

# New Mexico Rural Library Endowment Sustaining Rural and Tribal Communities

Report to the New Mexico Legislative Finance Committee, November 2025

prepared by the New Mexico Rural Library Initiative (NMRLI)

**Request: \$29.5 Million to fully fund** the Rural Library Endowment.

Full Funding: \$60 million or \$1 million for each of 60 tribes and villages.

To Date the Legislature has Appropriated \$30.5 Million for the Endowment.

**Endowment Disbursements help sustain jobs in 60 communities.**

New Mexico's Rural Libraries serve about **105,204 people** annually<sup>1</sup>.

**ECONOMIC IMPACT:** Each library will receive approximately **\$45,000 per year**.

Every \$1 invested yields \$4 in economic value. Direct impacts include local spending for wages, and contract services. Money stays in the communities. Indirect outcomes include increased literacy, improved health literacy, and higher workforce participation.

## **NEEDS:**

- **Staffing** - Most rural libraries are understaffed. Staff is often poorly paid.
- **Facilities** - Many buildings are too small or need repair.
- **IT** - IT expertise can be inadequate.
- **Budget/Capacity** - Budget constraints limit programming and services.

**BENEFITS:** Libraries address needs beyond traditional library services including:

- **Early Childhood After-school and K-12 Programming, STEAM and Literacy.**
- **Public Health Hubs; Facilitating Access, Programming and Education.**
- **Food Security, Access to Potable Water, Reproductive Health Support.**
- **Economic Development and Support for Job Seekers and Entrepreneurs.**
- **Hubs During Disasters/Emergencies.**
- **Tech Education, Free Internet, Public Computers, Print/Copy/Fax Services.**
- **Preserve and Educate about Local Culture and History.**
- **Connecting patrons with government services like Social Security, SNAP, Medicare/Medicaid, ACA, Legal and Tax Paperwork.**
- **Foster *Resolana* and Provide Community Gathering Space.**

Federal budget cuts are predicted to heavily impact rural and tribal areas. At a time when many institutions struggle, **libraries are successful** at addressing critical issues and needs. A relatively small investment of about \$500,000 for each of 60 communities throughout the state, will yield a significant impact.

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<sup>1</sup> Cumulative determined using a combination of NMRLI survey responses, NMSL LSAs, and census data.

# Table of Contents

INTRODUCTION.....	2
DATA COLLECTION.....	3
NEW MEXICO RURAL LIBRARY ENDOWMENT.....	3
WHY FORTY-FIVE THOUSAND DOLLARS PER LIBRARY PER YEAR.....	4
Insufficient Funds.....	4
Library Closures.....	4
NEEDS.....	4
Staff.....	4
Facilities.....	5
Technical Support.....	5
Budget/Capacity.....	5
BENEFITS RURAL LIBRARIES PROVIDE THEIR COMMUNITIES.....	6
Early Childhood After-school and K-12 Programming, STEAM and Literacy.....	6
Public Health Hubs; Facilitating Access, Programming and Education.....	6
Food Security, Access to Potable Water, Reproductive Health Support.....	6
Economic Development, Skill-building and Technical Support for Job Seekers and Entrepreneurs.....	7
Hubs During Disasters/Emergencies.....	7
Tech Education, Free Internet, Public Computers, Print/Copy/Fax Services.....	8
Preserve and Educate about Local Culture and History.....	8
Help Connect patrons with government services like Social Security, SNAP, Medicare/Medicaid, ACA, Legal and Tax Paperwork.....	8
Foster Resolana and Provide Community Gathering Space.....	8
Non-Traditional Services and Unconventional Offerings.....	8
ADDITIONAL ISSUES:.....	9
Operating Reserve and Capital Savings Accounts.....	9
Anti-Donation Clause.....	9
CONCLUSION.....	9
CONTACT THE NEW MEXICO RURAL LIBRARY INITIATIVE:.....	10
APPENDICES:.....	10

## INTRODUCTION

New Mexico's rural and tribal libraries are among the state's most effective public assets. Nearly all were established through the grassroots efforts of neighbors and volunteers. They help local residents access education, culture, economic development and community well-being. In many towns, they are the only organizations that provide high-speed internet. Additionally, they help patrons access educational, healthcare, governmental and cultural resources.

In New Mexico, libraries are typically funded through municipal gross receipts taxes. Most rural communities lack a sufficient taxable commercial base to support their libraries. Nonprofit public libraries in unincorporated villages don't receive municipal funding. As a result, rural libraries struggle to hire and retain sufficient qualified staff and maintain facilities. Library directors describe endowment funds as transformative rather than supplemental. Fully funding the endowment will help sustain libraries and their communities in perpetuity.

