

**Agenda**  
**Edward U. Demmer Memorial Library Board of Trustees**  
**Tuesday, January 20, 2026, 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
  - December 16, 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
  - 2025 budget review/Current account balances
  - 2026 budget review
- Unfinished Business
  - Ann Asbeck Recognition
  - Director Evaluation
  - Garbage Enclosure
  - Planning for Candidate forum
  - Library Board Self-Evaluation
- New Business
  - Advocacy Goals
  - Review/approve 2026 holiday closed days
  - Election of board officers for 2026
- 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 February 17, 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 December 16, 2025  
Edward U. Demmer Memorial Library  
Library Board of Trustees Meeting

Trustee Attendance: Dan McKissack, Dianna Blicharz (joined virtually at 4:06pm), Rich Mahlerwein, Kathleen Olkowski, Karen Meyer, Patty Wallesverd (arrives 4:03pm), Jeff Boehm (arrives 4:03pm)

Other Attendees: Jill Roth, April Hansen

Absent: none

Dan McKissack called the meeting to order at 4:01 p.m.

**Agenda:**

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

**Approval of Minutes:**

Motion by Rich, seconded by Karen to approve the regular meeting minutes of November 18, 2025, with amendments: Two sentences fixed for tense. (Patty and Jeff arrived) All ayes, motion carried.

**Correspondence:** Jill sent out a link from WPR about library funding.

**Committee Reports:**

Oneida County Library Board: Will not meet until February

Friends of the Library Revival: Jingle Mingle Book Sale occurred over Thanksgiving weekend. The sale did not generate significant revenue, but attendance remained steady. Two additional individuals expressed interest in joining the Friends group.

**Director's Report:** The president of WVLS offered to pay for engraving for a memorial for Ann Asbeck in the Memorial Garden. Library Legislative Day was scheduled for February 10. The board discussed closing the library for a staff in-service day and CPR training. Jill requested ideas to serve the community. The board discussed the 2026 budget and the levy lift that was voted down. The approved library budget was the budget using one-time funds. Jill offered to present at a town board meeting to highlight library services.

**Building and Maintenance Report:**

Discussion: The lift made a chugging motion, but continued to operate. The side emergency exit did not appear to seal properly and allowed water to leak inside.

**Budget Review:**

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

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

Former Friends Account: Motion by Karen, seconded by Patty, to approve payment of the bills from the former Friends of the Library Account. All ayes, motion carried.

2025 Budget Review: Jill noted that there is one more pay period that will go on this year's operating budget.

**Unfinished Business**

Garbage Enclosure: Jill presented photos of the vinyl siding for the garbage enclosure. The original siding that the other enclosures used was discontinued. The board discussed the issued and requested Jill get clarification on the details and provide a new quote with installation and correct amount of siding.

Ann Asbeck Recognition: The amount in Ann's donation envelope remained unchanged, and no further action occurred.

Director Evaluation: Board members reported that they had not seen the link in the email. Dan stated he would collect comments from the board and meet with Jill one on one to discuss the evaluation.

Landscaping Project: No significant updates occurred. Linnea continued working on plans and remained very cognizant of the board's desires. Jill stated that she assumed the plan was to remove the Storybook Garden homes.

#### **New Business:**

Library Board Appointments: Rich and Dan agreed to renew their terms. Jill requested everyone update their contact information. The second page listed the 2026 Board meeting dates. A note was made to fix Chairman Brisk's email.

Planning for Candidate Forum: Candidacy paperwork was due the first Tuesday in January. Both Ella Baltus and Ed Cottingham announced they were running again. Jeff invited people to run for town office. March 30<sup>th</sup> remained the date selected for the forum. Save the dates were distributed to potential candidates. The board discussed the planning process. A list of candidates would be available next month.

Library Board Self Evaluation: The form provided is a standard DPI Board Evaluation. Dan requested that board members complete the form for next meeting. A suggestion was made to have your elevator speech ready. The board scheduled discussion of advocacy goals will be on January's agenda. The board discussed current board activity, and clarified expectations for feedback. (Jeff left)

#### **Committee Reports:**

Three Lakes Public Library Foundation: End of year giving postcards were mailed and delivered to the library for distribution. The Foundation stated that it believed it was the responsibility of the Board of Trustees to oversee what needs to be done while the Foundation would serve as the financing partner. The Foundation scheduled a meeting in January. TLPLF's mission was stated as supporting finance programming, special collections, special project needs, and professional development. The Foundation continued working on funding guidelines. Dianna stated that she would communicate the library boards concerns about what information the Foundation needs to fund a project.

#### **Comments from public:**

**Next Meeting: Regular meeting on January 20, 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, Seconded by Karen All ayes. Meeting Adjourned.

Respectfully submitted: Jill Roth, Director

## Library Board of Trustees - Director's Report

January 20, 2026

### ADMINISTRATION:

- With all certification courses completed, **Jill** applied for the **permanent grade II library director certification** with Wisconsin Department of Public Instruction's Division of Libraries.
- **Open invoices** with other libraries were all followed up on and **cleared up**. A single invoice remains and payment will likely be received shortly.
- To make space for additional programming opportunities, **book buying responsibilities will be shared** between Candice and Jill going forward. **Candice will continue** to handle all book buying for **youth and young adults**, while **Jill will handle the adult book buying**.
- The **Annual Report** will open for editing **beginning January 22**. This will begin the one-month sprint of data collection and entry for the state's reporting process. Data collection has already been underway and final report signoff will occur at our February meeting.

### STAFF

- Libraries often experience legal questions and requests for notaries. For this reason, **Jill** is getting **trained on legal navigation from Wisconsin's LIFT program**. This will not make her a lawyer or be able to provide legal advice, but it will enable her to provide guidance on specific topics when patrons are unsure where to go.
- Jill received a **scholarship** from WVLS to **attend the Public Library Association (PLA) conference** in Minneapolis March 31-April 3. This conference occurs once every other year and is a national conference for public libraries specifically. Its proximity to Wisconsin makes it particularly accessible rather than requiring lengthy travel.
- The one-year **WLA mentorship program has begun** for Jill to better understand the issues and challenges other library directors are facing to better anticipate what may work its way to Three Lakes. This is a strong statewide mentorship program with clear guidelines to create strong outcomes at the end of the year.

### COMMUNITY COLLABORATION:

- This month's **Soup & Social Hour** will be **featuring** Chicken Tortilla soup from **Mugs & Co**.
- April is currently working on collaborating with the **Three Lakes Historical Society** and members from the **Forest History Association of Wisconsin** looking for possible collaborations later in the year.
- The library and the **Historical Society** are working together to create programming **for the 250<sup>th</sup> anniversary of the United State of America**.
- With the **Historical Society** closed for the season, there is little for April to do to support them. To fulfill our end of the agreement during this closure, **Katie** will be working on **archiving the museum's artifacts** for them. From now through April, Katie will be cataloging their items in their software system a few hours per week.

## Library Board of Trustees - Director's Report

January 20, 2026

### PROGRAMS AND OUTREACH:

December:

- Children: Lego Club **15**, Story Hour **111**, Stuffed Animal Sleepover **23**
- YA: TAC **6**
- Adult: Writers' Group **11**, TLGS **17**, BTOC **10**, Veterans Office Hours **2**, Crafternoon **4**
- General Interest: Scrabble Open Hours **3**, Soup & Social Hour **9**, Christmas Light Viewing **Cancelled**, Snap & Send **2**, Gingerbread House Building **33**, Santa's Secret Workshop **9**

January:

