

**Agenda**  
**Edward U. Demmer Memorial Library Board of Trustees**  
**Tuesday, December 16, 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
  - November 18, 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 – Former Friends accounts
  - 2025 budget review
- Unfinished Business
  - Landscaping Project
  - Ann Asbeck Recognition
  - Director Evaluation
- New Business
  - Library Board Appointments
  - Garbage Enclosure
  - Planning for Candidate forum
  - Library Board Self-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 January 20, 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 November 18, 2025  
Edward U. Demmer Memorial Library  
Library Board of Trustees Meeting

Trustee Attendance: Dan McKissack, Dianna Blicharz (joins virtually at 4:01 PM), Rich Mahlerwein, Kathleen Olkowski, Karen Meyer, Patty Wallesverd, Jeff Boehm (leaves at 5:11 PM)

Other Attendees: Jill Roth, April Hansen, Katie Kirby

Absent:

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

**Agenda:**

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

**Approval of Minutes:**

Motion by Patty, second by Kathleen to approve the regular meeting minutes of October 21, 2025, with amendments. All ayes (Jeff abstained), motion carried.

**Correspondence:** No correspondence was presented.

**Committee Reports:**

**Three Lakes Public Library Foundation:** The TLPLF met last Monday. Lawyer Steve Garbowicz attended the meeting and agreed to review the articles of incorporation and bylaws.

**Oneida County Library Board:** The OCLB met last Thursday. The 2026 library contracts were presented, and Oneida County has approved them. The current board president had to resign as she moved out of the district. Public comment allowed discussion about the Oneida County Budget meeting.

**Friends of the Library Revival:** The Friends planned a book sale for Jingle Mingle. Books that had gone through at least three sales were donated to Goodwill.

**Director's Report:**

**Conference Discussion/Presentation –** Katie Kirby gave a report on her experience at WLA. Jill presented the idea of a book boat. The library continued working to find a new primary book vendor. WVLS recommended reducing "High Demand" time to assist the libraries in acquisitions. Libby's new hold policies impacted digital content circulations. Libraries in Oneida County have been positively impacting Public Health. Book Bites was been going very well and one free pizza was already earned. Discussion occurred regarding the town levy increase and how it could impact the library.

**Building and Maintenance Report:**

Discussion: The town graveled new section behind the library for our garbage and recycling containers. Jill received quotes for a garbage enclosure. Voting on quotes was added to a future agenda.

**Budget Review:**

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

**Special Accounts:** Motion by Karen, second by Patty to approve payment of the bills from the Forward Bank Special Account. All ayes, motion carried.

Maintenance Accounts: Motion by Rich, second by Karen, to approve payment of the bills from the Demmer Maintenance Account. All ayes, motion carried.

2025 Budget Review: No discussion

**Unfinished Business**

Landscaping Project: The Storybook Gardens retired after this summer season. As progress continues on the Veterans Memorial, ideas will be presented for designs for the northeast side landscaping. Kid friendly elements remained the priority.

Ann Asbeck Recognition: The right way to honor Ann remained under discussion. Money was collected at the front desk and remained available for donation. Tom suggested donating books to kids as a tribute.

**New Business:**

Candidate Forum Date – for Save the Dates: Monday, March 30, 2026, was selected. Jill took responsibility for creating a Save the Date.

Mini-Grant Requests: Motion by Patty, second by Rich, to use Special Account Donation Funds for the Christmas Light Shuttle. All ayes, motion carried. Motion by Patty, second by Rich, to forward to the Free Family Photo Shoot funding with Pure Poise Photography to the Library Foundation for funding, and to use undesignated donations if the Library Foundation rejected it. All ayes, motion carried.

Director Evaluation: Dan agreed to send out evaluation forms to the board.

**Comments from public:** none

**Next Meeting: Regular meeting on December 16, 2025, 4:00 p.m in the lower level of the library and/or via video/teleconference**

The meeting adjourned at 5:23 PM. Motion by Patty, second by Karen. All ayes, meeting adjourned.

Respectfully submitted: Jill Roth, Director

## Library Board of Trustees - Director's Report

December 16, 2025

### ADMINISTRATION:

- There are some collective knowledge gaps that currently impact our staff, so **Jill is working on creating an in-service plan**. The hope is to close the library for a half or whole day and catch up on some of these needs (CPR/AED training, social services review, active shooter training, etc.). Currently we are looking at doing a half day of in-service the morning of Good Friday (we are generally already closed in the afternoon).
- For those who may be interested in some of the data behind the digital library on Libby (**Overdrive**), check out this website/**dashboard** to start getting an idea of what the Wisconsin Digital Library offers, its use frequency, and its value:  
<https://insights.overdrive.com/dashboards/46b70dbf1a174512b8d6852d192e4bea>
- **WVLS president**, Marla Sepnafski has graciously offered to **pay for the engraving for Ann's Memorial granite book** should we choose to get one for the Celebration Garden.
- **Library Legislative Day** will take place on February 10, 2026. **If there are any Trustees who would like to volunteer to attend, please let Jill know** and she can help get you signed up. Scholarships are available through WVLS and the experience is helpful and smooth. Currently there are no plans to send a representative from the Demmer.

### STAFF

- Jill was asked to serve on the **Oneida Health Department's committee for Community Health Improvement Plan**. This is their committee **to assist with strategic planning**. The commitment is four (4) one-hour meetings per year for a couple years. The department specifically wanted a representative from at least one library as libraries are on the front lines with folks needing the most help.
- **All staff evaluations have been submitted** to the director and one on one meetings to go over the evaluations have occurred or been scheduled. They are all scheduled to be complete before Christmas.

### COMMUNITY COLLABORATION:

- **Pure Poise Photography sessions went well!** The photographer was very well received, the Tamarack room worked exceedingly well for gaining the right light, and many patrons expressed repeated gratitude for offering this service. The photos turned out beautifully and we're thrilled with how well it went over with the community.
- After a large donation of Ham Radio books, April is looking to collaborate with creating a **Ham Radio program**, possibly in conjunction with the model railroad club.
- Last year's **Ice Fishing with Scottie** series went so well, we are looking to put together a part two edition. It worked well to pair this event with the Maple Lake Ice Fishing event so we plan **to continue** that trajectory.
- We are looking to generate new partnerships for 2026! **If there are suggestions, we are open to ideas** for any demographics or siloes throughout town we may not be reaching.

