

Agenda
Edward U. Demmer Memorial Library Board of Trustees
Tuesday, November 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
 - October 21, 2025, Regular Meeting
- Correspondence
- Committee Reports
 - Three Lakes Public Library Foundation
 - Oneida County Library Board
 - Friends of the Library Revival
- Director's Report Statistics
- Building Maintenance Report
- Budget Review
 - Payment of bills – public funds
 - Payment of bills – donation accounts
 - Payment of bills – maintenance accounts
 - 2025 budget review
- Unfinished Business
 - Landscaping Project
 - Ann Asbeck Recognition
- New Business
 - Candidate Forum Date – for Save the Dates
 - Conference Discussion/Presentation – Katie
 - Mini-Grant Requests
 - Director Evaluation
- 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#

Meeting ID: 89118780893

Passcode: 501152

Next Meeting: Regular meeting December 16, 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 October 21, 2025
Edward U. Demmer Memorial Library
Library Board of Trustees Meeting

Trustee Attendance: Dan McKissack, Dianna Blicharz (virtual arrived at 4:18pm), Rich Mahlerwein, Kathleen Olkowski, Karen Meyer (virtual), Patty Wallesverd

Other Attendees: Jill Roth, April Hansen

Absent: Jeff Boehm

Dan McKissack called the meeting to order at 4:05p.m.

Agenda:

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

Approval of Minutes:

Motion by Patty, seconded by Rich to approve the regular meeting minutes of September 16, 2025, with changes. All ayes, motion carried.

Correspondence: Jill added a "Trustee Tale" to the packet. This was a publication provided to trustees.

Committee Reports:

Three Lakes Public Library Foundation: The TLPLF had two new board members that were very interested in the bylaws and articles of incorporation to gain a better understanding of how the Foundation should operate. They scheduled someone to come in to talk about investments. The Foundation looked at revising the bylaws and how they process requests from the library director and trustees. M & K landscaping attended a meeting to discuss the plans the library board of trustees approved. The board wanted it known the monies used for landscaping were remaining funds from the building project. The library board requested a copy of the new bylaws once they are completed. The end of the year giving campaign from the Foundation was planned as a post card mailing. They looked for additional ways to fundraise for the library. Dianna invited the other members of the Foundation to attend a trustee meeting to meet the library board.

Oneida County Library Board: OCLB was schedule to meet November 13th.

Friends of the Library Revival: Pumpkin Fest Book Sale was a success. The Friends earned around \$600. A request was made for better signage on the main road directing people to the library. Patty, Kathy and Karen agreed to investigate signage.

Director's Report: The Oneida County Funding was narrowly approved this year. Funding was for the entire county. The library's main book supplier, Baker and Taylor, closed. The October book order was placed through Amazon, but delivery dates were delayed November. Brodart and Ingram were the next suppliers in line and were limiting new accounts. The library started an evaluation of Penworthy as a possible choice for kids' books. The library has just completed survey week. Library visits are up. Veteran's Services is uncertain as the representative will be retiring. Discussion of the Pizza Party.

Building Maintenance Report: The cameras are currently back to being motion activated and with 120-day retention with older software. Gutter work was completed. Discussion of quote prices for garbage enclosure and where the funding would come from. The Historical Society schedule phone separation and internet from our services as well.

Budget Review:

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

Special Accounts: Motion by Patty seconded by Rich to approve payment of the bills from the Forward Bank Special Account. Discussion of the \$10,000 donation and what will that go toward. The funds were undesignated and could be used in many places. All ayes, motion carried.

Maintenance Accounts: Motion by Patty, seconded by Rich to pay the bills from the maintenance account. All ayes, motion carried.

2025 Budget Review:

Quarterly Reports: Extra reports given to the town, so Jill included them with the board packet. The auditors want to see all the details. The Friend's Account does not reflect the Pumpkin Fest Book Sale income. Motion by Rich, seconded by Patty to approve the quarterly reports. All ayes, motion carried.

Unfinished Business

Landscaping Project (Conceptual): No significant updates. The Foundation has been paying someone to spruce up the gardens and MK Landscaping has given a quote for things that need to be replaced in the spring.

Ann Asbeck Recognition: Linnea said there are two granite books still available. The cost is \$300 and another \$150 to engrave. Small brass plaque around a tree is \$225. Quiet discretion about obtaining donations was advised.

New Business:

K. Internet Use Policy – 2015: Motion by Patty, Seconded by Rich to accept the changes to the Internet Use Policy with changes. All ayes. Motion carried.

Comments from public:

Next Meeting: Regular meeting on November 18, 2025, 4:00 p.m. in the lower level of the library and/or via video/teleconference

The meeting adjourned at 5:30 PM. Motion by Patty Seconded by Rich All ayes. Meeting Adjourned.

Respectfully submitted: Jill Roth, Director

Library Board of Trustees - Director's Report

October 21, 2025

ADMINISTRATION:

- **Storybook Gardens are officially being retired.** This was a surprising turn of events, but the ladies in charge were at peace with their decision as they turned their focus to other priorities around town. The little houses are now ours to do with what we'd like. I've updated Linnea so she knows how to factor everything into her designs for the northeast side landscaping.
- The government shut down means the **Library of Congress is also closed.** This impacts our library as much of our material meta data is drawn from the Library of Congress database. Essentially, **it creates some inconsistencies with adding new materials** to the collection as they're delivered to the library.
- **Baker and Taylor's closure continues to slow our acquisition** of materials. Candice and Jill are diligently **evaluating the pros and cons of 10 different vendors** (all of which seem to have difficulties in fulfillment at the moment). During this time, WVLS has made some recommendations on **how to better serve** the libraries that are most impacted by the material shortages, **small rural libraries.** The primary recommendation is, **for the next 6 months, to allow new books to circulate** to other libraries **sooner** than usual.
- **Libby changed its hold policies.** Previously, you could snooze/suspend a hold for a specific period of time and the hold would automatically place you back in line at the end of the specified period. Now, once you suspend the hold, you must return and unsuspend it manually. This was designed to reduce wait times for materials. We are seeing the consequences of this policy in lower digital checkouts.

