

# COSLA Dues Presentation – Fall 2024

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# Understanding COSLA – What We Do

- Nurture state library administrative agencies, and lead with a collective voice for the nation's libraries.
- Convene all Chief Officers (53) of respective State and Territory Library Agencies with reach into every public library in America. Chiefs, as key leaders, have final decision authority on over half a billion dollars in library industry spending annually.
- Is a national leader on important library issues such as federal funding, broadband access and digital literacy, community development, diversity, ebooks, library programs, benchmarking, and more.
- Overall, COSLA provides a continuing mechanism for dealing with the problems and challenges faced by the heads of the state agencies responsible for statewide library development.



# Understanding COSLA – How We Do It

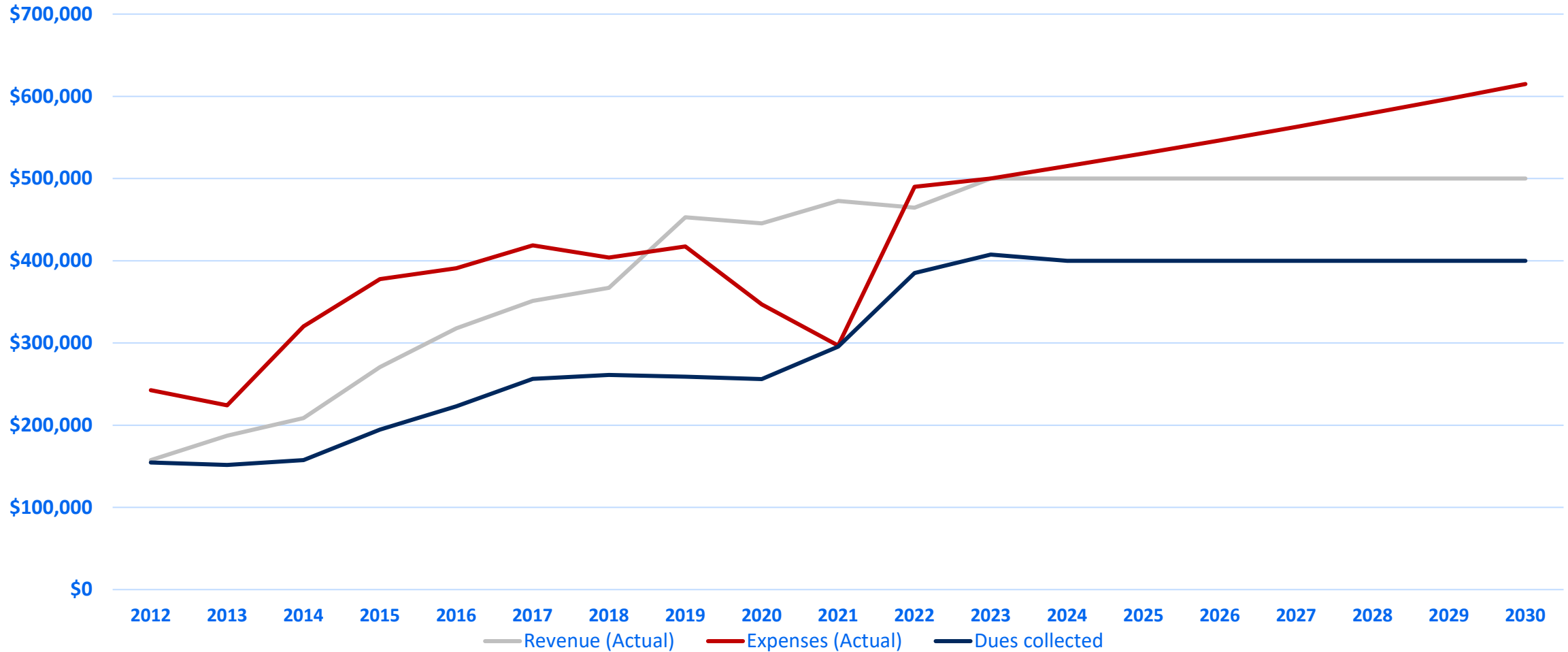
- Annual work plan agreement with AMR, which includes the Executive Director, Project Coordinator, and all operational support – legal/accounting, financial investing, audit, travel, meeting arrangements, etc.
- Annual Fall Conference: Full membership, three-day annual conference for Chiefs to gather, network, and convene to establish goals and priorities for the upcoming year.
- Spring Meeting / Legislative Day: Full membership meeting to gather, gain timely insights into legislative activities, and make a presence on Capitol Hill.
- Support of SLA Staff through professional development activities such as the CE and YS Forums