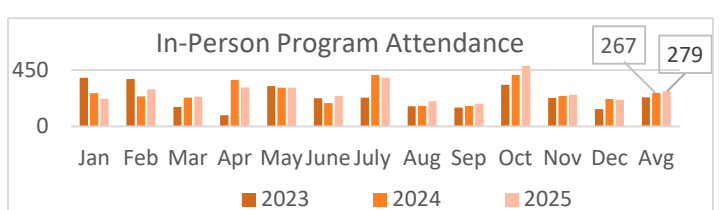
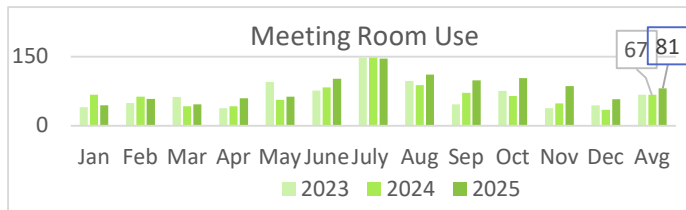
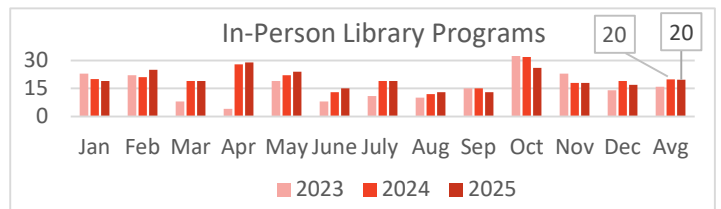
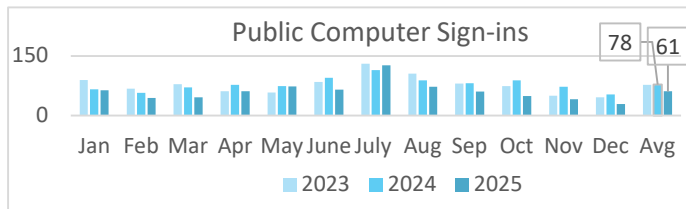
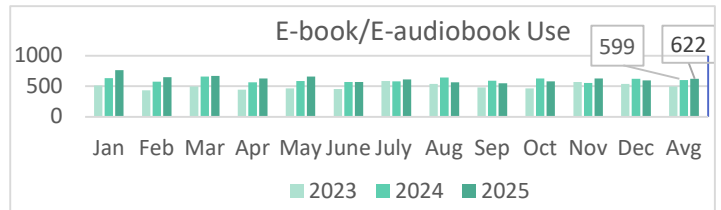
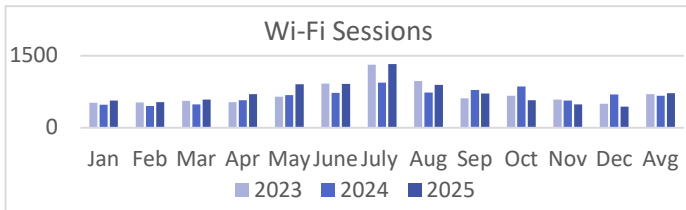
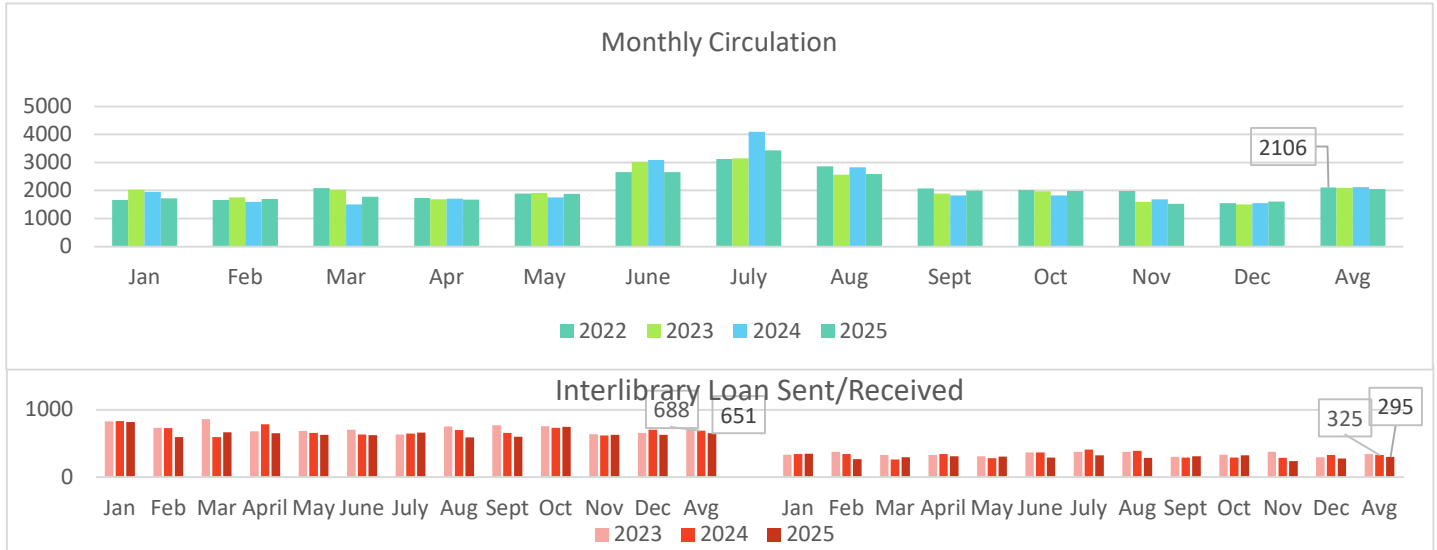
- Children: Lego Club, Story Hour
- YA: TAC
- Adult: Writers' Group, TLGS, BTOC, Veterans Office Hours, Crafternoon
- General Interest: Scrabble Open Hours, Soup & Social Hour

# Library Board of Trustees - Director's Report

January 20, 2026

## Monthly and YTD Statistics

	Dec '25	YTD 2025	Dec '24	YTD 2024	Dec '23	YTD 2023
<b>Circulation</b>	1,606	24,519	1,548	25,617	1,495	23,531
<b>Interlibrary loan sent</b>	627/39	7,808/368	703/23	8,220/353	654/23	8,462/341
<b>Interlibrary loan received</b>	274	3,540	328	3,905	290	4,084



## Library Usage - Survey 2025

	March	June	Oct	Dec	Total 2025	Total 2024	Total 2023
<b>Library Visits</b>	365	490	476	368	27,521	20,189	14,807
<b>Reference Transactions</b>	55	57	46	22	2,340	1,924	1,976
<b>Program Attendance</b>	Ave/week: 17 4 programs	Ave/week: 15 5 programs	Ave/week: 2 9 8 programs	Ave/week 11 4 programs	Ave/wk: 64 5 programs	Ave/wk: 43 3 programs	Ave/wk: 54 5 programs



## Library Board of Trustees – Building and Maintenance Report

January 20, 2025

### BUILDING:

- The **toilet** in the main bathroom of the library has **continued to be troubled**. We called the plumbers back out but at the last minute we were able to get the toilets **unclogged**.

### SYSTEMS:

- **WVLS has found a new background service** to assist in populating images in our checkout system. This was previously handled by a Baker and Taylor system, but after their dissolution, they needed to be replaced. Images have been restored and **staff can now see images** properly to better confirm which materials they are selecting.

### INTERIOR:

- Preparation for spring cleanup is underway. April is working on **obtaining new paint to do touchups** around the library. The original paint type was discontinued so she is working to find the closest match.

### EXTERIOR:

- To improve the efficiency and effectiveness of plowing efforts near our handicapped spaces, Josh has proposed **moving the handicap signs** from between the sidewalk and street, **to between the sidewalk and landscaping**. This would greatly improve machinery access to the spaces and allow for better snow removal.

### MAINTENANCE AND OTHER CONCERNS/PROJECTS:

- Garbage relocation project

Public Funds Voucher List 12/16-1/20

1/20/2026 through 1/20/2026

1/15/2026

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Date	Num	Description	Memo	Category	Amount
1/20/2026	1001	S Amazon Capital Services	Adult books	07 1039 Materials:Books:Adult Books	-703.26
			Juv books	07 1039 Materials:Books:Juv-YA Books	-71.12
1/20/2026	1002	Cengage Learning Inc	v.2: inv.999101915550	07 1039 Materials:Books:Adult Books	-53.98
1/20/2026	1003	S Demmer Mem. Library	Playaway AUX cables	06 1038 Supplies:Library	-26.05
			stamps & ILL	06 1038 Supplies:Postage	-40.41
			Adult program supplies	08 1040 Expenses:Programming:Adult	-9.00
			YA program supplies	08 1040 Expenses:Programming:YA	-17.99
1/20/2026	1004	EO Johnson	v.4: inv.1890037 Copier contract CN7185-01	03 1015 Contractual Services:Equipment Contracts	-222.69
1/20/2026	1005	Follett Content Solutions LLC	v.5: inv. 676178: Juv books	07 1039 Materials:Books:Juv-YA Books	-77.96
1/20/2026	1006	Candice Johnson	v.6: mileage to/from Story Hours	08 1040 Expenses:Staff Development:Mileage & Meals	-40.53
1/20/2026	1007	The Penworthy Company LLC	v.7: inv.0613713-IN	07 1039 Materials:Books:Juv-YA Books	-117.82
1/20/2026	1008	Rivistas, LLC	v.8: inv.21985:22080 magazines	07 1039 Materials:Subscriptions:Subscription Service	-849.28
1/20/2026	1009	Scholastic Inc	v.9: inv. 80078069: Juv books	07 1039 Materials:Books:Juv-YA Books	-164.87
1/20/2026	1010	State Of Wisconsin Department Of Administration	v.10: inv.505-0000107688 TEACH Internet	08 1040 Expenses:WVLS:Internet	-600.00
1/20/2026	1011	Wisconsin Library Association	v.11: inv.24858 membership renewal	08 1040 Expenses:Staff Development	-156.00
<b>1/20/2026 - 1/20/2026</b>					<b>-3,150.96</b>
<b>TOTAL INFLOWS</b>					<b>0.00</b>
<b>TOTAL OUTFLOWS</b>					<b>-3,150.96</b>
<b>NET TOTAL</b>					<b>-3,150.96</b>

