

Agenda
Edward U. Demmer Memorial Library Board of Trustees
Tuesday, March 18, 2025, 4:00 p.m.
Maple Room and Via Video/Teleconference

This meeting will be held in person and via video/teleconference. Interaction and dialogue during the meeting, from the time it is called to order until public comments, will be limited to only that of the library board, library director, and/or those called upon by the meeting chair to participate. Instructions for joining the meeting are posted below.

- Call to Order
- Approval of the Agenda
- Approval of minutes
 - February 18, 2024, Regular Meeting
 - March 6, 2025, Special Meeting
- Correspondence
- Committee Reports
 - Three Lakes Public Library Foundation
 - Oneida County Library Board
- Director's Report Statistics
- Building Maintenance Report
- Budget Review
 - Payment of bills – public funds
 - Payment of bills – donation accounts
 - 2025 budget review
- Unfinished Business
 - Friends of the Library Revival
 - Library Board Self-Evaluation – Previously Tabled
 - Planning for 2025 Candidate forum
 - Review new donation form
- New Business
 - Overtime Funds
 - Laona Bank Accounts
 - Linnea Ebann – Front of Building Landscaping
 - Fine Procedure
- Comments from Public

To join the meeting:

To join from a computer:

<https://us06web.zoom.us/j/89118780893?pwd=xCYMGb5fKPkC3bkAK8fGemxb2dHWXn.1>

To join from a phone:

+13052241968,,89118780893#,,,,*501152#

Next Meeting: April 15, 2025, 4:00 p.m., library lower level and/or via virtual attendance

Any person planning to attend this meeting who has difficulty managing stairs or who needs some type of special accommodations in order to participate should notify the Demmer Library at 715/546-3391.

Unapproved Minutes Feb 18, 2025
Edward U. Demmer Memorial Library
Library Board of Trustees Meeting

Trustee Attendance: Dan McKissack, Dianna Blicharz, Rich Mahlerwein, Kathleen Olkowski (virtual, Kathleen leaves at 4:50pm), Karen Meyer (virtual), Patty Wallesverd

Other Attendees: Jill Roth, April Hansen

Absent: Jeff Boehm

Dan McKissack called the meeting to order at 4:00 p.m.

Agenda:

Motion by Patty, seconded by Kathleen to approve the agenda in any order. All ayes, motion carried.

Approval of Minutes:

Motion by Rich, seconded by Karen to approve the regular meeting minutes of the January 21, 2025, meeting as amended for grammar and conciseness. All ayes (Patty abstains as absent), motion carried.

Correspondence: Photos and documentation from Kris Adam-Wendt about Library Legislative Day.

Committee Reports:

Three Lakes Public Library Foundation: Has not met. No meeting scheduled.

Oneida County Library Board: Set to meet February 21. Kathleen will not be able to attend as zoom will not be available at the time.

Director's Report:

Discussion: Jill highlighted the Annual Report work, the availability of State Park Passes, attendance at Library Legislative Day, Wild Wisconsin Webinars, and noted that Katie signed up for WISCAT training. Little Sunshine's closed unexpectedly, ending that partnership. Patty asked about Library Legislative Day. Jill spoke positively about Kris Adams-Wendt and the great team that organized the event.

The Governor spoke about a bill being introduced that would criminalize librarians for having banned materials in the library. The Governor assured audience members that the bill would not pass.

Dianna asked about fines, mentioning that a circulation clerk had forgiven her fine and told her the library did not charge fines if materials were returned undamaged. She asked Jill to explain if the policy had changed without the Board's approval. Jill explained that they still collect fines. She noted that internally, the procedure recognized waiving fines as more cost-effective than charging them. Kathleen suggested they table the discussion and add it to a different meeting agenda. Jill wanted to differentiate between policy and procedure.

Building and Maintenance Report:

The team installed a new water monitor. Josh replaced the furnace filters. Dan mentioned that they would not address the failing concrete until the weather improved.

Budget Review:

Public Accounts: Motion by Rich, seconded by Patty, to pay bills listed on the public funds voucher list. All ayes, motion carried.

Special Accounts: Motion by Rich, seconded by Dianna to approve payment of the bills from the Laona Bank Special Account. All ayes, motion carried.

2025 Budget Review: Rich asked if Jill saw anything concerning. Patty asked about the Job Posting dollar amount that exceeded budget. Jill explained that Indeed charged after the first of the year and proved expensive.

Unfinished Business

Friends of Library revival: Jill sent the bylaws to Patty and Karen, who began working on updates.

Library Board Self-Evaluation: Members suggested working on a communal document. Kathleen suggested completing the evaluation in March. Someone noted this should be a December discussion. They added a note to the March packet to be ready to discuss three items. Patty motion, Rich second to table the evaluation until next meeting. All ayes, motion carried.

Planning for 2025 Candidate forum: Dan M. spoke with Dan at the Supply Station about hosting the Candidate Forum at the Brew Station Tap Room. Members questioned whether the event would be a mingle or forum. Three candidates were running for three positions on the school board. Dianna asked Patty if she would moderate the school board panel. Members discussed refreshments and number of questions. They scheduled 6:30-7:00 for introductions and remarks, 7:00-8:00 for moderated questions for school board candidates, and 8:00 onward for social time. They agreed to give the press release to Dianna when finished so she could pass it to Jen West for marketing to school families. (Kathleen Leaves at 4:50pm).

New Business:

Review and approve the 2023 Public Library Annual Report: Motion by Rich, seconded by Patty to approve the 2024 Public Library Annual Report. All ayes, motion carried.

Review and approve the Statement Concerning Public Library System Effectiveness: Motion by Rich, seconded by Patty, to approve the statement Concerning Public Library System Effectiveness. All Ayes, Motion carried.

Review new donation form: Members suggested adding the word "or" between "A donation of _____ contributed to the Demmer Library" and "a donation of an item/service _____." They discussed possible changes including the word "or," a colon, and how to contact the Demmer Library Foundation. They noted there was a PO Box. For donations to the Celebration Garden, they discussed listing the Demmer Library Foundation PO box or the Demmer Library Foundation link on the Demmer website. They questioned whether Linnea would agree to be a contact person for the Celebration Garden. Jill expressed concern about creating confusion between the Library Foundation funds and the Demmer Library funds. Members suggested bolding "Library Building Loan" and capitalizing the word

"Town." Dianna agreed to check with Linnea about including her information on the Donation brochure for the Celebration Garden.

Comments from public: Patty asks about someone helping with a referendum question. Dianna said she will ask Terri Maney for questions and get back to Patty.

Future items:

Next Meeting: Regular meeting on March 18, 2024, 4:00 pm in the lower level of the library and/or via video/teleconference

The meeting adjourned at 5:06 PM. Motion by Rich, Seconded by Patty All eyes. Meeting Adjourned.

