



Library And Information Association Of South Africa

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XXII SCECSAL, EZULWINI, SWAZILAND

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**SOUTH AFRICA
COUNTRY REPORT**

2014-2016

PRESENTED BY

**SEGAMETSI MOLAWA
PRESIDENT
2014-2016**

1. INTRODUCTION

The 2014-2016 term in LIASA is defined by the LIS sector transformation following the “LIS transformation charter” endorsement by Minister of Arts and Culture in April 2014, development of skills for the evolving librarian during the digital era and the development of communities through maximizing access to information. The Strategic plan 2010-2014 was reviewed resulting in the LIASA Strategic Plan 2014- 2018. The change of focus saw one strategic theme changing:

From: Marketing and Communication	To: Communication and sector engagement
Optimize the channels of communication to promote the LIASA brand, maximize the impact of the Association and support LIS issues	

2. STRATEGIC VISION, MISSION AND FOCUS AREAS

Our Vision

Dynamic Association of excellence for Library and Information Services Sector

Mission

The Association that connects the LIS sector and promotes the development of South Africa through access to information

Values

- Providing leadership excellence to the LIS profession, nationally and internationally
- Engaging in the highest ethical practice
- Ensuring professional conduct
- Acknowledging and respecting the diversity and individuality of all people
- Promoting freedom of access to information as enshrined in the Constitution of South Africa
- Leading the development and growth of the LIS profession through excellence
- Championing the culture of reading and life-long learning to build an informed nation

2.1 Strategic themes 2014-2018

- Theme 1: Leadership
To provide innovative and dynamic leadership that will drive LIS in South Africa
- Theme 2: Membership and sector engagement
Recruit and retain membership that is committed to their growth and development
- Theme 3: Advocacy
Increase visibility, mobilize resources and maximize influence with related bodies, government and other stakeholders

- Theme 4: Communication and sector engagement
Optimize the channels of communication to promote the LIASA brand, maximize the impact of the Association and support LIS issues
- Theme 5: Good governance
Provide and maintain good governance structures for financial growth, accountability and sustainability
- Theme 6: Training and Development
Invigorate the sector through dynamic, vibrant, continuing education, and training and development programmes

The leadership team has ensured that the key areas under each of the six strategic themes of the Association are implemented, and the five key initiatives are rolled out. The latter are:

- Implementation of the LIS Transformation charter-2014 priorities
- Continue to work on National development plan
- Action LIASA professional body status
- The state of Libraries in South Africa
- Mentorship programme

2.2 THEME FOR 2014-2016

Libraries for Development: Action, Collaboration and Integration raises awareness of the role played by libraries within the National development plan which is primarily, to respond to the needs of the communities. Through providing relevant information libraries are assisting with giving people hope and a better life. These actions are supplemented by the transformation of libraries. From the previous term with the theme “LIASA in dialogue”, the EXCO continues with the initiatives that were underway. From these initiatives:

2.2.1 Professional Body Status

The highlight of these efforts was the award to LIASA from the SAQA Directorate: Recognition as a professional body, Registration **of the professional designation, Professional Librarian** and confirming the approval by the SAQA Board, as per the requirements of the NQF Act, Act 67 of 2008, on the 17 December 2014. Let us thank Immediate past President Ms Ujala Satgoor and her team of 2012-14 leadership for their efforts and celebrate the achievements and huge milestones that we have reached. In our 18 years of existence LIASA has grown into a strong and vibrant professional Association that truly is taking the lead, is placing libraries and librarianship in the limelight and steadily and surely is improving the image of the profession. Since the awarding of the professional body status, I have led the presentations with some members of EXCO to 12 groups in various branches

2.2.2 Leadership

National leadership- Leadership resides within the Representative Council (RC) and the Executive Committee comprising of the elected officials namely:

President- Ms Segametsi Molawa

President-Elect: Mr Mandla Ntombela

Secretary- Ms Betsy Eister

Treasurer- Mr Danie Malan and

Public Relations Officer- Ms Nikki and 4 additional members from the RC:

Convener: Advocacy & Social Media- Ms Rebecca Senyolo

Convener: Membership- Mr Anele Moko

Convener: Constitution, Branches and Interest Groups- Ms Zukiswa Maya

Convener: ICT Development- Ms Ina Smith

As Leadership development is critical for LIASA, on the 20- 22 February 2015, a leadership weekend was held for the members of the Representative Council. Experts were engaged in discussions around the focus areas articulated in the strategy and key initiatives. Further training was given to the Branch Executive Committee members present and the communities of practice established for each portfolio, under the leadership of the National portfolio holders.