STAFF

- **Katie and Jill attended WLA** in Middleton in October and learned a great deal! As part of the presentation on notable library trends, **Jill learned** about how **libraries factor into public health**, different ways **AI** is being implemented **in libraries**, and the **usage trends for the state's Libby catalog.** She met with multiple book vendors and started building new relationships for material acquisition, learned how other libraries leverage their local winery, better understood remote community engagement (like book bikes or book boats), and learned how to better use social media as a tool. **Katie will provide an update** on things she learned and plans to implement.
- WVLS Education Consultant, **Jamie Matczak**, was honored with the **Muriel Fuller Award at WLA!** Jamie helps organize the Trustee Training programs each year. We have her to thank for establishing that great program!
- All staff have received their yearly evaluation forms and meetings will be scheduled in December.



Figure 1: Book Bike



Figure 2: Book Boat

COMMUNITY COLLABORATION:


- April has been working on arranging a **family portrait session with Pure Poise Photography.** This program was mentioned last year and Pure Poise jumped on the opportunity. They've set up a signup link and up to 32 families can sign up for free portrait time slots. This program will then **parlay into** a program in December on **how to use Canva** using their own photos.

Library Board of Trustees - Director's Report

October 21, 2025

- April is working on booking a **shuttle service** to bring people **to view the Christmas lights** in December. The general idea behind the program is to bring a group of patrons through Rondele Ranch and Lights of the Northwoods. This provides patrons with an opportunity to *explore* their community and *share* these experiences with each other.
- **Book Bites** has been a fun program so far! We have **one kid** that read through her entire reading goal within the first few weeks of the program. She was so proud to have **earned her pizza** first! October saw **80 signups for the program**, and several other benchmark prizes have been claimed. **Pi Pizza is closed** for a couple weeks **but are gracious in their commitment to making sure the winner gets her pizza** regardless of the expiration date on her coupon.

[Countyhealthrankings.org](https://countyhealthrankings.org): Public Health Calculations for Oneida County, Wisconsin

Physical environment	Oneida County	Wisconsin	United States
Severe Housing Problems	9%	12%	17%
Driving Alone to Work	78%	76%	70%
Long Commute - Driving Alone	22%	28%	37%
Air Pollution: Particulate Matter 	6.2	7.7	7.3
Drinking Water Violations	Yes		
Broadband Access	88%	89%	90%
Library Access	5	3	2

In Oneida County, Wisconsin, there were 5 library visits per person in the library service area.

Definition: Library visits per person living within the library service area per year.

Error margin: 3-6

Years of data used: 2022

Explore Related Resources

[Evidence-informed strategies](#) related to this this meas

[Map of Library Access](#) for Wisconsin

[Methods and limitations](#) for this measure

PROGRAMS AND OUTREACH:

October:

- Children: Lego Club **15**, Story Hour **267**, Book Bites **65**
- YA: TAC **7**, Teen-Tober **16**, Book Bites **15**
- Adult: Writers' Group **12**, TLGS **15**, BTOC **12**, Veterans Office Hours **2**, Crafternoon **5**, Digitization Day 2.0 **10**
- General Interest: Scrabble Open Hours **5**, Hook & Needle Club **6**, Soup & Social Hour **8**, Respiratory Clinic **15**, Pizza Launch Party **138**, Pizza Bookmarks **35**

November:

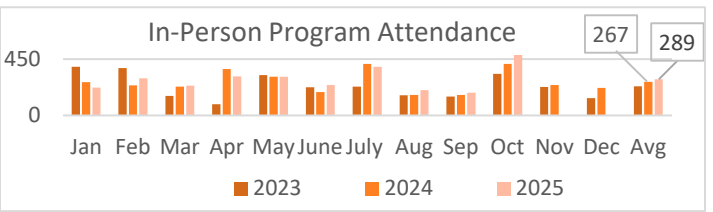
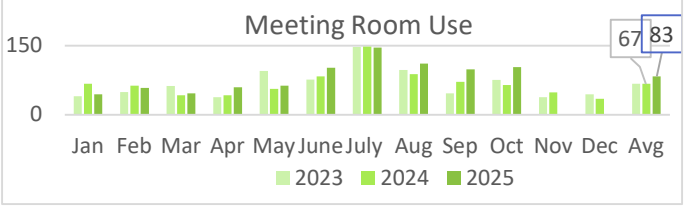
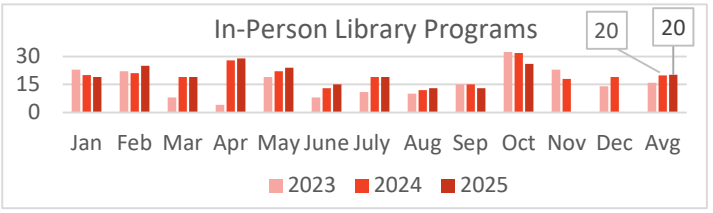
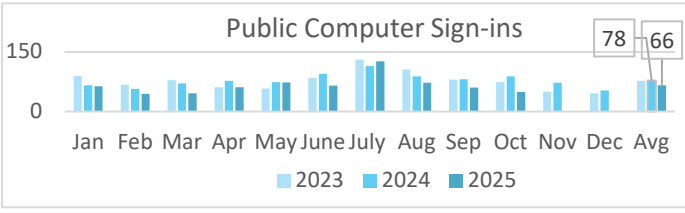
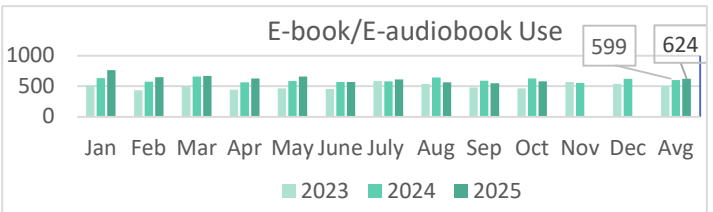
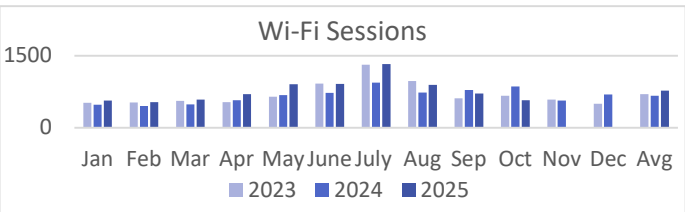
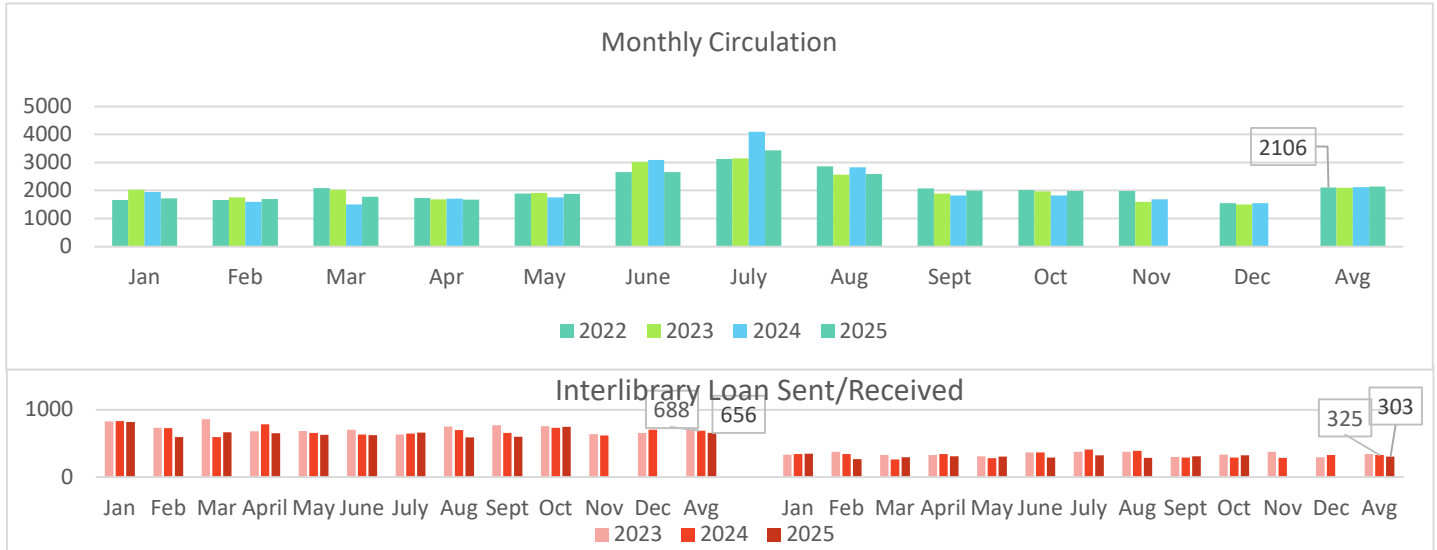
- Children: Lego Club, Story Hour
- YA: TAC
- Adult: Writers' Group, TLGS, BTOC, Veterans Office Hours, Crafternoon
- General Interest: Scrabble Open Hours, Hook & Needle Club, Soup & Social Hour, Family Photos