Respectfully submitted: Jill Roth, Director

DRAFT

Unapproved Minutes March 6, 2025
Edward U. Demmer Memorial Library
Library Board of Trustees Meeting – Special Meeting

Trustee Attendance: Dan McKissack, Patty Wallesverd, Dianna Blicharz, Jeff Boehm, Kathleen Olkowski (Virtual-4:03), Karen Meyer (Virtual)

Absent: Rich Mahlerwein

Other Attendees: Jill Roth

Dan McKissack called the meeting to order at 4:00 p.m.

Agenda:

Motion by Dianna, seconded by Jeff to approve the agenda in any order. All ayes, motion carried.

Candidate Forum: Trustees needed to discuss a change in format for the Candidate Forum. The Brew Station was fine with any format chosen. Patty suggested that the questions be presented to the candidates, who would then type up their answers, which would be made available at the event (**Kathleen joined**). Jeff suggested creating an opportunity for candidates to inform the public on important issues. Dianna proposed giving each candidate a 10-minute time slot, ensuring that all three individuals had the chance to speak. The town treasurer, being an elected position, was also considered for inclusion, with the idea that she should be present and given an opportunity to inform the public. This could potentially encourage people to prepare for the treasurer election as well. Karen inquired about the possibility of changing the date; however, due to spring break and the short notice, this option wasn't available.

The candidates will be asked via email to introduce themselves, explain why they were running, outline their goals, answer questions about the referendum from Teri Maney, and tell the public why they should vote for them. They will be encouraged to add anything else they wish. Trustees will send out the referendum questions and requested typed answers by Monday, the 24th. Dianna will send Teri Maney's questions to Juanita, Brian, and Elisha directly. The candidates will be allotted about 10 minutes for their introductions, during which Juanita can read her response. Following the introductions, a social time was scheduled. No refreshments would be provided by the library, as free popcorn and drinks for purchase are available at the venue. The event will be titled "Meet the Candidates" instead of "Candidate Forum." The library staff will provide Dianna with the press release, which she can then send to Jen West. The staff also plan to put up posters.

There was discussion about whether Teri Maney should be available for questions regarding the school referendum, as it was part of the election. It was decided that inviting her could be perceived as endorsing a position. Since the school had other public events, it was decided not to invite the school.

Juanita requested to leave her materials at the library, but it was suggested that all candidates should be invited to do the same. Dan was tasked with reaching out to the other candidates to inform them.

Comments from public:

Future items:

Next Meeting: Regular meeting on March 18, 2024, 4:00 pm in the lower level of the library and/or via video/teleconference

The meeting adjourned at 4:22PM. Motion by patty, Seconded by Dianna. All ayes. Meeting Adjourned.

Respectfully submitted: Jill Roth, Director

Library Board of Trustees - Director's Report

March 18, 2024

ADMINISTRATION:

- Our courier, Waltco, decided to close their hub in Wausau. We've now switched over to a new courier, Purple Mountain. Our delivery driver remains the same and so far things have gone smoothly.
- Family Search Affiliate Library status has been renewed. Family Search is a genealogy tool popular in the library. We're happy to continue this partnership.
- The library closed March 5th. All libraries and school districts in Oneida county (as well as Olson Library in Eagle River) closed that day due to treacherous conditions.
- After last year's success in summer circulation, we've tweaked our book buying strategy to maximize our circulation count for the year. There will be an emphasis on new books being available in the summer season to ensure enough materials for our busiest time.
- WAPL (Wisconsin Association of Public Libraries) conference is now open! There are sessions designed for Trustees (i.e. Advocacy 101 for Trustees and Friends). If you'd like to sign up, registration is available through WLA (or I'm happy to walk you through it). Early Bird pricing ends April 4 and registration closes April 16.

STAFF

- Jill has been invited to attend Wisconsin DPI's New Director Training Camp (held every other year) in Marshfield April 8-10. The Institute of Museum and Library Services through Wisconsin DPI pays for the hotel and meal costs during the program.
- Candice assisted with another 4K Parent Outreach Night with the school. She reads stories and assists with activities while parents learn about their targeted objective in another room. This is a great opportunity to get kids and parents familiar with the library, sign them up for library cards, and assist the school at the same time.

COMMUNITY COLLABORATION:

- April has been helping to coordinate the Volunteer Fair alongside the school and the Community Foundation. This year, organizations can staff booths during the lunch hour at the school to advertise their volunteer needs. It will also continue to include the walking tour through town highlighting various organizations.
- The Lions Club Gardening team has decided to pursue a Seed Library program which the Demmer will be hosting. The club will hold programs in how to harvest and preserve seeds and one of the Demmer's card catalogues will become the home.
- Candice and April have begun meeting with the Storybook Gardens team for the 2025 season. We are thankful the Storybook Gardens ladies continue their program each year and we're happy to support their efforts.
- The Demmer continues to host "Three Lakes 3" meetings. This is a regular meeting between the Demmer, the Historical Society, and the Genealogical Society to exchange ideas, further collaborative efforts, and improve the usability of the Local History room for all organizations.
- The Libratory offered the opportunity to build Leprechaun Traps. For added amusement, we encouraged folks to "bait the leprechauns" by coloring the silver (chocolate) coins gold. The chocolates were generously donated by Lickadee Splitz.

Library Board of Trustees - Director's Report

March 18, 2024

PROGRAMS AND OUTREACH:

February:

- Children: Lego Club **20**, Harry Potter Club **4**, Story Hour **189**
- YA: D&D **0**, Take & Make **18**
- Adult: Writers' Group **16**, TLGS **11**, Crafternoon **5**, BTOC **8**, Veterans Office Hours **0**, Silver Screen Sweethearts **6**
- General Interest: Scrabble Open Hours **9**, Ice Fishing Feb 4 **6**, Ice Fishing Feb 5 **11**, Ice Fishing Feb 6 **9**

March:

