

Agenda
Edward U. Demmer Memorial Library Board of Trustees
Tuesday, March 17, 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
 - February 17, 2026, 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
 - 2026 budget review
- Unfinished Business
 - Landscaping Project
 - Ann Asbeck Recognition
 - Garbage Enclosure
 - Planning for Candidate Forum
 - Advocacy Goals
 - i. Elevator Speeches
 - ii. Devil's Advocate Questions
- New Business
 - Trustee Essentials Chapter 14: The Library Board and the Open Meetings Law
 - F. Financial Policy
- 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 April 21, 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 February 17, 2026
Edward U. Demmer Memorial Library
Library Board of Trustees Meeting

Trustee Attendance: Dan McKissack, Dianna Blicharz (virtual), Rich Mahlerwein, Kathleen Olkowski (virtual), Karen Meyer (virtual), Patty Wallesverd(arrives at 4:01),

Other Attendees: Jill Roth, April Hansen

Absent: Jeff Boehm (excused)

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

Agenda:

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

Approval of Minutes:

Motion by Patty, seconded by Kathleen to approve the regular meeting minutes of January 20, 2026, as presented. All ayes, motion carried.

Correspondence: Statistics and infographics were presented to the board based on 2024 statistics. 2025 statistics would be updated around May. The board asked if the numbers would change significantly in 2025. The number of County users without a library in their municipality has increased. The staff sent a card to a patron going through cancer. He and his wife later listed the Demmer Library staff as part of his support team.

Committee Reports:

Three Lakes Public Library Foundation: The Foundation began meeting monthly on the last Monday of the month. The Foundation financials were still in good shape, with a rather conservative portfolio. They were updating bylaws to include virtual meetings. They were still working on how mini grants and other processes would work. Dianna agreed to provide Jill with the bank totals as far as designated and undesignated funds.

Oneida County Library Board: The board met Thursday, February 12th. Each director shared creative ideas for programming in their area. The board planned to review Chapter 43 and bylaws at the July 16 meeting. The Directors continued developing the plan of service.

Friends of the Library Revival: The next book sale was scheduled for Memorial Day weekend. The book donations room had new donations and remained in good condition. A couple new people had come forward to be recruited for the Friends group.

Director's Report: The director reported the Annual Report was complete. Highlights included doubling foot traffic in the building from 2023 to 2025, increased program attendance, fewer programs with larger audiences, and increased meeting room use aligned with digital bookings. The change in labor laws a year ago meant Jill had become an hourly employee and with labor laws reverting back, she requested to return to a salaried employee. She would make approximately the same amount as last year. Rich agreed to write a letter to the town requesting her status be changed back to salary.

Building and Maintenance Report:

Garbage Enclosure: A new quote was received for garbage fencing from Country Side Fencing in Wausau. The quote did not include the concrete pad, but was less expensive. It also included post drilling, hinges, and gate. Dan requested a copy of the new quote. The board asked whether the quote included sending a crew for installation. Jill agreed to request a quote broken down by labor and materials.

Budget Review:

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

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

2026 Budget Review: A comment was made that this covered approximately 6 weeks of expenses, from the end of December through the second week of February. The board also noted natural gas costs.

Unfinished Business

Landscaping Project: The board discussed the northeast corner [of the property], the side by the veterans' memorial. No updates were reported. Dianna agreed to connect with Linnea on when she can come to a meeting to update the board.

Ann Asbeck Recognition: April shared Tom Asbecks wishes. Tom stated he would like to fund something specifically for kids and literacy. He was comfortable with anything the board chose to do as a memorial. A suggestion was made to create a brick or book memorial in the Celebration Garden. Dianna suggested Linnea come to a meeting and tell us what could be done with the donated funds.

Planning for Candidate Forum: Discussion. The board reduced the questions to approximately four. Members agreed on a panel format. Candidates would receive a list of questions along with a reminder about the forum. The board discussed virtual attendance. Member agreed to invite the one school board member who is running. Patty agreed to review the school board questions and send them to Dan to edit down the large number of questions.

Advocacy Goals: An informal meeting was held at Deja Brew. One member brought their own elevator speech. The members agreed they were the primary advocates for the library and should be able speak about it on several levels. The board agreed to come up with "Devil's Advocate" questions they could then formulate responses to.