Forward Donation Account for Board

12/1/2025 through 1/20/2026

1/15/2026

Page 1

Date	Account	Num	Description	Memo	Category	Clr	Amount
<b>BALANCE 11/30/2025</b>							<b>53,514.69</b>
12/1/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 2285	Town of Three Lakes Expense	R	-85.53
12/1/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense	R	-40.82
12/2/2025	Forward Speci...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	R	-40.00
12/3/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 2285	Town of Three Lakes Expense	R	-91.82
12/3/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense	R	-88.38
12/5/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 595	Town of Three Lakes Expense	R	-112.14
12/5/2025	Forward Speci...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense	R	-21.00
12/9/2025	Forward Speci...	Debit	USPS	Stamps	Town of Three Lakes Expense	R	-31.20
12/10/2025	Forward Speci...	Debit	Playaway Products	AV/Audiobook Purchase	Town of Three Lakes Expense	R	-221.97
12/11/2025	Forward Speci...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.96
12/15/2025	Forward Speci...	Debit	Dollar General	YA Programming	Town of Three Lakes Expense	R	-17.99
12/15/2025	Forward Speci...	Debit	CT's Deli	Staff Lunch	Donation Expense:Misc.	R	-97.73
12/16/2025	Forward Speci...	1037	Pure Poise Photography	Family Photography Sessions - Invoice 1908	Donation Expense	R	-800.00
12/16/2025	Forward Speci...	1038	**VOID**Candice Johnson	Story Hour Reimbursements	Donation Expense:TLPLF:'25 C...	R	0.00
12/16/2025	Forward Speci...	1039	Follett Content Solutions LLC	Replacements - Invoice 658596	Fines Expense	R	-28.90
				Book Purchase - Invoice 658596	Donation Expense:TLPLF:2023...	R	-100.27
12/16/2025	Forward Speci...	1040	Amazon	Replacements Invoice # 1RYX-94RF-6G3D	Fines Expense	R	-25.77
				Memorials Invoice # 1RYX-94RF-6G3D	Memorial Expense	R	-15.40
				Book purchases	Donation Expense:TLPLF:2023...	R	-43.22
12/16/2025	Forward Speci...	Debit	CT's Deli	Staff Lunch	Donation Expense:Misc.	R	-13.19
12/16/2025	Forward Speci...	Debit	CT's Deli	Staff Lunch	Donation Expense:Misc.	R	-3.19
12/16/2025	Forward Speci...	1041	Candice Johnson	Walmart - Story Hour	Donation Expense:TLPLF:'25 C...	R	-21.03
				Pick N Save - Story Hour	Donation Expense:TLPLF:'25 C...	R	-25.73
12/22/2025	Forward Speci...	Debit	Dollar General	Adult Programming	Town of Three Lakes Expense	R	-9.00
12/23/2025	Forward Speci...	Debit	My Cable Mart	AV/Aux cables	Town of Three Lakes Expense	R	-26.05
12/30/2025	Forward Speci...	DEP	December Deposit	eCommerce 6/25-11/25	Fines Income	R	121.47
				Reimbursements	Town of Three Lakes Income	R	1,163.83
				Marx for Wittman	Memorial Income	R	30.00
				Williams	Donation Income	R	1,000.00
				December Cash	Donation Income	R	14.00
				December Cash	Copier Income	R	97.30
				December Cash	Fines Income	R	18.10
12/30/2025	Forward Speci...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.25
1/3/2026	Forward Speci...	Debit	Walmart	Children's Programming - Story Hour	Town of Three Lakes Expense	R	-5.59
1/5/2026	Forward Speci...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	R	-40.00
1/6/2026	Forward Speci...	Debit	Pi Pizza Company	Invoice # 176 Book Bites Certificate Redemptions	Donation Expense:TLPLF:Book...	R	-64.00
1/8/2026	Forward Speci...	Debit	Better World Books	Replacement	Fines Expense	R	-19.46
1/12/2026	Forward Speci...	Debit	Walmart	Book order	Town of Three Lakes Expense	R	-40.76
1/13/2026	Forward Speci...	Debit	Walmart	Adult Programming	Town of Three Lakes Expense	R	-14.47
1/13/2026	Forward Speci...	Debit	Walmart	Adult Programming	Town of Three Lakes Expense	R	-3.53
1/13/2026	Forward Speci...	Debit	Dollar Tree	Young Adult Programming	Town of Three Lakes Expense	R	-3.71
1/15/2026	Forward Speci...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.25
1/20/2026	Forward Speci...	1042	Rhineland District Library	Invoice 2025-24 Replacements	Fines Expense	R	-51.50

## Forward Donation Account for Board

12/1/2025 through 1/20/2026

1/15/2026

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Date	Account	Num	Description	Memo	Category	Clr	Amount
1/20/2026	Forward Speci...	1043	Town Of Three Lakes	Copier Transfer Q4 2025	Copier Transfer to Town		-445.99
				Fine Transfer Q4 2025	Fine Transfer to Town		-206.76
				Utilities 2026	TL Historical Society Expense		-400.00
1/20/2026	Forward Speci...	1044	Amazon	Invoice # 1RTY-NLQ6-1VQY Family Fun Unplugged	Donation Expense:TLPLF:2023...		-11.98
				Invoice # 1RTY-NLQ6-1VQY Replacement	Fines Expense		-10.22
1/20/2026	Forward Speci...	1045	Follett Content Solutions LLC	Replacements - Invoice 676178	Fines Expense		-25.14
1/20/2026	Forward Speci...	1046	The Penworthy Company LLC	Invoice 0613713-IN	Donation Expense:TLPLF:2023...		-146.93
1/20/2026	Forward Speci...	1047	Follett Content Solutions LLC	Book Order - Invoice 676178F	Donation Expense:TLPLF:2023...		-32.25
1/20/2026	Forward Speci...	1048	The Penworthy Company LLC	Invoice 0613112-IN	Donation Expense:TLPLF:2023...		-1,258.20
<b>12/1/2025 - 1/20/2026</b>							<b>-2,309.58</b>
<b>BALANCE 1/20/2026</b>							<b>51,205.11</b>
<b>TOTAL INFLOWS</b>							<b>2,444.70</b>
<b>TOTAL OUTFLOWS</b>							<b>-4,754.28</b>
<b>NET TOTAL</b>							<b>-2,309.58</b>

Fines/Copies - Last quarter - Last quarter

10/1/2025 through 12/31/2025

1/8/2026

Page 1

Date	Account	Num	Description	Memo	Clr	Amount
<b>INCOME</b>						<b>711.77</b>
<b>Copier Income</b>						<b>445.99</b>
10/27/2025	Forward Special Acc...DEP	S	October Deposit	October Copier...	R	107.50
11/7/2025	Forward Special Acc...DEP	S	Princh	Q2 Copier Inco...	R	27.89
				Q3 Copier Inco...	R	96.00
11/28/2025	Forward Special Acc...DEP	S	November Deposit	November Copi...	R	117.30
12/30/2025	Forward Special Acc...DEP	S	December Deposit	December Cash	R	97.30
<b>Fines Income</b>						<b>265.78</b>
10/2/2025	Forward Special Acc...DEP		Thrift Books Global	Credit	R	5.21
10/27/2025	Forward Special Acc...DEP	S	October Deposit	October Fines	R	40.00
11/28/2025	Forward Special Acc...DEP	S	November Deposit	November Fine...	R	81.00
12/30/2025	Forward Special Acc...DEP	S	December Deposit	eCommerce 6/...	R	121.47
				December Cash	R	18.10
<b>EXPENSES</b>						<b>-59.02</b>
<b>Fines Expense</b>						<b>-59.02</b>
10/21/2025	Forward Special Acc...1032	S	Amazon	Replacements ...	R	-4.35
12/16/2025	Forward Special Acc...1039	S	Follett Content Solut...	Replacements ...	R	-28.90
12/16/2025	Forward Special Acc...1040	S	Amazon	Replacements I...	R	-25.77
<b>OVERALL TOTAL</b>						<b>652.75</b>

## Library Board of Trustees – Quarterly Account Report

4<sup>th</sup> Quarter 2025

January 20, 2026

**Special Donation Account:** Income: donations, memorials, fund raising. Expense: donation/memorial/fine expenses, coffee cart supplies, special donation expenses.