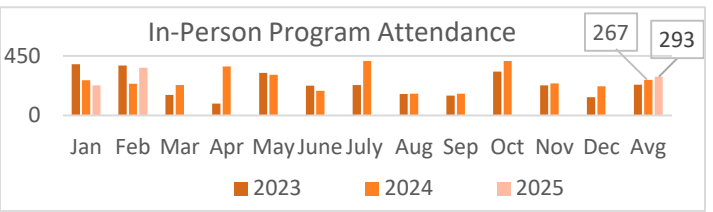
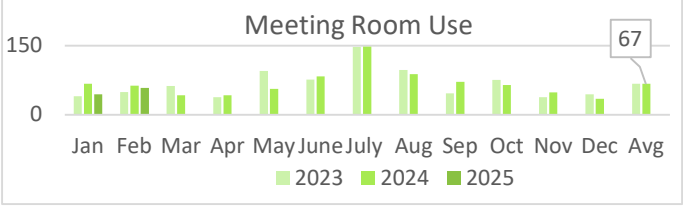
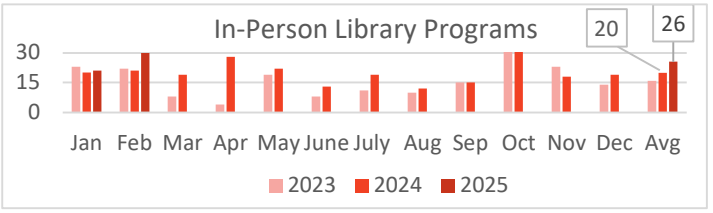
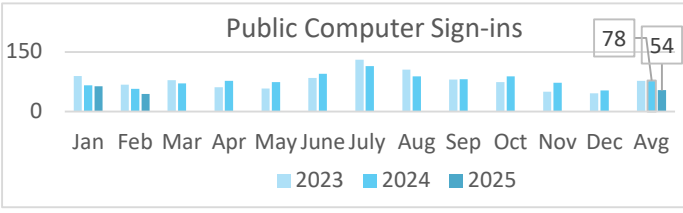
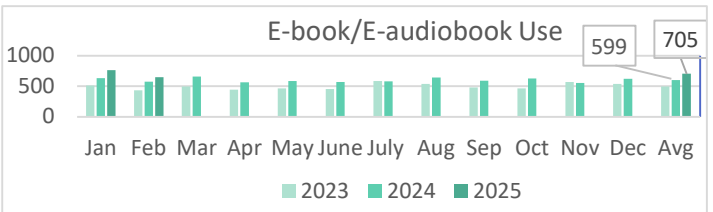
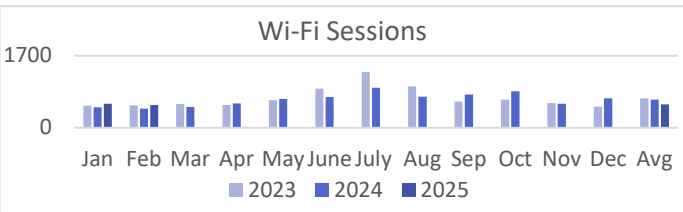
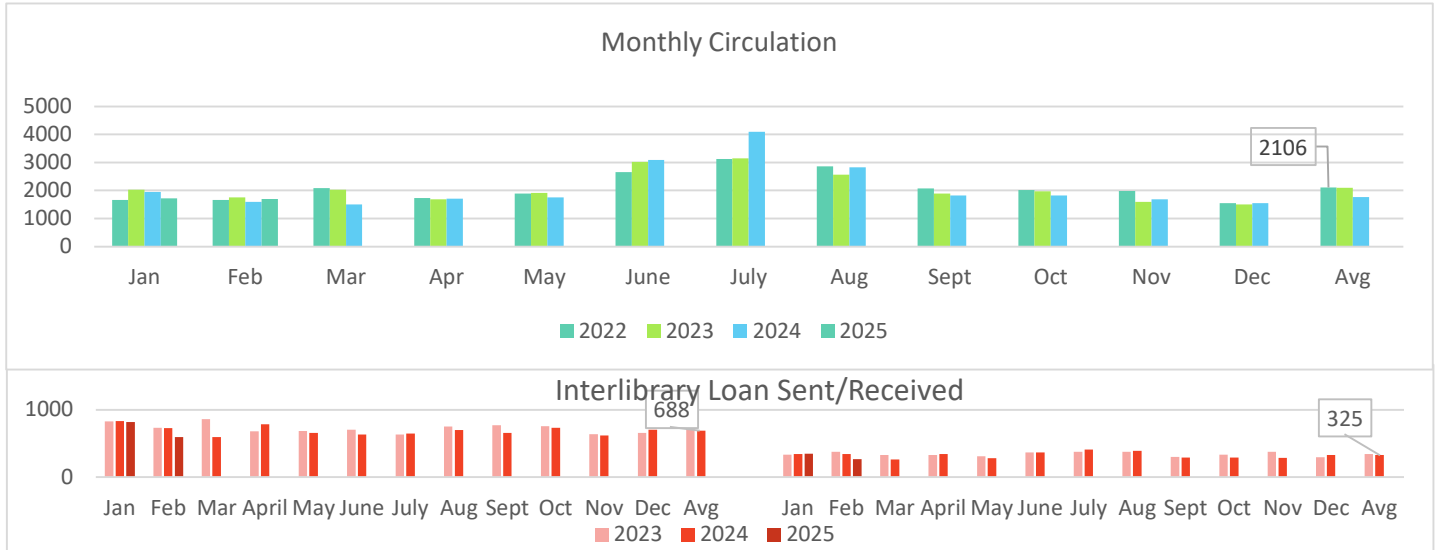
- Children: Mario Day/Lego Club, Harry Potter Club, Story Hour
- YA: D&D, Button Maker Week
- Adult: Writers' Group, TLGS, Crafternoon, BTOC, Veterans Office Hours, Soup and Social Hour
- General Interest: Scrabble Open Hours, Meet the Candidates, Leprechaun Traps

Library Board of Trustees - Director's Report

March 18, 2024

Monthly and YTD Statistics

	Feb '25	YTD 2025	Feb '24	YTD 2024	Feb '23	YTD 2023
Circulation	1,697	3,416	1,588	3,535	1,757	3777
Interlibrary loan sent	594/19	1,411/49	724/26	1,553/73	700/28	1499/54
Interlibrary loan received	264	608	342	684	372	701



Library Usage - Survey 2025

	March	June	Oct	Dec	Total 2025	Total 2024	Total 2023
Library Visits						20,189	14,807
Reference Transactions						1,924	1,976
Program Attendance	Ave/week: programs	Ave/week: programs	Ave/week: programs	Ave/week: programs	Ave/wk: programs	Ave/wk: programs	Ave/wk: 54 programs

Library Board of Trustees - Director's Report

March 18, 2024

Donations received:

- TLCF - \$100
- United Congregational Church - \$125

Memorials:

-

Publicity of note:

Genealogical Society sets March 24 meeting

The Three Lakes Genealogical Society (TLGS) will meet next on Monday, March 24, at 1 p.m. in the lower level of the Edward U. Demmer Memorial Library in Three Lakes.

The meeting can also be viewed on Zoom, courtesy of the Demmer Library. To attend the meeting virtually, email the library at demmer@demmerlibrary.org to get the link. The program for this meeting is Google Tools for Genealogy, Google 101 video. The presentation is by Thomas MacEntee to build skills and enhance research.

Google is more than just a search engine — it is a wealth of information, much of which goes unnoticed by the average genealogist. Google allows them to access maps, books,

journals, abstracts, patents and much more. These components may be what is needed to make advances in one's genealogy research. In this interactive session, participants will try out some of these tools, so it is encouraged to bring a laptop from home. Anyone interested in genealogy, discovering family roots, or learning about family history is welcome to attend

all meetings. For more information, contact Mari Lynn at (715) 891-1146.

Every Thursday from 2 - 4 p.m., in the Local History Room within the library, there is a TLGS member present to help anyone with investigating their family history. Everyone is welcome to come in and have a little one-on-one time with someone who could help. No scheduling is required.