New Business:

Review and approve the 2025 Public Library Annual Report: The library's in-county circulation were up while out of county circulations were down. Motion by Patty, seconded Rich to accept the annual report as presented. All ayes, motion carried.

Review and approve the Statement Concerning Public Library System Effectiveness: Motion by Kathleen, seconded by Karen, to accept and approve the Statement Concerning Public Library System Effectiveness. All ayes, motion carried.

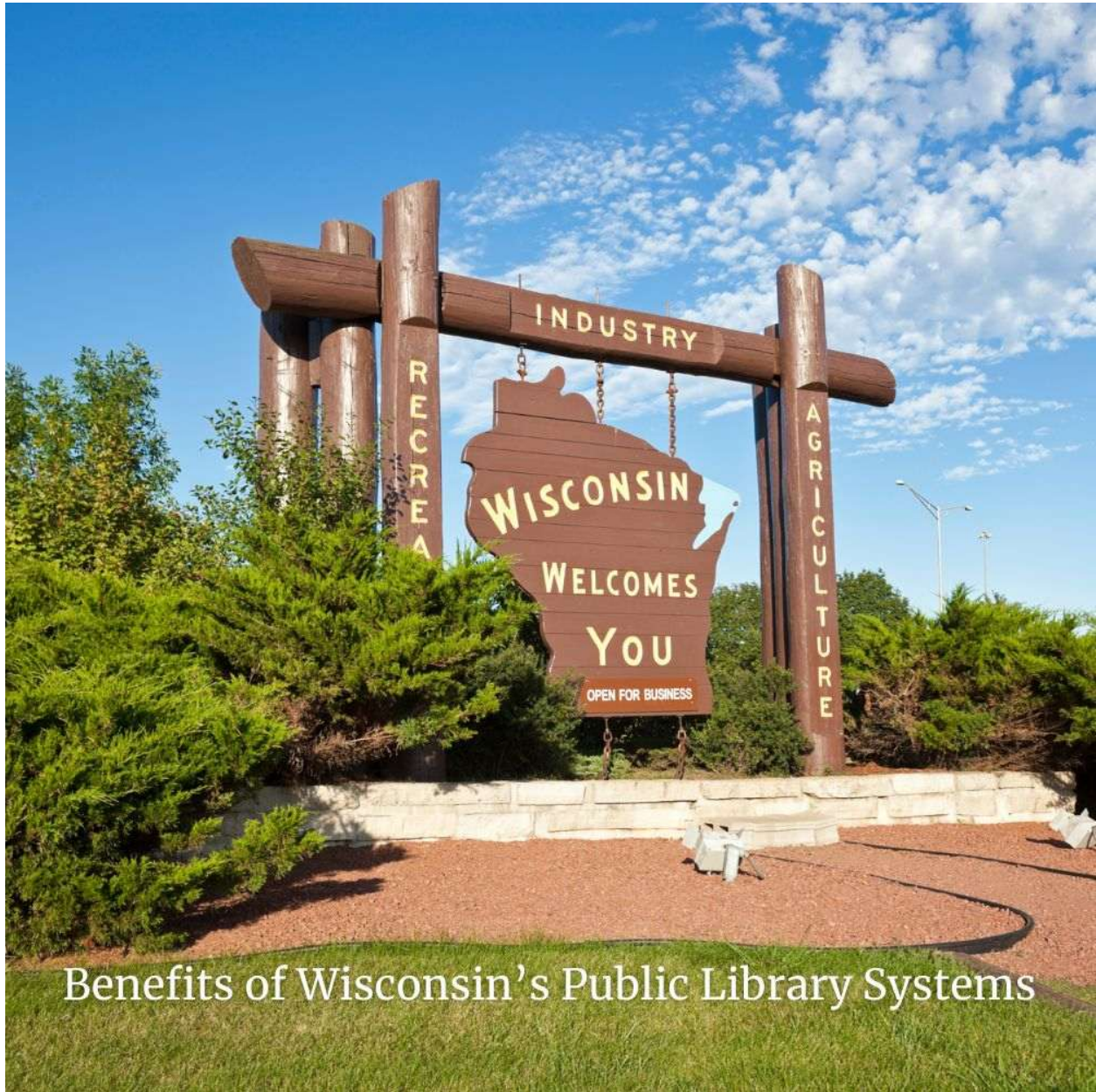
Comments from public:

Next Meeting: Regular meeting on March 17, 2026, 4:00 p.m. in the lower level of the library and/or via video/teleconference

The meeting adjourned at 5:13 PM. Motion by Patty, Seconded by Rich All ayes. Meeting Adjourned.