## DATA COLLECTION

Data was collected from 43 rural library survey respondents in 17 New Mexico counties [see appendices for full list of respondents], in-person interviews with many of the 60 eligible libraries, and the New Mexico State Library's 2023 annual report. The survey provides quantitative and qualitative data and statistics on the status of rural public libraries throughout New Mexico, including information about the libraries' needs and services.

Data was collected by the New Mexico Rural Library Initiative (NMRLI) June through October 2025 via the platform Google Forms. Site visits and interviews were conducted with 44 libraries. NMRLI is a non-profit 501(c)(3) organization that provides resources for and advocates for the needs of New Mexico's rural libraries.

Survey questions were developed by Shel Neymark, NMRLI Executive Director. Data and findings were managed and synthesized by Aspen Coriz-Romero, NMRLI Fellow. Aspen conducted the interviews and coordinated library visits. Additionally, we received input from EveryLibrary Institute, a national organization dedicated to securing financial support for libraries.

## NEW MEXICO RURAL LIBRARY ENDOWMENT

In 2019, NMRLI proposed an endowment of \$1 million per library in municipalities with populations of 3,000 or less and all 501(c)(3) public libraries. Senator Jerry Ortiz y Pino (D: Albuquerque) sponsored the legislation in the Senate, and Representative Gail Armstrong (R: Magdalena) sponsored it in the House. Fully-funded, the endowment will yield approximately \$45,000 per year for each of 60 eligible libraries. This will ensure the salaries, programs, and repairs necessary for long-term sustainability. The endowment also provides grants for small towns to establish libraries.

The endowment was enacted by the Legislature and signed by Governor Michelle Lujan Grisham in 2019 with an initial \$1 million investment. With additional legislative appropriations, the state's investment is now **\$30.5 million**. With the addition of **\$29.5 million**, the legislature and governor will realize their original vision.

Endowment money is invested by the New Mexico State Investment council. Five percent of earnings are disbursed to the libraries each year. Earnings will be averaged over a five-year period starting 2027. The New Mexico State library disburses the funds to each eligible library that successfully completes its annual report. The state library keeps track of how funds were spent.

Municipal budgets, private philanthropy and local fundraising will continue to form the foundation of these libraries' budgets. Endowment disbursements will balance the vagaries of fundraising with reliable annual funds. Municipalities are not allowed to replace or lower their library budgets with endowment disbursements.

## **WHY FORTY-FIVE THOUSAND DOLLARS PER LIBRARY PER YEAR**

### **Positive Outcomes of Current Investment**

Current endowment disbursements have already led to significant improvements across rural libraries, enhancing services, programming, infrastructure, and staffing. A fully funded \$60 million endowment would ensure predictable, long-term support, shielding libraries from economic fluctuations and enabling consistent growth and development.

Libraries have used these funds to extend operating hours, hire additional staff, and enrich cultural programming. Red River added a part-time assistant to support daily operations, while Ohkay Owingeh invested in materials for traditional workshops that preserve local heritage. These enhancements directly benefit community engagement and access to resources.

Infrastructure upgrades and wage increases further demonstrate the impact of current investments. Carrizozo's new HVAC system opened up previously unusable space for programming. Glenwood Library raised its long-time director's wage significantly, from \$10 an hour to \$25. However, directors stress that these gains are not yet sustainable. Expanding the endowment is essential to maintain momentum, address deferred maintenance, and ensure long-term viability.

### **Insufficient Funds**

Rural libraries struggle to hire and retain qualified staff, maintain facilities, and deliver programming. In 2023, 19 libraries had budgets under \$50,000. Nearly half had budgets under \$100,000.

Rural library directors often spend an inordinate amount of time seeking funds. \$45,000 per year would free up time for them to better serve their communities and enable them to plan for the future rather than fight for survival year-to-year.

### **Library Closures**

In 2023, the library in La Joya, NM closed due to lack of funding. Their after-school/homework help had boosted local graduation rates to over 90%. The library in Elida closed when oil prices were down, the library in Vaughn closed when the train no longer stopped there. Had fully-funded endowment disbursements been available, they might still be open.

When the Molybdenum mine closed in Questa, out of work miners used the library to access unemployment benefits and for job searches. In economically challenging times, rural libraries are crucial.

## NEEDS

### Staff

Libraries identified staffing as their most pressing challenge. Limited budgets prevent them from hiring enough personnel to meet operational needs. Many are run by a single full-time or part-time employee and rely on part-time staff and volunteers. Some are operated entirely by volunteers but want to hire staff. Staffing issues limit a library's ability to adequately address community needs.