## Library Board of Trustees - Director's Report

December 16, 2025

### PROGRAMS AND OUTREACH:

November:

- Children: Lego Club **27**, Story Hour **126**
- YA: TAC **5**
- Adult: Writers' Group **11**, BTOC **9**, Veterans Office Hours - **Cancelled**, Crafternoon **4**
- General Interest: Scrabble Open Hours **4**, Hook & Needle Club **1**, Soup & Social Hour **9**, Family Photos **49**

December:

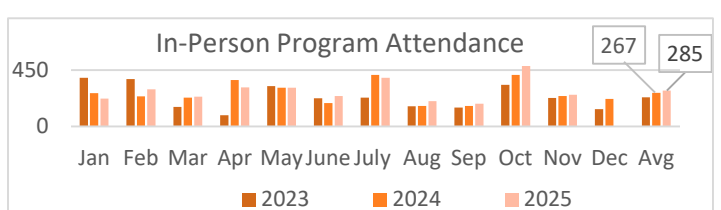
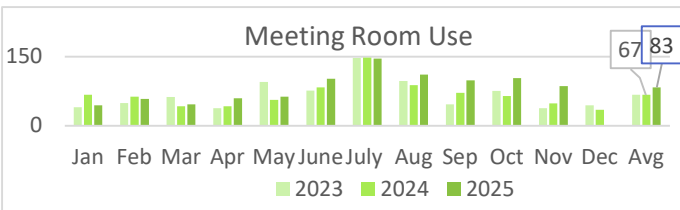
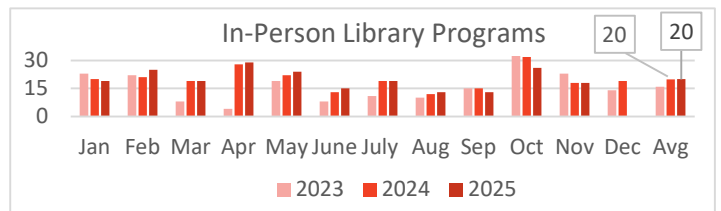
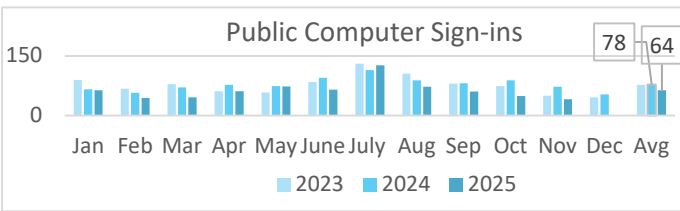
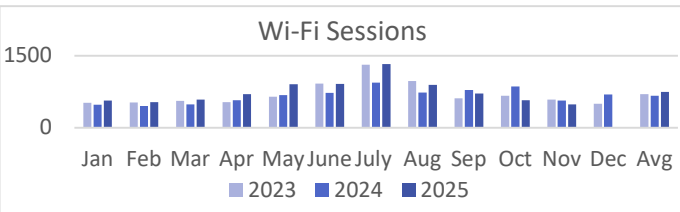
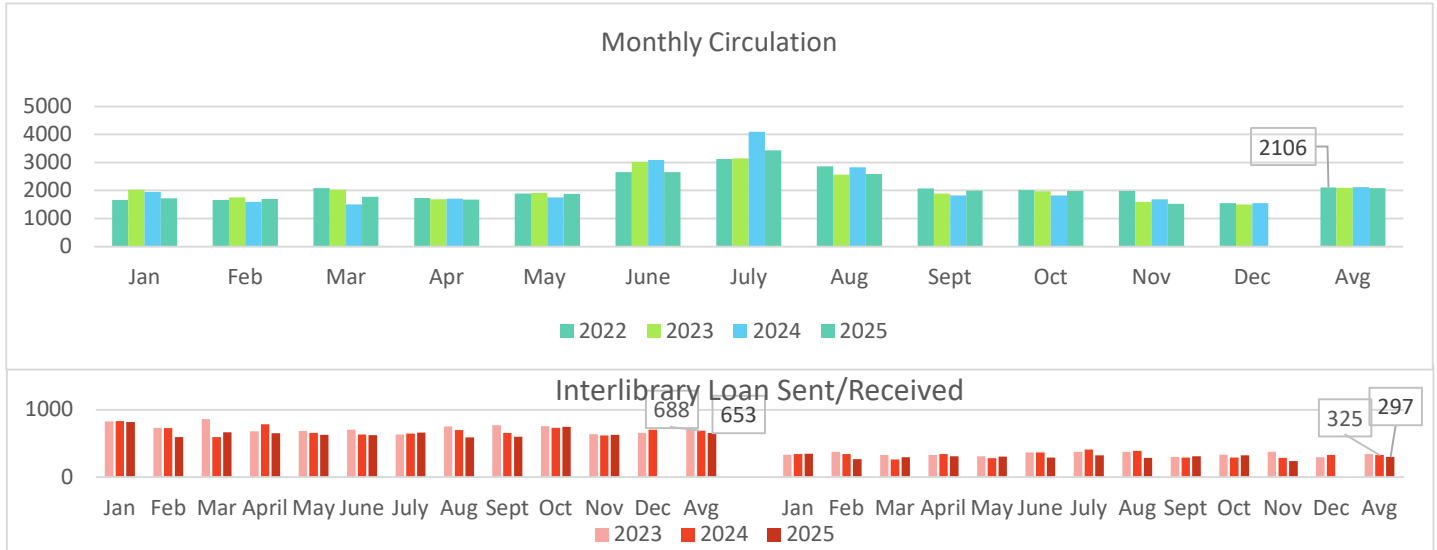
- Children: Lego Club, Story Hour, Stuffed Animal Sleepover
- YA: TAC
- Adult: Writers' Group, TLGS, BTOC, Veterans Office Hours, Crafternoon
- General Interest: Scrabble Open Hours, Soup & Social Hour, Christmas Light Viewing, Snap & Send, Gingerbread House Building, Santa's Secret Workshop

# Library Board of Trustees - Director's Report

December 16, 2025

## Monthly and YTD Statistics

	Nov '25	YTD 2025	Nov '24	YTD 2024	Nov '23	YTD 2023
<b>Circulation</b>	1,523	22,913	1,688	24,069	1,590	25,830
<b>Interlibrary loan sent</b>	626/42	7,181/329	616/22	7,517/330	633/33	8,126/318
<b>Interlibrary loan received</b>	236	3,266	281	3,577	373	3,794



## Library Usage - Survey 2025

	March	June	Oct	Dec	Total 2025	Total 2024	Total 2023
<b>Library Visits</b>	365	490	476		EST 25,415	20,189	14,807
<b>Reference Transactions</b>	55	57	46		EST 2,236	1,924	1,976
<b>Program Attendance</b>	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

December 16, 2025

Donations received:

- Flander - \$2000
- Brown - \$1000

Memorials:

- Grove/Tellefsen - \$50

Publicity of note:



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Three Lakes, Wis. (715) 546-3391

a pot of soup, bread, or just yourself and enjoy a friendly chat with community members.