Forward account:

<b>Beginning balance 10/01/2025:</b>	<b>\$53,130.43</b>
<b>Ending balance 12/31/2025:</b>	<b>\$54,085.00</b>
<b>Net change:</b>	<b>\$954.57</b>

**Money Market Maintenance:** Income: funds remaining from Demmer Trust funds allocated for major maintenance projects in 1998 and additional funds from Demmer Trust annual disbursement. Expense: building maintenance only.

Forward account:

<b>Beginning balance 10/01/2025:</b>	<b>\$67,383.12</b>
<b>Ending balance 12/31/2025:</b>	<b>\$66,103.18</b>
<b>Net change:</b>	<b>-\$1,279.94</b>

**Former Friends:** funds raised and previously maintained by the Friends of the Demmer Memorial Library until August 2016. Income: quarterly book sales. Expense: projects to support Demmer programs and services.

Forward account:

<b>Beginning balance 10/01/2025:</b>	<b>\$12,558.99</b>
<b>Ending balance 12/31/2025:</b>	<b>\$13,312.00</b>
<b>Net change:</b>	<b>\$753.01</b>

Respectfully submitted,

Jill Roth – Director

Forward Checking Donation Account - Last quarter

10/1/2025 through 12/31/2025

1/14/2026

Date	Account	Num	Description	Memo	Category	Clr	Amount
<b>BALANCE 9/30/2025</b>							<b>51,804.61</b>
10/2/2025	Forward Special Account...	DEP	Thrift Books Global	Credit	Fines Income	R	5.21
10/9/2025	Forward Special Account...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	R	-0.94
10/14/2025	Forward Special Account...	DEP	Venmo Deposit	Offset Walmart	Misc. Income	R	16.68
10/15/2025	Forward Special Account...	Debit	Wisconsin Library Association	Jill's WLA Registration	Donation Expense:TLPLF	R	-455.00
10/15/2025	Forward Special Account...	DEP	Venmo Deposit	Testing	Misc. Income	R	0.24
10/15/2025	Forward Special Account...	DEP	Venmo Deposit	Testing	Misc. Income	R	0.10
10/15/2025	Forward Special Account...	Debit	Venmo Withdrawl	Testing	Miscellaneous Expense	R	-0.24
10/15/2025	Forward Special Account...	Debit	Venmo Withdrawl	Testing	Miscellaneous Expense	R	-0.10
10/16/2025	Forward Special Account...	Debit	Dollar Tree	Young Adult Programming	Donation Expense:TLPLF:'25 Y...	R	-17.49
10/19/2025	Forward Special Account...	Debit	Aldi	Young Adult Programming	Donation Expense:TLPLF:'25 Y...	R	-13.60
10/21/2025	Forward Special Account...	1031 ...	Town Of Three Lakes	County of Lincoln Reimbursement and Historical Utilities, ...	--Split--	R	-1,037.26
10/21/2025	Forward Special Account...	1032 ...	Amazon	Invoice # 1FWF-RMKN-4MTG - Replacements and YA Pr...	--Split--	R	-149.90
10/21/2025	Forward Special Account...	Debit	Jostons Inc.	2026 Yearbook	Town of Three Lakes Expense	R	-76.99
10/23/2025	Forward Special Account...	Debit	Backwoods DCB	Invoice 1195 Nametag	Town of Three Lakes Expense	R	-15.18
10/27/2025	Forward Special Account...	DEP ...	October Deposit	October '25 Deposit	--Split--	R	2,658.66
10/31/2025	Forward Special Account...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.25
10/31/2025	Forward Special Account...	Debit	Madison Marriott West	Jill's WLA Conference Stay	Donation Expense:TLPLF	R	-423.00
11/4/2025	Forward Special Account...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	R	-40.00
11/7/2025	Forward Special Account...	Debit	Dollar General	YA Programming	Donation Expense:TLPLF:'25 Y...	R	-13.72
11/7/2025	Forward Special Account...	DEP ...	Princh	Q2/Q3 Copier Income	--Split--	R	123.89
11/10/2025	Forward Special Account...	Debit	Walmart	Walmart - Book Order	Town of Three Lakes Expense	R	-223.58
11/10/2025	Forward Special Account...	Debit	Walmart	YA Programming	Town of Three Lakes Expense	R	-12.96
11/12/2025	Forward Special Account...	Debit ...	Walmart	Adult Programming and Soup Program	--Split--	R	-63.14
11/13/2025	Forward Special Account...	Debit	Feights Trophies	Board president plaque engraving	Miscellaneous Expense	R	-7.94
11/16/2025	Forward Special Account...	Debit	Trig's Rhinelander	YA Programming	Donation Expense:TLPLF:'25 Y...	R	-22.96
11/18/2025	Forward Special Account...	1033	Amazon	Invoice # 14TD-Q636-WM9H Adult Graphic Novels	Donation Expense:TLPLF:Adult...	R	-95.15
11/18/2025	Forward Special Account...	1034 ...	**VOID**Town Of Three Lakes	Remaining Programming Income and Q3 Utilities	--Split--	R	0.00
11/18/2025	Forward Special Account...	1035	Hollow Tree Hospitality	Invoice 000163 - Summer Reading Scavenger Hunt Prizes	Donation Expense:TLPLF:'25 A...	R	-39.25
11/18/2025	Forward Special Account...	Debit ...	Noah's Ark Animal Workshop	Children's Programming	--Split--	R	-197.76
11/20/2025	Forward Special Account...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-9.92
11/28/2025	Forward Special Account...	DEP ...	November Deposit	November '25 Deposit	--Split--	R	3,356.52
11/28/2025	Forward Special Account...	1036	Town Of Three Lakes	Remaining Programming/Contract Income	TL Historical Society Expense	R	-1,400.00
11/28/2025	Forward Special Account...	Debit	Walmart	Walmart - Book Order	Town of Three Lakes Expense	R	-130.89
12/1/2025	Forward Special Account...	Debit	Walmart	Walmart - Book Order ending 2285	Town of Three Lakes Expense	R	-85.53
12/1/2025	Forward Special Account...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense	R	-40.82
12/2/2025	Forward Special Account...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	R	-40.00
12/3/2025	Forward Special Account...	Debit	Walmart	Walmart - Book Order ending 2285	Town of Three Lakes Expense	R	-91.82
12/3/2025	Forward Special Account...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense	R	-88.38
12/5/2025	Forward Special Account...	Debit	Walmart	Walmart - Book Order ending 595	Town of Three Lakes Expense	R	-112.14
12/5/2025	Forward Special Account...	Debit	Walmart	Walmart - Book Order ending 699	Town of Three Lakes Expense	R	-21.00
12/9/2025	Forward Special Account...	Debit	USPS	Stamps	Town of Three Lakes Expense	R	-31.20
12/10/2025	Forward Special Account...	Debit	Playaway Products	AV/Audiobook Purchase	Town of Three Lakes Expense	R	-221.97
12/11/2025	Forward Special Account...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.96
12/15/2025	Forward Special Account...	Debit	Dollar General	YA Programming	Town of Three Lakes Expense	R	-17.99
12/15/2025	Forward Special Account...	Debit	CT's Deli	Staff Lunch	Donation Expense:Misc.	R	-97.73
12/16/2025	Forward Special Account...	1037	Pure Poise Photography	Family Photography Sessions - Invoice 1908	Donation Expense	R	-800.00