Lions Club Seed Swap set March 26

The Three Lakes Lions Scrappers Club Branch will be hosting a Seed Swap on Wednesday, March 26, at 5 p.m. at the Edward U. Demmer Memorial Library. A seed starting presentation will follow the swap at 6 p.m.

The Three Lakes community is invited to swap and acquire seeds for their vegetable and flower gardens.

Individuals with viable surplus seeds are encouraged to donate by dropping them off at the library beginning in March. Jenny

Tuckey of Evergood Farms will share her expertise on seed starting techniques.

The Lions Scrappers are a consortium of like-minded community members passionate about sustainable and regenerative gardening, as well as healthy foods.

This Seed Swap event marks the beginning of several collaborative projects planned with the Demmer Library.

For more information, interested parties can contact the club president, Don Meeder, at 715-360-1235.

Library board to host candidate meet-and-greet

The Demmer Library Board invites Three Lakes electors to come and individually chat with local candidates for the April 1

election on Wednesday, March 26, 2025, from 6:30 p.m. to 8:30 p.m. at the Three Lakes Brew Station.

Electors are encouraged to bring questions and concerns, and get to know those seeking elected positions. This format is in place of the Candidate Forum as previously presented. Drinks will be available for purchase.

Please contact us at 715-546-3391 or demmer@demmerlibrary.org with questions.



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SERVICES • LEARN • CREATE • SHARE
Three Lakes, Wis. (715) 546-3391

Want to keep your brain sharp this year? The Demmer is offering Scrabble drop-in play Thursday, March 13, at 1 p.m. Come down to the Demmer Fireplace Area and play Scrabble with other community members.

Want to get into roleplaying games and just not sure it's for you? Join the library in person in the Tamarack Room, or virtually, as we use Roll20 and Twitch on Sunday, March 16, at 6 p.m. to play D&D. No experience required. Drop-in play is

encouraged! Email librarian@demmerlibrary.org for more information and invitations to the game.

Family staying at home for Spring Break? Stop by the Demmer Library March 17 - 21 during the hours of 10 a.m. - 12 p.m. to use the library button maker. Miss April will be in the library helping make personal buttons for anyone that stops by.

The Oneida County Veterans Service Office will offer outreach to veterans and their family members at the Demmer Library on Wednesday, March 19, from 12 - 4 p.m. Walk-ins are welcome, but you can also make an appointment by calling their office in advance at (715) 369-6127.

Been cooped up this winter? Do you want a reason to leave the house? The Demmer Library is hosting Soup and Social Hour Wednesday, March 18, from 5-6 p.m. Bring a pot of soup, some bread or just yourself and have a nice chat with

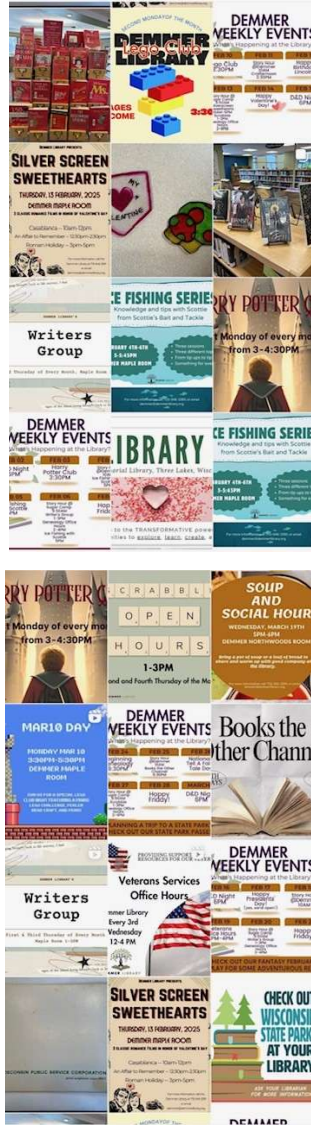


Joining Guinness, & Tans and our Irish Coffee service from noon-4pm

50ml bottle serv \$20 sment

BID NOTICE

PROJECT: 2025 ROAD IMPROVEMENTS
OWNER: Town of Three Lakes
P.O. Box 565, 6965 West School Street



Respectfully submitted, Jill Roth – Director

Library Board of Trustees – Building and Maintenance Report

March 18th, 2025

BUILDING:

- Jill has reached out for a window washing quote. This is targeting exterior windows and the interior high windows specifically.

SYSTEMS:

- PerMar Security Systems fire alarm monitoring has been renewed for another year. Jill has tested their monitoring services to ensure they will be following correct protocols in the future.

INTERIOR:

- Katie created a little additional wayfinding signage in the library. She also expanded the romance section to include books beyond the paperback shelves we had in the past. This should improve browsing, particularly in the fiction section, and wayfinding in the library.

EXTERIOR:

- Josh has kindly been looking at the ways his team has been plowing the parking lot. There have been some struggles with vehicles parked in the lot during times they were hoping to plow, and getting our handicap spaces fully cleared. Josh has been diligently working to ensure there aren't any issues going forward and has been very helpful in all his communications with us regarding the issues.

MAINTENANCE AND OTHER CONCERNS/PROJECTS:

- Replace failing concrete on west entrance

Public Funds Voucher List 2/18/25 - 3/18/25

3/18/2025 through 3/18/2025

3/11/2025

Date	Num	Description	Memo	Category	Amount
3/18/2025	1015	S Amazon Capital Services	DVDs	07 1039 Materials:AV:AV Adult:Video	-80.89
			books	07 1039 Materials:Books:Adult Books	-13.69
			J books	07 1039 Materials:Books:Juv-YA Books	-35.30
			crafternoon	08 1040 Expenses:Programming:Adult	-25.96
			SRP prizes	08 1040 Expenses:Programming:Reading Program	-8.99
3/18/2025	1018	April Hansen	v.18: Dollar Tree	08 1040 Expenses:Programming:YA	-20.41
3/18/2025	1016	S Baker & Taylor	2038872840;2038898279;203891...	07 1039 Materials:Books:Adult Books	-565.07
			2038872840;2038898279;203891...	07 1039 Materials:Books:Juv-YA Books	-293.07
3/18/2025	1019	S Candice Johnson	Story Hour supplies	08 1040 Expenses:Programming:Children & Story Ho...	-24.71
			Story Hour mileage	08 1040 Expenses:Staff Development:Mileage & Meals	-54.04
3/18/2025	1017	S Demmer Mem. Library	ILL	06 1038 Supplies:Postage	-4.40
			Adult programming	08 1040 Expenses:Programming:Adult	-10.34
			YA programming	08 1040 Expenses:Programming:YA	-35.81
3/18/2025	1020	S ODP Business Solutions, LLC	steel cleaner	05 1035 Property Maintenance:Custodial	-6.69
			lysol wipes	06 1038 Supplies:Office	-31.99
3/18/2025 - 3/18/2025					-1,211.36
TOTAL INFLOWS					0.00
TOTAL OUTFLOWS					-1,211.36
NET TOTAL					-1,211.36