International Leadership- LIASA is widely acknowledged for its leadership nationally, on the continent and on the global arena and continues in this vein. Members have been elected into positions of leadership of the new African Federation of Library Associations (AfLIA), namely:

- Ms Segametsi Molawa- Chair of the AfLIA Library Association
- Mr Mandla Ntombela- Chair of the AfLIA Public Library section
- Prof Rocky Ralebepi-Simela-Chair of the AfLIA National Libraries section
- Ms Ujala Satgoor- Chair of the AfLIA University and Research Libraries section
- Mr John Tsebe – President of AfLIA

We congratulate the colleagues and wish them the best with the responsibilities ahead.

2.2.3 IFLA Conference-

One of the major landmarks for this period is the hosting of the IFLA WLIC 2015 in Cape Town South Africa. The success was assured and the reports of the experience of delegates were nothing less than glowing. The Opening session and Cultural evening received positive feedback from delegates and IFLA leadership. Let me thank

LIASA leadership, the Co-Chair and National Committee, Local Committee, Speakers, Members who volunteered, presented papers and posters and those attended the conference, Our Main sponsor DAC and all other sponsors and grantees.

2.2.4 The Next Generation Public Librarian Scholarship

The Next Generation Public Librarian Scholarship Programme concluded at the end of 2015. The programme, funded by the Carnegie Corporation of New York, produced 75 students who qualified at the end of their programme with a Post Graduate Diploma in Library and Information Science. From the inception of the programme in 2012 until it concluded at the end of 2015 the University of Cape Town, University of KwaZulu-Natal and the University of the Western Cape adapted their programmes and teaching methods to accommodate the students. Staff from City of Cape Town, City of Johannesburg, eThekweni Metro, Msunduzi Municipality Free State Provincial Library Services, Gauteng Provincial Library Service, KwaZulu-Natal provincial Library Service and Western Cape Provincial Library Services benefitted from this programme.

2.2.5 Open Access

I am pleased to report that since LIASA became a signatory to the Berlin Declaration on Open Access in September 2011, it has made strides in this area, firstly by adopting Open Access as one of its flagships. The 2014 theme ‘Generation Open’ highlighted *the importance of students and early career researchers as advocates for change in the short-term, through institutional and governmental policy, and as the future of the Academy upon whom the ultimate success of the Open Access movement depends.*

¹

- Secondly, SPARC Africa was launched on 15 August 2014

SPARC (the Scholarly Publishing and Academic Resources Coalition) is the international alliance of academic and research libraries working to create a more open system of scholarly communication and ensuring that there is a faster and wider sharing of the outputs of the scholarly research to increase the impact of research. SPARC takes the initiative to collaborate with relevant stakeholders with a view to improved research and scholarship. SPARC Africa will be hosted by LIASA, receiving its support and using the Association’s established structure and systems while moving to total independence. SPARC is championed by Dr Reggie Raju.

- Three LIASA-in-Touch magazines have been published to-date> August 2015.



¹ <http://www.openaccessweek.org/profiles/blogs/2014themeannouncement>

- The mid-year issue for 2015 of the South African Journal of Libraries and Information Science (SAJLIS) issue 81(1) has now been published. The link and archives are found at <http://sajlis.journals.ac.za>.
- On 21 February 2016, LIASA launched the use of webinars. Ongoing training on its use is provided by the Convener ICT development: Ina Smith, with the support of the PRO: Nikki Crowster. The implementation of the BigBlueButton software for online conferencing and learning has many benefits:
 - Members are saving money for transport and hosting of meetings by using Webinar.
 - LIASA has invested in the Big Blue Button software that made this development real. Meetings, workshops are held with ease.
 - Members have an opportunity to learn a new skill and engage online; both are seen as digital literacies

2.3 LIASA NATIONAL OFFICE (LNO)

In July 2015 the LNO celebrated the sixth year in the LIASA House, that is located on the Pretoria campus of the National Library of South Africa (NLSA) Pretoria Campus at 228 Johannes Ramokhoase Street, Pretoria, for an indeterminate period as adopted in a Memorandum of Agreement between the two institutions. The staff complement at the LIASA National Office comprises of the LIASA Manager, Membership Officer and Administrative Officer. It has been determined that LIASA has to have a minimum of 1600 members to maintain this infrastructure.