For those who write poetry, short stories, novels, or children's stories, a writers group will meet Thursday, Nov. 20, at 1 p.m. in the Maple Room.

The Edward U. Demmer Memorial Library in Three Lakes will host Scrabble drop-in play on Thursday, Nov. 13, at 1 p.m. in the fireplace area.

Weekly offerings include Story Hour for young children on Tuesdays at 10 a.m., featuring stories, music, movement, art, and more. The Three Lakes Genealogical Society is also available on Thursdays from 2 to 4 p.m. to assist patrons with record searches and genealogy questions.

Students in grades 6-12 are invited to the library's Teen Advisory Council meeting on Monday, Nov. 17, from 3:30 to 4:30 p.m. Come for the snacks — stay for the chance to share your input about the library.

Monthly offerings include Book Bites, Lego Club, Crafternoon, Hook and Needle Night, and Books: The Other Channel book club.

The Onetda County Veterans Service Office will offer outreach to veterans and their family members on Wednesday, Nov. 19, from noon to 4 p.m. Walk-ins are welcome, or appointments can be made by calling 715-369-6127.

For the full calendar of events, visit demmerlibrary.org. For more information, call 715-546-3391, email librarian@demmerlibrary.org, or stop by the library at 6961 W. School St., Three Lakes.

A Soup and Social Hour is set for Wednesday, Nov. 19, from 5 to 6 p.m. Bring



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The Edward U. Demmer Memorial Library in Three Lakes is offering free family photo sessions, with 10-minute appointments available on Monday, Nov. 24 (3-7 p.m.) and Tuesday, Nov. 25 (9 a.m.-1 p.m.). Participants will receive professionally edited photos within 14 days, courtesy of Pure Poise Photography. Registration is required and can be completed online or by calling the library. A follow-up program in early December

will teach attendees how to order prints, holiday cards, and photo gifts.

The library will host a free Stuffed Animal Sleepover on Monday, Dec. 1, at 6 p.m. Children are invited to wear pajamas, bring a stuffed animal, enjoy stories, and build their own stuffed animal to take home. Kids will leave one stuffed animal overnight and pick it up the next morning during Story Hour at 10 a.m., or by 4 p.m. Dec. 2. Registration is required by calling the library or emailing children@demmerlibrary.org.

A Jingle Mingle Used Book Sale will be held on Saturday, Nov. 29, from 9 a.m. to noon in the library's lower level. Shoppers can browse a wide selection of books for all ages, along

with a limited number of audiobooks, CDs, DVDs, and VHS tapes. Most items are \$1, or visitors can fill a book bag for \$10 while supplies last. Demmer Library sweatshirts (adult sizes S-XXL) will also be available for a \$40 donation. The sale is organized by the Friends of the Library, with proceeds supporting library

programs. For more information, contact the library or visit its Facebook page.

For the full calendar of events, visit demmerlibrary.org. For more information, call 715-546-3391, email librarian@demmerlibrary.org, or stop by the library at 6961 W. School St., Three Lakes.

## WE NEED A THREE LAKES CORRESPONDENT

Are you looking for a way to get involved with your community?

Become a Three Lakes correspondent for the Vilas County News-Review/Three Lakes News!

Candidates must enjoy attending events and taking pictures, chatting with fellow community members, and keeping their fingers on the pulse

Respectfully submitted, Jill Roth – Director

## **Library Board of Trustees – Building and Maintenance Report**

**November 18, 2025**

### **BUILDING:**

- **Staff** have been **regularly shoveling the stairs**, and the **town** continues to **clear the perimeter sidewalks**.

### **SYSTEMS:**

-

### **INTERIOR:**

- Staff is **keeping an eye on the lift** as it has started to make a strange chugging motion. There haven't been any real issues, just less of a smooth ride.

### **EXTERIOR:**

- Josh has restored our stock of **salt for the sidewalks** this winter.

### **MAINTENANCE AND OTHER CONCERNS/PROJECTS:**

- Garbage relocation project

Public Funds Voucher List 11/18-12/16

12/16/2025 through 12/16/2025

12/12/2025  
Date

Num

Description

Memo

Category

Page 1  
Amount

12/16/2025	1088	S	Amazon Capital Services	DVDs	07 1039 Materials:AV:AV Adult:Video	-84.82
				adult books	07 1039 Materials:Books:Adult Books	-444.38
				juv books	07 1039 Materials:Books:Juv-YA Books	-205.79
				story hour supplies	08 1040 Expenses:Programming:Children & Story ...	-17.92
12/16/2025	1089		Arrow Lift	v.82: inv.P-SI74562 phone contract 11/30/25-11/30/26	05 1035 Property Maintenance:Security Systems	-300.00
12/16/2025	1090		Cengage Learning Inc	v.83: inv.999101704643;999101776090;9991017786...	07 1039 Materials:Books:Adult Books	-131.51
12/16/2025	1091	S	Demmer Mem. Library	2025 petty cash receipts total	06 1038 Supplies:Petty Cash	-25.72
				ILL, stamps	06 1038 Supplies:Postage	-45.52
				DVDs	07 1039 Materials:AV:AV Adult:Video	-83.03
				DVDs	07 1039 Materials:AV:AV Juv-YA:Video	-17.95
				adult books	07 1039 Materials:Books:Adult Books	-682.02
				juv books	07 1039 Materials:Books:Juv-YA Books	-22.51
				adult programming supplies	08 1040 Expenses:Programming:Adult	-47.27
				children's programming supplies	08 1040 Expenses:Programming:Children & Story ...	-17.84
				playaway initial order	07 1039 Materials:AV:AV Adult:Audiobook	-74.99
				playaway initial order	07 1039 Materials:AV:AV Juv-YA:Audiobook	-146.98
12/16/2025	1092		Follett Content Solutions LLC	v.85: inv. 658596;658596F	07 1039 Materials:Books:Juv-YA Books	-116.20
12/16/2025	1093		Michael Frederick	v.86: inv.482076 direct from author	07 1039 Materials:Books:Adult Books	-25.00
12/16/2025	1094		April Hansen	v.87: Dollar Tree;Hobby Lobby	08 1040 Expenses:Programming:Adult	-7.73
12/16/2025	1095	S	Candice Johnson	juv book	07 1039 Materials:Books:Juv-YA Books	-17.97
				story hour mileage	08 1040 Expenses:Staff Development:Mileage & ...	-27.02
12/16/2025	1096		ODP Business Solutions, LLC	v.89: inv. 447655342001;447635805001	06 1038 Supplies:Office	-218.92
12/16/2025	1097		Jill Roth	v.90: V-Cat meeting & annual report workshop mileage	08 1040 Expenses:Staff Development:Mileage & ...	-235.20
12/16/2025	1098	S	WVLS	barcodes	06 1038 Supplies:Library	-18.57
				movie license 2026	08 1040 Expenses:Programming:Movie License	-240.00