Respectfully submitted: Jill Roth, Director

Benefits of Wisconsin's Public Library Systems



Benefits of Wisconsin's Public Library Systems

By Bradley Shipp, Director

Outagamie Waupaca Library System

There are 381 public libraries in Wisconsin with 467 local outlets, and every single one of them belongs to one of [fifteen regional public library systems](#). System membership comes with many benefits that strengthen a local library's ability to serve its community beyond what it can accomplish with local resources alone.

Expanded access and resource sharing

System membership guarantees mutual borrowing and interlibrary loan, allowing patrons to access millions of items statewide rather than being limited to a single local collection. Delivery networks and coordinated interlibrary loan services make this sharing efficient and reliable.

Systems assist with regional planning, service agreements, and coordination with neighboring systems and other types of libraries (academic, school, and special libraries). As a result of efficient statewide coordination, Wisconsin ranks highly in the nation for library resource sharing.

Cost savings and economies of scale

Systems provide shared infrastructure—such as online catalogs, delivery services, and technology platforms—that would be too expensive for individual libraries to operate alone. By avoiding duplication of services, communities save money while receiving higher-quality service.

Improved service quality

System-funded services enhance local operations through access to backup reference services, professional consultation, and promoting and facilitating inclusive services for underserved populations. Additionally, systems promote cooperation rather than competition among libraries, improving service consistency across municipalities of different sizes and types.

Technology and innovation

Systems support technology planning, shared catalogs, IT infrastructure, and cybersecurity, helping libraries adopt new technologies safely and affordably.

Support for local library boards of trustees

Regional systems also directly support library boards in carrying out their governance and oversight responsibilities.

- Systems provide training for trustees, helping boards understand their statutory roles, governance responsibilities, and emerging issues in the library field. Ongoing education strengthens trustee decision-making and leadership
- System staff offer expert advice on policy development, planning, budgeting, technology, hiring, and service models, giving boards access to specialized knowledge they may not have locally.

- Because systems receive and manage state funding, they help ensure compliance with statutory requirements and standards of service, supporting boards in meeting legal obligations.
- Systems play a leadership role in statewide advocacy for libraries, indirectly benefiting local boards and communities. Systems play a supporting role in local advocacy efforts, providing data and communications support.

In short, membership in a regional public library system allows a Wisconsin public library to offer broader access, better services, and greater efficiency than it could alone. For library boards of trustees, systems provide training, expert guidance, and accountability frameworks that strengthen governance and help ensure equitable, high-quality library service for all residents of the state.

References

This article was drafted with the assistance of ChatGPT to pull relevant information from the following sources. The final article was edited for readability and reviewed for accuracy by system staff.

- Trustee Essentials, Chapter 17: Membership in the Library System
- Trustee Essentials, Chapter 26: The Public Library System Board—the Broad Viewpoint
- WLA Library Legislative Day handout “Wisconsin’s Public Library Systems”

[Benefits of Wisconsin’s Public Library Systems](#)

Filming in the Library

By Hannah Good Zima, Outreach Coordinator
Nicolet Library System

Over the last several years, public libraries have seen a significant increase in “First Amendment audits.” These audits involve an individual’s right to film in any public building. They test that right by going into public spaces and recording videos. Based on their output, their goal is to create videos of their encounters with police, security officers, and public officials that document possible violations of the camera person’s First Amendment rights. The video is then posted to social media outlets and used as evidence for a legal claim against the targeted agency or officials. Additionally, the auditor may seek to create a confrontation which would make the video more interesting and increase the views it will receive online.

The best practice for dealing with these “auditors” is to not engage with them and allow them to film as long as they comply with all library policies, including but not limited to those regarding behavior, media, and staff harassment.

Users Filming in the Library

Libraries are allowed to create policies which regulate filming behavior in order to protect patron privacy. Policies can be put in place that allow patrons to use the library free of harassment, intimidation or threats to their safety. Regardless of the specifics of each situation, policies regarding filming in the library should be as specific as possible and consistently enforced. Any restrictions should be content-neutral; however, libraries can enforce time, place, and manner restrictions on filming.