# Understanding COSLA - Finances

- COSLAs primary revenue sources are the following:
  - Membership Dues – approximately \$401,500 annually
  - Sponsorships – approximately \$100,000 annually
  - Investment Income – approximately \$25,000 annually
  - Total \$526,500
- COSLA's Traditional expenses are the following:
  - Operations – approximately \$397,000 (of which \$376,000 is AMR work plan)
  - Travel – approximately \$18,000
  - Membership Meetings – approximately \$130,000
  - Total \$545,000

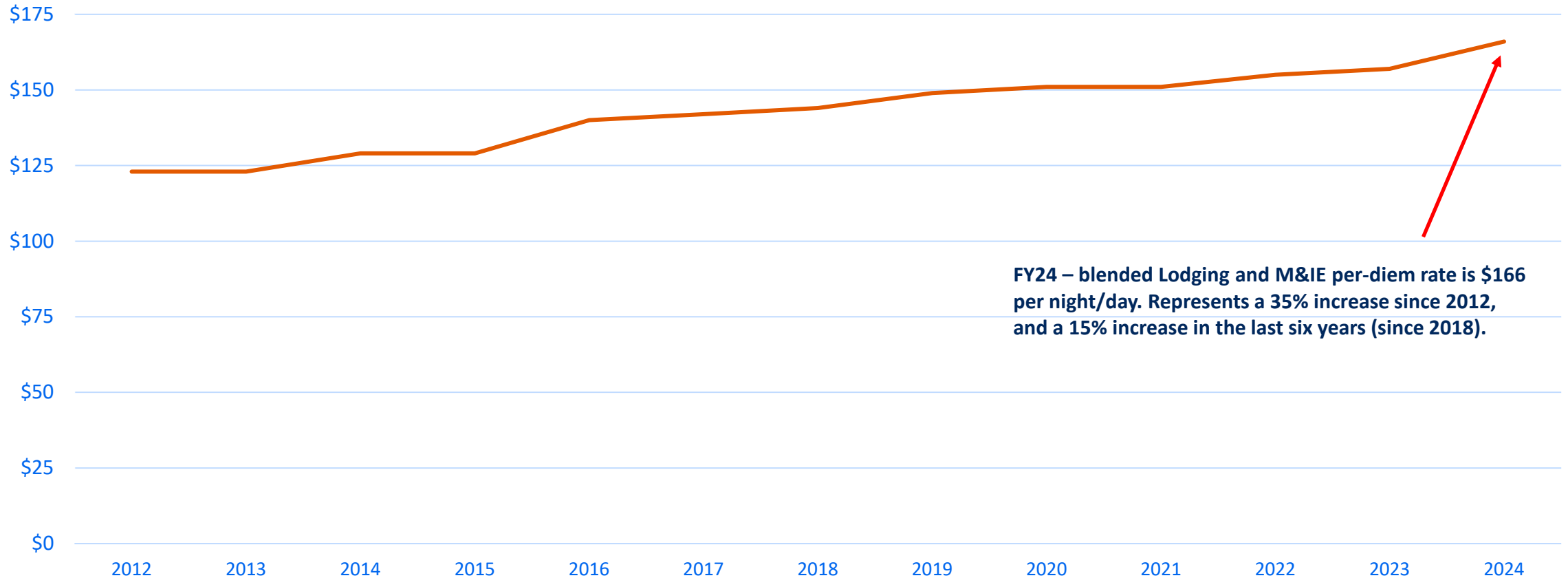
# Financial Trajectory if No Action is Taken