Library Board of Trustees - Director's Report

October 21, 2025

Monthly and YTD Statistics

	Oct '25	YTD 2025	Oct '24	YTD 2024	Oct '23	YTD 2023
Circulation	1,984	21,390	1,823	22,381	1,968	20,446
Interlibrary loan sent	745/39	6,555/287	730/33	6,901/308	755/29	7,175/285
Interlibrary loan received	322	3,030	286	3,296	329	3,421



Library Usage - Survey 2025

	March	June	Oct	Dec	Total 2025	Total 2024	Total 2023
Library Visits	365	490	476		EST 25,415	20,189	14,807
Reference Transactions	55	57	46		EST 2,236	1,924	1,976
Program Attendance	Ave/week: 17 4 programs	Ave/week: 15 5 programs	Ave/week: 29 8 programs	Ave/week programs	Ave/wk: 16 5 programs	Ave/wk: 43 3 programs	Ave/wk: 54 5 programs

Library Board of Trustees - Director's Report

October 21, 2025

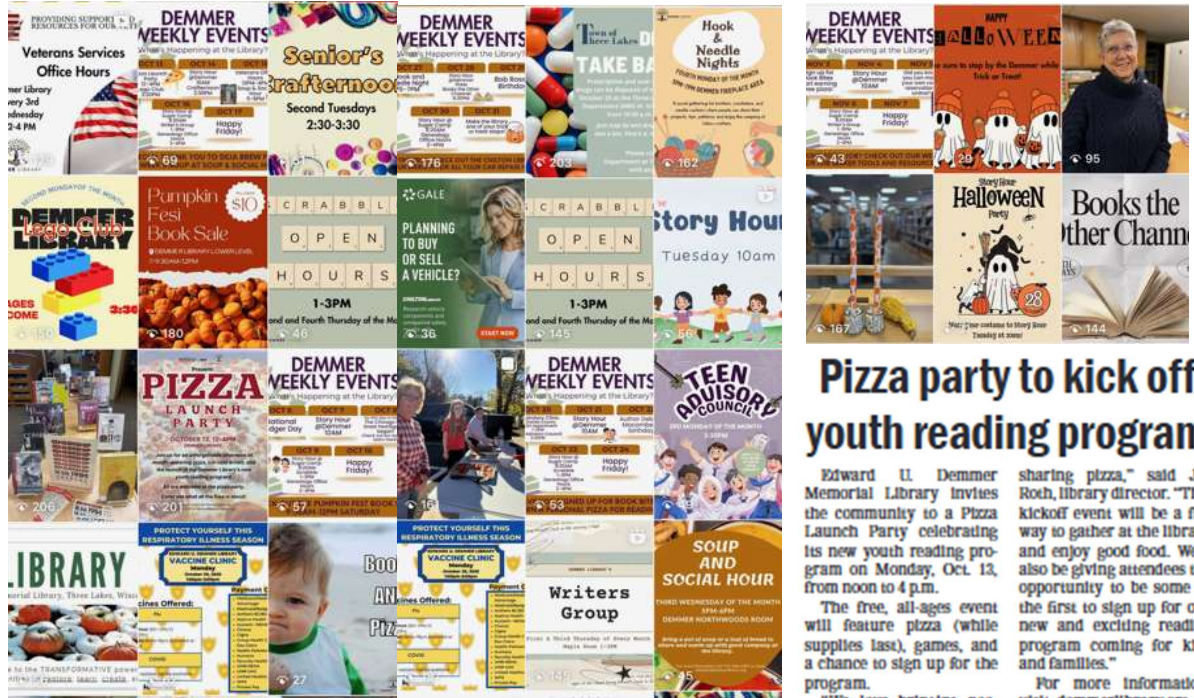
Donations received:

-

Memorials:

- Tellebsen - \$100
- Williams - \$100
- Boers - \$250

Publicity of note:



Demmer library launches Book Bites

The Edward U. Demmer Memorial Library in Three Lakes has launched Book Bites, a new reading reward program designed to encourage children in grades PreK-8 to develop strong reading habits — with a delicious incentive.