- **60.5%** of respondents reported their library as *insufficiently* staffed.
- **6** reported having *only one* paid full-time employee [no other paid employees].
- **14** reported *no* full-time paid employees.
- **27** reported having *at least one* part-time paid employee.
- **3** reported having *zero* paid employees [entirely volunteer run].
- **10** respondents listed funds for additional staff or more hours for existing staff as what their library needs most.

Low wages make it difficult to attract and retain qualified staff. Many rural library directors in New Mexico are not paid a living wage. They develop collections; manage employees, budgets, volunteers, and facilities; write grants; report to the State Library; develop children's curriculum; run programs and serve patrons.

- **21%** of respondents reported their library director makes \$12-\$19/hr. The average annual salary for a library director in NM is \$96,176 (\$46/hr).
- **35%** reported directors making \$20-\$25 per hour.

Rural librarians (other than directors) are also usually not paid a living wage, though the value they provide is similar to that of their urban counterparts. Many have no other benefits than required sick leave.

- **57%** of respondents report librarians and staff make \$12-\$19/hr with others making as low as \$9/hr. The average librarian salary in New Mexico is \$63,177 (\$30/hr).

### Facilities

Many libraries are in aging buildings that need significant maintenance, including roofs, HVAC, and accessibility [see appendices for list of needed repairs]. Others need more space to accommodate large groups for classes and programs.

- **71%** reported they don't have adequate funding for needed repairs.
- **67%** of respondents reported their space was inadequate for the library's needs.
  - **13** respondents reported that additional space was what their library needed most.
  - **9** respondents reported space as the most significant challenge.
- **65%** of respondents reported that their library is in need of repairs.

## Technical Support

All rural libraries provide free internet and public computer use. Poor and aging populations in rural New Mexico need these services, which may not be available for many miles. There were **93,548 public internet computer uses/sessions last year** at rural libraries<sup>2</sup>.

- **39%** of respondents report insufficient IT support.

## Budget/Capacity

Library directors consistently expressed frustration with lack of funds. Many would like to provide more services and programming but are hindered by lack of space and staff. Some services they would like to offer include healthcare related programs, additional youth programming, and more hours open to the public.

For example, in 2024, NMRLI worked to connect libraries with the Governor's \$30 million summer reading program. Though tutors and facilitators were well paid, only 6 libraries took part. Many reported they didn't have the capacity.

- **87%** of respondents would like more help connecting with government services.
- **84%** reported their budget is not sufficient to meet their needs.

## BENEFITS RURAL LIBRARIES PROVIDE THEIR COMMUNITIES

### Early Childhood After-school and K-12 Programming, STEAM and Literacy

Endowment funds are critical for developing strong early literacy programs and collections. Libraries host story time, after-school and summer reading programs integrated with STEAM activities. Research shows that access to books before kindergarten is one of the strongest predictors of later academic achievement and graduation rates.

- **64%** of respondents reported hosting early childhood and K-8 programming.

### Public Health Hubs; Facilitating Access, Programming and Education

Rural libraries are health hubs that help meet unmet needs. About 77% of rural communities in the US have a shortage of healthcare professionals<sup>3</sup>. Libraries partner with non-profit organizations and healthcare providers to deliver health resources to their patrons, offering programs and services that support physical, mental, and social health. Some provide Telehealth booths where patients connect with their providers in the library.

The relationship between literacy and health outcomes is well-documented: individuals with higher literacy are more likely to understand prescriptions, manage chronic illnesses, and seek preventive

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<sup>2</sup> Calculated using NM State Library [Annual Report 2022-23](#).

<sup>3</sup> American Library Association "Rural Libraries in the United States: Recent Strides, Future Possibilities, and Meeting Community Needs" (2017)  
[\[https://www.ala.org/sites/default/files/advocacy/content/pdfs/Rural%20paper%2007-31-2017.pdf\]](https://www.ala.org/sites/default/files/advocacy/content/pdfs/Rural%20paper%2007-31-2017.pdf)

care. NMRLI is working with UNM Health to help establish Health Extension Regional Offices (HERO's) and recruit HERO's agents at rural libraries.

Libraries also help with other social determinants of health by supporting economic development, creating opportunities for social engagement, and fighting food insecurity.

- Libraries in Fort Sumner, Chama, Eldorado and Clayton have private Telehealth booths/offices, reducing travel burdens in areas where hospitals and specialists are difficult to get to.
- Dixon has a collection of medical devices/equipment available for circulation.
- The library in Questa is coordinating an "Ask the Doc" day and is looking to provide blood pressure monitors – encouraging proactive health management.
- Fort Sumner hosts flu shot clinics, blood drives, and a bi-annual health fair.
- The library in Datil has an Alzheimer's Support group.
- Many libraries sponsor informational programming on topics such as End-of-life services, signing up for ACA and Medicare, fall-prevention, and advanced directives on nutrition, behavioral health, etc.

