

BOARD ACADEMY



This publication shares information of interest to public library boards. Links to the resources and full content can be found in the e-newsletter version.

PRESIDENTIAL EXECUTIVE ORDER AIMS AT THE INSTITUTE OF MUSEUM AND LIBRARY SERVICES (IMLS)

On Friday, March 14, President Trump issued an [Executive Order \(EO\)](#) outlining the next federal agencies on the chopping block including the Institute of Museum and Library Services (IMLS). We've been watching emails and social media from organizations such as the American Library Association (ALA) and EveryLibrary to make sure that what we're sharing is to the best of our knowledge at this time. Follow along for further updates at <https://snoelibraries.org/2025-legislative-session/>. (Any magenta text includes a link from the email edition.)

THE SHORT-ISH VERSION

There's a lot of information below. If you're looking for a shorter version, here are the highlights to summarize what is happening and the steps we can all take to voice our concerns (but we encourage you to continue reading because information is power):

What does the EO mean?

At this time, the named agencies have until Friday, March 21 to report what areas of their agency are critical and why. After that, part or all funding may be affected. The [Executive Order](#) (attached at end of PDF) targets the "the non-statutory components and functions of the following governmental entities [that] shall be eliminated to the maximum extent consistent with applicable law, and such entities shall reduce the performance of their statutory functions and associated personnel to the minimum presence and function required by law..."

IMLS's statutory obligations, enacted by Congress and signed by President Trump in [2018](#) during his first term with [PL 115-410](#) to continue the decades of work that IMLS and previous iterations of library and museum agencies have established, include federal funding through the Grants to States program, the National Leadership Grant program, and many other grants and awards. Some of the program funding is discretionary, but the Grants to States program is written as a "shall." So the "minimum presence and function required by law" is a gray area.

Take a look at what other organizations are saying about the EO (also attached at the end of the PDF)

- [American Library Association \(ALA\)](#): ALA statement on White House assault on the Institute of Museum and Library Services
- [EveryLibrary](#): Statement on Trump's Attack on Federal Funding for Libraries. Visit their website to sign their [petition](#).

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PRESIDENTIAL EXECUTIVE ORDER AIMS AT THE INSTITUTE OF MUSEUM AND LIBRARY SERVICES (IMLS) (CONT'D)

How much money are we talking about?

IMLS distributes more than [\\$160 million](#) in funding to states, based on state populations, to carry out statewide services. According to ALA's response statement, "Libraries of all types translate to 0.003% of the federal budget into programs and services used in more than 1.2 billion in-person patron visits every year, and many more are virtual visits." For FY2024, Pennsylvania received [\\$5,891,819](#) through IMLS.

How does PA use the funds?

The Office of Commonwealth Libraries distributes in two ways:

- Statewide services such as partial funding for Access PA/POWER Library, Pennsylvania Library Association's PA Forward initiative, and professional development opportunities for library staff.
- Grants to local libraries which fund programs that directly serve local libraries, residents, and communities through Teen Reading Lounge, Family Place, Play & Grow (which many libraries in our region have benefited from over the years), and supporting professional development opportunities, like the \$5,000 grant that funded much of SNOE's most recent workshop, Thrive in 2025. IMLS earmarks this type of funding as Library Services and Technology Act (LSTA) funding.
- See [this handout](#) from the Office of Commonwealth Libraries for more information.

Is my library's State aid allocation impacted?

It will not currently affect your library's state aid allocation, which is purely state aid. But, be cautious as it is possible that federal cuts could have a ripple effect on other state funding streams.

What is at stake?

- If these programs, grants, and the federally paid employees who facilitate them are cut, the message is that libraries aren't important enough to support. Our libraries cannot afford to have that message broadcasted.
- Programs to states and individual libraries help to improve library services through research and implementation of both tried-and-true and innovative methods.
- Many of the questions on the annual report funnel up to IMLS for data collection within the [Public Library Survey](#) data set. Library-supporting organizations at all levels (local, state, and national) tap into that data to advocate for libraries. **This data is more important than ever.**

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PRESIDENTIAL EXECUTIVE ORDER AIMS AT THE INSTITUTE OF MUSEUM AND LIBRARY SERVICES (IMLS) (CONT'D)

What can we do?