If filming is allowed, behavior and other policies should be carefully crafted to protect users from intimidation and harassment, as well as to ensure that any evidence of an individual’s library use is kept confidential, similar to the confidentiality of circulation records. Library users should not expect to be free from observation, except in those spaces within libraries where users have an expectation of privacy, such as bathrooms, study rooms, or offices, and those spaces should be clearly marked as private spaces.

Users Filming Library Workers

Policies concerning users filming in the library should also address the issue of users filming library workers. In their capacity as employees, library workers do not have the same privacy rights as library users. Furthermore, courts have upheld the right to record public employees carrying out their duties in public spaces. However, filming in the library should not monopolize library workers’ time or interfere with the performance of their duties. Filming that interferes with or harasses workers should be addressed by the library’s behavior policies. Additionally, private spaces reserved for use by the staff should be clearly identified by signage which states it is a private, staff-only space that bars entry by the public.

Library Worker Training

Library workers should be trained on all policies and procedures related to video surveillance in the library. They should feel confident in their knowledge and comfortable enforcing the policies consistently. Library workers should also be trained on professional ethics and issues of equity, diversity, and inclusion to appropriately guide the development and enforcement of policies.

Sources:

<https://www.ala.org/advocacy/privacy/guidelines/videosurveillance>

<https://www.oif.ala.org/auditing-the-first-amendment-at-your-public-library/>

Library Board of Trustees - Director's Report

March 17, 2026

ADMINISTRATION:

- **Harlequin** publishers, owned by HarperCollins, has **discontinued their Historical Romance line**. Additionally, **mass market paperback books** have largely **been discontinued** from the book market culminating in ReaderLink's discontinuation at the end of 2025. This is indicative of major changes occurring in the book market resulting in an overall continued increase in the price of books. **This impacts the library both in materials costs and we will eventually see our paperback spin racks phased out.**
- The Three Lakes Visitor's Bureau has been awarded one of the Office of Rural Prosperity's **Thrive Rural grants**. A leadership team was developed that includes Jacqui Sharpe (Visitor's Bureau Director), Marc Busko (Three Lakes Elementary Principle), Roger Brisk (Three Lakes Town Chairman), Tommy Wartman (Executive Director of Grow North Regional Economic Development), Jim Rosenberg (Economic Director for Wisconsin Economic Development Corporation) and Jill with Jim Cleveland (Rural Development Specialist for Wisconsin Economic Development Corporation) facilitating discussions. **The aim of this group is to** "Establishing a shared vision and clarity on how to **move forward to address** housing and **economic development opportunities**. A Key challenge has been how to recruit staff due to a shortage of available housing." Economic development directly impacts the library's opportunity **for a functional operating budget** and housing directly impacts our hiring capabilities.
- Jill and the other Oneida County library directors have met with Kris Adams Wendt and are analyzing and **reviewing the Plan Of Service Agreements** established **between the libraries and the County** to clearly layout the level of services libraries provide. This indirectly impacts county funding rates.
- **National Library Week** runs from **April 19-25** with the theme of Find Your Joy featuring Librarian and new host of Reading Rainbow, Mychal Threets. April has special programming in mind each day of the week including highlighting different areas of the collection to find special interests.

STAFF

- **April** got a **scholarship** for Power Up: **A Leadership Conference for Youth Services** Managers and Staff. This virtual conference brings together youth services librarians and staff from public libraries, schools, after-school programs, museums, and other community partners to explore leadership, collaboration, and emerging practices in youth services. Sponsored by The Information School at UW–Madison, *Power Up*, sessions will focus on building leadership skills, strengthening partnerships, and gaining ideas that can be applied to everyday youth services work.

COMMUNITY COLLABORATION:

- The **Library Crawl** is starting to come together! The **week of June 1-5** we'll have a different library co-hosted event throughout downtown Three Lakes. **Brew Station, Artisan Oven, and Deja Brew** have all agreed to participate. We're working on tracking down a yoga instructor for yoga in the park and securing movie rights to show a film at the Center for the Arts. The idea is the events will **highlight a different element of the library's collection** while **also attracting people to local businesses** as a win-win.
- April has been working on collaborating with the **Lions Scrappers club** on **showing multiple movies**. Next month will feature **the Extraordinary Caterpillar** in the Maple Room once again.

Library Board of Trustees - Director's Report

March 17, 2026

- Starting **in April**, April is **highlighting** various **hobbies** at beginner levels. The **Ham Radio club** will be the first one with several others (including outdoor hobbies) to follow.
- **Volunteer Fair** will be taking place on **May 1** in conjunction with the Community Foundation, the school, and other volunteer organizations.