## **Food Security, Access to Potable Water, Reproductive Health Support**

Some libraries do food distribution or feed lunch to school-age children during the summer. Many have native seed libraries or community gardens. Libraries in Ojo Sarco and Talpa work with local food banks to distribute food and address hunger in their communities. Truchas and Tularosa libraries have an on-site food pantry.

Anton Chico, San Ildefonso, Moriarty, Tularosa, and Ohkay Owingeh address period poverty by distributing free menstrual products. Angel Fire and Fort Sumner work with local organizations to support families by running diaper drives and distributing them from the library. Fort Sumner library also serves as a temporary WIC office, sustaining maternal and child care access while the prior facility undergoes renovation due to flooding.

- **14** Libraries report supplying potable water for patrons that don't have it.

## **Economic Development, Skill-building and Technical Support for Job Seekers and Entrepreneurs**

Endowment disbursements directly support a community's economy by creating and sustaining jobs in the libraries and the hiring of local contractors for facility upgrades. Libraries provide crucial job search resources, such as help with resume-writing, interview preparation, and access to job listings.

Libraries help residents enter the workforce and start small businesses. At Lordsburg-Hidalgo Library, a certified Entrepreneurship Librarian guides patrons through business planning and licensing. Santo Domingo Pueblo Library provides food handlers licensing classes and business card printing and design tools for local entrepreneurs. In Anton Chico, the library hosts a NM Workforce kiosk for jobseekers.

A 2018 study by the EveryLibrary Institute and Syracuse University found that **for every \$1 invested in New Mexico public libraries, nearly \$4 in community economic value is generated in direct and indirect public benefits.**

- **88%** of respondents support small businesses and entrepreneurship with fax and copying services.
- **49%** offer job search assistance and workforce training. Many help with resume-writing.

## **Hubs During Disasters/Emergencies**

From wildfires to flooding and extreme heat, rural libraries are centers for information and relief. During the Trout Fire, Gila Valley Library distributed updates and protective guidance. Vallecitos Library was a forest service command center during a fire, and distributed water filters when a subsequent flood destroyed their water system. Capitan opened their doors to evacuees and pets from the Ruidoso fires. Dixon helped develop a plan for flood mitigation. Villanueva connected fire and flood victims with housing and food.

In 2023, the Zia Pueblo elementary school closed for 3-months because of a gas leak. Classes were moved online and attendance dropped dramatically. The library stepped in to host students, giving them access to Wi-Fi and technical assistance. Its role during this community emergency improved attendance and supported educational engagement. [see appendices for full list of how libraries responded to disasters/emergencies in their communities]

## **Tech Education, Free Internet, Public Computers, Print/Copy/Fax Services**

Every rural library provides free internet, computer use and technology assistance for patrons. Many provide phone use or host digital literacy classes. Wi-Fi connection is available outside 24/7, even when libraries are closed. Columbus reported that 80% of residents don't have internet service at home. Villanueva reported that the next closest free internet service is a 150-mile round trip drive.

- **17 respondents** reported having insufficient IT help.

## **Preserve and Educate about Local Culture and History**

Libraries present cultural events/workshops, history and archeology presentations, musical performances and art displays. They host language programming, fiestas, special collections and archives. Cochiti Pueblo Library holds a summer Keres language program every year. Pueblo de Abiquiu Library preserves genealogy records and coordinated a conference highlighting Genízaro histories. Tularosa Public Library offers evening conversational Spanish classes.

- **53%** of respondents have archives or historical records related to their community.

## **Help Connect patrons with government services like Social Security, SNAP, Medicare/Medicaid, ACA, Legal and Tax Paperwork**

Libraries assist patrons with connecting to government services every day. Most libraries offer one-on-one support and have copies of legal documents available for patrons. The Fort Sumner, Bayard, and Clayton libraries offer free annual tax filing services.



## Foster *Resolana* and Provide Community Gathering Space

Libraries are community meeting spaces and foster civic engagement. They create opportunities for neighbors to meet and interact. They create opportunities for neighbors to meet and interact, strengthening mutual support systems. A patron at the Embudo Valley Library reported hearing at the library about a community member with cancer who needed meals. Subsequently, a group formed to take turns bringing them meals.

Vallecitos Community Library is a vital meeting place for four acequia associations and two domestic water associations. Capitan, Eldorado, and Embudo have hosted political debates and meet the candidates events that promote dialogue between residents and local leaders. Ojo Sarco hosts coffee and conversation gatherings to connect neighbors.