3. KEY STRATEGIC ELEMENTS 2014-2018

The Strategic Plan 2014-2018 was developed around six strategic themes guiding the strategic direction of LIASA for the next four years – extending over the term of office of the President and President-Elect.

3.1 Membership

There is a slow membership growth and this is an area of concern. We anticipate that the Professional Body status will cause an improvement in individual membership.

There are many reasons that can be given, including a shortened financial year due to IFLA being hosted in Cape Town and the Early Bird offer being made there.

3.1.1 LIASA Membership Statistics

TOTAL PAID UP MEMBERS : 1436

TOTAL IN-ACTIVE : 341

Membership comparison

2012:	1697
2013:	1653

2014: 1578

2015: 1436

3.1.2 Membership fees for 2016 - Proposed

Membership Category	Membership Fee 2015	Membership Fee 2016 VAT Incl
Individual Membership	R495	R495+7% = 530
Full time Students/Pensioner/Volunteer	R 275	R 290
International Individual Membership	\$115	\$120
Africa Individual Membership	\$55	\$60
SA Institutional Membership	R 2 500	R 2 700
International Institutional Membership	\$250	\$265
Africa Institutional Membership	\$110	\$115

3.2 Training and Development

3.2.1 Continued Professional Development (CPD)

3 workshops:

1 x Basic Internet and Outlook: a hands-on workshop for which the number of sign-ups did not match the initial interest: 3 delegates attended, all of who were non-members and therefore paid the non-members rate.

1 x Marketing Skills for librarian: This was a basic course programme that included an introduction to marketing and drawing up a marketing plan for promoting your library and its services. The workshop was popular and well attended. The attendees were formally assessed and will only obtain certification of competency upon submission of their assignments. 18 delegates attended of which the 14 LIASA members paid the discounted rate and the 4 non-members paid the full fee.

1 x Leadership and Management for Librarians: This was a basic course on leadership and management and how the various personalities in the workplace should be utilised to ensure good communication and cooperation in the workplace. This workshop was very popular and well attended. The attendees were formally assessed and will only get their certificate of competency upon submission of their assignments. 20 delegates attended of which the 15 LIASA members paid the discounted rate and the 5 non-members paid the full fee.

Requests for a repeat of this workshop were received and will be seen to in the upcoming months.

3.2.2 ETDP SETA

LIASA is represented in the Education, Training and Development Practices (ETDP) SETA by:

Ms N Kotsokoane	Further Education and Training Chamber
Ms I Thomson	- Higher Education and Research Chamber
Ms A Goosen	-Provisioning Chamber

3.2.3 Next Generation Public Librarian (NGPL) Scholarship Programme

The Carnegie Corporation of New York awarded LIASA a US\$1.5 million grant over a period of 4 years for a scholarship programme that supports the formal qualification of Public Library employees at Carnegie Model Libraries in South Africa. The programme aimed to inject at least 110 newly qualified librarians into the South African library system and addressed the current crisis experienced in the profession.

3.3 Advocacy

One of LIASA's key strategic directions is advocacy and building and strengthening of stakeholder relationships. An Advocacy toolkit is being developed and needs a more formal approach. This is being attended to.

3.3.1 Collaborative Relationships and Partnerships/Stakeholders

The aim is to promote a positive image of South African librarianship and information work and to participate in the global professional community. To this end, the Association continues to:

- Build and develop collaborative relationships with other library and information associations
- Work and assist to implement programmes with key partners
- Host, organize and support international events/ programmes
- Build and develop collaborative relationships with related bodies and forums, such as Publishers Association of South Africa, Coalition of South African Library Consortia, etc.
- Seek new and strengthen partnerships with existing government and strategic bodies

IFLA – LIASA is a current paid-up member of the International Federation of Library Associations. The President represented LIASA at IFLA WLIC 2014 in Lyon, France from 16-22 August 2014. The Deputy Minister of Arts and Culture Ms Rejoice Mabudafhasi also attended the IFLA conference in Lyon to extend an invitation to the IFLA community to attend the IFLA conference 2015 in Cape Town, South Africa. The active participation of LIASA in IFLA is confirmed by members who serve on various IFLA Standing Committees.

IFLA Africa – The immediate past President is currently a member of this Standing Committee with some members of LIASA.

