest speaker traveling from out of state. Thanks to all!!
MontanaLibrary2Go: Thankful for Donors, Concerned about Sustainability

By Susie McIntyre
on behalf of the MontanaLibrary2Go Executive Committee

THANKS FOR DONATIONS:

The MontanaLibrary2Go Consortium gives its heartfelt thanks for the following donations to the FY16 Budget:

- South Central Federation donation of $718
- Golden Plains Federation donation of $363
- Lewis & Clark Library donation of $40,000
- Tamarack Federation donation of $2,910
- Broad Valleys Federation donation of $1,344
- Anonymous donation of $18,000

We are thrilled to have such great support of an important library service. In fact, without donations, the MontanaLibrary2Go Consortium would not have been able to meet its financial commitments for FY16 without an additional increase to member fees.

BUDGET ISSUES:

Last year, we negotiated a new contract with Overdrive—the new contract started July 2014. OverDrive’s original proposal was to increase the hosting fee from $12,000 to $20,000 and then increase by $10,000 each year, ultimately ending up with a $60,000 annual hosting fee in Year Six. Our negotiations proposed an earlier initial jump but ending up with a much lower hosting fee at the end of the contract - $40,000 annually, rather than $60,000.

So, for this year (FY16) and next year (FY17), the hosting fee will be $36,000 before increasing to $40,000 for the final three years of the renewal (FY18-FY20).

Since the start of this project, the Montana State Library has used LSTA funds to pay for the Overdrive hosting fee. For this year (FY16), the Montana State Library asked the MontanaLibrary2Go Consortium to pay for half of the hosting fee ($18,000). An anonymous donation covered the Consortium share of the hosting fee with an $18,000 donation. The other half is paid with LSTA funds.

Our new contract also requires us to spend a minimum amount on content each year. For this year (FY16), we are required to spend at least $145,000 on content. We collected $158,314 from member library consortium payments. Without the donations noted above, we would not have had the funds to cover the $18,000 and the $145,000 content requirement (total required $163,000.)

NEED TO MOVE TOWARD SUSTAINIBILITY:

We need to move to a sustainable model that does not rely on donations to cover required costs. Over the next year, the Consortium will be looking at several ways to ensure sufficient income.

1. Increased funding support of MontanaLibrary2Go: The Executive Committee encourages all MontanaLibrary2Go members to voice their library’s priorities and concerns to the Library Development Study Task Force (http://about.msl.mt.gov/Home/commission_councils/library_development_study_task_force) which will make recommendations to the State Library about allocating state and federal funds to future fiscal year budgets.
2. **Increased funding from member libraries:** The MontanaLibrary2Go executive committee will be reviewing the cost share formula to determine how to raise more funds. Any changes to the cost share formula will focus on ensuring an equitable share of the cost and ensuring that increases do not cause any member libraries to be unable to continue to participate.

3. **Review other contract options:** The MontanaLibrary2Go executive committee and the Montana State Library will be putting out a Request for Information. We will be evaluating whether or not another vendor can provide eContent services with comparable services and reduced costs.

We encourage all participating libraries to provide feedback to the MontanaLibrary2Go executive committee, the Library Development Study Task Force, and their Network Advisory Council representatives.

**News from ALA San Francisco—Need I Say More?**

By Carmen Clark
Bozeman Public Library

Several staff members of the Bozeman Public Library had the opportunity to attend this years’ ALA conference in San Francisco. Susan Gregory, Kate Holloway, Emma Keefe and Joshua Andrews (BPL) as well as Paula Beswick (BPL Foundation) and Erin Mock (Friends of BPL) had the opportunity to network and learn in this great environment. Overwhelming at times, especially considering the amount of concurrent sessions that all seemed to be pertinent, the staff learned a lot. Engaging speakers included Gloria Steinem, Nick Offerman, Sarah Vowell and Joshua Davis.

Programs and pre-conferences included branch library tours, Bookmobile Saturday, award ceremonies, a Graphic Novel Petting Zoo and many others.

If you ever have the chance to attend a national conference I would encourage you to do so. Yes, money is always a consideration and yes, San Francisco is very expensive, but there is money available for you to attend. I would like to thank the Montana State Library for the scholarship I received to attend the conference.
From the Editorial Desk

Hello Focus Readers,

As new editorial staff we want to give a big shout out to REBEKAH KAMP for her diligent and excellent work as outgoing Focus editor! We also wish to extend gratitude to all those who contributed articles for this issue. Ultimately, the Focus is what we as MLA members make it. With that in mind, we will continue to look to you for content and inspiration. Please watch WiredMT in the coming weeks for a questionnaire regarding the future of Focus. We want your input on how the newsletter can better serve YOU. We also encourage you to take the opportunity to showcase and celebrate your work by sending articles, announcements, and photos our way. Don’t be shy, please tell us about your latest program, campaign, pet project or favorite librarian tip! What may seem simple or matter-of-fact to you may be just the thing that helps or inspires your fellow librarians! It also makes for a more interesting read; with so much to keep up on these days let’s make what is found here as interesting as possible! That can only be done if you share your news. We look forward to hearing from you soon.

Warm wishes to all,

Caroline & Kendra

Montana Library Focus

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The Focus is an official publication of the Montana Library Association (MLA), and is published in collaboration with the members which it serves. You can look for new issues six times a year: in February, April, June, August, October, and December. With an online readership of over 500, the newsletter works to reflect, inspire, and give voice to the vibrant communities that exist in and around Montana’s libraries.

The Focus welcomes your input! To submit feedback, articles, reviews, inquiries, and ideas—or to place an ad or provide sponsorship—please contact the editorial staff directly:

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