PROGRAMS AND OUTREACH:

February:

- Children: Lego Club **12**, Story Hour **222**, Pokémon Pop-Up Party **14**
- YA: TAC **3**
- Adult: Writers' Group **12**, TLGS **11**, BTOC **7**, Veterans Office Hours – **on hold**, Crafternoon **0**, Chair Yoga **5**, Hook & Needle **11**
- General Interest: Scrabble Open Hours **7**, Soup & Social Hour **8**, Wii Winter Games **1**

March:

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

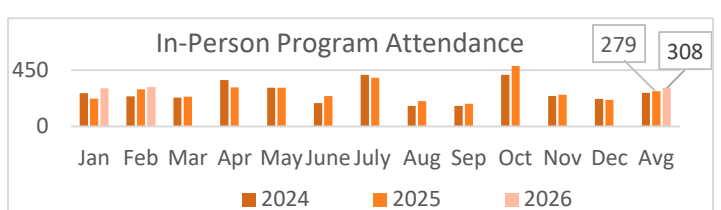
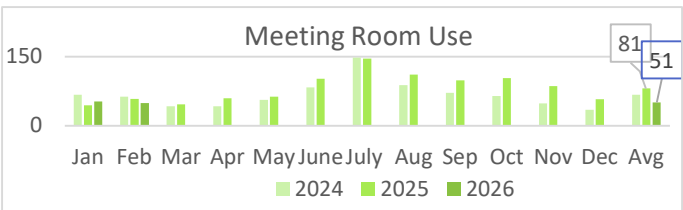
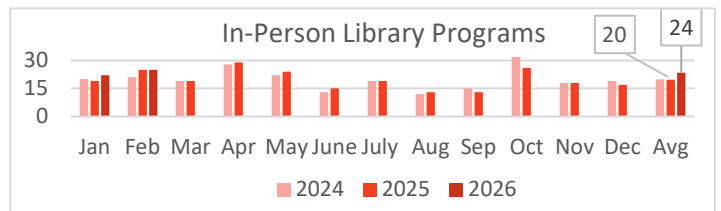
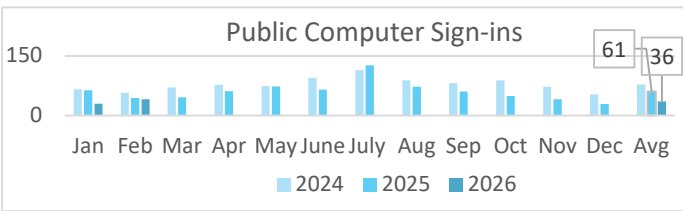
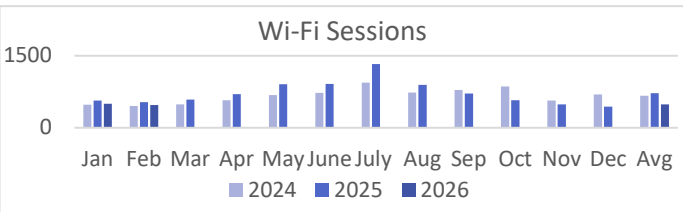
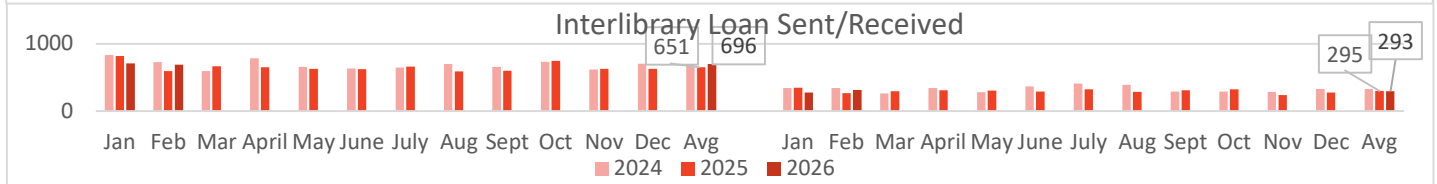
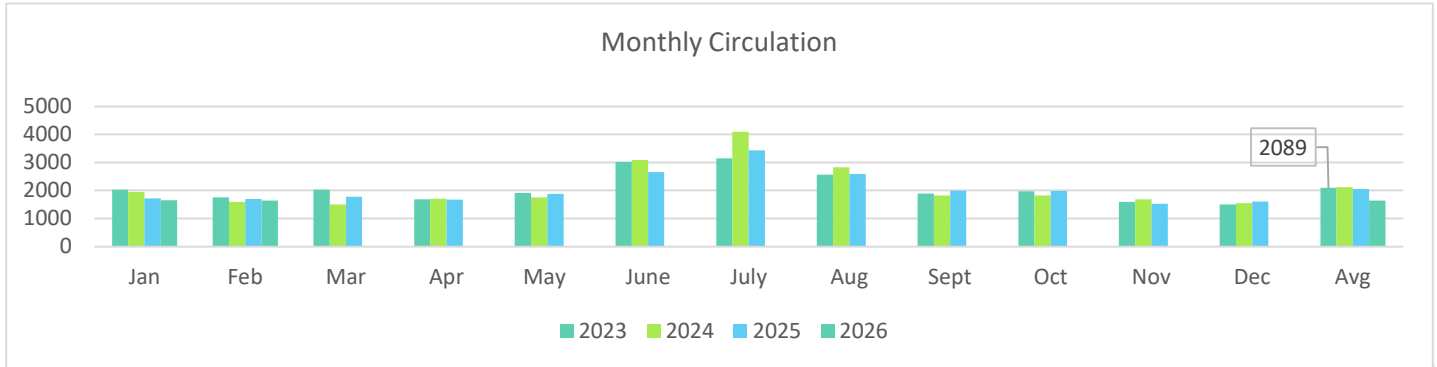
Upcoming April Programs: Hobby – Ham Radio 4th Wednesday, National Library Week, extraordinary caterpillar scrappers