- **Do our research.** Take a look at the information you have available to you. Libraries are institutions for gathering, assessing, and disseminating accurate information. If you have any questions, please feel free to reach out to your district consultant who may be able to help clarify any questions you may have.
- **Reach out to federal-level representatives and senators in Congress and share how your library benefits THEIR constituents.** This could be as simple as filling out their contact form or sending an email. Know what they support and target those areas. Are they for family values? Tell them about programs that are offered for families, especially if your library has had a program or project funded by LSTA in recent years. Are they for workforce development? Tell them about how community members utilize the library for resume writing, applying for jobs, and spaces or internet access to attend interviews.
- **Reach out to state-level representatives and senators.** Acknowledge that while they are state-level and not federal-level leaders, share that your concerns of a federal loss of funding could impact statewide library services, especially if there are no increases to Public Library Subsidy or Library Access budget lines. (See Pennsylvania Library Associations [2025 ASK Document](#) for more information about their push for more State aid.)
- **Reach out to Governor Shapiro to voice concern.** Again, while he does not work directly with federal impact, sharing your concern and support for public libraries strengthens the message at all levels.
- **Not sure how to contact these folks?** Visit <https://snoelibraries.org/2025-legislative-session/> and scroll down to the section titled "SNOE Legislators."
- **Encourage library supporters to tell their stories** of how they have benefitted from the library and how they perceive the library as serving their community. ALA has some great resources through their [Show Up For Our Libraries campaign](#), including this [talking tips sheet](#).
- **Share your library's stories with those listed above as well as your community leaders and community at-large about how your library has a positive impact** on residents of all ages and HOW the programs/services which your library offers benefit the whole. Use both stories and accurate data to paint the picture.

FOR MORE INFORMATION ABOUT THE INSTITUTE OF MUSEUM AND LIBRARY SERVICES (IMLS) AND HOW PENNSYLVANIA USES FUNDING, PLEASE READ ON. IN THE COMING DAYS AND WEEKS, THE SNOE TEAM WILL CONTINUE TO PROVIDE UPDATES AND ANY ADDITIONAL RESOURCES ON THE LEGISLATIVE WEBSITE.

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MORE ABOUT WHAT'S HAPPENING

IMLS Background

The information below comes from IMLS: <https://www.imls.gov/>

Mission Statement: IMLS envisions a nation where individuals and communities have access to museums and libraries to learn from and be inspired by the trusted information, ideas, and stories they contain about our diverse natural and cultural heritage.

The Museum and Library Services Act (MLSA) of 1996 established the Institute of Museum and Library Services within the National Foundation on the Arts and Humanities. The new agency combined the Institute of Museum Services, which had been in existence since 1976, and the Library Programs Office, which had been part of the Department of Education since 1956. It authorized federal funding for IMLS through FY 2002. IMLS would comprise the Office of Library Services (OLS) and the Office of Museum Services (OMS).

Since 2002, various acts have amended and extended the important work of IMLS. On December 31, 2018, President Trump signed into law the Museum and Library Services Act of 2018 ([PL 115-410](#)). The new [current] law reauthorizes the existing programs and functions of the Institute of Museum and Library Services, and provides new authority, including to develop and support new museum, library, and information professionals. As an Act of Congress, IMLS/LSTA rely on discretionary funds from the federal budget which are voted upon by Congress and signed by the president.

What else should we know about IMLS?

IMLS impacts libraries across the nation with program grants and grants to state library agencies. The Grants to States program is the only source of federal funding support for library services in the U.S. Based on population, IMLS distributes \$160 million in funding to state agencies to assist in their efforts of serving communities through grants that meet the purpose and priorities of the Library Services and Technology Act (LSTA).

"Grants to States funds have been used to meet the needs of children, parents, teenagers, adult learners, senior citizens, the unemployed, and the business community. One of the program's statutory priorities is to address underserved communities and persons having difficulty using a library, and approximately ten percent of grant funds in recent years have supported library services for the blind and physically handicapped. The program also meets the needs of the current and future library workforce." (IMLS.gov)

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MORE ABOUT WHAT'S HAPPENING (CONT'D)

How does Pennsylvania use IMLS funding?