Through the program, children set reading goals, track their progress with special reading logs, and earn a certificate for a free personal pizza from P1 Pizza in Three Lakes each time they reach a milestone. The initiative aims to make reading fun while fostering lifelong literacy skills.

“Reading should be something kids look forward to, not something they have to do,” said Jill Roth, library director. “With Book Bites, we’re giving kids one more reason to pick up a book — and hopefully helping them build a love of reading that lasts long after the pizza is gone.”

Children can register at the library to begin logging their minutes. For every 500 minutes of reading, participants can return their logs to the library for a prize. Those who meet their final goal will receive a certificate for a free personal pizza.

Book Bites is a community collaboration, supported by P1 Pizza, the Three Lakes Community Foundation, the Three Lakes Public Library Foundation, and local schools, which are helping distribute program materials.

The program officially began Oct. 13 and will continue throughout the school year or while supplies last. A maximum of one pizza can be earned per month, and an adult signature is required to confirm reading time. Participants must be Demmer library patrons to qualify for prizes. Pizzas can be redeemed by calling or visiting P1 Pizza.

To register, visit the Demmer library, 6961 W. School St., or call 715-546-3391 for more information.

Pizza party to kick off youth reading program

Edward U. Demmer Memorial Library invites the community to a Pizza Launch Party celebrating its new youth reading program on Monday, Oct. 13, from noon to 4 p.m.

The free, all-ages event will feature pizza (while supplies last), games, and a chance to sign up for the program.

For more information, visit demmerlibrary.org or call 715-546-3391.

“We love bringing people together, and nothing does that quite like sharing pizza,” said Jill Roth, library director. “This kickoff event will be a fun way to gather at the library and enjoy good food. We’ll also be giving attendees the opportunity to be some of the first to sign up for our new and exciting reading program coming for kids and families.”

Respectfully submitted, Jill Roth – Director

Library Board of Trustees – Building and Maintenance Report

November 18, 2025

BUILDING:

- **Josh replaced the air filters** once again. He is great at staying on top of that for us!

SYSTEMS:

- Sierra was unable to do both software upgrades and server migrations at the same time. So, after a successful migration, **Sierra was upgraded** to a new version November 12. So far so good with this new version!
- Baker and Taylor's closure continue its ripple effects! Currently the **images used in our system** (book covers, movie covers, etc) are being **sourced from a Baker and Taylor** company. As a precaution, internally, the **images function has been completely turned off**. WVLS's contract with our catalogue service covers image sourcing so we can hopefully transition quickly.

INTERIOR:

- **Josh** from the town has **evacuated the wet and dry fire suppression systems** once again without issue.

EXTERIOR:

- **Exterior water** spigots have been **turned off** for the year and the hoses brought inside.

MAINTENANCE AND OTHER CONCERNS/PROJECTS:

- Garbage relocation project

Public Funds Voucher List 10/21-11/18

11/18/2025 through 11/18/2025

11/12/2025

Date	Num	Description	Memo	Category	Amount
11/18/2025	1082	S Amazon Capital Services	DVDs	07 1039 Materials:AV:AV Adult:Video	-82.42
			adult books	07 1039 Materials:Books:Adult Books	-804.18
			juv books	07 1039 Materials:Books:Juv-YA Books	-364.09
			story hour supplies	08 1040 Expenses:Programming:Children & Story Ho...	-16.99
11/18/2025	1086	S Candice Johnson	story hour supplies	08 1040 Expenses:Programming:Children & Story Ho...	-35.96
			mileage to/from story hours 10/2 - 10/30	08 1040 Expenses:Staff Development:Mileage & Meals	-67.55
11/18/2025	1083	Cengage Learning Inc / Gale	v.76: inv. 999101610696;999101614880	07 1039 Materials:Books:Adult Books	-116.56
11/18/2025	1084	S Demco Inc	book covering materials	06 1038 Supplies:Library	-68.23
			1000b4k prizes	08 1040 Expenses:Programming:Children & Story Ho...	-30.10
11/18/2025	1085	S Demmer Mem. Library	name tag	06 1038 Supplies:Office	-15.18
			ILL	06 1038 Supplies:Postage	-4.25
			2026 yearbook	07 1039 Materials:Books:Adult Books	-76.99
11/18/2025	1087	The Penworthy Company LLC	v.80: inv.0611936-IN	07 1039 Materials:Books:Juv-YA Books	-202.15
11/18/2025 - 11/18/2025					-1,884.65