## Non-Traditional Services and Unconventional Offerings

Rural libraries across New Mexico are redefining their roles by offering non-traditional services that directly address community needs. From Jemez Springs and Carrizozo's "Library of Things," which lends out unique items, and Eldorado checks out telescopes. These libraries are expanding access to educational and recreational tools. Baldwin Cabin Public Library in Datil goes a step further by partnering with veterinarians to provide mobile vaccine services.

Torreon Community Library circulates Navajo language Bingo kits. While Moriarty's "Self-Help Shelf" offers toiletries for those in need. Columbus Library provides a secure location for package deliveries, helping residents without reliable home access. Vallecitos Library offers a washer and dryer, sparing locals a 70-mile trip for basic laundry needs.

These unconventional offerings reflect the libraries' deep understanding of their communities and their evolving role as multipurpose service centers.

## CONCLUSION

**New Mexico's Rural Libraries are effective.** They meet their communities needs despite being **under-resourced**. It is essential that the state **strengthen organizations that work**, especially in areas that receive few other resources.

Rural libraries are integrated into the health, economic vitality, and lifelong success of their communities.

State funds for programs like Early Childhood Education usually don't reach New Mexico's smallest communities. Libraries are infrastructure that the state can harness to support our vulnerable yet valuable small communities.

**Investments in rural libraries generate \$4 in economic value for every dollar spent**, sustaining jobs where they are desperately needed. The endowment will fund these libraries in perpetuity and transform New Mexico for generations.

The Legislature should make a wise investment in its small villages and **fully fund the rural library endowment with the addition of \$29.5 million**. Thank you.

## CONTACT THE NEW MEXICO RURAL LIBRARY INITIATIVE:

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## APPENDICES:

**ACCESS A MORE EXTENSIVE COMPILATION OF THE SURVEY RESPONSES HERE**

 **Compiled Preliminary Survey Responses** OR <https://bit.ly/survey-nmrlri>

## LIBRARIES ELIGIBLE TO RECEIVE ENDOWMENT FUNDS

*\*represents an establishing library NMRLI works with*

Library	Location	County	FY23 Budget	Survey Respondent?
El Pueblo de Abiquiu Library and Cultural Center	Abiquiu	Rio Arriba	\$40,232	YES
Acoma Learning Center	Acoma Pueblo	Cibola	\$291,972	NO
Shuter Library of Angel Fire	Angel Fire	Colfax	\$86,239	YES
David F. Cargo El Valle de Anton Chico Library	Anton Chico	Guadalupe	\$17,414	YES
Bayard Public Library	Bayard	Grant	\$95,712	YES
Capitan Public Library Central Library	Capitan	Lincoln	\$78,820	YES
The Carrizozo Community Public Library and Archive	Carrizozo	Lincoln	\$27,255	YES
Eleanor Daggett Memorial Library	Chama	Rio Arriba	\$86,059	YES
Albert W. Thompson Memorial Library	Clayton	Union	\$136,690	YES
Michael Nivison Public Library	Cloudcroft	Otero	\$62,225	YES
Irene S. Sweetkind Public Library	Cochiti Lake	Sandoval	\$47,911	YES
Pueblo de Cochiti Library	Cochiti Pueblo	Sandoval	\$149,431	NO
Columbus Village Library and Archive	Columbus	Luna	\$115,234	YES
Village of Corona Public Library	Corona	Lincoln	\$15,187	YES

Cuba Public Library	Cuba	Sandoval	\$124,222	NO
*Datil Baldwin Cabin Public Library	Datil	Catron	(unavailable)	YES
Embudo Valley Library and Community Center	Dixon	Rio Arriba	\$289,445	YES
Eagle Nest Public Library	Eagle Nest	Colfax	\$25,154	YES
Vista Grande Public Library	Eldorado	Santa Fe	\$154,655	YES
El Rito Library	El Rito	Rio Arriba	\$85,659	YES
Estancia Public Library	Estancia	Torrance	\$147,788	YES
Eunice Public Library	Eunice	Lea	\$268,045	YES
Fort Sumner Public Library	Fort Sumner	De Baca	\$116,170	YES
Gila Valley Library	Gila	Grant	\$50,633	YES
Glenwood Community Library	Glenwood	Catron	\$56,430	YES
Hatch Public Library	Hatch	Doña Ana	\$139,514	NO
Hillsboro Community Library	Hillsboro	Sierra	(unavailable)	YES
Woolworth Community Library	Jal	Lea	\$929,223	NO
Jemez Springs Public Library	Jemez Springs	Sandoval	\$187,001	YES
Jicarilla Public Library	Dulce	Rio Arriba	\$325,679	YES
*La Cienega Community Library	La Cienega	Santa Fe	(unavailable)	NO
Lordsburg Hidalgo Library	Lordsburg	Hidalgo	\$147,171	YES
Magdalena Public Library	Magdalena	Socorro	\$56,949	NO
Moriarty Community Library	Moriarty	Torrance	\$213,426	YES
Mountainair Public Library	Mountainair	Torrance	\$11,755	NO
*Nambé Public Library	Nambe Pueblo	Santa Fe	(unavailable)	YES
P'oe Tsawa Community Library	Ohkay Owingeh Pueblo	Rio Arriba	\$219,590	NO
*Ojo Sarco Library	Ojo Sarco	Rio Arriba	(unavailable)	NO
*Pecos Community Library and Resource Center	Pecos	San Miguel	(unavailable)	YES
*Picuris Pueblo Library	Picuris Pueblo	Taos	(unavailable)	NO