SCECSAL – LIASA is a current paid-up member.

Carnegie Corporation of New York (CCNY) – The CCNY has been a strong partner to LIASA since its inception and has actively supported the development of the profession through the grants awarded to LIASA. Current grants managed during this term of office was the Next Generation Public Librarians (NGPL) Scholarship Programme. This grant of US\$1.5m over a 4-year period aimed to address the professional qualification of 110 public librarians at Carnegie Model Libraries in South Africa at the library schools attached to UCT, UKZN and UWC.

National Council for Library and Information Services (NCLIS) – LIASA serves as an ex officio member and is represented by the President.

National Library of South Africa (NLSA) – The NLSA continues to host the LIASA National Office on its Pretoria campus. The President-Elect serves on the Board of the NLSA.

South African Book Development Council (SABDC) – LIASA is represented on the SABDC by the current national PRO.

Sabinet Online – Sabinet has been a partner to LIASA for the development of LIS professionals through the award of a training grant which is managed by the CiCD office.

Botswana Library Association (BLA) – A formal memorandum of agreement with the BLA has been entered into during the reporting period. (They have requested support in their project supported by the IFLA Building Strong Library Associations-(BSLA))

Swaziland Library Association (SWALA) - A letter of support was provided by LIASA for SWALA to receive the IFLA BSLA grant. (They have requested support with the hosting of SCECSAL in 2016)

3.4 Marketing and Communication

Regular communication with members remains a priority for LIASA to ensure the success, sustainability and growth of the Association.

3.4.1. Communication and public relations

LIASA has traditionally followed its usual channels of communication and while these have been extensively used this year, the Association has increased the use of social media to communicate with members. The establishment of a Facebook page, Twitter account and postings to the LIASA Blog has opened new avenues for LIASA to communicate with members. Increased visibility and promotion of the LIASA brand, plus raising of awareness of the role of libraries in nation building was some of the targeted activities in response to the Strategic Directions for LIASA.

3.4.2 LIASA-In-Touch

The *LIASA-in-Touch* continues to be extremely popular with our members. It attracts interesting and informative contributions from members and has become a true show case of activities and achievements for the Association. It is published quarterly under the editorship of Ms Nohra Moerat. Back issues of the *LIASA-in-Touch* are being published electronically on the LIASA website.

3.4.3 South African Journal of Libraries and Information Science

The *South African Journal of Libraries and Information Science* (SAJLIS) is the official research and accredited academic publication of LIASA. It is published twice a year under the editorship of Prof Jaya Raju. LIASA has taken the stance to publish the journal using open source software in an open access platform since December 2012.

3.4.4 LIASA Website

The New LIASA Website at <http://www.liasa-new.org.za>

has been launched during the reporting period and it serves as the most immediate communication tool with members, stakeholders and the broader library and information services community. All thanks goes to the convener of ICT Development-Ina Smith and all colleagues for the contribution of content.

3.4.5 LIASA Listserv

The LIASA Listserv facilitates ongoing and prompt communication with members on a daily basis. Mailing list guidelines have been finalized and are in use.

3.4.6 SMS Service

The Bulk SMS database has been updated and this service is successfully used as an immediate tool for important notifications to members.

3.4.7 Media Coverage

LIASA enjoyed extensive media coverage during the reporting year, especially during SA Library Week and National Book Week. The President was interviewed on a variety of Radio Stations and television morning shows which provided the opportunity to highlight important LIS issues. There was also coverage in print media. The use of prominent advertisements in national newspapers and flight magazine during SALW proved very successful in raising awareness and promoting libraries and reading. The ongoing media coverage reflects a national interest in Library matters in general.

3.4.8 The campaign of the world libraries

The “@ Your Library” campaign received prominence this year in the SALW theme: “Connect @ your library”. As a signatory to the ‘@ Your Library’ campaign, members can use this to promote their services. A presentation was also done by the President Elect-Mandla Ntombela at IFLA, as the impact thereof was analysed by the dedicated standing committee.

3.4.9 Social media

The past year has seen LIASA making greater use of the various social media tools at its disposal. While the Association has always had access to these communication tools, the usage thereof has been sporadic. The Facebook page (LIASANews) has had a revamp. The Twitter account (LIASANews) has also had numerous tweets sent out during this year. Twitter in particular has been used to communicate events such as the IFLA Conference in real time. These services are mainly used to post news about the Association and any forthcoming events that members need to be aware of, including global library news. The LIASA Blog is used to inform South African librarians about interesting discussions taking place in the larger library world.