TOTAL INFLOWS	0.00
TOTAL OUTFLOWS	-1,884.65
NET TOTAL	-1,884.65

Forward Donation Account for Board

10/1/2025 through 11/18/2025

11/13/2025

Page 1

Date	Account	Num	Description	Memo	Category	Clr	Amount
BALANCE 9/30/2025							51,804.61
10/2/2025	Forward Speci...	DEP	Thrift Books Global	Credit	Fines Income	R	5.21
10/9/2025	Forward Speci...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	R	-0.94
10/14/2025	Forward Speci...	DEP	Venmo Deposit	Offset Walmart	Misc. Income	R	16.68
10/15/2025	Forward Speci...	Debit	Wisconsin Library Association	Jill's WLA Registration	Donation Expense:TLPLF	R	-455.00
10/15/2025	Forward Speci...	DEP	Venmo Deposit	Testing	Misc. Income	R	0.24
10/15/2025	Forward Speci...	DEP	Venmo Deposit	Testing	Misc. Income	R	0.10
10/15/2025	Forward Speci...	Debit	Venmo Withdrawl	Testing	Miscellaneous Expense	R	-0.24
10/15/2025	Forward Speci...	Debit	Venmo Withdrawl	Testing	Miscellaneous Expense	R	-0.10
10/16/2025	Forward Speci...	Debit	Dollar Tree	Young Adult Programming	Donation Expense:TLPLF:'25 Y...	R	-17.49
10/19/2025	Forward Speci...	Debit	Aldi	Young Adult Programming	Donation Expense:TLPLF:'25 Y...	R	-13.60
10/21/2025	Forward Speci...	1031 ...	Town Of Three Lakes	Lincoln County Reimbursement	Revenue Pass-through Expense	c	-148.03
				Utilities	TL Historical Society Expense	c	-330.00
				Q3 Copies Transfer	Copier Transfer to Town	c	-559.23
10/21/2025	Forward Speci...	1032 ...	Amazon	Replacements after applied credits	Fines Expense	c	-4.35
				YA Programming Teen Tober	Donation Expense:TLPLF:'25 Y...	c	-145.55
10/21/2025	Forward Speci...	Debit	Jostons Inc.	2026 Yearbook	Town of Three Lakes Expense	R	-76.99
10/23/2025	Forward Speci...	Debit	Backwoods DCB	Invoice 1195 Nametag	Town of Three Lakes Expense	R	-15.18
10/27/2025	Forward Speci...	DEP	... October Deposit	October Copier Cash	Copier Income	R	107.50
				October Fines	Fines Income	R	40.00
				October Donation Cash	Donation Income	R	45.00
				Coffee Cart Donation	Donation Income:Coffee Cart	R	20.00
				Book Bites Donation Cash	Donation Income:Misc.	R	40.00
				Staff Lunch	Donation Income:Misc.	R	120.00
				Saemann Memorial - Tellebson	Memorial Income:Books	R	100.00
				Daugherty - Williams YA Programming	Memorial Income	R	100.00
				Boers - Boers Undesignated	Memorial Income	R	250.00
				Reimbursements	Town of Three Lakes Income	R	36.16
				Remaining Contract Income for Programming and utilities	TL Historical Society Income	R	1,800.00
10/31/2025	Forward Speci...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.25
10/31/2025	Forward Speci...	Debit	Madison Marriott West	Jill's WLA Conference Stay	Donation Expense:TLPLF		-423.00
11/4/2025	Forward Speci...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...		-40.00
11/7/2025	Forward Speci...	Debit	Dollar General	YA Programming	Donation Expense:TLPLF:'25 Y...		-13.72
11/7/2025	Forward Speci...	DEP	Princh	Q3 Copier Income	Copier Income		123.89
11/10/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order	Town of Three Lakes Expense		-223.58
11/10/2025	Forward Speci...	Debit	Walmart	YA Programming	Town of Three Lakes Expense		-12.96
11/12/2025	Forward Speci...	Debit	... Walmart	Adult Programming	Town of Three Lakes Expense		-34.13
				Soup expenses (backup soup and bowls)	Grant and Project Income:Aspir...		-29.01
11/18/2025	Forward Speci...	1033	Amazon	Invoice # 14TD-Q636-WM9H Adult Graphic Novels	Donation Expense:TLPLF:Adult...		-95.15
11/18/2025	Forward Speci...	1034 ...	Town Of Three Lakes	Programming	TL Historical Society Expense		-1,400.00
				Utilities	TL Historical Society Expense		-400.00
11/18/2025	Forward Speci...	1035	Hollow Tree Hospitality	Invoice 000163 - Summer Reading Scavenger Hunt Prizes	Donation Expense:TLPLF:'25 A...		-39.25
10/1/2025 - 11/18/2025							-1,676.97

Forward Donation Account for Board

10/1/2025 through 11/18/2025

11/13/2025	Date	Account	Num	Description	Memo	Category	Clr	Amount
BALANCE 11/18/2025								50,127.64
TOTAL INFLOWS								2,804.78
TOTAL OUTFLOWS								-4,481.75
NET TOTAL								-1,676.97

Maintenance Transaction Report for Board

10/1/2025 through 11/18/2025

11/13/2025

Date	Account	Num	Description	Memo	Category	Clr	Amount
BALANCE 9/30/2025							67,383.12
10/21/2025	Money Market ...	1010	AA Seamless LLC	Gutter Relocation	Demmer Trust Expense	R	-1,418.00
10/31/2025	Money Market ...	DEP	Interest Earned		_IntInc	R	214.47
11/18/2025	Money Market ...	1011	Pieper Electric, Inc.	video system; CD99030117	Demmer Trust Expense	c	-490.00
10/1/2025 - 11/18/2025							-1,693.53
BALANCE 11/18/2025							65,689.59
TOTAL INFLOWS							214.47
TOTAL OUTFLOWS							-1,908.00
NET TOTAL							-1,693.53

2025 November Budget Sheet

11/18/2025					
Account	2025 Budget	Spent	Balance		
01 Salaries 551 1001					
01 Director	\$ 48,460.61	\$ 41,615.58	\$ 6,845.03	86%	
02 Technical Services	\$ 37,081.22	\$ 31,036.12	\$ 6,045.10	84%	
03 Assistant Director Adult/YA Librarian	\$ 37,919.44	\$ 32,120.64	\$ 5,798.80	85%	
04 Childrens Librarian	\$ 25,824.08	\$ 21,505.52	\$ 4,318.56	83%	
05 Circulation Clerk 1	\$ 11,950.40	\$ 10,622.80	\$ 1,327.60	89%	
06 Circulation Clerk 2	\$ 11,360.08	\$ 7,875.00	\$ 3,485.08	69%	
07 Relief Librarian	\$ 606.00	\$ -	\$ 606.00	0%	
08 Custodial	\$ 3,676.40	\$ 1,824.77	\$ 1,851.63	50%	
09 Misc Staff Salaries	\$ -	\$ -	\$ -		
Total Salaries	\$ 176,878.23	\$ 146,600.43	\$ 30,277.80		
		83%			
02 Benefits					
Social Security 551 1005	\$ 13,531.18	\$ 8,735.80	\$ 4,795.38	65%	
Health Insurance 551 1006	\$ 36,503.84	\$ 33,443.52	\$ 3,060.32	92%	
Life Insurance 551 1006	\$ -	\$ 56.18	\$ (56.18)		
Dental EBC 551 1008	\$ -	\$ 4,445.02	\$ (4,445.02)		
WRS 551 1009	\$ 10,451.47	\$ 8,776.38	\$ 1,675.09	84%	
Total Benefits	\$ 60,486.49	\$ 55,456.90	\$ 5,029.59		
		92%			
03 Contractual Services 551 1015					
Equipment Contracts	\$ 1,784.75	\$ 1,216.33	\$ 568.42	68%	
Professional Services	\$ 619.00	\$ 711.00	\$ (92.00)	115%	
Waltco Courier	\$ -	\$ -	\$ -		
Total Contractual Services	\$ 2,403.75	\$ 1,927.33	\$ 476.42		
		80%			
04 Utilites					
Electric 551 1031	\$ 6,370.00	\$ 5,376.49	\$ 993.51	84%	
Natural Gas 551 1034	\$ 2,700.00	\$ 1,335.07	\$ 1,364.93	49%	
Sewer and Water 551 1036	\$ 1,400.00	\$ 1,378.81	\$ 21.19	98%	
Telephone 551 1020	\$ 2,650.00	\$ 3,929.74	\$ (1,279.74)	148%	
Total Utilites	\$ 13,120.00	\$ 12,020.11	\$ 1,099.89		
		92%			
05 Property Maintenance 550 1035					
Custodial Supplies	\$ 600.00	\$ 717.48	\$ (117.48)	120%	
Property Maintenance	\$ -	\$ 633.97	\$ (633.97)		
Security Systems - split	\$ -	\$ 976.13	\$ (976.13)		
Security Systems - split	also see below				
Building Contingency	\$ -	\$ -	\$ -		
Total Property Maintenance	\$ 600.00	\$ 2,327.58	\$ (1,727.58)	388%	
		388%			
06 Supplies 551 1038					
Computer Hardware	\$ 3,640.00	\$ 3,724.78	\$ (84.78)	102%	
Library Supplies	\$ 750.00	\$ 801.93	\$ (51.93)	107%	
Office Supplies	\$ 750.00	\$ 468.19	\$ 281.81	62%	
Petty Cash	\$ 150.00	\$ -	\$ 150.00	0%	
Postage	\$ 400.00	\$ 364.66	\$ 35.34	91%	
Total Supplies	\$ 5,690.00	\$ 5,359.56	\$ 330.44		
		94%			
07 Materials - AV 551 1039					
Adult audiobook	\$ 750.00	\$ 53.67	\$ 696.33	7%	
Adult video	\$ 850.00	\$ 702.07	\$ 147.93	83%	
Juvenile audiobook	\$ 150.00	\$ -	\$ 150.00	0%	