12/16/2025 - 12/16/2025

-3,254.86

**TOTAL INFLOWS 0.00**

**TOTAL OUTFL... -3,254.86**

**NET TOTAL -3,254.86**

Forward Donation Account for Board

11/1/2025 through 12/16/2025

12/11/2025

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Date	Account	Num	Description	Memo	Category	Clr	Amount
<b>BALANCE 10/31/2025</b>							<b>52,291.55</b>
11/4/2025	Forward Speci...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	R	-40.00
11/7/2025	Forward Speci...	Debit	Dollar General	YA Programming	Donation Expense:TLPLF:'25 Y...	R	-13.72
11/7/2025	Forward Speci...	DEP	... Princh	Q2 Copier Income	Copier Income	R	27.89
				Q3 Copier Income	Copier Income	R	96.00
11/10/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order	Town of Three Lakes Expense	R	-223.58
11/10/2025	Forward Speci...	Debit	Walmart	YA Programming	Town of Three Lakes Expense	R	-12.96
11/12/2025	Forward Speci...	Debit	... Walmart	Adult Programming	Town of Three Lakes Expense	R	-34.13
				Soup expenses (backup soup and bowls)	Grant and Project Income:Aspir...	R	-29.01
11/13/2025	Forward Speci...	Debit	Feights Trophies	Board president plaque engraving	Miscellaneous Expense	R	-7.94
11/16/2025	Forward Speci...	Debit	Trig's Rhinelander	YA Programming	Donation Expense:TLPLF:'25 Y...	R	-22.96
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	... **VOID**Town Of Three Lakes	Programming	TL Historical Society Expense	R	0.00
				Utilities	TL Historical Society Expense	R	0.00
11/18/2025	Forward Speci...	1035	Hollow Tree Hospitality	Invoice 000163 - Summer Reading Scavenger Hunt Prizes	Donation Expense:TLPLF:'25 A...	c	-39.25
11/18/2025	Forward Speci...	Debit	... Noah's Ark Animal Workshop	Stuffed Animal Sleepover	Town of Three Lakes Expense	R	-17.84
				Stuffed Animal Sleepover	Donation Expense:TLPLF:'25 C...	R	-179.92
11/20/2025	Forward Speci...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-9.92
11/28/2025	Forward Speci...	DEP	... November Deposit	Reimbursements	Town of Three Lakes Income	R	96.42
				Flander Donation	Donation Income	R	2,000.00
				Grove Memorial Tellefsen	Memorial Income	R	50.00
				Tracy Brown Donation	Donation Income	R	1,000.00
				November Copies Cash	Copier Income	R	117.30
				November Donation Cash	Donation Income	R	11.80
				November Fines Cash	Fines Income	R	81.00
11/28/2025	Forward Speci...	1036	Town Of Three Lakes	Remaining Programming/Contract Income	TL Historical Society Expense		-1,400.00
11/28/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order	Town of Three Lakes Expense	R	-130.89
12/1/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 2285	Town of Three Lakes Expense		-85.53
12/1/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense		-40.82
12/2/2025	Forward Speci...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...		-40.00
12/3/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 2285	Town of Three Lakes Expense		-91.82
12/3/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense		-88.38
12/5/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 595	Town of Three Lakes Expense		-112.14
12/5/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense		-21.00
12/9/2025	Forward Speci...	Debit	USPS	Stamps	Town of Three Lakes Expense		-31.20
12/10/2025	Forward Speci...	Debit	Playaway Products	AV/Audiobook Purchase	Town of Three Lakes Expense		-221.97
12/16/2025	Forward Speci...	1037	Pure Poise Photography	Family Photography Sessions - Invoice 1908	Donation Expense		-800.00
12/16/2025	Forward Speci...	1038	Candice Johnson	Story Hour Reimburements	Donation Expense:TLPLF:'25 C...		-64.73
12/16/2025	Forward Speci...	1039	... Follett Content Solutions LLC	Replacements - Invoice 658596	Fines Expense		-28.90
				Book Purchase - Invoice 658596	Donation Expense:TLPLF:2023...		-100.27
12/16/2025	Forward Speci...	1040	... Amazon	Replacements Invoice # 1RYX-94RF-6G3D	Fines Expense		-25.77
				Memorials Invoice # 1RYX-94RF-6G3D	Memorial Expense		-15.40
				Book purchases	Donation Expense:TLPLF:2023...		-43.22
<b>11/1/2025 - 12/16/2025</b>							<b>-588.01</b>

Forward Donation Account for Board

11/1/2025 through 12/16/2025

Date	Account	Num	Description	Memo	Category	Clr	Amount
<b>BALANCE 12/16/2025</b>							<b>51,703.54</b>
<b>TOTAL INFLOWS</b>							<b>3,480.41</b>
<b>TOTAL OUTFLOWS</b>							<b>-4,068.42</b>
<b>NET TOTAL</b>							<b>-588.01</b>