The information below comes from the Office of Commonwealth Libraries (OCL):

<https://pa-gov.libguides.com/BLD>

For FY2024, Pennsylvania received \$5,891,819 of LSTA Grants to States allotment. With those funds, the Office of Commonwealth Libraries covers:

- 19 employees that develop and facilitate grant programs for local libraries as well as the at the State library to support rare collections, digital collections, and genealogy.
- Partial funding for Access PA/POWER Library (which also receives some State funding). HSLC, the umbrella organization that covers AccessPA, POWER Library, and other resources to local libraries, covers statewide access to e-resources and the state's system for interlibrary loan.
- Youth services and family grants such as Teen Reading Lounge local library grants, Family Place & Play & Grow local library grants, and summer library program resources like networking/training opportunities and access to the Collaborative Summer Library Program manuals/graphics.
- Pennsylvania Library Association's PA Forward initiative that helps libraries to market the work they're already doing with Basic, Health, Financial, Civic & Social, and Information literacy.
- Professional development resources for library staff to access through OCLC WebJunction, Pennsylvania Association of Nonprofits (PANO) content, PCI webinars on timely topics, and the Ryan Dowd Homeless Academy which offers a wider scope of content than the title implies.

With the current round of funding, the federally funded employees have been working with librarians from local libraries across PA to develop soon-to-be released tools and resources **that libraries have been requesting** such as an updated manual for board trustees and sample local library policies and procedures. You can find the full list of IMLS funding uses at the OCL link above.

Could this impact my library's State aid allocation?

The short and immediate answer is no, IMLS/LSTA funding does not supply funding to the Public Library Subsidy line. This line item in PA's budget specifically allocates State aid for local libraries, federated systems, County Coordination aid, District aid, and Statewide Library Resource Center aid.

BUT—A reduction or complete loss of federal funding to the Office of Commonwealth Libraries would likely have a trickle down effect on services, putting more responsibility on public libraries' budgets to maintain quality library services. Even if your library didn't utilize grant funding or services directly, cutting this funding is an explicit message that libraries and museums are not a priority or important, which could have an even greater impact down the line.

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SNOE REGION

Board Academy is a publication produced by the SNOE Region Libraries. The SNOE Region is a cooperative initiative of the Seneca, New Castle, Northwest, and Oil Creek Districts to help develop and strengthen the libraries in Northwestern Pennsylvania.

This information is provided to the best of our knowledge as of the date provided. Information is subject to change without notice. While authoritative, it is not guaranteed for accuracy or legalities. If there are questions, please reach out to your district consultant, who may encourage your library to ask a local solicitor/lawyer for further guidance.

If you have any questions about this publication or previous editions' content, feel free to reach out to all of the SNOE Region's District Consultants at consultant@snoelibraries.org. If you have questions on any topics related to board governance, duties, advocacy, or libraries, please feel free to reach out to your library's District Consultant:

- Leslie LaBarte, Seneca Library District: districtconsultant@senecadistrictlibraries.org
(Cameron, Elk, Forest, McKean, and Warren Counties)
- Barbara McGary, New Castle Library District: bmcgary@ncdlc.org
(Armstrong, Butler, Lawrence, and Mercer Counties)
- Jessica Church, Northwest Library District: jchurch@eriecountypa.gov
(Crawford and Erie Counties)
- Erin Joyce, Oil Creek Library District: consultant@oilcreek.org
(Clarion, Jefferson, and Venango Counties)

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EXECUTIVE ORDER

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. This order continues the reduction in the elements of the Federal bureaucracy that the President has determined are unnecessary.

Sec. 2. Reducing the Scope of the Federal Bureaucracy.

(a) Except as provided in subsection (b) of this section, the non-statutory components and functions of the following governmental entities shall be eliminated to the maximum extent consistent with applicable law, and such entities shall reduce the performance of their statutory functions and associated personnel to the minimum presence and function required by law:

- (i) the Federal Mediation and Conciliation Service;
- (ii) the United States Agency for Global Media;
- (iii) the Woodrow Wilson International Center for Scholars in the Smithsonian Institution;
- (iv) the Institute of Museum and Library Services;
- (v) the United States Interagency Council on Homelessness;
- (vi) the Community Development Financial Institutions Fund; and
- (vii) the Minority Business Development Agency.

(b) Within 7 days of the date of this order, the head of each governmental entity listed in subsection (a) of this section shall submit a report to the Director of the Office of Management and Budget confirming full compliance with this order and explaining which components or functions of the governmental entity, if any, are statutorily required and to what extent.

(c) In reviewing budget requests submitted by the governmental entities listed in subsection (a) of this section, the Director of the Office of Management and Budget or the head of any executive department or agency charged with reviewing grant requests by such entities shall, to the extent consistent with applicable law and except insofar as necessary to effectuate an expected termination, reject funding requests for such governmental entities to the extent they are inconsistent with this order.