Juvenile video	\$ 100.00	\$ 49.41	\$ 50.59	49%	
Total Materials - AV	\$ 1,850.00	\$ 805.15	\$ 1,044.85		
			44%		
07 Materials - Books	551 1039				
Adult books	\$ 11,000.00	\$ 9,454.51	\$ 1,545.49	86%	
eBook consortium	\$ 908.36	\$ 908.36	\$ -	100%	
Juvenile/YA books	\$ 3,000.00	\$ 2,889.12	\$ 110.88	96%	
Total Materials - Books	\$ 14,908.36	\$ 13,251.99	\$ 1,656.37		
			89%		
07 Materials - Subscriptions	551 1039				
Individual subscriptions	\$ -	\$ -	\$ -		
Newspapers	\$ -	\$ -	\$ -		
Subscription Service	\$ 800.00	\$ 783.13	\$ 16.87	98%	
Total Subscriptions	\$ 800.00	\$ 783.13	\$ 16.87		
			98%		
08 Expenses - Computer	551 1040				
Maintenance and Repair	\$ 100.00	\$ -	\$ 100.00	0%	
Software subscription/licenses	\$ 310.00	\$ 205.71	\$ 104.29	66%	
Computer Contingency	\$ -	\$ -	\$ -		
Total Computers	\$ 410.00	\$ 205.71	\$ 204.29		
			50%		
08 Expenses - Programming	551 1040				
Adult	\$ 300.00	\$ 186.60	\$ 113.40	62%	
Children / Story Hour	\$ 300.00	\$ 264.24	\$ 35.76	88%	
Movie license	\$ 223.00	\$ -	\$ 223.00	0%	
Reading Programs	\$ 800.00	\$ 800.00	\$ -	100%	
Young Adult	\$ 300.00	\$ 300.00	\$ -	100%	
Total Programming	\$ 1,923.00	\$ 1,550.84	\$ 372.16	81%	
			81%		
08 Expenses - Publishing Fees	551 1040				
Job Posting	\$ 50.00	\$ 70.30	\$ (20.30)	141%	
Publicity	\$ -	\$ -	\$ -		
Total Publishing Fees	\$ 50.00	\$ 70.30	\$ (20.30)		
			141%		
08 Expenses - Staff Development	551 1040				
Staff Development	\$ 900.00	\$ 833.04	\$ 66.96	93%	
Mileage and Meals	\$ 400.00	\$ 658.35	\$ (258.35)	165%	
Total Staff Development	\$ 1,300.00	\$ 1,491.39	\$ (191.39)		
			115%		
08 Expenses - WVLS	551 1040				
Internet	\$ 1,200.00	\$ 1,200.00	\$ -	100%	
Network and Enterprise	\$ 1,950.00	\$ 1,950.00	\$ -	100%	
V-Cat Maintenance	\$ 5,632.67	\$ 5,632.67	\$ -	100%	
Wiscat (DPI) & WorldCat (WILS)	\$ -	\$ -	\$ -		
Total WVLS	\$ 8,782.67	\$ 8,782.67	\$ -		
			100%		
Total 2025 Budget	\$ 289,202.50	\$ 250,633.09	\$ 38,569.41		
Salary totals current through	10/29/2025			87%	
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%	genetec and per mar
Property Maintenance Fee	\$ 3,300.00	\$ 3,300.00	\$ -	100%	
Total Property Maintenance	\$ 8,471.93	\$ 8,187.29	\$ 284.64	97%	
			97%		

Demmer Staff Mini Grant

Edward U. Demmer Memorial Library

Three Lakes, Wisconsin

Date

10/31/2025

Program Name: Family Photo Shoot

Staff name: April Hansen

Date(s) of program: 11-24-25 & 11-25-25

Amount requested: \$1,600

(estimates are okay)

Brief description of program:

Who is involved, what materials are needed, when do you want to start, why is this important, and how will funds help?

This program is a partnership between the Demmer Library and Pure Poise Photography. The money would allow 32 families to receive a free family picture taken and edit by Amanda from Pure Poise. Our mission statement says that the Demmer "Connecting people to the TRANSFORMATIVE power of knowledge by providing opportunities to explore, learn, create, and share." This program always people to connect with others by sharing their pictures and relationships with others. Participants can create and share cards, mugs, calendars, the sky is the limit. This program also closes the funding barrier that families can have getting a professional picture taken. There are very few affordable options for this service in this area.