## Friends Account for Board

11/1/2025 through 12/16/2025

12/10/2025

Page 1

Date	Account	Num	Description	Memo	Category	Clr	Amount
<b>BALANCE 10/31/2025</b>							<b>13,197.99</b>
11/18/2025	Former Friends...	1013	Hollow Tree Hospitality	Invoice 000163 - Summer Reading Scavenger Hunt Prizes	Donation Expense:Friends of th...	c	-135.00
12/16/2025	Former Friends...	1014	Kajeet, Inc.	Invoice # INV41633 Hot Spot 2026	Donation Expense:Friends of th...		-192.22
<b>11/1/2025 - 12/16/2025</b>							<b>-327.22</b>
<b>BALANCE 12/16/2025</b>							<b>12,870.77</b>
<b>TOTAL INFLOWS</b>							<b>0.00</b>
<b>TOTAL OUTFLOWS</b>							<b>-327.22</b>
<b>NET TOTAL</b>							<b>-327.22</b>

## 2025 December Budget Sheet

12/16/2025					
Account	2025 Budget	Spent	Balance		
<b>01 Salaries 551 1001</b>					
01 Director	\$ 48,460.61	\$ 45,448.09	\$ 3,012.52	94%	
02 Technical Services	\$ 37,081.22	\$ 33,860.29	\$ 3,220.93	91%	
03 Assistant Director Adult/YA Librarian	\$ 37,919.44	\$ 35,036.44	\$ 2,883.00	92%	
04 Childrens Librarian	\$ 25,824.08	\$ 23,472.32	\$ 2,351.76	91%	
05 Circulation Clerk 1	\$ 11,950.40	\$ 11,703.67	\$ 246.73	98%	
06 Circulation Clerk 2	\$ 11,360.08	\$ 8,767.50	\$ 2,592.58	77%	
07 Relief Librarian	\$ 606.00	\$ -	\$ 606.00	0%	
08 Custodial	\$ 3,676.40	\$ 2,087.26	\$ 1,589.14	57%	
09 Misc Staff Salaries	\$ -	\$ -	\$ -		
<b>Total Salaries</b>	<b>\$ 176,878.23</b>	<b>\$ 160,375.57</b>	<b>\$ 16,502.66</b>		
		91%			
<b>02 Benefits</b>					
Social Security 551 1005	\$ 13,531.18	\$ 8,735.80	\$ 4,795.38	65%	
Health Insurance 551 1006	\$ 36,503.84	\$ 37,178.18	\$ (674.34)	102%	
Life Insurance 551 1006	\$ -	\$ 62.04	\$ (62.04)		
Dental EBC 551 1008	\$ -	\$ 4,445.02	\$ (4,445.02)		
WRS 551 1009	\$ 10,451.47	\$ 9,578.37	\$ 873.10	92%	
<b>Total Benefits</b>	<b>\$ 60,486.49</b>	<b>\$ 59,999.41</b>	<b>\$ 487.08</b>		
		99%			
<b>03 Contractual Services 551 1015</b>					
Equipment Contracts	\$ 1,784.75	\$ 1,216.33	\$ 568.42	68%	
Professional Services	\$ 619.00	\$ 711.00	\$ (92.00)	115%	
Waltco Courier	\$ -	\$ -	\$ -		
<b>Total Contractual Services</b>	<b>\$ 2,403.75</b>	<b>\$ 1,927.33</b>	<b>\$ 476.42</b>		
		80%			
<b>04 Utilites</b>					
Electric 551 1031	\$ 6,370.00	\$ 5,814.67	\$ 555.33	91%	
Natural Gas 551 1034	\$ 2,700.00	\$ 1,367.55	\$ 1,332.45	51%	
Sewer and Water 551 1036	\$ 1,400.00	\$ 1,378.81	\$ 21.19	98%	
Telephone 551 1020	\$ 2,650.00	\$ 4,324.71	\$ (1,674.71)	163%	
<b>Total Utilites</b>	<b>\$ 13,120.00</b>	<b>\$ 12,885.74</b>	<b>\$ 234.26</b>		
		98%			
<b>05 Property Maintenance 550 1035</b>					
Custodial Supplies	\$ 600.00	\$ 818.32	\$ (218.32)	136%	
Property Maintenance	\$ -	\$ 633.97	\$ (633.97)		
Security Systems - split	\$ -	\$ 1,276.13	\$ (1,276.13)		
Security Systems - split	also see below				
Building Contingency	\$ -	\$ -	\$ -		
<b>Total Property Maintenance</b>	<b>\$ 600.00</b>	<b>\$ 2,728.42</b>	<b>\$ (2,128.42)</b>	455%	
		455%			
<b>06 Supplies 551 1038</b>					
Computer Hardware	\$ 3,640.00	\$ 3,724.78	\$ (84.78)	102%	
Library Supplies	\$ 750.00	\$ 820.50	\$ (70.50)	109%	
Office Supplies	\$ 750.00	\$ 687.11	\$ 62.89	92%	
Petty Cash	\$ 150.00	\$ 25.72	\$ 124.28	17%	
Postage	\$ 400.00	\$ 410.18	\$ (10.18)	103%	
<b>Total Supplies</b>	<b>\$ 5,690.00</b>	<b>\$ 5,668.29</b>	<b>\$ 21.71</b>		
		100%			
<b>07 Materials - AV 551 1039</b>					
Adult audiobook	\$ 750.00	\$ 128.66	\$ 621.34	17%	
Adult video	\$ 850.00	\$ 869.92	\$ (19.92)	102%	
Juvenile audiobook	\$ 150.00	\$ 146.98	\$ 3.02	98%	