Sec. 3. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

- (i) the authority granted by law to an executive department, agency, or the head thereof; or
- (ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

THE WHITE HOUSE,
March 14, 2025.

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AMERICAN LIBRARY ASSOCIATION (ALA) RESPONSE

ALA statement on White House assault on the IMLS: March 15, 2025

WASHINGTON - An executive order issued by the Trump administration on Friday night, March 14, calls for the elimination of the Institute of Museum and Library Services, the nation's only federal agency for America's libraries. The following statement was made by the American Library Association:

Americans have loved and relied on public, school and academic libraries for generations. By eliminating the only federal agency dedicated to funding library services, the Trump administration's executive order is cutting off at the knees the most beloved and trusted of American institutions and the staff and services they offer:

- Early literacy development and grade-level reading programs
- Summer reading programs for kids
- High-speed internet access
- Employment assistance for job seekers
- Braille and talking books for people with visual impairments
- Homework and research resources for students and faculty
- Veterans' telehealth spaces equipped with technology and staff support
- STEM programs, simulation equipment and training for workforce development
- Small business support for budding entrepreneurs

To dismiss some 75 committed workers and mission of an agency that advances opportunity and learning is to dismiss the aspirations and everyday needs of millions of Americans. And those who will feel that loss most keenly live in rural communities.

As seedbeds of literacy and innovation, our nation's 125,000 public, school, academic and special libraries deserve more, not less support. Libraries of all types translate 0.003% of the federal budget into programs and services used in more than 1.2 billion in-person patron visits every year, and many more virtual visits.

ALA implores President Trump to reconsider this short-sighted decision. We encourage U.S. Congressmembers, Senators and decision makers at every level of government to visit the libraries that serve their constituents and urge the White House to spare the modest federal funding for America's libraries. And we call on all Americans who value reading, learning, and enrichment to reach out to their elected leaders and Show Up For Our Libraries at library and school meetings, town halls, and everywhere decisions are made about libraries.

###

The Institute of Museum and Library Services (IMLS) is an independent federal agency that supports libraries and museums in all 50 states and U.S. territories through grantmaking, research and policy development. IMLS administers both federal grants to states, which determine how funds are spent, and discretionary grants to individual library entities.

<https://www.ala.org/news/2025/03/ala-statement-white-house-assault-institute-museum-and-library-services>

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EVERYLIBRARY RESPONSE

Statement on Trump's Attack on Federal Funding for Libraries: March 15, 2025

In a new executive order, President Trump has targeted the Institute of Museum and Library Services (IMLS), the federal agency charged with distributing Congressionally approved funds to state libraries and to library, museum, and archives program grant recipients.

The Executive Order states that IMLS must be reduced to its "statutory functions." It also requires that "non-statutory components and functions ...shall be eliminated to the maximum extent..."

We are extremely concerned that the wording of this E.O. could result in cuts to the core functions of IMLS. The Administration and Elon Musk's Department of Government Efficiency (DOGE) have used similar E.O.s to dismantle the other federal agencies.

IMLS's statutory obligations to state libraries include federal funding through the Grants to States program, the National Leadership Grant program, and all current contracts, grants, and awards. This core work cannot be disrupted or dismantled by DOGE.

Congress was clear in the 2018 **Museum and Library Services Act** that IMLS is statutorily required by Sec 9133 to send federal funding to state libraries under the Grants to States program (Sec. 9141).

Congress created this federal block grant program to support and extend library services in all the states through the state libraries. While other grant programs within IMLS are discretionary, the Grants to States program is written as a "shall".

This means that Congress enacted the Museum and Library Services Act to strengthen and support state libraries, including their vital work supporting interlibrary loans, statewide databases and collections, and systems of support to individual public, school, and academic libraries.

We are **calling on Congress** to help safeguard every one of their home district libraries by telling the administration to continue IMLS's Section 9141 guarantees to state libraries.

The states have consistently fulfilled their obligations under the law, and IMLS must continue its work as well. Likewise, other statutorily obliged programs, including the National Leadership Grants (Sec. 9162) and the Services for Native Americans Program (Sec. 9161), the National Foundation on the Arts and the Humanities (§9102), and IMLS's critical data collection and reporting role (Sec 9108) must continue. IMLS obligations include funding any and all current-year and multi-year contracts, grants, awards, and agreements obligated by Congress within the federal budget, including the FY 2025 CR funded enacted on March 14. We believe that the Laura Bush 21st Century Librarian Program (Sec. 9165), the Museum Services Program (Sec. 9173), and the 21st Century Museum Professional Program (Sec 9175) should remain in place as Congress intended.