Library board use:

Approved/Denied: _____

Amount approved: _____

Signature: _____

Source of funds:

_____ Operational budget

_____ Special account donations

_____ Used book sale funds

_____ Capital/Building maintenance

_____ Forward to Foundation

_____ Other (specify: _____)

Demmer Staff Mini Grant

Edward U. Demmer Memorial Library

Three Lakes, Wisconsin

Date 11/18/2025

Program Name: Christmas Light Viewing Shuttle

Staff name: April

Date(s) of program: December 19/20

Amount requested: \$700 (estimates are okay)

Brief description of program:

Who is involved, what materials are needed, when do you want to start, why is this important, and how will funds help?

The library respectfully requests grant funding to support a Community Christmas Light Viewing Shuttle this holiday season. This program would provide a safe, inclusive, and joyful way for residents of all ages to experience local holiday displays, especially those who may face transportation barriers. By offering this free, community-centered outing, the library continues its mission to foster connection, reduce isolation, and create memorable shared experiences. Plans include meeting at the library and transporting viewers to Rondele Ranch and Lights of the Northwoods before returning to the library. We ask the Library Board to consider this request so we can bring a bit of extra light and togetherness to our community this winter.

Library board use:

Approved/Denied: _____

Amount approved: _____

Signature: _____

Source of funds:

_____ Operational budget

_____ Special account donations

_____ Used book sale funds

_____ Capital/Building maintenance

_____ Forward to Foundation

_____ Other (specify: _____)

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,

We're always looking for new ways to make reading exciting, and I'm thrilled to share something fresh and fun: our brand-new Book Bites program! 🍷🍕

Book Bites is designed for children in grades PreK–8 and brings together two of our community's favorite things—books and pizza. Kids can sign up at the library, pick up a reading log, and set their goals. Each month, when they meet those goals, they'll earn a certificate for a free personal pizza from our friends at Pi Pizza in downtown Three Lakes.

This program is more than just a tasty incentive—it's about building positive reading habits, giving kids a sense of accomplishment, and celebrating their efforts in a fun way. Thanks to our partnership with Pi Pizza, grants from the Community Foundation and Library Foundation, and the support of our local schools, we're making it easier than ever for families to jump in and join.

If you have a child in your life who loves reading—or maybe one who needs a little extra encouragement to read—Book Bites is the perfect opportunity. Stop by the library to sign up, pick up your log, and get ready to take a bite out of reading!

We hope to see you and your young readers at the library soon.

Warmly,

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, October 27th, 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 Three Lakes Genealogical Society's program will be "Scanning the Past." Members will receive an overview of digitization equipment and tips, then have practice time on the scanners. Members are asked to bring a few photos or documents to scan.

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 required.

TLGS website: www.3lgs.org

TLGS email: familyhistory@demmer.org

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

Three Lake Public Library Foundation



The Three Lakes Public Library Foundation is a non-profit, 501(c)3 corporation. The organization is governed by a board of directors comprised of volunteers dedicated to helping the community through the improvement of the library.

What we do:

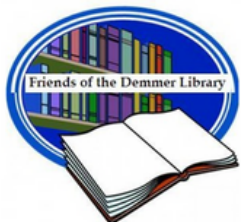
- *Initiates funding and endowment opportunities*
- *Identifies and funds special projects and services*
- *Inspires community interest and involvement*



Purpose

The Foundation selectively supports positive, high quality activities such as adult and children's learning programs, public access computer hardware and software, special collections, library furnishings and continuing education for library staff.

Want to donate? Scan the QR code!



Friends of the Demmer Library

The Friends of the Demmer Library are looking for members to serve on their board. Letters of Interest should be dropped off at the Demmer Library c/o Friends.

The Friends of the Demmer Library is a volunteer organization that wants to promote knowledge & use of the library.

Our used book sale fund-raiser events are used to purchase needed equipment, materials, and support programs for the library.



Monthly Writing Group

TWO MEETINGS THIS MONTH!

Thursday, November 6th @ 1:00pm
Thursday, November 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

Wednesday

November 19th

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.



Hook & Needle Nights

**FOURTH MONDAY OF THE MONTH
5PM-7PM DEMMER FIREPLACE AREA**

A social gathering for knitters, crocheters, and needle workers where people can share their projects, tips, patterns, and enjoy the company of fellow crafters.



Demmer Crafternoon

The 2nd Tuesday of each month

2:30pm

Demmer Libratory

This month's craft is pumpkin candlesticks!

Registration is required.





Story Hour Demmer Library Tuesdays @ 10 am

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

Lego Club Monday, November 10 3:30 PM - 5:00 PM

@Demmer Maple Room. Lego Club is for children of all ages. Come and free build with your friends or play Lego Creationary.

TEEN LIBRARY COUNCIL **GRADES 6-12**

Every 3rd Monday starting:
Monday, November 17th
Maple Room
3:30-4:30

- Make decisions about teen spaces, programs and books.
- Earn volunteer hours needed for graduation.
- Participation looks good on college and job applications.
- FOOD & FUN!



November theme: Root Beer and Reviews!!!



November is.....
INTERNATIONAL
GAMES MONTH



Stop by the library this month and check out our board game selection.



SOUP AND SOCIAL HOUR

November 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.

Free Family Photo Shoot Program



DEMME LIBRARY

NOVEMBER 24TH 3PM-7PM

&

NOVEMBER 25TH 9AM-1PM

TIME SLOTS ARE 10 MINUTES EACH
REGISTRATION REQUIRED

**JINGLE
MINGLE
BOOK SALE**



SAT | NOV 29 | 2025

DEMME LIBRARY 9:30AM-12PM

FILL A BAG FOR \$10

Booking Ahead

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

You may have noticed that "Booking Ahead" looks a little different this month. We want to take a moment to explain why and to thank you for your patience as we work through a big change in the library world.

Our main book supplier, Baker & Taylor, recently announced that it will be closing. For many years, they've been one of the primary companies that public libraries across the country have relied on to order and process books and audiobooks. Their closure has left libraries—including ours—scrambling to find new ways to order and receive materials efficiently.

We are working hard to establish new supplier relationships and continue providing you with fresh reading and viewing options. However, because so many libraries are now turning to the same alternate sources, there are significant delays in shipments—even from major retailers like Amazon.

We truly appreciate your patience and understanding as we navigate this transition. The good news is that our team is working hard behind the scenes to restore normal ordering as quickly as possible—and we're confident that brighter, book-filled days are ahead!