COSLA – Projected Revenue, Expenses, Dues



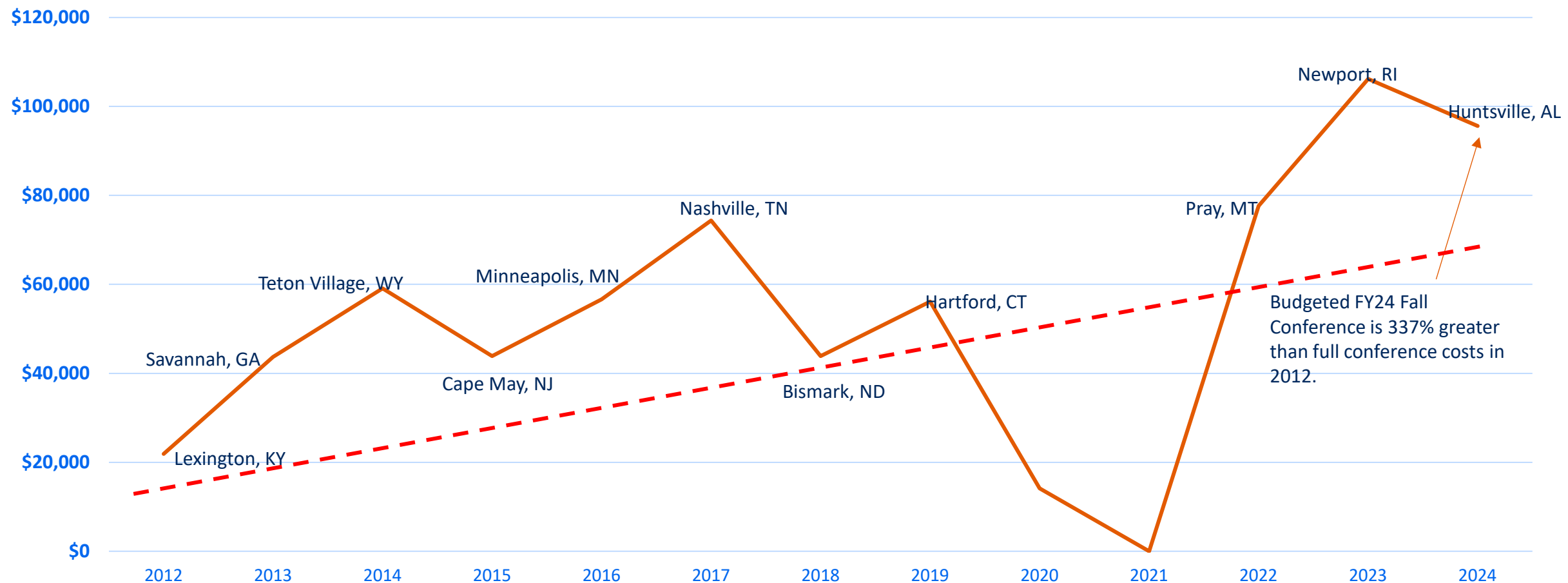
# Core Costs are Increasing

GSA - Lodging / M&IE Per Diem



# COSLA's Premier Fall Event is More Expensive

COSLA Fall Meeting - Actual



Budgeted FY24 Fall Conference is 337% greater than full conference costs in 2012.

# COSLA – No Stranger to Dues Increases

- Starting in 1989, COSLA dues have been addressed only in periodic and large-step increments, however, the cumulative effect of large periodic dues increases equates to an average **5.5% annual increase** in dues between 1989 and 2023.

Span	Rate of Change	Disbursed	Amount of Change
1989-1998 Adjustment	43%	3.7% Annually	\$1400->\$2000
1998-2004 Adjustment	50%	7% Annually	\$2000->\$3000
2004-2016 Adjustment	66%	4.4% Annually	\$3000->\$5000
2016-2023 Adjustment	60%	6.9% Annually	\$5000->\$8000



# Stability is Key

- *Lost Income vs. Stable Income*: had COSLA raised dues annually (versus periodically) from 2012 to 2023 the organization would have brought in and maintained roughly \$460,000 in stable revenue over that 12-year period.
- Stable dues increases allow COSLA to plan, prepare, and grow as needed.
- COSLA's dues rates have reached a point where the organization can operate at or near break-even. In order to maintain that position, it will be necessary to take steps to keep up with inflationary pressures.

# Dues Conversations – COSLA is Not Alone

Other organizations have established periodic reviews of Dues and are going through similar reviews.

- Council of State Archivists (CoSA) is in the process of reviewing dues. CoSA currently maintains a much lower dues threshold than COSLA, however, is finding it difficult to advance initiatives without collecting higher dues.
- The National Emergency Management Association (NEMA) just increased dues to \$7,500 after eight years. They tied the dues increase to 8% CPI, and have instituted a new policy to review dues increases annually.
- The National Association of State Chief Information Officers (NASCIO) dues are \$10,000 (state) and \$3,000 (territory). They just increased dues for the first time since 2012.
- The National Association of Secretaries of State (NASS) has a tiered dues structure ranging between \$4,500 to \$11,500 that brings in just over \$400,000 annually. However, they have a robust sponsorship program that generates \$600,000 annually.

# Recommendation

- Beginning in Calendar Year 2026 start methodical and stable annual dues increases of approximately 4% (may be rounded down/up slightly)

Calendar Year	Change in Dues	New Annual Dues
2025	\$0 – No Change	\$8,000 (remains same)
2026	Increase \$300	\$8,300
2027	Increase \$300	\$8,600
2028	Increase \$400	\$9,000
2029	Increase \$350	\$9,350
2030	Increase \$350	\$9,700
2031	Increase \$300	\$10,000

- Assess dues structure annually.
- Assess \$10,000 as a cap – survey individual state procurement thresholds, dues allowances, etc.



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