Taken together, this federal and state ecosystem has served Americans for generations.

We need all Americans to join us in telling Congress to hold the line with the Administration and DOGE and keep these core programs, especially the Grants to States funding, intact.

Without this core federal funding for state libraries, museums, and archives, we risk losing critical programs and services in every state. This is the time to make your voice heard.

<https://www.everylibrary.org/statementimls2025>



Public libraries are asking for an increase of \$6.2 million to the public library subsidy.

Currently, the subsidy is \$70.47 million.

With more than 4 million library card holders, the current funding is roughly \$17 per library card holder.

Libraries encourage reading and lifelong learning, with essential access to resources.

- ✚ Reading materials from books, e-books, and audiobooks for all ages are free with a public library card.
- ✚ Homeschool and cyber study families are frequent users of public libraries for both reading and teaching materials and community spaces.
- ✚ Adults sometimes use electronic library materials as their primary access without going into the physical library space. Subscriptions such as Libby and Hoopla are costly but make reading items more accessible.
- ✚ Seniors often use the library space both for reading, but also as a vital social connection to others through programs and activities. Homebound seniors have access to delivery of library materials through mail or outreach programs depending on their local library services.
- ✚ Technology support is heavily used at libraries and ranges from computers, Wi-Fi, hotspots, and databases such as NewsBank (free newspaper access), and Ancestry.com, all with helpful library staff.

The need for public libraries is great, but funding cuts mean less hours open, less materials.

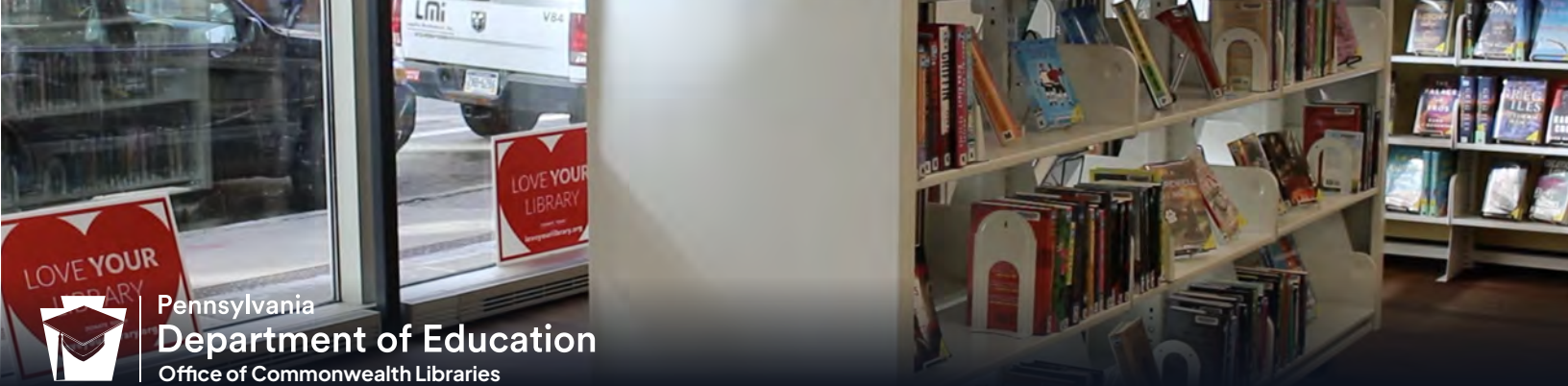
- ✚ Total library operating revenue from all sources DROPPED almost \$2.5 million from 2022 to 2023.
- ✚ Electronic collections were cut by 10% in the last year, but demand increased by 14%!
- ✚ Free library cards are available to residents of communities that support libraries through local donors and municipal support. If a community doesn't contribute to free library access for its residents, an annual subscription fee may be charged to a family or individual. Quite simply – a free public community library is not guaranteed for all PA residents.

Since 2011, our PA Forward® initiative recognizes:

Literacy is POWER, libraries provide the fuel!

- ✚ Literacy starts with reading – and often that starts at the public library! Will you please add \$1.55 per library card holder (\$6.2 million) so we can sustain libraries and reading materials in Pennsylvania?

Questions? Christi Buker, Executive Director, christi@palibraries.org, 717-766-7663.