Placitas Community Library	Placitas	Sandoval	\$137,795	YES
Pueblo of Pojoaque Public Library	Pojoaque Pueblo	Santa Fe	\$222,898	YES
Questa Public Library	Questa	Taos	\$83,053	YES
Red River Public Library	Red River	Taos	\$92,371	YES
Reserve Public Library	Reserve	Catron	\$37,396	NO
San Ildefonso Pueblo Library	San Ildefonso Pueblo	Santa Fe	\$203,212	YES
Pueblo of Sandia Learning Resource Center	Sandia Pueblo	Sandoval	\$301,832	NO
Santa Ana Pueblo Community Library	Santa Ana Pueblo	Sandoval	\$112,714	NO
Santa Clara Pueblo Community Library	Santa Clara Pueblo	Rio Arriba	\$226,492	NO
Moise Memorial Library	Santa Rosa	Guadalupe	\$142,351	YES
Santo Domingo Pueblo Library	Santo Domingo Pueblo	Sandoval	\$27,600	YES
Fred Macaron Library	Springer	Colfax	\$41,631	NO
Talpa Community Center	Talpa	Taos	\$27,245	YES
*Taos Pueblo Library	Taos Pueblo	Taos	(unavailable)	YES
Tatum Community Library	Tatum	Lea	\$117,821	NO
Taytsugeh Oweengeh Library	Tesuque Pueblo	Santa Fe	\$241,354	NO
Torreon Community Library	Torreon/Star Lake Chapter	Sandoval	(unavailable)	YES
Truchas Community Library	Truchas	Rio Arriba	\$59,245	YES
Tularosa Public Library	Tularosa	Otero	\$54,170	YES
Vallecitos Community Center and Library	Vallecitos	Rio Arriba	\$37,137	YES
David Cargo Villanueva	Villanueva	San Miguel	\$64,809	NO
Zia Enrichment Library	Zia Pueblo	Sandoval	\$88,688	YES

<b>For this year's endowment disbursements, each rural library will receive a one-time legislative appropriation of about \$43,000, a disbursement from the Rural Library Endowment of about \$23,000, as well as State grants in Aid and GO bond money. What is your plan to spend it?</b>
Operating funds
Salaries, IT, collections
We have budget discussions underway. I am planning on requisitioning funds past the 'deadline', if PO's are written and the funds are encumbered, they can be spent past the deadline, so I'm planning future collection development, summer reading, community programming, website, a storage container as the library is small. Fix our doors, re-key ,add surveillance,
new air conditioner- not sure of the rest- I would like for my employees to get a raise.
Upgrading the heating and cooling systems, from 2 propane heaters and 3 swamp coolers into 3 industrial heat pump units. It will include upgrading the electric service to the building. The bathrooms have 25-year-old motion sensors for the lights and fans; these must be replaced.
Equipment and supplies, professional development, operational costs (water, electricity, phone, internet, etc.) healthcare/workforce connections booth, computers, software
Furniture, capital improvements, shed, books, new meeting room, computers
Spend on salaries
pay raises and add to our adult makerspace ( 3D printer, large format printer, a laser engraver)
It would be easy if we could use it to improve our building or for new construction. I plan to increase my pay to \$27/hr for 20hrs a week. Hire an assistant to help with children's programming 30-40 hours a month. Give a stipend to our gardener/landscape lead. Provide a stipend to our IT person. Increase our cleaning persons pay to \$20.00/hr. Going rate here is \$25.00/hour for cleaning. Purchase a 3-D printer for our rocketry program. Increase children's programs and special events with the community. Purchase new furniture for the library. Potentially provide bonuses for employees.
So far the list is: Lighting Fixtures, Maker Space equipment, Other non book items for Collection, Stem Kits.
We are going to remodel the bathrooms to improve handicap accessibility and to install baby changing tables. We've gotten the design from the architect complete and this FY will be the actual work. There are a few other building projects likely smaller than the bathrooms, that we can also get after. The bathroom is the only project planned and in the works currently. Ebooks and audiobooks through the NM Library to go, Overdrive are also a big expense.
Working on it still
Begin paying some of our volunteer hours on the desk, ebooks for the 1st time thru OverDrive - this will be a large investment to build a new collection, shelving, programing, solar shades for all windows, signage, front doors redone (historic building so pricey), painting interior, and on and on it goes. We already have a plan in place.
Upgrading catalog. We would also like to undertake building improvements but need to find out if this is possible.
It will help fund our part-time positions, programming, as well as some much needed building repairs