Forward Checking Donation Account - Last quarter

10/1/2025 through 12/31/2025

1/14/2026

Date	Account	Num	Description	Memo	Category	Clr	Amount
12/16/2025	Forward Special Account...	1038	**VOID**Candice Johnson	Story Hour Reimburements	Donation Expense:TLPLF:'25 C...	R	0.00
12/16/2025	Forward Special Account...	1039	Follett Content Solutions LLC	Replacements - Invoice 658596	--Split--	R	-129.17
12/16/2025	Forward Special Account...	1040	Amazon	Invoice # 1RYX-94RF-6G3D	--Split--	R	-84.39
12/16/2025	Forward Special Account...	Debit	CT's Deli	Staff Lunch	Donation Expense:Misc.	R	-13.19
12/16/2025	Forward Special Account...	Debit	CT's Deli	Staff Lunch	Donation Expense:Misc.	R	-3.19
12/16/2025	Forward Special Account...	1041	Candice Johnson	Story Hour Reimburements	--Split--	R	-46.76
12/22/2025	Forward Special Account...	Debit	Dollar General	Adult Programming	Town of Three Lakes Expense	R	-9.00
12/23/2025	Forward Special Account...	Debit	My Cable Mart	AV/Aux cables	Town of Three Lakes Expense	R	-26.05
12/30/2025	Forward Special Account...	DEP	December Deposit	December '25 Deposit	--Split--	R	2,444.70
12/30/2025	Forward Special Account...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.25
<b>10/1/2025 - 12/31/2025</b>							<b>2,185.24</b>
<b>BALANCE 12/31/2025</b>							<b>53,989.85</b>
<b>TOTAL INFLOWS</b>							<b>8,606.00</b>
<b>TOTAL OUTFLOWS</b>							<b>-6,420.76</b>
<b>NET TOTAL</b>							<b>2,185.24</b>

Forward Money Market Account - Last quarter

10/1/2025 through 12/31/2025

1/14/2026

Date	Account	Num	Description	Memo	Category	Clr	Amount
<b>BALANCE 9/30/2025</b>							<b>67,383.12</b>
10/21/2025	Money Market Maint. - F...	1010	AA Seamless LLC	Gutter Relocation	Demmer Trust Expense	R	-1,418.00
10/31/2025	Money Market Maint. - F...	DEP	Interest Earned		_IntInc	R	214.47
11/18/2025	Money Market Maint. - F...	1011	Pieper Electric, Inc.	video system; CD99030117	Demmer Trust Expense	R	-490.00
11/30/2025	Money Market Maint. - F...	DEP	Interest Earned		_IntInc	R	203.72
12/31/2025	Money Market Maint. - F...	DEP	Interest Earned		_IntInc	R	209.87
<b>10/1/2025 - 12/31/2025</b>							<b>-1,279.94</b>
<b>BALANCE 12/31/2025</b>							<b>66,103.18</b>
<b>TOTAL INFLOWS</b>							<b>628.06</b>
<b>TOTAL OUTFLOWS</b>							<b>-1,908.00</b>
<b>NET TOTAL</b>							<b>-1,279.94</b>

Forward Checking Former Friends - Last quarter

10/1/2025 through 12/31/2025

1/14/2026

Date	Account	Num	Description	Memo	Category	Clr	Amount
<b>BALANCE 9/30/2025</b>							<b>12,558.99</b>
10/27/2025	Former Friends - FORW...	DEP	... Between Sales/Pumpkinfest Boo...	Between Sales/Pumpkinfest Book Sale Deposit	--Split--	R	639.00
11/18/2025	Former Friends - FORW...	1013	Hollow Tree Hospitality	Invoice 000163 - Summer Reading Scavenger Hunt Prizes	Donation Expense:Friends of th...	R	-135.00
12/16/2025	Former Friends - FORW...	1014	Kajeet, Inc.	Invoice # INV41633 Hot Spot 2026	Donation Expense:Friends of th...	R	-192.22
12/30/2025	Former Friends - FORW...	DEP	... December Deposit	December '25 Deposit	--Split--	R	441.23
<b>10/1/2025 - 12/31/2025</b>							<b>753.01</b>
<b>BALANCE 12/31/2025</b>							<b>13,312.00</b>
<b>TOTAL INFLOWS</b>							<b>1,080.23</b>
<b>TOTAL OUTFLOWS</b>							<b>-327.22</b>
<b>NET TOTAL</b>							<b>753.01</b>

## 2025 EOY Budget Sheet

1/8/2026					
Account	2025 Budget	Spent	Balance		
<b>01 Salaries 551 1001</b>					
01 Director	\$ 48,460.61	\$ 49,191.22	\$ (730.61)	102%	
02 Technical Services	\$ 37,081.22	\$ 36,684.47	\$ 396.75	99%	
03 Assistant Director Adult/YA Librarian	\$ 37,919.44	\$ 37,942.68	\$ (23.24)	100%	
04 Childrens Librarian	\$ 25,824.08	\$ 25,439.14	\$ 384.94	99%	
05 Circulation Clerk 1	\$ 11,950.40	\$ 12,496.31	\$ (545.91)	105%	
06 Circulation Clerk 2	\$ 11,360.08	\$ 9,537.50	\$ 1,822.58	84%	
07 Relief Librarian	\$ 606.00	\$ -	\$ 606.00	0%	
08 Custodial	\$ 3,676.40	\$ 2,333.94	\$ 1,342.46	63%	
09 Misc Staff Salaries	\$ -	\$ -	\$ -		
<b>Total Salaries</b>	<b>\$ 176,878.23</b>	<b>\$ 173,625.26</b>	<b>\$ 3,252.97</b>		
		98%			
<b>02 Benefits</b>					
Social Security 551 1005	\$ 13,531.18	\$ 11,998.49	\$ 1,532.69	89%	
Health Insurance 551 1006	\$ 36,503.84	\$ 40,912.84	\$ (4,409.00)	112%	
Life Insurance 551 1006	\$ -	\$ 67.90	\$ (67.90)		
Dental EBC 551 1008	\$ -	\$ 6,208.02	\$ (6,208.02)		
WRS 551 1009	\$ 10,451.47	\$ 10,373.48	\$ 77.99	99%	
<b>Total Benefits</b>	<b>\$ 60,486.49</b>	<b>\$ 69,560.73</b>	<b>\$ (9,074.24)</b>		
		115%			
<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	\$ 6,344.01	\$ 25.99	100%	
Natural Gas 551 1034	\$ 2,700.00	\$ 1,502.87	\$ 1,197.13	56%	
Sewer and Water 551 1036	\$ 1,400.00	\$ 1,378.81	\$ 21.19	98%	
Telephone 551 1020	\$ 2,650.00	\$ 4,748.07	\$ (2,098.07)	179%	
<b>Total Utilites</b>	<b>\$ 13,120.00</b>	<b>\$ 13,973.76</b>	<b>\$ (853.76)</b>		
		107%			
<b>05 Property Maintenance 550 1035</b>					
Custodial Supplies	\$ 600.00	\$ 945.96	\$ (345.96)	158%	
Property Maintenance	\$ -	\$ 805.21	\$ (805.21)		
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>\$ 3,027.30</b>	<b>\$ (2,427.30)</b>	505%	
		505%			
<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</b>	551 1039			
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>\$ 297,369.98</b>	<b>\$ (8,167.48)</b>	
Salary totals current through	12/24/2025		103%	
<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%
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%	

## 2026 January Budget Sheet

1/20/2026 Account	2026 Budget	Spent		Balance	
<b>01 Salaries 551 1001</b>					
01 Director	\$ 52,520.00	\$ -	\$ 52,520.00		0%
02 Technical Services	\$ 37,081.22	\$ -	\$ 37,081.22		0%
03 Assistant Director Adult/YA Librarian	\$ 38,158.93	\$ -	\$ 38,158.93		0%
04 Childrens Librarian	\$ 25,824.08	\$ -	\$ 25,824.08		0%
05 Circulation Clerk 1	\$ 11,950.93	\$ -	\$ 11,950.93		0%
06 Circulation Clerk 2	\$ 9,926.28	\$ -	\$ 9,926.28		0%
07 Relief Librarian	\$ 606.00	\$ -	\$ 606.00		0%
08 Custodial	\$ 3,321.89	\$ -	\$ 3,321.89		0%
09 Misc Staff Salaries	\$ -	\$ -	\$ -		
<b>Total Salaries</b>	<b>\$ 179,389.33</b>	<b>\$ -</b>	<b>\$ 179,389.33</b>		
			0%		
<b>02 Benefits</b>					
Social Security 551 1005	\$ 13,723.28	\$ -	\$ 13,723.28		0%
Health Insurance 551 1006	\$ 38,329.03	\$ -	\$ 38,329.03		0%
Life Insurance 551 1006	\$ -	\$ -	\$ -		
Dental EBC 551 1008	\$ -	\$ -	\$ -		
WRS 551 1009	\$ 10,752.43	\$ -	\$ 10,752.43		0%
<b>Total Benefits</b>	<b>\$ 62,804.74</b>	<b>\$ -</b>	<b>\$ 62,804.74</b>		
			0%		
<b>03 Contractual Services</b>	551 1015				
Equipment Contracts	\$ 1,200.00	\$ 222.69	\$ 977.31		19%
Professional Services	\$ 691.20	\$ -	\$ 691.20		0%
Waltco Courier	\$ -	\$ -	\$ -		
<b>Total Contractual Services</b>	<b>\$ 1,891.20</b>	<b>\$ 222.69</b>	<b>\$ 1,668.51</b>		
			12%		
<b>04 Utilites</b>					
Electric 551 1031	\$ 6,500.00	\$ -	\$ 6,500.00		0%
Natural Gas 551 1034	\$ 2,000.00	\$ -	\$ 2,000.00		0%
Sewer and Water 551 1036	\$ 1,450.00	\$ -	\$ 1,450.00		0%
Telephone 551 1020	\$ 4,000.00	\$ -	\$ 4,000.00		0%
<b>Total Utilites</b>	<b>\$ 13,950.00</b>	<b>\$ -</b>	<b>\$ 13,950.00</b>		
			0%		
<b>05 Property Maintenance</b>	550 1035				
Custodial Supplies	\$ 750.00	\$ -	\$ 750.00		0%
Property Maintenance	\$ 350.00	\$ 0	\$ 350.00		0%
Security Systems	\$ 1,924.00	\$ -	\$ 1,924.00		0%
Building Contingency	\$ -	\$ -	\$ -		
<b>Total Property Maintenance</b>	<b>\$ 3,024.00</b>	<b>\$ -</b>	<b>\$ 3,024.00</b>		0%
			0%		
<b>06 Supplies</b>	551 1038				
Computer Hardware	\$ -	\$ -	\$ -		
Library Supplies	\$ 750.00	\$ 26.05	\$ 723.95		3%
Office Supplies	\$ 750.00	\$ -	\$ 750.00		0%