Juvenile video	\$ 100.00	\$ 67.36	\$ 32.64	67%	
<b>Total Materials - AV</b>	<b>\$ 1,850.00</b>	<b>\$ 1,212.92</b>	<b>\$ 637.08</b>		
		66%			
<b>07 Materials - Books</b>	551 1039				
Adult books	\$ 11,000.00	\$ 10,737.42	\$ 262.58	98%	
eBook consortium	\$ 908.36	\$ 908.36	\$ -	100%	
Juvenile/YA books	\$ 3,000.00	\$ 3,251.59	\$ (251.59)	108%	
<b>Total Materials - Books</b>	<b>\$ 14,908.36</b>	<b>\$ 14,897.37</b>	<b>\$ 10.99</b>		
		100%			
<b>07 Materials - Subscriptions</b>	551 1039				
Individual subscriptions	\$ -	\$ -	\$ -		
Newspapers	\$ -	\$ -	\$ -		
Subscription Service	\$ 800.00	\$ 783.13	\$ 16.87	98%	
<b>Total Subscriptions</b>	<b>\$ 800.00</b>	<b>\$ 783.13</b>	<b>\$ 16.87</b>		
		98%			
<b>08 Expenses - Computer</b>	551 1040				
Maintenance and Repair	\$ 100.00	\$ -	\$ 100.00	0%	
Software subscription/licenses	\$ 310.00	\$ 205.71	\$ 104.29	66%	
Computer Contingency	\$ -	\$ -	\$ -		
<b>Total Computers</b>	<b>\$ 410.00</b>	<b>\$ 205.71</b>	<b>\$ 204.29</b>		
		50%			
<b>08 Expenses - Programming</b>	551 1040				
Adult	\$ 300.00	\$ 241.60	\$ 58.40	81%	
Children / Story Hour	\$ 300.00	\$ 300.00	\$ -	100%	
Movie license	\$ 223.00	\$ 240.00	\$ (17.00)	108%	
Reading Programs	\$ 800.00	\$ 800.00	\$ -	100%	
Young Adult	\$ 300.00	\$ 300.00	\$ -	100%	
<b>Total Programming</b>	<b>\$ 1,923.00</b>	<b>\$ 1,881.60</b>	<b>\$ 41.40</b>	98%	
		98%			
<b>08 Expenses - Publishing Fees</b>	551 1040				
Job Posting	\$ 50.00	\$ 70.30	\$ (20.30)	141%	
Publicity	\$ -	\$ -	\$ -		
<b>Total Publishing Fees</b>	<b>\$ 50.00</b>	<b>\$ 70.30</b>	<b>\$ (20.30)</b>		
		141%			
<b>08 Expenses - Staff Development</b>	551 1040				
Staff Development	\$ 900.00	\$ 833.04	\$ 66.96	93%	
Mileage and Meals	\$ 400.00	\$ 920.57	\$ (520.57)	230%	
<b>Total Staff Development</b>	<b>\$ 1,300.00</b>	<b>\$ 1,753.61</b>	<b>\$ (453.61)</b>		
		135%			
<b>08 Expenses - WVLS</b>	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)	\$ -	\$ -	\$ -		
<b>Total WVLS</b>	<b>\$ 8,782.67</b>	<b>\$ 8,782.67</b>	<b>\$ -</b>		
		100%			
<b>Total 2025 Budget</b>	<b>\$ 289,202.50</b>	<b>\$ 273,172.07</b>	<b>\$ 16,030.43</b>		
Salary totals current through	11/26/2025	94%			
<b>05 Property Maintenance to be paid by Special Accounts only in 2025</b>	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%	
<b>Total Property Maintenance</b>	<b>\$ 8,471.93</b>	<b>\$ 8,187.29</b>	<b>\$ 284.64</b>	97%	
			97%		

# Library Board of Trustee Appointments (for 2026)

## Current Trustees:

Board Member	Term Expires
Patty Wallesverd	December 31, 2026
Karen Meyer	December 31, 2026
Jeff Boehm (town representative)	April 2027
Dianna Blicharz (school representative)	December 31, 2027
Kathleen Olkowski	December 31, 2027
Rich Mahlerwein	December 31, 2028
Dan McKissack	December 31, 2028

<p><b>Karen Meyer</b> 712 Laurel Lane Three Lakes, WI 54562</p> <p>312-550-0064 Wiscotarheel87@gmail.com</p>	<p><b>Dianna Blicharz</b> PO Box 439 Three Lakes, WI 54562</p> <p>715.499.4015 dblicharz@threelakeswi.us</p>	<p><b>Kathleen Olkowski</b> 7613 Four Mile Creek Road Three Lakes, WI 54562</p> <p>715.891.0367 kathleenrunner@yahoo.com</p>	<p><b>Rich Mahlerwein</b> 7041 East St. Three Lakes, WI 54562</p> <p>715-891-7420 mahlerd@gmail.com</p>
	<p><b>Jeff Boehm</b> 2011 Serendipity Lane Three Lakes, WI 54562</p> <p>715-367-7019 supervisorboehm@townofthreelakeswi.gov</p>	<p><b>Daniel McKissack</b> 2001 Lighthouse Lodge Rd Eagle River, WI 54521</p> <p>262-492-6373 dano@danomac.com</p>	<p><b>Patty Wallesverd</b> 7055 Bonkowski Road Three Lakes, WI 54562</p> <p>920.344.0697 pwallesv@gmail.com</p>

Send copies of board packets to:

### Oneida County Library Board

**Dianna Blicharz**  
PO Box 439  
Three Lakes, WI 54562  
715.499.4015  
[dblicharz@aol.com](mailto:dblicharz@aol.com)

**Kathleen Olkowski**  
7613 Four Mile Creek Road  
Three Lakes, WI 54562  
715.891.0367  
[kathleenrunner@yahoo.com](mailto:kathleenrunner@yahoo.com)

**OCLEB President**  
TBD

Send agendas to:

### WVLS

Marla Sepnafski - [msepnafski@wvls.org](mailto:msepnafski@wvls.org)

### Media

Vilas County News Review/Three Lakes News -  
[erpub@nnex.net](mailto:erpub@nnex.net)

### Town of Three Lakes

Sue Harris - [townclerksue@townofthreelakeswi.gov](mailto:townclerksue@townofthreelakeswi.gov)  
Kelly Strauss – [townsecretary@townofthreelakeswi.gov](mailto:townsecretary@townofthreelakeswi.gov)  
Roger Brisk - [chairmanbruss@townofthreelakeswi.gov](mailto:chairmanbruss@townofthreelakeswi.gov)

## Library board meetings

Regular meetings: every 3rd Tuesday of the month, 4:00 PM

Meeting packet: Prepared in the week prior to board meeting

- **Agenda:** Call to Order, Approval of the Agenda, Approval of Minutes, Correspondence, Committee Reports (Friends of the Library, Three Lakes Public Library Foundation, Oneida County Library Board), Director's Report, Budget Review (payment of bills, special accounts review), Old Business, New Business, Public comment, Next Meeting (date and time), Special accommodation notice.
- **Minutes** from previous meeting for approval
- **Director's report**
- **Budget sheets**
- Any pertinent background information for decision/action items

Regular meeting location: library lower-level conference room

All library board meetings are open meetings; the public is welcome to attend, though public comment is generally held until the public comment agenda item at the end. Comments on individual agenda items is generally discouraged, though may be invited/requested by the president. Items that are not to be discussed in open meetings will be posted to be held in closed session, per Wisconsin Open Meetings law.