Rent, books, shelving
Bring more audio books, reading classes with tutors, incentives, and recording space.
add more service hours, and increase staff pay, among other things for the library operation.
buy things that we anticipate we will need in the future
library improvements, hopefully parking lot walkway issue, more databases, furniture.
We are coming up with some renovation plans to make a teen area and purchase equipment and furnishings for that area. We need a new hot water heater, and we need to upgrade our restrooms to have commercial toilets.
adding a room fixing a computer lab
Bookmobiles, replace heaters with mini splits for both heating/cooling
New furniture for inside the library and additional seating for use outdoors. (We have turned the lawn out front into extended space for functions, reading, etc. We are able to use this area 8 months out of the year. We have built a Nature Garden to teach children plant care and bird care). Stipends, to help me develop more interesting programs for the library and to pay professionals to teach job skills to young adults. Also, more equipment that the library could put into our catalog - we need new e-readers and I would like to get a few portable DVD players that patrons can borrow for trips and for hospital stays (we are a retirement community and this occurs a lot!)
staff pay
Our Library still needs to add some audio and e-books, e-serials, there is a need to grow our adult and young adult collections. Supplies needed to label books and items in circulation, public computers located in a more accessible location with the online catalog so all patrons can check out books.
Payroll, collection development, professional development, hardware, furniture.
Hopefully, new stucco on our older building
Repairing the roof and stucco; adding an exterior storage building; replacing metal shelves in the children's room; replacing worm carpeting in main room of library; updating security cameras; subscribing to E-book technology for patrons; providing Chrome Books for checkout; Hot Spots for patron use; acquire new computers as required; update circulation software; STEAM activities
Still working on that. We would like to extend our open hours + an additional day and make upgrades to our tech software.
We will pay the Director a salary of \$4,000.00 a month and pay for special programs we have not been able to afford in the past.
Update our furniture and add more to our collections
Building improvements
New furniture, part-time employee, new material for collection, program supplies
Our annual budget runs ~160,000. We'll spend all incoming funds on current programs, paid 3rd party programs, and basic facilities / utilities / salaries
capital improvements
Personnel and programming
RLE used for improvements to a new space to make it usable so we have more space for youth programs. SGA for library collections, library equipment, operational expenditures. GO Bond for library collections, library equipment, furniture, fixtures.
More public computers and updates

**Repairs/renovations listed from survey AND site visits:**

Fort Sumner Public Library has a roof that leaks, the parking lot is crumbling, and the building needs 2 ADA accessible entry doors.

Moise Memorial Library (Santa Rosa) has a crack in the foundation and water enters the back of the building during heavy rain. The windows need to be replaced as some are cracked.

Zia Enrichment Library needs upgraded restrooms.

Pueblo de Abiquiu Library exterior needs to be replastered and the storage shed needs a new floor. The A/C will soon need to be upgraded.

A.W. Thompson Memorial Library (Clayton) has a rippling foundation.

Jicarilla Public Library needs a new A/C system as the current one stopped functioning this summer.

Jemez Springs Library needs a new HVAC system and would like a new building as the current one experiences structural issues ("lego building").

Questa Public Library needs a paved parking lot and new roof.

David F. Cargo Valle de Anton Chico Library has leaky windows that need to be re-sealed. It needs a concrete slab laid out front because water accumulates and is seeping into the building's foundation. The main entrance door needs a vestibule of some sort because it catches wind and flies open/shut making it a potential hazard.

El Rito Library needs a new roof.

Red River Public Library needs upgraded commercial restrooms, a new water heater, and new flooring.

Vallecitos Community Library needs to replace insulation of the attic with another type, clean dirt and repair openings at ends of the attic. Improve the electric box to combine old and new, add a second switch to the front room. Add a baseline heating system in addition to woodstoves. Additional Shelving. Replace floor of front portal. Additional gravel for driveway. Replace refrigerator and stove and improve shelving in kitchen.