Petty Cash	\$ 150.00	\$ -	\$ 150.00	0%
Postage	\$ 425.00	\$ 40.41	\$ 384.59	10%
<b>Total Supplies</b>	<b>\$ 2,075.00</b>	<b>\$ 66.46</b>	<b>\$ 2,008.54</b>	
			3%	
<b>07 Materials - AV</b>	551 1039			
Adult audiobook	\$ 750.00	\$ -	\$ 750.00	0%
Adult video	\$ 850.00	\$ -	\$ 850.00	0%
Juvenile audiobook	\$ 150.00	\$ -	\$ 150.00	0%
Juvenile video	\$ 50.00	\$ -	\$ 50.00	0%
<b>Total Materials - AV</b>	<b>\$ 1,800.00</b>	<b>\$ -</b>	<b>\$ 1,800.00</b>	
			0%	
<b>07 Materials - Books</b>	551 1039			
Adult books	\$ 11,250.00	\$ 757.24	\$ 10,492.76	7%
eBook consortium	\$ 1,000.50	\$ -	\$ 1,000.50	0%
Juvenile/YA books	\$ 3,500.00	\$ 431.77	\$ 3,068.23	12%
<b>Total Materials - Books</b>	<b>\$ 15,750.50</b>	<b>\$ 1,189.01</b>	<b>\$ 14,561.49</b>	
			8%	
<b>07 Materials - Subscriptions</b>	551 1039			
Individual subscriptions	\$ -	\$ -	\$ -	
Newspapers	\$ -	\$ -	\$ -	
Subscription Service	\$ 800.00	\$ 849.28	\$ (49.28)	106%
<b>Total Subscriptions</b>	<b>\$ 800.00</b>	<b>\$ 849.28</b>	<b>\$ (49.28)</b>	
			106%	
<b>08 Expenses - Computer</b>	551 1040			
Maintenance and Repair	\$ 150.00	\$ -	\$ 150.00	0%
Software subscription/licenses	\$ 208.00	\$ -	\$ 208.00	0%
Computer Contingency	\$ -	\$ -	\$ -	
<b>Total Computers</b>	<b>\$ 358.00</b>	<b>\$ -</b>	<b>\$ 358.00</b>	
			0%	
<b>08 Expenses - Programming</b>	551 1040			
Adult	\$ 300.00	\$ 9.00	\$ 291.00	3%
Children / Story Hour	\$ 300.00	\$ -	\$ 300.00	0%
Movie license	\$ 240.00	\$ -	\$ 240.00	0%
Reading Programs	\$ 800.00	\$ -	\$ 800.00	0%
Young Adult	\$ 300.00	\$ 17.99	\$ 282.01	6%
<b>Total Programming</b>	<b>\$ 1,940.00</b>	<b>\$ 26.99</b>	<b>\$ 1,913.01</b>	1%
			1%	
<b>08 Expenses - Publishing Fees</b>	551 1040			
Job Posting	\$ 50.00	\$ -	\$ 50.00	0%
Publicity	\$ -	\$ -	\$ -	
<b>Total Publishing Fees</b>	<b>\$ 50.00</b>	<b>\$ -</b>	<b>\$ 50.00</b>	
			0%	
<b>08 Expenses - Staff Development</b>	551 1040			
Staff Development	\$ 800.00	\$ 156.00	\$ 644.00	20%
Mileage and Meals	\$ 400.00	\$ 40.53	\$ 359.47	10%
<b>Total Staff Development</b>	<b>\$ 1,200.00</b>	<b>\$ 196.53</b>	<b>\$ 1,003.47</b>	
			16%	

<b>08 Expenses - WVLS</b>	<b>551 1040</b>			
Internet	\$ 1,200.00	\$ 600.00	\$ 600.00	50%
Network and Enterprise	\$ 1,950.00	\$ -	\$ 1,950.00	0%
V-Cat Maintenance	\$ 5,540.92	\$ -	\$ 5,540.92	0%
Wiscat (DPI) & WorldCat (WILS)	\$ -	\$ -	\$ -	
<b>Total WVLS</b>	<b>\$ 8,690.92</b>	<b>\$ 600.00</b>	<b>\$ 8,090.92</b>	
			7%	
<b>Total 2025 Budget</b>	<b>\$ 293,723.69</b>	<b>\$ 3,150.96</b>	<b>\$ 290,572.73</b>	
Salary totals current through	12/24/2025		1%	

**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			

# CRAFTING YOUR MESSAGE

## WORKSHEET

Library Location/Department \_\_\_\_\_

Activity	Actions	Your Library
<p><i>Think about your goal and objectives.</i></p>	<ul style="list-style-type: none"> <li>• What are the most important <b>words</b> that emerged?</li> <li>• What are the most important <b>ideas</b> that emerged?</li> <li>• What words are the most important words <b>from your umbrella institution</b> that should be used in your goals and objectives?</li> <li>• What ideas are the most important ideas <b>from your umbrella institution</b> that should be used in your goals and objectives?</li> </ul>	<p><b>Your words</b></p> <p><b>Your ideas</b></p> <p><b>Your umbrella institution words</b></p> <p><b>Your umbrella institution ideas</b></p>
<p><i>Make your message really easy to remember.</i></p>	<p>Most messages can be boiled down in just this way.            Examples include:            “Kids need libraries as much as they need schools.”            “Our community deserves a 21<sup>st</sup> century library.”            “More computers mean more service and less waiting.”            Don’t think only about what the message means to your library (“<i>Cutting library hours will mean staff layoffs.</i>”). Think about what the message means <u>for your community</u> (“<i>Cutting library hours will mean that kids will lose a safe place to hang out and to do their homework.</i>”)</p>	<p><b>Using your list and your umbrella institution’s list - list 10-15 words that should belong in your message?</b></p>

## CRAFTING YOUR MESSAGE

## WORKSHEET

<p><i>Come up with some “talking points.”</i></p>	<p>Use the data your library collects. If you say “Cutting library hours will mean that kids will lose a safe place to hang out and to do their homework.” your talking points should include:</p> <ul style="list-style-type: none"> <li>• Some statistics about your library’s use (who, how, when).</li> <li>• The impact on users (students, parents, preschoolers, seniors, job seekers, etc) if services must be reduced because of reduced hours. Be specific, use your data. Click on a useful tool, <a href="#">Put Your Data to Work for Your Frontline Advocacy Team</a> for some ideas about using statistics to help convey your library’s message.</li> <li>• Other reasons that cutting library hours, for example, is not a good solution. Consider a personal story here.</li> <li>• What the library would like to see happen.</li> <li>• What the listener can do to help.</li> </ul>	<p><b>What data does your library collect that could assist you in making your point?</b></p> <p><b>Usage?</b></p> <p><b>Impact on users?</b></p> <p><b>Example of how your library (resources and/or services) are used during the proposed hours to be cut?</b></p> <p><b>Specifically, how the listener/the frontline “audience” or “customer” might help if asked or as suggested by frontline staff?</b></p>
<p><i>Have a “parking lot” or “grocery store” speech ready.</i> (A very short statement that can literally be communicated during the brief time you might be strolling to your car with someone.)</p>	<p>Example: “Mr. Johnson, have you heard that the library may have to close one day a week? It’s a budget cutting measure. I know you use the computers here almost every day, and we’d like for you to be able to keep doing that. Can you come to a meeting here next Thursday? We’re gathering ideas from the community that can help us save money without cutting hours.”</p>	<p><b>Where might your “parking lot speech” take place?</b></p> <p><b>What two points would you like to make in your parking lot speech?</b></p> <p>a.</p> <p>b.</p>