## 2026 Library Board Meetings – tentative meeting dates

January	20
February	17
March	17
April	21
May	19
June	16
July	21
August	18
September	15
October	20
November	17
December	15

## Fence Quote

---

**From** Countryside Fence <leslie.countryside@gmail.com>

**Date** Fri 8/15/2025 10:41 AM

**To** Jill Roth <director@demmerlibrary.org>

 1 attachment (100 KB)

Demmer Library.doc;

Hello,

Attached is the estimate/contract for the fence layout you discussed with Roger. Please be sure to read the entire contract in full. If you would like to move forward with Countryside Fence's proposal to complete the work, please respond to this email or call me directly in the office at 715-359-0601. I will send you your contract in DocuSign, you will then need to complete the DocuSign contract and call in your down payment, bring it directly to the office by **appointment**, or mail a check payment in to 5555 N26th Ave Wausau WI 54401. Once the DocuSign contract and down payment are received, I will order your materials and get your project set on our installation schedule. I will then contact with you regarding an installation date **one week prior** to installing. I will also contact diggers hotline at that time. Please contact me with any questions, I look forward to working with you on this project. Below is a picture of what the fence style looks like and color quoted. The caps on the image are not quoted, these would be a fancier cap. Your quoted caps are a basic pyramid cap.



--

*Leslie Bingham*

# NEWBURY

## SOLID VERTICAL PRIVACY

### PREMIUM

\$\$\$\$

TimberGrain™ Textured Woodgrains | LX Vinyl Construction

#### Premium Textured Finishes



WEATHERED BLEND

SIERRA BLEND

BRAZILIAN BLEND

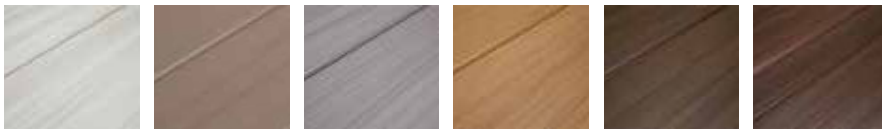
ARCTIC BLEND

### SELECT

\$\$\$

Smooth Woodgrains | Classic Vinyl Construction

#### Smooth Woodgrain Colors



WEATHERED ASPEN

MESQUITE

COASTAL CEDAR

CYPRESS

DARK WALNUT

DARK SEQUOIA

### STANDARD

\$-\$\$

Timeless Solid Colors | Classic or LX Vinyl Construction

#### Standard Smooth Solids



WHITE

SAND

CLAY

GRAY

Upgrade to **LX**

Wider infill boards, thicker material, and larger metal-reinforced rails for enhanced strength and appearance.

### SIZES

A wide range of sizes enables your Catalyst contractor to create just the right fit for your space.

#### Width:

6' and 8'

#### Height:

4', 5', 6', 7'\* and 8'

\*Only available in premium colors.

### INNOVATIONS

↔ StayStraight®

☀ SolarGuard®

||| TimberGrain™

### GET THE SPECS

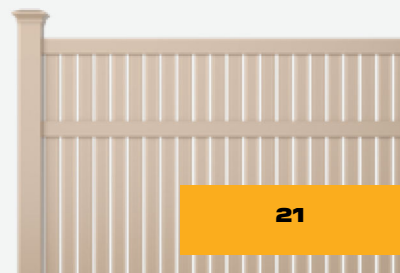
Scan the QR code to see this product online with more product details, configurations and related accessories.



### Style Inspiration

Want a similar look that's semi-private? Check out our Folly's cottage vibes.

Page 36.



**Demmer Library Board of Trustees Self-Evaluation Winter 2025/2026**

Please 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>

<b>Trustee Role</b> <i>As a Board (B)</i> <i>As an individual Board member (I)</i>	<b>What has been done well?</b>	<b>What needs improvement?</b>	<b>Suggestions for 2025</b>
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			

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

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# 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.

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Dear Patrons,

As we step into December, I want to extend warm holiday wishes to all our patrons. This is always a special time at the library, and we're excited to share several festive offerings to brighten the season.

We're especially thrilled to launch a brand-new event: the Christmas Light Viewing Shuttle. Hop aboard for a guided ride through some of the area's most festive displays—no driving required. It's a fun and relaxing way to enjoy the holidays with family, friends, and neighbors.

Inside the library, don't miss Santa's Secret Workshop, our gift-wrapping station with all supplies provided. Swing by to wrap your presents in a cheerful, stress-free space.

And to finish out the month, join us for gingerbread house building during the last week of December—a cozy, creative activity for all ages.

Thank you for being part of our library community. We look forward to celebrating the season with you!

—Jill, Library Director

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## HOURS

MON/WED 9AM-7PM

TUES/THURS/FRI 9AM-5PM

SAT 9AM-2PM

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## CONTACT

Phone: 715-546-3391

Fax: 715-546-3914

[www.demmerlibrary.org](http://www.demmerlibrary.org)

[demmer@demmerlibrary.org](mailto:demmer@demmerlibrary.org)

# Three Lakes Genealogical Society



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](http://www.3lgs.org)

TLGS email: [familyhistory@demmer.org](mailto: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:**

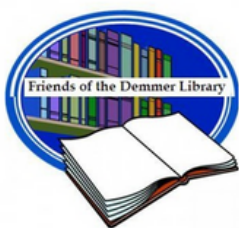
- Initiates funding and endowment opportunities
- Identifies and funds special projects and services
- Inspires community interest and involvement



### **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.*



## **BOOK BITES**



**More books, more bites!**





## Monthly Writing Group

**TWO MEETINGS THIS MONTH!**

Thursday, December 4th @ 1:00pm

Thursday, December 18th @ 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**

**December 17<sup>th</sup>**

**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**

**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, December 8 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 :  
Monday, December 15th  
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!

**STUFFED  
ANIMAL  
SLEEPOVER**

**DECEMBER 1  
DEMMEER LIBRARY  
6-7PM**



**WEAR YOUR FAVORITE PAJAMAS AND BRING A STUFFED FRIEND!**

**\*REGISTRATION REQUIRED\***

**BUILD AN ANIMAL AND CHOOSE WHICH FURRY FRIEND SLEEPS IN THE LIBRARY!**

# Christmas Light Viewing

DECEMBER 20

SHUTTLE LEAVES AT

5:30PM

DEMMEER LIBRARY  
REGISTRATION REQUIRED

## SOUP AND SOCIAL HOUR

December 17th

5PM-6PM

DEMMEER NORTHWOODS ROOM

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

## Free Gift Wrap Station

STARTING DECEMBER  
1ST & RUNNING UNTIL  
CHRISTMAS

Hard to wrap  
presents around  
the kids? Let us  
help!