Laona Donation Account for Board

2/1/2025 through 3/18/2025

3/12/2025

Date	Account	Num	Description	Memo	Category	Clr	Amount
BALANCE 1/31/2025							41,768.31
2/3/2025	Laona Special ...	Debit	BuyRegisterRolls	BuyRegisterRolls - Register Paper	Town of Three Lakes Expense	R	-68.56
2/7/2025	Laona Special ...	DEP	Princh	Q4 2025 deposit	Copier Income	R	99.61
2/7/2025	Laona Special ...	DEP	BuyRegisterRolls	Tax Credit	Town of Three Lakes Income	R	3.57
2/7/2025	Laona Special ...	DEP	BuyRegisterRolls	Tax Credit	Town of Three Lakes Income	R	3.57
2/11/2025	Laona Special ...	Debit	Hobby Lobby	YA Programming	Town of Three Lakes Expense	R	-35.81
2/13/2025	Laona Special ...	Debit	Walmart	Adult Programming	Town of Three Lakes Expense	R	-10.34
2/18/2025	Laona Special ...	4085	Eagle Carpet Cleaning LLC	Annual Carpet Cleaning Maintenance	Demmer Trust Expense	R	-2,689.93
2/18/2025	Laona Special ...	4086	Cengage	Invoice 86779573 Lions Club Large Print	Donation Expense:Books:Lions...	R	-34.84
2/19/2025	Laona Special ...	Debit	Dollar General	Coffee Restock	Donation Expense:Coffee Cart	R	-9.95
2/20/2025	Laona Special ...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.40
2/26/2025	Laona Special ...	DEP	... February Deposit	Feb Cash Copies	Copier Income	R	83.70
				Feb Cash Fines	Fines Income	R	16.55
				Feb Cash Donation	Donation Income	R	13.55
				UCC Fundraiser Donation	Donation Income	R	125.00
				Eagle Carpet Cleaning Reimbursement	Demmer Trust Income	R	2,689.93
				Genetec Renewal Reimbursement	Demmer Trust Income	R	1,345.00
				Duct Cleaning Reimbursement	Demmer Trust Income	R	4,000.00
				January Reimbursements	Town of Three Lakes Income	R	218.48
3/10/2025	Laona Special ...	Debit	USPS	Library Mail	Town of Three Lakes Expense		-5.82
3/11/2025	Laona Special ...	DEP	... March Additional Deposit	Oneida County	Revenue Pass-through Income		52,908.00
				Three Lakes Community Foundation	Donation Income		100.00
3/18/2025	Laona Special ...	4087	... Town Of Three Lakes	2025 Librarian Services Part 1	TL Historical Society Expense		-1,400.00
				2025 Q1 Utilities	TL Historical Society Expense		-330.00
				2024 Utilities	TL Historical Society Expense		-1,000.00
				Three Lakes School District TLSD '24-'25	Revenue Pass-through Expense		-8,500.00
				County of Forest '23 circulations	Revenue Pass-through Expense		-2,509.00
				Oneida County '23 circulations	Revenue Pass-through Expense		-52,908.00
3/18/2025	Laona Special ...	4088	Loyal Public Library	Loyal Public Library - Invoice DM250221	Fines Expense		-16.99
3/18/2025	Laona Special ...	4089	... Baker & Taylor Books	Book Replacements	Fines Expense		-71.67
				Wheeler, Kern	Memorial Expense:Books		-53.77
				TLPFLF	Donation Expense:Books		-98.77
3/18/2025	Laona Special ...	4090	Cengage	Invoice 86974314 Lions Club Large Print	Donation Expense:Books:Lions...		-34.84
3/18/2025	Laona Special ...	4091	ODP Buisness Solutions	Inv 411939293001	Donation Expense		-47.49
3/18/2025	Laona Special ...	4092	... Amazon	Invoice # 1XRX-39TJ-NCF3 - Replacement	Fines Expense		-16.52
				Invoice # 1XRX-39TJ-NCF3 - Memorial	Memorial Expense:Books		-21.99
				Invoice # 1XRX-39TJ-NCF3 - Foundation	Donation Expense:TLPFLF		-89.18
2/1/2025 - 3/18/2025							-8,350.91
BALANCE 3/18/2025							33,417.40
TOTAL INFLOWS							61,606.96
TOTAL OUTFLOWS							-69,957.87

Laona Donation Account for Board

2/1/2025 through 3/18/2025

3/12/2025

Page 2

Date	Account	Num	Description	Memo	Category	Clr	Amount	
							NET TOTAL	-8,350.91

2025 March Budget Sheet

3/18/2025					
Account	2025 Budget	Spent		Balance	
01 Salaries 551 1001					
01 Director	\$ 48,460.61	\$ 7,382.40	\$ 41,078.21	15%	
02 Technical Services	\$ 37,081.22	\$ 5,618.63	\$ 31,462.59	15%	
03 Assistant Director Adult/YA Librarian	\$ 37,919.44	\$ 5,849.76	\$ 32,069.68	15%	
04 Childrens Librarian	\$ 25,824.08	\$ 3,816.55	\$ 22,007.53	15%	
05 Circulation Clerk 1	\$ 11,950.40	\$ 1,623.20	\$ 10,327.20	14%	
06 Circulation Clerk 2	\$ 11,360.08	\$ 1,431.50	\$ 9,928.58	13%	
07 Relief Librarian	\$ 606.00	\$ -	\$ 606.00	0%	
08 Custodial	\$ 3,676.40	\$ 227.70	\$ 3,448.70	6%	
09 Misc Staff Salaries	\$ -	\$ -	\$ -		
Total Salaries	\$ 176,878.23	\$ 25,949.74	\$ 150,928.49		
		15%			
02 Benefits					
Social Security 551 1005	\$ 13,531.18	\$ -	\$ 13,531.18	0%	
Health Insurance 551 1006	\$ 36,503.84	\$ 6,797.54	\$ 29,706.30	19%	
Life Insurance 551 1006	\$ -	\$ 11.26	\$ (11.26)		
Dental EBC 551 1008	\$ -	\$ -	\$ -		
WRS 551 1009	\$ 10,451.47	\$ 1,575.40	\$ 8,876.07	15%	
Total Benefits	\$ 60,486.49	\$ 8,384.20	\$ 52,102.29		
		14%			
03 Contractual Services					
	551 1015				
Equipment Contracts	\$ 1,784.75	\$ 219.97	\$ 1,564.78	12%	
Professional Services	\$ 619.00	\$ -	\$ 619.00	0%	
Waltco Courier	\$ -	\$ -	\$ -		
Total Contractual Services	\$ 2,403.75	\$ 219.97	\$ 2,183.78		
		9%			
04 Utilites					
Electric 551 1031	\$ 6,370.00	\$ 1,182.53	\$ 5,187.47	19%	
Natural Gas 551 1034	\$ 2,700.00	\$ 617.95	\$ 2,082.05	23%	
Sewer and Water 551 1036	\$ 1,400.00	\$ 304.11	\$ 1,095.89	22%	
Telephone 551 1020	\$ 2,650.00	\$ 640.59	\$ 2,009.41	24%	
Total Utilites	\$ 13,120.00	\$ 2,745.18	\$ 10,374.82		
		21%			
05 Property Maintenance					
	550 1035				
Custodial Supplies	\$ 600.00	\$ 285.36	\$ 314.64	48%	
Property Maintenance	\$ -	\$ 27.94	\$ (27.94)		
Security Systems	see below	\$ -			
Building Contingency	\$ -	\$ -	\$ -		
Total Property Maintenance	\$ 600.00	\$ 313.30	\$ 286.70	52%	
		52%			
06 Supplies					
	551 1038				
Computer Hardware	\$ 3,640.00	\$ -	\$ 3,640.00	0%	
Library Supplies	\$ 750.00	\$ -	\$ 750.00	0%	
Office Supplies	\$ 750.00	\$ 124.04	\$ 625.96	17%	