## YOUR FRONTLINE ADVOCACY PLAN

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WORKSHEET

Library Location/Department \_\_\_\_\_

1. What is your goal? (What are you trying to accomplish?)

2. What are your objectives? (Why is it important?)

- 
- 
- 

3. What are your strategies? (the activities you'll do to accomplish your goal)

- 
- 
- 

4. What is your message? (15 words or less)

5. What data (or stories) support this message?

6. Who is your target audience?

7. Why should they care?

8. How are you going to reach them? What will be your best tools?

# Demmer Memorial Library

## Proposed closure days for 2026

3 APRIL 2026, FRI

12pm – 5pm  
CLOSED - Good Friday

25 MAY 2026, MON

9am – 7pm  
CLOSED - Memorial Day

4 JUL 2026, SAT

9am – 2pm  
CLOSED - 4th of July

7 SEP 2026, MON

9am – 7pm  
CLOSED - Labor Day

26 NOV 2026, THU

9am – 5pm  
CLOSED – Thanksgiving

24 DEC 2026 THU

9am – 5pm  
CLOSED – Christmas Eve

25 DEC 2026, FRI

9am – 5pm  
CLOSED – Christmas

31 DEC 2025, THU

12pm – 5pm  
CLOSED – New Year's Eve

1 JAN 2026, FRI

9am – 5pm  
CLOSED – New Year's Day

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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 welcome the new year, I want to wish all our patrons a happy and healthy January. A new year brings a fresh start—and the library is a wonderful place to set goals, explore new interests, and discover something unexpected.

Whether your goal is to read more, learn a new skill, get organized, or simply make time for yourself, the library is here to support you. From books and digital resources to programs, technology, and welcoming spaces, we offer tools for every stage of learning and growth.

January is also a great time to try something new. Attend a program, explore a new genre, learn from one of our many free digital classes, borrow something from our Library of Things, or set a personal reading challenge. You never know what new discovery is waiting just beyond the shelves.

Thank you for making the library part of your year. We look forward to learning, growing, and discovering together in the months ahead.

—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



Marilee Jacobi-Popovich will present "Using Artificial Intelligence in Genealogy Research and Story Writing" at the Three Lakes Genealogical Society meeting on Monday, January 26, at Demmer Library. Join us at 1:00 p.m. to explore what AI can—and cannot—do for your family history research and storytelling, along with expert tips on crafting effective prompts for AI chatbots. Discover how to harness these powerful tools responsibly to keep your ancestral stories accurate and true!

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:**

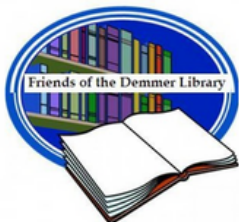
- *Initiates funding and endowment opportunities*
- *Identifies and funds special projects and services*
- *Inspires community interest and involvement*

### **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.*



## Monthly Writing Group

**ONE MEETINGS THIS MONTH!**

Thursday, January 15th @ 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.

**POSTPONED**

THIS EVENT IS POSTPONED UNTIL A NEW VETERANS SERVICE OFFICER IS APPOINTED.



### 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, January 12 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, January 19th  
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!

# **POKEMON POP-UP PARTY**

**CATCH THE FUN!**



Date: Friday, January 23rd  
12pm-2pm  
Where: Demmer Maple Room  
Games, Crafts, More



## **BOOK BITES**



**More books, more bites!**





# SOUP AND SOCIAL HOUR

December 17th  
5PM-6PM  
DEMNER NORTHWOODS ROOM

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

## 2026 Beginning Genealogy Course

**When:**  
2nd and 4th Mondays of each month,  
January through April,  
9:30am to 12:30pm


**Where:**  
Demmer Library, Three Lakes, WI  
in the Maple Room on the lower level.  
Also available via Zoom.



**Presented by:**  
Three Lakes Genealogical Society

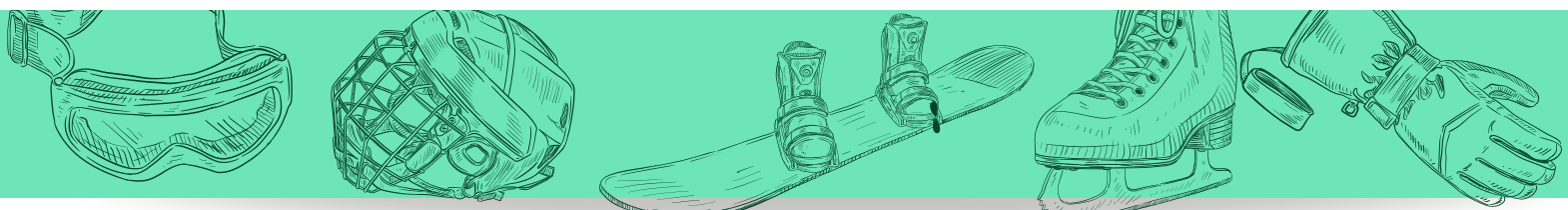
**Your Instructor:**  
Dottie Winger

Contact Dottie at 608-234-7788 or [dwinger67@yahoo.com](mailto:dwinger67@yahoo.com)  
with questions or to reserve a seat.



Keep an eye out for our special art projects and events centered around 2026....

# WINTER SPORTS



# New and Noteworthy

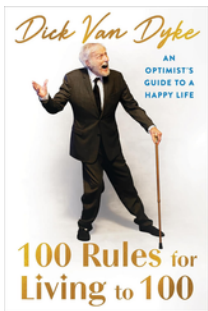
**Don't miss these titles for a cozy holiday read!  
Log in or call us to place a hold.**



A human, a dwarf and an elf walk into a bake-off...  
Give this cozy fantasy series a try!



**~Available in large print!~**  
Janet Evanovich takes you on a global hunt to track down missing masterpieces in this action-packed and steamy follow up to The Recovery Agent. Available in large print!



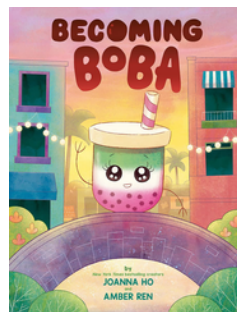
On the eve of his 100th birthday, national treasure Dick Van Dyke brings us this autobiographical collection of stories, reflections, and life advice on how he's maintained a zest for life.



Set amongst the glittering backdrop of London's iconic Savoy hotel, a young woman is forced to confront her troubled past as she uncovers the story of the hotel's first female bartender who has been erased from the history books—"an exhilarating, tender read that will leave you smiling" (Fiona Davis, bestselling author).



A beautifully written, grief-filled tale that's equal parts creepy and heart-wrenching.



From New York Times bestselling creators, Joanna Ho and Amber Ren, comes a sweet, bubbly tale about a young boba tea who learns that being you is being enough!

## Books the Other Channel Book Club

Tuesday, January 27th--6:30 PM

in person or via Zoom

Books the Other Channel book discussion group will discuss *The Hate You Give* by Angie Thomas 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)



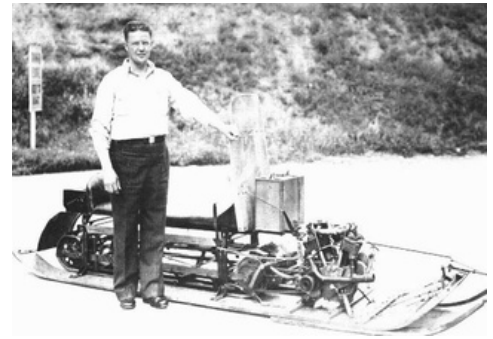
# Historical Clippings

Three Lakes Museum

January 2026

## *We Got Here on a Sled*

The “first” snowmobile, or what most resembles the modern version, was built by Carl Eliason in Sayner, Wisconsin in 1924, a motorized toboggan, single-track, one-person machine with a small engine, skis and a rear track that he patented in 1927. Eliason produced 40 machines but sold his idea in 1939 to the FWD Company of Clintonville who produced sleds for military use. They transferred the patent to a Canadian subsidiary.