Sneak away to the library's Libratory and use  
the free wrapping supplies this holiday season.  
Available during open hours.



Learn how to design a  
digital holiday card in  
Canva with your family  
photos

## Snap and Send

Tuesday, Dec. 2nd

5:30 PM

Demmer Maple Room



## Gingerbread House Building

Mon Dec 22 - Wed Dec 31

Demmer Libratory



# Booking Ahead

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

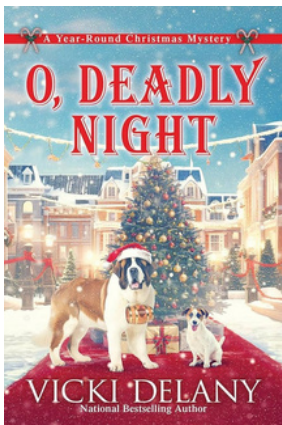
**Don't miss these titles for a cozy holiday read!  
Log in or call us to place a hold.**



The new year had barely begun when Grace White and Henry Adler both lost their spouses. Now, nearly a year later, the first holiday season since their "Great and Terrible Sadnesses" approaches. It's clear that neither is ready to date again. Yet no one understands what they are going through better than each other, and a delicate friendship is born. Is their bond merely the result of loneliness and shared circumstances, or have they found something that's worth taking a shot at . . . again?



~Available in large print!~  
Carol Langstrom hates Christmas. Growing up in a dysfunctional home, with a birthday on December 25 and too many dashed childhood expectations, she would rather avoid the holiday season. But bad weather and God's radically different plan redirect her flight to blustery Michigan, where she gets stuck on her aunt's farm and discovers a different kind of Christmas—one wrapped in love, family, and holiday spirit.



It's Christmastime in Rudolph, New York, which means it's time for the December Santa Claus parade. This year, shop owner Merry Wilkinson has decided to decorate her float as Santa's elves' workshop and invites her landlady, Mabel D'Angelo, to help supervise the excited children playing the elves. But when Mrs. D'Angelo doesn't show up, Merry begins to worry. Things turn from jolly to downright concerning when Mrs. D'Angelo disappears. With family and friends counting on her during this stressful holiday season, it is up to Merry to make sure this Christmas doesn't end up wrapped in blood red.



Jerome is looking forward to collecting words this holiday season! Words of hope, love, and joy to share with his loved one. But as he begins his search, he discovers that inspirational words are hard to come by. In the end, Jerome finds a way to connect with his community and join together in sharing the greatest gift of all: the gift of words.

## Books the Other Channel Book Club

Tuesday, December 16th--6:30 PM

in person or via Zoom

Books the Other Channel book discussion group will discuss *The Best Strangers in the World: Stories From a Life Spent Listening* by Ari Shapiro at 6:30 PM.

Meet in person at the library or join online via Zoom. Email [demmer@demmerlibrary.org](mailto: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](mailto:librarian@demmerlibrary.org)



# Historical Clippings

Three Lakes Museum

November 2025

*This article is a rerun of a December 2021 Clipping and is found archived on the museum website.*

## Were Winters Really Colder and the Snow Deeper ?

Violet Neu, the youngest of the six children of William and Sarah Neu, was born in 1905 and lived her whole life in Three Lakes. Her father William was born in the Madison area in 1867 and in 1888, at the age of 20, was sent by his employer to start a newspaper in Crandon to be known as the Forest Leaves. In 1890 he returned to Madison to be married and brought Sarah Clement from Sauk City back with him to the North Woods. She described her new life as living in “wild country”. In 1892 William and Sarah established a grocery store on Main Street (now Superior Street) in Three Lakes which they operated until William’s death in 1940.

Of his career in journalism Neu said, "The hopeful and persevering journalist has more than once tried his luck in Three Lakes. My newspaper was very successful financially, as all of the county work went to the county newspaper. However the mechanical part gave me a great deal of grief at times, especially during the hard winter months, when the ink and the rolls would freeze and I was kept guessing whether I would be able to get the papers out on time."

By 1904, after moving in and out of the newspaper business, he founded the Forest Advance which was his own Three Lakes newspaper that he published for many years.



William Neu Sr., far right, gathers with his friends and customers in front of his store and newspaper office. The year was 1907. To the left are the children of the village, among them, second from left in the front row, is Violet Olkowski, his youngest daughter.



Neu's store, 1925, included an ice cream parlor and advertising for their Dreamland Resort on the north shore of Maple Lake

In May of 1923, Violet Neu married Frank Olkowski. Frank was the Standard Oil Company agent who retired in 1960 after 39 years with the company. Starting in 1923 Violet was the Three Lakes News correspondent for the Rhinelander News newspaper. She retired in 1963. She was also the secretary for the Information Bureau starting in 1942 and retired there after 25 years. She also volunteered for the thrift shop and was a member of The Three Lakes Women's Club. Sometime during her years as the newspaper correspondent she wrote the following article.

## When the Winters Were Colder by Vi Olkowski

My father first came to Three Lakes from Madison, Wisconsin in 1888. The railroad surveyors had passed through the area about 10 years earlier. My father related that he found six white families settled in the area among about 300 Chippewa Indians. His first winter is often referred to as the winter of the deep snow as the average depth of snow on the level measured 7 ft and drifts were often 13 ft High. The stage man who contracted to carry the mail triweekly was unable to deliver the mail due to the deep snow, so an Indian was hired to bring the mail on snowshoes. Horses were unable to travel anywhere until about May 19th and most winter people were just isolated until the spring thaw came.

Folks were hardy people in those years and during the cold winters the problem was to heat buildings. It was a common occurrence for men to wake up in the morning to find their beards frozen to the pillow.

There is little doubt that our winters are getting milder and less snow falls as memories going back to childhood will recall the many winters with snow banks as high as telephone wires in the community. Years back a trip to Rhinelander would mean traveling through tunnels of snow higher than the car. Especially on the portion of the road between Sugar Camp and Rhinelander known as Brown's Farm.