Petty Cash	\$ 150.00	\$ -	\$ 150.00	0%
Postage	\$ 400.00	\$ 71.62	\$ 328.38	18%
Total Supplies	\$ 5,690.00	\$ 195.66	\$ 5,494.34	
			3%	
07 Materials - AV	551 1039			
Adult audiobook	\$ 750.00	\$ 53.67	\$ 696.33	7%
Adult video	\$ 850.00	\$ 135.82	\$ 714.18	16%
Juvenile audiobook	\$ 150.00	\$ -	\$ 150.00	0%
Juvenile video	\$ 100.00	\$ -	\$ 100.00	0%
Total Materials - AV	\$ 1,850.00	\$ 189.49	\$ 1,660.51	
			10%	
07 Materials - Books	551 1039			
Adult books	\$ 11,000.00	\$ 1,964.22	\$ 9,035.78	18%
eBook consortium	\$ 908.36	\$ -	\$ 908.36	0%
Juvenile/YA books	\$ 3,000.00	\$ 778.25	\$ 2,221.75	26%
Total Materials - Books	\$ 14,908.36	\$ 2,742.47	\$ 12,165.89	
			18%	
07 Materials - Subscriptions	551 1039			
Individual subscriptions	\$ -	\$ -	\$ -	
Newspapers	\$ -	\$ -	\$ -	
Subscription Service	\$ 800.00	\$ 474.79	\$ 325.21	59%
Total Subscriptions	\$ 800.00	\$ 474.79	\$ 325.21	
			59%	
08 Expenses - Computer	551 1040			
Maintenance and Repair	\$ 100.00	\$ -	\$ 100.00	0%
Software subscription/licenses	\$ 310.00	\$ 97.95	\$ 212.05	32%
Computer Contingency	\$ -	\$ -	\$ -	
Total Computers	\$ 410.00	\$ 97.95	\$ 312.05	
			24%	
08 Expenses - Programming	551 1040			
Adult	\$ 300.00	\$ 56.56	\$ 243.44	19%
Children / Story Hour	\$ 300.00	\$ 50.06	\$ 249.94	17%
Movie license	\$ 223.00	\$ -	\$ 223.00	0%
Reading Programs	\$ 800.00	\$ 8.99	\$ 791.01	1%
Young Adult	\$ 300.00	\$ 56.22	\$ 243.78	19%
Total Programming	\$ 1,923.00	\$ 171.83	\$ 1,751.17	9%
			9%	
08 Expenses - Publishing Fees	551 1040			
Job Posting	\$ 50.00	\$ 63.30	\$ (13.30)	127%
Publicity	\$ -	\$ -	\$ -	
Total Publishing Fees	\$ 50.00	\$ 63.30	\$ (13.30)	
			127%	
08 Expenses - Staff Development	551 1040			
Staff Development	\$ 900.00	\$ 144.00	\$ 756.00	16%
Mileage and Meals	\$ 400.00	\$ 238.56	\$ 161.44	60%
Total Staff Development	\$ 1,300.00	\$ 382.56	\$ 917.44	
			29%	

08 Expenses - WVLS	551 1040				
Internet	\$ 1,200.00	\$ 600.00	\$ 600.00	50%	
Network and Enterprise	\$ 1,950.00	\$ -	\$ 1,950.00	0%	
V-Cat Maintenance	\$ 5,632.67	\$ -	\$ 5,632.67	0%	
Wiscat (DPI) & WorldCat (WILS)	\$ -	\$ -	\$ -		
Total WVLS	\$ 8,782.67	\$ 600.00	\$ 8,182.67		
			7%		
Total 2025 Budget	\$ 289,202.50	\$ 42,530.44	\$ 246,672.06		
Salary totals current through	2/19/2025		15%		
05 Property Maintenance to be paid by Special Accounts only in 2025	550 1035				
Filters & Carpet Cleaning	\$ 2,833.00	\$ 2,869.57	\$ (36.57)	101%	
Security Systems	\$ 2,338.93	\$ 2,017.72	\$ 321.21	86%	
Property Maintenance Fee	\$ 3,300.00	\$ -	\$ 3,300.00	0%	
Total Property Maintenance	\$ 8,471.93	\$ 4,887.29	\$ 3,584.64	58%	
			58%		

Demmer Library Board of Trustees Self-Evaluation Winter 2025Please be prepared to share your thoughts at our **December** board meeting

The link below provides more specific detail for each area of consideration in this evaluation and is intended to offer possible areas you may wish to address within each heading.

<https://dpi.wi.gov/libraries/public-libraries/governance-administration/trustees>

Trustee Role <i>As a Board (B)</i> <i>As an individual Board member (I)</i>	What has been done well?	What needs improvement?	Suggestions for 2025
Advocacy for the library			
Meet the service needs of the community			
Fiscal responsibility			
Policy development and adherence			
Support of Library Director in operations			
Continuing education regarding roles and laws regarding libraries			

Other			
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Board Process <i>As a Board (B)</i> <i>As an individual Board member (I)</i>	What has been done well?	What needs improvement?	Suggestions for 2025
Attendance at meetings			
Preparation for meetings			
Participation in meetings			
Meeting format			
Following Roberts Rules of Order			
Following WI Open Meeting Law			
Other			

Edward U. Demmer Memorial Library

Connecting people

to the transformative
power of knowledge by
providing opportunities
to **Explore, Learn,
Create, and Share**



Memorial Endowment Funds

Individuals or organizations may wish to establish memorial endowment funds by giving a considerable donation to purchase materials in honor or memory of someone special over a longer period.