Columbus Library needs facade repairs and electrical rewiring/upgrade. Exterior space seating and shade. A doorway through a 14" thick wall. Roof repairs. Bathroom vent fans & lights replaced. 2 utility rooms need ventilation (including the one that houses the heat-sensitive internet equipment!)

Capitan Library needs a new roof, stucco on outside and gutters.

Eagle Nest Public Library needs doors to be re-keyed and to install a security system.

Gila Valley Library needs a new roof, the deck needs to be sanded and painted, handicapped space painted, and an old shower that needs to be renovated into storage/office space.

Moriarty Community Library needs a new roof due to leaks. There are electrical problems, broken light fixtures, and a broken exit door. The ceiling tiles need to be replaced and there's an ant problem.

Bayard Public Library needs to repair the exterior façade on the bottom half of the building, which is fake brick that needs to be replaced all throughout the building which will cost somewhere around 100K.
Eunice Public Library needs new interior doors and to repaint the exterior. Sandia Pueblo Library needs more classroom space, a bigger kitchen, computer room, and early childhood room.
Embudo Valley Library needs to fix broken irrigation, a new railing on La Segunda, metal fascia, plumbing issue in community center, landscaping deterioration and recovery from construction, security system, and electric work to prepare for improved air circulation in the main building.
Datil Baldwin Library needs to winterize the water supply, re-paint, and replace the roof.
Tulsarosa Public Library needs to stucco the building and acquire a new roof.
Michael Nivison Public Library (Cloudcroft) is a 1913 Trost and Trost Building and needs improvements.
Torreon Community Library needs hot water, ceiling tiles repair, electric maintenance/repair, upgraded kitchen space, and exterior maintenance.
Shuter Library of Angel Fire needs a complete restoration of soffits and other exterior wood. The parking lot needs to be replaced.
Village of Corona Public Library has a porch that needs a new roof and retaining wall.
Carrizozo Community Public Library needs exterior building repairs and new paint. Could also use additional electrical outlets for easier access.
Mountainair needs to stabilize flooring and shelving. The roof, carpet, and restroom need to be replaced.

<b>Has your community experienced a natural, or human-made disaster/emergency? If yes, what happened, was the library a hub for information? What other ways was the library helpful?</b>
“Fires near us in 2018 and 2022, we did have some evacuees come into our community and they used the library for wifi” [Eagle Nest]
“During fires we open the library to all people and their animals (which the Red Cross won’t take) free clothing from our thrift shop and anything else that they need, movies at the library and anything else we can help with” [Capitan]
“Flooding. I’m not sure. It was before I arrived. With the recent Trout Fire, the Forest Service PA office comes in everyday to give us updated information and flyers for our patrons.” [Gila Valley]
“The Community Center is the de facto emergency center for a rather large area. All may use - checkout from the library during these times - whether they have a card or not. Movies from the library collection are shown in the auditorium. The emergency team from our volunteer department and their counterparts in the region provide the information.” [Hillsboro]
“Yes. We have had forest fires, including a serious one resulting from a managed burn which got out



of control in 2017. The library serves as an information hub (notices posted, meetings etc) as well as a place with a HEPA filter and cool environment during these.” [Vallecitos]
“Water emergency. Yes, the library contacted people to connect them with bottled water.” [Chama]
“Yes, help with lunches for kids and books delivered to kids for reading.” [San Ildefonso Pueblo]
“Two major fires - the library hosted firefighters and state and county officials who shared information” [Cochiti Lake]
“Wildfires that created severe smoke - we provided fire map information for the community and bottled water. The library gave advice especially to elderly on staying inside, filter air, and things like that.” [El Rito]
“We are currently experiencing a wild fire that has displaced many of our patrons in the more rural part of the county. We have definitely helped patrons with information about the fires.” [Bayard]
“I would say flooding, loss of power, covid, and being close to fire. We maintained resources for patrons as best we could and kept information available.” [Dixon]
“Not in the midst of the disaster. The library plays an important role as an information provider supporting preparedness and post-disaster mitigation efforts.” [Jemez Springs]
“Wildfires, we are a staging area for the Forestry Service.” [Datil]
“Approaching Fire. Yes, the library was a hub for information and meetings with fire officials.” [Glenwood]
“Yes. Forest Fires: offered as meeting point for families, transmitted verified information, provided list of verified / helpful websites” [Angel Fire]
“Fire in a neighboring town. The library provided 24/7 curbside WiFi, extended hours, water and snacks.” [Carrizozo]