In the meantime, don't hesitate to ask our staff for help placing holds, finding similar titles, or discovering hidden gems already in the collection. You might just find your next favorite read while you wait for the latest bestseller to arrive.

Books the Other Channel Book Club

Tuesday, November 25th--6:30 PM

in person or via Zoom

Books the Other Channel book discussion group will discuss *The Monk of Mokha* by Dave Eggers 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



Historical Clippings

Three Lakes Museum

November 2025

This is Part 2 of a presentation given on the history of tourism in Three Lakes. Part 1, because of its length, is the October 2025 Clipping and is found archived on the museum website

threelakesmuseum.org

Tourism. It's the People

The town of Three Lakes grew where the founding rail company, the Milwaukee Lakeshore and Western established it, and today it thrives, unlike many other railway towns along the same line that were not as successful - Monico, Pelican Lake, Summit Lake - which were all were thriving early on but somewhere in time lost it.

Three Lakes has a strong history and a strong line of people that contributed to its history, always moving on through adversity. Always working on an idea. It's the people.

Beginning with those five mercantiles in town all serving the local population but knowing early on how to serve the tourists also -

Frank and Mary McNinch on the corner by the depot. Frank really wanted a tavern but gave into a dry goods store when he couldn't keep up with the on again off again town ordinances on alcohol

Fred Campbell who was one of the first in town and envisioned being around forever when he built his two story brick building next to McNinch in 1902.

Only he lost his building to an explosion in 1908, moved back to his farm on Winkler Road and developed award winning seed potatoes and helped create the potato industry here

The Olkowski Meat Market whose family members have been important in shaping the Three Lakes community. Especially the education system. Schools.

Fred Dobbs who expanded his businesses to cover just about everything in town and out, and his store that evokes some of the warmest memories of what that "coming to town" experience included

William Neu a newspaper man, a government man, an entrepreneur with an ice cream shop.

These men, their wives and so many others in early Three Lakes laid the foundation.

Those that followed continued to add to it.

Additionally Three Lakes was blessed to have others that put the community out there on a national level. They were promoters and called Three Lakes home.

****Sam Campbell** was born August 1, 1895 to city life in Watseka, Illinois. As a child, camping with his parents and visiting his grandparents farm, he developed an early and keen interest in the outdoors. At the age of 20 he began writing articles on nature for newspapers and magazines and in 1929 he made his first films on animal life which he presented to the public. The central theme of his work was conservation. In the 1920s and 1930s, Campbell was part of America's emerging environmentalist movement, forging close friendships with some of its leading figures. Sam's writing and nature talks, with the use of a movie camera to capture the animals of the forest in action, caught the attention of the Chicago and Northwestern Railroad and he became their official lecturer promoting travel by rail. Convincing people to take the train to see this beautiful country for themselves, he held that position for 22 years.

While he conducted tours throughout the world, he and his wife Giny maintained a summer home on an island in Four Mile Lake, known to the many who have heard his lectures, read his books, or seen his movies as "The Sanctuary of Wegimind." Today in collaboration with the US Forest Service, the Three Lakes Historical Society maintains the Sam Campbell Trail on the property that once belonged to Sam and his wife (note - it is not the island).

Carl Marty, the son of a cheese maker from Monroe Wisconsin, came to Three Lakes with a vision to build a Northwoods resort like no other. His vision for the Northernnaire, dubbed the Waldorf of the Wilderness, was to develop the perfect luxury resort aimed at the more affluent post war veterans. Construction began in 1946 and formally opened in 1947. Marty ran full speed with it through the 40's 50's and 60's. Built by Cy Williams, it was located on both Deer and Big Stone Lakes just miles from the town of Three Lakes and open year round, the resort consisted of 60 exquisitely appointed rooms and suites. The resort had a restaurant and lounge, swimming pool, spa, boats, facilities for horseback riding and summer/winter sports equipment. Adjacent to the resort was a golf course and the Showboat, both of which were built and opened by Carl Marty. A second restaurant, Chicken-In-The-Woods, was where guests could enjoy a snack and take in the wildlife at night, after hours. The animals would sit outside of the restaurant for the vacationers to view. In 1965, Carl Marty built Sheltered Valley, a ski hill located near the resort to offer his winter guests another activity. The Northernnaire entertained wealthy individuals from all over the United States until 1979, when Carl Marty passed away. Sadly, following his death, no one was able to replicate the magic of the Northernnaire experience and the Hotel, the Showboat and Sheltered Valley disappeared.

Cy Williams was a Notre Dame educated architect who upon graduation played professional baseball for the Chicago Cubs and Philadelphia Phillies. A team mate convinced Cy that a great getaway would be in Three Lakes Wisconsin. Agreeing, Cy moved his wife Vada and children to a home and farm on Rangeline Lake where they lived year round and he returned in the off season. Retiring from baseball, Cy returned to Three Lakes as a builder. His many projects included the Center for the Arts, the Black Forest across the street, the Visitors Bureau and the now gone businesses of the Oneida Village, the Alpine Diner and the Chalet. He also built the Northernnaire and the ski chalet at Sheltered Valley including all of the furniture. Many people on the lakes also live in Cy homes.

These three great men all lived and collaborated together in Three Lakes during the same time period and can be seen together in photos at many events supporting each other and the community.

At this same time a young **Walt Goldsworthy** moved to Three Lakes with his brother Vernon to grow cranberries. Walt joined Sam Carl and Cy on many projects and additionally initiated many projects and events of his own to promote our town. His contributions are immeasurable. Whereas the first three impacted Three Lakes through their business, Walt worked within the community seeking out volunteers who grabbed onto his enthusiasm and vision to make an event become a reality. An example - Field Days. A three day event that drew thousands. In 1981, the year of the Three Lakes Centennial Celebration, it was Walt and his wife Doris who were instrumental in leading the group that established the Three Lakes Historical Society and Museum.

These people credited here were all part of the foundation of Three Lakes, but really it is all the people who make this community and its resources great.

There are many ways to experience Three Lakes history

Visit the Museum		
Volunteer	Become a member of the Historical Society	
Read the monthly <i>Clippings</i>	Ask questions	Peruse the Archives
Attend events on the Museum grounds	Read a local history book by local authors	
Connect people to places	Attend a Speaker Series event	
Join an Immersion Excursion or take a Boat Tour and learn history where it happened		