If an endowment fund is desired, please contact the Library Director

Edward U. Demmer
Memorial Library
6961 W. School St., P.O. Box 760
Three Lakes, WI 54562
715-546-3391 • demmerlibrary.org



DEMMER LIBRARY
EXPLORE • LEARN • CREATE • SHARE

Gifts, Memorials, and Donations

This donation is from:

Name _____

Street _____

City _____

State _____ ZIP _____

Phone _____

Email _____

A donation of

\$ _____

contributed to the Demmer Library

- or -

A donation of an item/service

(Indicate item or service)

contributed to the Demmer Library

(The value of the items or services for tax purposes must be established by the donor, not by library staff or the Library Board.)

This donation was made:

(Select one)

- In Honor of
- In Memory of
- To Commemorate
- Donated by
- In Appreciation of

(Write name)

The library does not accept materials for permanent use which are not given as outright gifts. The Edward U. Demmer Memorial Library does not assign monetary values to these donations, and the appraisal of these donations for tax purposes is the responsibility of the donor.

Donation Designation:

Undesignated use

(Donation use based on current and future needs as determined by library staff.)

Purchase items for:

- Adult book collection
- Children's book collection
- Audiobook collection
- Movie collection
- Large print book collection
- Other (please specify) _____
Preferred topics or subject matter (if any)

Provide funding for programs:

- General programs/events
- Adult programs/events
- Young adult programs/events

Provide funding for enhancing and maintaining the building and grounds:

- Area of most need
- Specific project

(Please indicate specific project)

- Donations and installations for the **Celebration Garden** (please contact Linnea Ebann directly: sevinceacres@yahoo.com).

Those wishing to contribute to the payment of the **library building loan**, please contact the Town of Three Lakes Office.

Acknowledgement of donation:

(Select one)

Bookplate

(Attached to items purchased; identifies the donor and honoree)

Library Publication

(Newsletter, program brochure, or library social media)

No public acknowledgement

Send acknowledgements to:

Name _____

Street _____

City _____

State _____ ZIP _____

THE LIBRARY PAGE

Demmer Memorial Library, Three Lakes, Wisconsin 54562



Connecting people to the TRANSFORMATIVE power of knowledge by providing opportunities to explore, learn, create, and share.

Dear Patrons,

As winter holds on for just a little longer, we're excited to to be looking toward the spring season!

Looking ahead, we're thrilled to offer 2025 state park passes for checkout, giving you free access to some of the most beautiful parks in our area. Whether you want to explore on foot, snowshoe (if we get more snow), or simply plan ahead for warmer days, these passes provide a fantastic opportunity to enjoy nature at no cost. The passes are good for one day and multiple families can use them on the same day! Stop by the library to learn more about how you can borrow a pass and start planning your next adventure!

Though the days are still chilly, spring break is right around the corner! Whether you're staying close to home or traveling, we have a great lineup of programs, activities, and reading recommendations for all ages. Keep an eye on our events calendar for fun things to do during the break, including craft sessions, story hours, and our new Soup & Social Hour. We can't wait to share these exciting programs with you!

Stay warm and see you soon at the library!

Jill
Library Director

HOURS

MON/WED 9AM-7PM

TUES/THURS/FRI 9AM-5PM

SAT 9AM-2PM

CONTACT

Phone: 715-546-3391

Fax: 715-546-3914

www.demmerlibrary.org

demmer@demmerlibrary.org

Three Lakes Genealogical Society



The Three Lakes Genealogical Society (TLGS) will meet next on Monday, March 24, at 1 p.m. in the lower level of the Edward U. Demmer Memorial Library in Three Lakes. The meeting can also be viewed on Zoom, courtesy of the Demmer Library. To attend the meeting virtually, email the library at demmer@demmerlibrary.org to get the link. The program for this meeting is Google Tools for Genealogy, Google 101 video. The presentation by Thomas MacEntee on building your skills and enhancing your research. Google is more than just a search engine- it is a wealth of information, much of which goes unnoticed by the average genealogist. Google allows you access maps, books, journals, abstracts, patents and much more. These components may be what is needed to make advances in your genealogy research. In this interactive session, you will try out some of these tools so please bring your laptop. Anyone interested in genealogy, discovering family roots or learning about family history is welcome to attend all meetings. For more information contact Mari Lynn at (715) 891-1146.

Every Thursday from 2-4 p.m., in the Local History Room within the library, there is a TLGS member present to help anyone with investigating their family history. Everyone is welcome to come in and have a little one-on-one time with someone who could help. No scheduling is required. A dedicated computer for genealogical research is available to use, and a curated collection of genealogical books are available for check out.

TLGS website: www.3lgs.org

TLGS email: familyhistory@demmer.org

We Are Three Lakes: <http://3lgs.org/TNG/index.php>



Books the Other Channel Book Club

Tuesday, March 25th--6:30 PM

in person or via Zoom

Books the Other Channel book discussion group will discuss *The Wedding People* by Alison Espack on March 25th at 6:30 PM.

Meet in person at the library or join online via Zoom. Email demmer@demmerlibrary.org to receive sign-in information if you don't receive it directly from the organizer.

Each book for the group may be checked out at the Demmer. Everyone is welcome!

To register call 715-546-3391 or email librarian@demmerlibrary.org





SOUP AND SOCIAL HOUR

MARCH 19th
5PM-6PM
DEMME NORTHWOODS ROOM

Bring a pot of soup or a loaf of bread to share and warm up with good company at the library.



March Youth Art Month

Youth Art Month (YAM) celebrates the visual arts during the month of March through exhibits and activities across the United States.

Stop by the Demmer in the month of March to see a selection of student art.



Story Hour Demmer Library

Tuesdays@ 10 am

Story Hour is 30 to 45 minutes of stories, games, songs, and interactive fun.

(Arrival/social time begins at 9:45am)

Harry Potter Club at the Demmer Library

Monday, March 3rd

3:30pm

Tamarack Room



Crafts, games, trivia and more!

MARIO DAY

MONDAY-MAR 10

3:30PM-5:30PM

DEMMEER MAPLE ROOM

JOIN US FOR A SPECIAL LEGO CLUB NIGHT FEATURING A MARIO LEGO CHALLENGE, PERLER BEAD CRAFT, AND MORE!

DUNGEONS AND DRAGONS CLUB

First and Third Sundays @ 6:00pm

in person at the Demmer Maple Room or virtual

Fight Dragons, Goblins, and more! Join us as we use Roll20 to virtually play D&D. Email librarian@demmerlibrary.org

to get your invitation to our game.



SPRING BREAK BUTTON MAKER HOURS

Monday, Mar. 17- Friday Mar. 21

10am-12pm

Stop by the Demmer during button maker open hours to make your own button and take home.





Monthly Writing Group

TWO MEETINGS THIS MONTH!

Thursday, March 6th @ 1:00pm

Thursday, March 20th @ 1:00pm

Demmer Maple Room

Beginning writers as well as established authors are encouraged to attend, share writing projects, successes, and help each other.



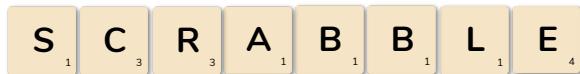
PROVIDING SUPPORT AND RESOURCES FOR OUR VETERANS.