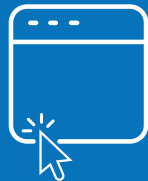


Pennsylvania Public Library Data (2023)

 Pennsylvania has **637 public library outlets** that include main libraries, branches, and bookmobiles.

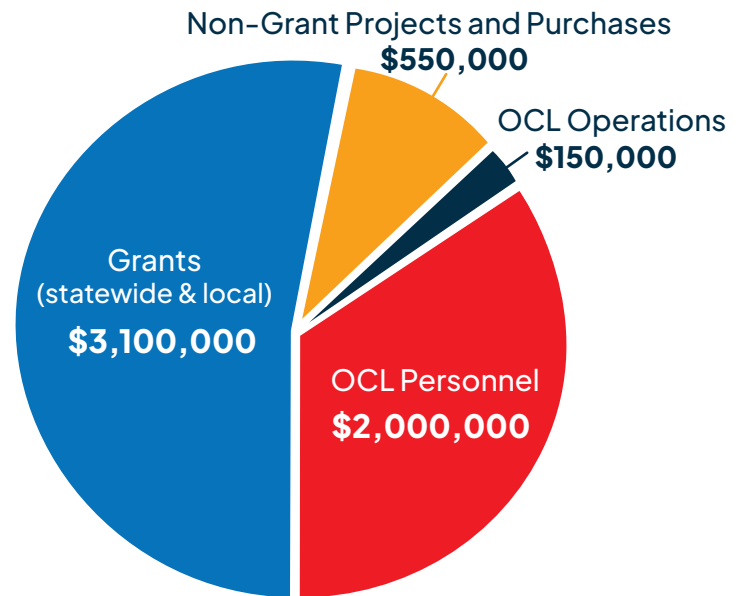
 Public Libraries in Pennsylvania welcomed **over 25 million visitors** through their doors in 2023.
This is 3x the number of visits to PA's national parks according to Pennsylvania's National Park Service Visitor Use Statistics.

 Pennsylvanians accessed **over 69 million library items**
Libraries provided access to a variety of materials including print materials, electronic materials, music, movies, tools, and more.

 **Over 2 million** public internet computer sessions occurred across the state.

 Across the state, there were **206,749 in-person programs offered.** Programs were geared towards children, young adults, adults, and intergenerational audiences.
Total attendance at these programs came to **3.7 million.**

Through the Grants to States Program of the Institute of Museum and Library Services, the Office of Commonwealth Libraries deploys federal funds to support 19 Staff positions for the State Library of Pennsylvania and the Bureau of Library Development, grants to support statewide services and local libraries, project costs, and administrative costs. This \$5.9 Million in federal funds is matched by state and local investments. This funding is essential to support Pennsylvanians and the libraries that serve them.



Library Service Supports Pennsylvanians

Digital Resources / Online Databases

POWER Library provides access to a shared collection of online resources that impacts patrons of all ages. Schools and public libraries count on the POWER Library portal to provide a base of subscription resources accessible from anywhere. The annual value for each school is \$56,515 and for each public library \$73,366. These resources, in addition to a staffed “Chat with a Librarian” service are used extensively for education, workforce development, health, and other information needs.

Youth and Family Engagement Programs

LSTA funding supported a program to grant Story Walks to local libraries.

The PA One Book Program helps to promote literacy in early childhood by providing thematic activities and books to early childhood programs and libraries to share with the youngest learners.

The Collaborative Summer Reading Program materials are provided to all Pennsylvania public libraries to support local programs. Staff support provides guidance in developing excellent and replicable programs.

Teen Reading Lounge supports literacy-based programs that encourage critical thinking, civic involvement, and discussion of ideas.

Foundation for the Development of Libraries and Librarians

Office of Commonwealth Libraries uses funds from the Grants to States Program to support technical assistance, collaboration, and continuing education for library staff.

Connecting Libraries to Build Capacity and Save Costs

PaLS hosts a statewide library catalog and checkout software platform that provide access to library collections across the Commonwealth and supports a robust community of librarians dedicated to improving services to their communities.

POWER Library has a shared catalog (Access PA) to facilitate Interlibrary Loan.

PA Forward supports engaging statewide partners to build a variety of literacies in all ages.

Training for Library Staff

Federal funds support innovative training programs like the PA Academy of Leadership Studies, Leadership Development for School Librarians, and Professional Development Mini-Grants awarded to Libraries. These and other trainings on the PA Library Staff Academy prepare librarians to better assist users of all ages and interests and take on leadership roles in our strong libraries in the future.