3.5 Good Governance

Ensures operational compliance with legislation and monitors, Constitution, Branches and Interest Groups

3.5.1 Interest Group Membership (correct at the time of reporting)

<u>IG Name</u>	<u>First Choice</u>	<u>Second Choice</u>
Bibliographic Standards (IGBIS)	108	30
Higher Education Libraries (HELIB)	388	139
Info & Communication Technology (ICTLIG)	69	260
Interlending (ILLIG)	23	39
Marketing and Advocacy Interest Group (MAIG)	12	71
Public & Community Libraries (PACLIG)	473	124
Research, Education, Training (RETIG)	101	371
School Libraries and Youth Services (SLYSIG)	113	171
Special Libraries (LISLIG)	113	124
Support Staff (SSIG)	20	72
Chose not to belong to IG	n/a	19

Although some Interest Groups are very active and succeed in delivering specialised services and support to LIASA members, there are a few Interest Groups that have faced many challenges. The Executive Committee has planned interventions to assist with reviving and strengthening these groups. The current structure and relationships between the national Interest Groups and those functioning on branch level have to be reviewed.

3.5.2 Finances and funding

One of the key focus areas of the Executive Committee is good governance, which includes the responsible management of the finances. The 2015 Audited Statements have been made available for scrutiny by members. I am pleased to report that LIASA's financial situation has continued to improve during the reporting period. Financial policies and guidelines have been put into place to ensure good governance at branch and national levels. I would like to thank our members for their annual contributions; sponsors for their on-going support and the office bearers for the professional way in which they have taken

care of their responsibilities. The fact that 2015 has no conference will impact LIASA finances negatively.

- **Summary of Financial report**

The details are available on request; the financial report was presented at the 2015 LIASA AGM.

- **LIASA Budget- 2016**

The 2015 LIASA AGM requested that the Treasurer reviews the proposed budget so that suggested deficit is removed from the 2016 budget.

3.5.3 Grants and Awards

- **Librarian of the year Award**

LIASA continues to seek and attract generous grants from partners, sponsors and donors. These grants enable LIASA to engage in visible activities that promote the profession and acknowledge the professionals who are doing sterling work towards education and community upliftment in South Africa.

The LIASA EXCO has agreed not to have the Librarian of the Year Award in 2015 as hosting of the IFLA conference would impact on the logistics and finances of the Librarian of the Year award.

- **President's Award for Best Branch**

An annual award is made to the best performing Branch as well as the most improved Branch of LIASA during that year. Branches have to submit an annual report documenting their activities according to specific criteria which includes membership growth, activities and communication. The winner is awarded R3000-00 and a certificate and the Branch that displayed the most improvement receives R1000-00 and a certificate. The 2015 President's Branch Award goes to Western Cape and the Most Improved Branch is Kwa Zulu Natal (KZN).

- **SALI TRUST/LIASA- LIFETIME ACHIEVEMENT AWARD (New-August 2015)**

LIASA - SALI Trust partnership resulted in the SALI Trust/LIASA Lifetime Achievement Award which comprises of a Certificate of Recognition and a Memento which will be conferred during the annual LIASA Conference commencing from 2016.

3.5.4 Constitutional Matters - Statutory Body

The issue of the acquisition of statutory status for the LIS profession has been on the agenda of LIASA since 2004 when the Special Libraries Interest Group tabled a motion that "LIASA should seek full statutory recognition as the sole professional body for the knowledge, records management and library and information workers in South Africa". Since then there has been growing momentum and investigations into different strategies

for the acquisition of statutory status. LIASA will engage with NCLIS as soon as they officially take office.

3.5.5 Declarations and other legislative engagements

The following declaration was signed and statements released on behalf of LIASA to confirm the position of the Association.

- Hague Declaration on Knowledge Discovery in the Digital Age- was signed in April 2015
- Statement in response to the draft online regulation policy on regulating internet content.- released in April 2015
- Submission to the Copyright Amendment Bill 2015- submitted in July 2015

Sincere Thanks are expressed to Denise Nicholson who tirelessly assisted with the handling of legislative issues impacting on LIASA and the LIS sector at large.

4. LIASA PROJECTS

4.1. Corporate Projects

4.1.1 LIASA annual Conference

2015 Conference

The LIASA flagship project, the annual LIASA conference was suspended in 2015 due to the hosting of IFLA 2015 in Cape Town.