Veterans Services Office Hours

Demmer Library

Every 3rd Wednesday

12-4 PM



Drop In Play

2nd & 4th

Thursdays

1 pm-3 pm

Demmer Fireplace

Area

How many of us miss playing a good game of Scrabble? Stop by the Demmer on the dates and times listed as we bring Scrabble players together.



Demmer Crafternoon

The 2nd Tuesday of each month

2:30pm

Demmer Libratory

Registration is required.



The Demmer Library Board hosts:

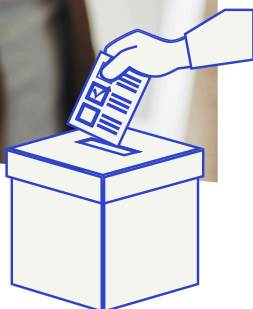
THREE LAKES CANDIDATE FORUM

WEDNESDAY

MARCH 26, 2025

6:30-8:30 PM

THREE LAKES BREW STATION



Booking Ahead

High interest titles added to the catalog and released in March.
Give us a call to put your name on the list - (715) 546-3391



Killing Me Soufflé by Ellie Alexander

Death of a Smuggler by M.C. Beaton & R. W. Green

The Medici Return by Steve Berry

Silent As the Grave by Rhys Bowen & Clare Broyles

Blood Moon by Sandra Brown

The Peacemaker by Wanda E. Brunstetter

High Tea and Misdemeanors by Laura Childs

The Waiting by Michael Connelly

Star Wars the Mask of Fear by Alexander Freed

Nothing Ever Happens Here by Seraphina Nova Glass

All the Other Mothers Hate Me by Sarah Harman

Open Season by Jonathan Kellerman

Famous Last Words by Gillian Mcallister

Head Cases by John McMahon

Rose/House by Arkady Martine

Something in the Walls by Daisy Pearce

A Constant Love by Tracie Peterson

Definitely Better Now by Ava Robinson

The Beijing Betrayal by Joel C. Rosenberg

Far From Home by Danielle Steel

My Big Fat Fake Marriage by Charlotte Stein

Close Your Eyes and Count to 10 by Lisa Unger

Book Boyfriend by Emily Wibberley & Austin Siegemund-Broka



Historical Clippings

Three Lakes Museum

March 2025

Field Days

With the days getting longer and the sun higher in the sky, winter is coming to an end. It's March and summer events are on the calendar. Planning is underway.

Sometime in early winter of 1948-49, a group of Three Lakes residents were planning too. Walt Goldsworthy, their leader, had moved to the area in 1947 and with his brother Vernon began developing the cranberry industry at Thunder Lake. He brought with him a love of nature and a respect for the environment and so it is not surprising that from his enthusiasm to share what he discovered in the northwoods, he gathered this group of people and organized the *Three Lakes Sportsmen's Club*. By April of 1949, with the by-laws written and Walt elected president, the club set out to create an event to celebrate and entertain, but most of all extend the welcoming hospitality of the people of Three Lakes.



THREE LAKES SPORTSMEN'S CLUB OFFICERS
Reading from left to right are the officers of the Three Lakes Sportsmen's Club, sponsors of the Field Day event. Reading from left to right are: Mrs. Vi Oikowski, secretary; Art Joers, treasurer; Mickey Singer, vice-president; Walter Goldsworthy, president.

They called it "Field Days" and according to metropolitan media reporters, those two days in July, that continued for seven summers, attracted thousands - numbers estimated at 6 to 7,000 spectators.

It was held at Marty's Showboat on the grounds of the Northernaire (where 22 years earlier in 1927, the Three Lakes Summer Carnival drew a crowd to what was then the Bridge Tavern).



Field Days in Three Lakes offered every attraction to be found at the Milwaukee Sentinel Sport Show, except the "timber toppers" contest. Demonstrations included lumber jack log rolling, wood chopping by world-renowned Peter McLaren, canoe paddling and safety techniques, bait casting and fly fishing, boat safety instructions, and the first boat races held in this area. There were trapshooting and archery exhibitions and field dog trials featuring some of the best known professional dog handlers in the United States. Other exhibitions included aquaplaning, diving and golf. Spectators could test their skills by signing up to compete.

REGISTRATION CARD
I want to enter the following contests in the Three Lakes Sportsmen's Club Field day, July 30-31:

- Bait Casting
- Fly Casting.
- Trap Shooting.
- Wood Chopping
- Swimming and Diving
- Canoe Race
- Row Boat Race
- Motor Boat Races.

Name Cop Boyes
Address Three Lakes

No Entry Fee
Mail to P. O. Box 31, Three Lakes, Wis.

Invitations were sent out to dignitaries and public figures. In 1949 the Honorary Field Chairman was Governor Oscar Rennebohm. The list of Honorary Field Day Associates included Mel Ellis, sports writer for the Milwaukee Journal; Three Lakes own Cy Williams, baseball great; Pat Harder of the Chicago Cardinals; Curly Lambeau, Green Bay Packers Manager; Bob Becker, Chicago Tribune Sports Editor; and a host of others.



L to R Frank Olkowski, Annette Helmick, Gay Helmick, Vi Olkowski, Roundy Coughlin WI State Journal, Walt Goldsworthy Field Day Chairman, Ron Olkowski, Duane Helmick, Fred Roth Showboat Manager, Fred's grandson

Greetings

The Three Lakes Sportsmen's Club sincerely hopes that all will find the hospitality and enjoyment of the Three Lakes area to their complete satisfaction.

May the memories of this occasion be pleasant and lasting, and worthy of your immediate acceptance of an invitation to join us next year. The officers and committee workers wish to thank all those who have contributed so wholeheartedly towards this event's preparation and presentation.

Their efforts are appreciated and your joining us is final proof of the goodwill and cooperation of all.

Cordially yours,

Walter Goldsworthy,
Club President and Field Day
Chairman.

Activities weren't limited to the Showboat grounds. Saturday morning in 1949 featured a parade down Superior Street with a street dance Saturday night. Possibly the following year, or year after, the dance was cut and was replaced by the Venetian Boat Parade. C E Wright was the committee chairman and he sent out a letter to all residents stating, "This project has never been attempted before in this territory, and for that reason will need everyone's whole hearted support in order to make it a success."

The letter encouraged residents to participate stating that the only expectation was that the boat would float. From there it was to just go wild. The parade would be viewed from the Showboat grounds and floaters were reminded to keep the height of their boat in mind if they would be coming under the Blue Ribbon Bridge. There was also a special assembly grounds on Big Stone that would be patrolled to keep "peekers" at bay until the parade. Wright ended his letter with, "So why don't YOU get busy right now and think up an idea" The evening concluded with dinner, music and Showboat entertainers at the Northernnaire Stratosphere Room.

That was a lot of planning!

The Sportsmen's Club Pledge

I give my pledge as an American to save and faithfully to defend from waste the natural resources of my country - its soil and minerals, its forests, waters, and wildlife