Snowmobile Hall of Fame St Germain WI  
by Charles Pluedamann

Marketing snowmobiles for sport took awhile. In 1959 Tom Halvorson of Halvorson Forest Equipment, Duluth, Minnesota, was delivered, unordered, a Ski-Doo Model K60. Being a distributor for large Bombardier tracked vehicles, this little yellow snowmobile included with the shipment couldn't be sold as a work machine so it sat in his shop. After riding it around though he decided to try to market the Ski-Doo for recreation.

Fred Gates, a Rhinelander boat dealer, became one of the first to receive a shipment of Ski-Doo's from Halvorson. The initial response was disappointing and he spent many weekends on his own time giving free rides and demonstrations at the many ice fishing jamborees and ski hills near Rhinelander - with no success.

In the winter of 1960-61, Gates organized a snowmobile race on Boom Lake. Five racers entered the event, all riding Ski-Doo's with the winner, Herman Lassig, riding a 10-horsepower sled. For winning, Lassig won a bottle of brandy. The event drew spectators who enjoyed the race but enthusiasm for sales still didn't catch on.

A 1964 collaboration between John Alward of Eagle River and Walt Goldsworthy of Three Lakes led to the first snowmobile rally on Dollar Lake. Their goal was to attract winter tourists and they were surprised when over 100 racers and several thousand spectators showed up for the event. The day included a variety of activities with the main race won by thirteen year old Stan Hayes on a 9 horsepower sled.



from an 8 mm movie - Allen Welch

The spectators loved the race which circled the lake, ran up a hill, through the woods and back to the lake but these race conditions still couldn't convince buyers that the machines would perform in the swamps and forests of northern Wisconsin where no trails existed.



Vilas News Review

After the second race in 1965 the Eagle River Lions took over and trademarked the term *"World Championship Snowmobile Derby"*



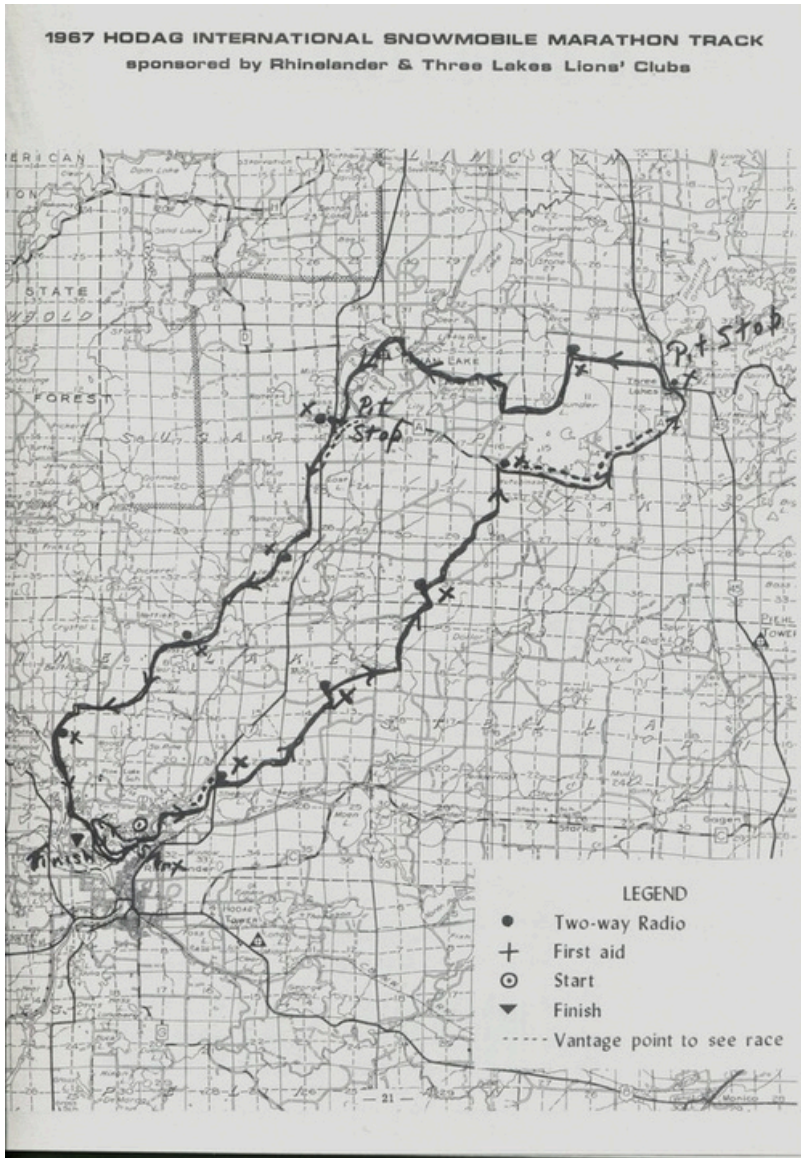
Gates, encouraged by the success at Dollar Lake, decided to try again in Rhinelander. In 1965, working with Goldsworthy, they planned the first Hodag cross-country snow race, but unlike Eagle River's race, this was an endurance marathon. A 35 mile course was mapped out starting in downtown Rhinelander, going overland to Three Lakes, and from there to the finish line in Eagle River.

With 100 entries and 88 finishers, it was a success. The winner took home a \$200 prize and everyone was ready to see the Hodag continue.

The Rhinelander and Three Lakes Lion's Clubs took over as organizers, and the race became a phenomenon.



STARTING LINE — The first group of racers in the 1966 Hodag Cross-Country Marathon took off from the starting gate on Boom Lake at Hodag Park. (Daily News Photo)



January 1967, the third annual race, registered 336 sleds to compete in a 50 mile marathon for over \$7,500 in prizes. Events ran from January 7 to January 14 and on the 15th shifted to Eagle River for the Derby activities.

**SNOWMOBILE MARATHON and WINTER CARNIVAL DAYS**

**Schedule of Events**

**JANUARY 7**—Grand opening and ribbon cutting of the Three Lakes, Rhinelander Hodag Trail Association trails. Synchronized ribbon cutting at Rhinelander, Three Lakes and Sugar Camp with guided trail tours from each community towards a central location for an old-fashioned cook-out, near the Roosevelt spur on old Thunder Lake Narrow Gauge right-of-way.

**JANUARY 8**—Guided tour leaving Rhinelander at 10 A.M. Sunday to Three Lakes on Thunder Lake; thence to Sugar Camp Fishing Jamboree, on Indian Lake and return to Rhinelander. Approximately 25 miles.

**JANUARY 9-10-11**—Guided Trail tours leaving at 10 o'clock each morning. All Trail guides are experienced Forestry Personnel.

**JANUARY 10**—6 o'clock P. M. Grand Opening of the First National All-Snowmobile Show. Memorial Building in Rhinelander. Exhibits, entertainment, etc.

**JANUARY 11**—1 o'clock P. M. through -- o'clock P.M., National Snowmobile Show.

**JANUARY 12**—1 o'clock P.M. through 11 o'clock P.M., National Snowmobile Show.

**JANUARY 13**—1 o'clock through 11 o'clock P.M., National Snowmobile Show.

3 o'clock P.M. Friday — Drivers briefing at Memorial Building.

7:30 o'clock P.M. Friday — Grand Parade. Downtown Rhinelander.

9 o'clock P.M.—Snowmobile Ball at Sugar Camp Town Hall—(North of Rhinelander on Hwy. 17, approximately 10 miles.)

**JANUARY 14**—7:30 A.M. Pancake breakfast for all drivers, courtesy of Rhinelander Service Clubs. Visitors may purchase tickets at Registration desk in Memorial Building.

10:30 Sharp. Ceremonies at Hodag Park and start of famous "Lion's Hodag Cross-Country Marathon". All day exhibitions in a carnival atmosphere located on Boom Lake in the North side of Rhinelander.

7:00 o'clock P. M. "Victory Banquet". Awarding of trophies and prizes.

Registration desk at Memorial Building opens January 7, will be open daily all week, for visitors, information, housing, etc.

**JANUARY 15**—The scene shifts to Eagle River, Wisconsin for World's Championship Snowmobile Derby.

**JANUARY 22**—Three Lakes Annual Ice Fishing Jamboree.

The grueling nature of the 50, to some years 60+, mile cross-country course tested the limits of early snowmobiles and promoted rapid advancements in all aspects of product development. As a testing ground, the Hodag Marathon had no equal. Every year manufacturers entered prototypes of machines for evaluation and continued to improve features buyers found on new models. The Hodag Marathon's legacy lies in its role as an event that shaped the future of the sport, both competitive and recreational, boosting local economies and leading to the sport we know today.