2016 Conference

We are pleased to announce that LIASA Conference 2016 will be held in the Durban International Conference Centre from 10 to 14 October. The theme of the conference is: 'Libraries in Action: Transformation and Development towards 2030'.

4.1.2 South African Library Week (SALW)

SALW 2015

South African Library Week was celebrated from 14-21 March 2015. LIASA, in partnership with other stakeholders in the industry, hosted a national launch and library week celebrations were held across the country. The launch took place in Cape Town on 13 March 2015 and proved to be a great success being well attended by high profile delegates, the Deputy Minister of Arts and Culture, the Deputy Speaker of Parliament. The President of IFLA, Ms Sinikka Sipila, was in attendance to market IFLA Cape Town 2015 and, as President to about the hosting city prior the conference.

I would like to express my gratitude to the LIASA Rep council, National Office staff, Department of Arts and Culture, all the LIS members and their communities, Western Cape and LIASA BEC members who worked hard to make SALW 2015 a success.

The SALW 2015 theme, '**Connect @ your library**' focused attention on the various connections that can be facilitated through the library; such as with information and knowledge, friends and families, communities, librarians and the library space.

SALW 2016

The 2016 SALW was observed during 11-21 March 2016 with the theme: “**#libraries4lifelonglearning**”. The national launch event to be held on Friday, 11 March 2016 in partnership with the Department of Arts and Culture, KwaZulu-Natal Provincial Library Services and the Mandeni Municipality.

4.1.3 Open Access Week

In the interest of promoting access to information and dealing with challenges of access, since 2014 LIASA ensured a continued focus on Open Access by adopting the week in which the International commemorative day of Open Access falls (21 October) as the Open Week. LIASA will take the lead in raising awareness and giving support towards increased access to information nationally and on the continent. Open Access week 2015 was celebrated from 24 to 30 October, and a lot of awareness on related and relevant issues was raised through various platforms. Open Access week 2016 will also be running on the 24 to 30 October.

4.2 Focus Projects

4.2.1 May seminar

May seminars are a platform created to familiarize the sector with the current LIASA President's theme and to allow research and information sharing across the sector on it. It was launched in 2013 and is improving by the year in strengthening the dialogue and promoting the research component in the LIS sector though it has not yet been translated into published output.

4.2.2 Sector engagement

Roadshows are another level of sector engagement further to building collaborative networks. These are visits to Branches by the LIASA EXCO, where engagements with the branches are held and priority issues of the branch are discussed in addition to presentations from Exco. In 2014 Exco managed to visit all branches. It was a highly fruitful venture that members gave positive feedback about. Due to the high budget related to the LIASA Roadshows, it will be done selectively based on the discretion of Exco. During the reporting period two formal roadshows were done.

- Northern Cape Roadshow 1 June 2015
- Mpumalanga Roadshow 22 July 2015

4.2.3 SA Librarians' Day

In 2014 LIASA's anniversary, 10 July, was declared a special day dedicated to celebrate Librarians. All LIS sectors are free to celebrate the day in their special way. The day is also used to raise awareness of the profession widely through various platforms and the value added by librarians towards optimal access to relevant information thus developing an informed nation.

4.2.4 Implementation of the LIS Transformation Charter

Work in this area continues and announcements in this regard will be made as needed.

4.2.5 National Development Plan (NDP) 2030: LIASA's role

LIASA has aligned itself with the goals outlined in the NDP 2030. This is evident in the strategic plan and will become clearer as 2016 SALW week theme is announced. Libraries already support the notion of an informed nation and through its services work to manifest this and other NDP 2030 goals.

5. CONCLUSION

It is with confidence that I present the state of the Association, the highlights, achievements and the challenges facing LIASA. We were handed a strong and viable Association by the previous leadership which made it easy to build upon the existing foundations. We have set ourselves ambitious and bold targets for the current term, but I believe that it is possible to take the Association into a bright and relevant future with the support and contribution from all the Association's structures, Exco's leadership and an enthusiastic and active membership.

We have to face the challenges of a changing landscape for the profession with courage and a clear vision for the future, striving to make LIASA the Association of choice for all LIS workers in South Africa and speak with a strong and united voice to position the profession centrally on the national development agenda.

Segametsi Molawa (Ms)
LIASA President 2014-2016