Library Board of Trustees - Director's Report

March 17, 2026

Monthly and YTD Statistics

	Feb '26	YTD 2026	Feb '25	YTD 2025	Feb '24	YTD 2024
Circulation	1,635	3,285	1,697	3,416	1,588	3,535
Interlibrary loan sent	685/25	1,392/69	594/19	1,411/49	724/26	1,553/73
Interlibrary loan received	310	548	264	608	342	684



Library Usage - Survey 2026

	March	June	Oct	Dec	Total 2026	Total 2025	Total 2024
Library Visits						27,521	20,189
Reference Transactions						2,340	1,924
Program Attendance	Ave/week: programs	Ave/week: programs	Ave/week: programs	Ave/week programs	Ave/wk: programs	Ave/wk: 64 5 programs	Ave/wk: 43 3 programs


Library Board of Trustees - Director's Report

March 17, 2026

Donations received: _____

Memorials: _____

Publicity of note:



DEMMER LIBRARY
 1000 W. School St.
 Three Lakes, Wis. (715) 546-3391

The Edward U. Demmer Memorial Library in Three Lakes is hosting a Winter Games Wii Sports Competition now through Saturday, Feb. 21. Participants are invited to stop by the library during the event period, hop on the Wii, and submit their best ski jump and/or figure skating scores to a librarian for a chance to earn gold-medalist bragging rights.

Scrabble drop-in play is scheduled for Thursday, Feb. 12, at 1 p.m. Community members are invited to gather in the fireplace area for a casual afternoon of board play.

The library's Teen Advisory Council will meet Monday, Feb. 16, from 3:30 to 4:30 p.m. The group is open to students in grades 6-12 and offers an opportunity to share ideas and provide input on library programming. Snacks will be provided.

A Soup and Social Hour will be held Wednesday,

Feb. 18, from 5 to 6 p.m. Attendees are encouraged to bring a pot of soup, bread, or simply themselves to enjoy conversation with fellow community members.

A writers group will meet Thursday, Feb. 19, at 1 p.m. in the Maple Room. The gathering is open to those who write poetry, short stories, novels, or children's literature.

Story Hour, a free program for young children and their caregivers, takes place Tuesdays at 10 a.m. in the Maple Room and features stories, music and movement, and art activities.

Members of the Three Lakes Genealogical Society are available Thursdays from 2 to 4 p.m. to assist with record searches and genealogy questions.

Monthly offerings include Book Bites, Lego Club, Crafternoon, Three Lakes Genealogical Society meetings, Hook and Needle Night, and the Books the Other Channel book discussion group.

For a complete calendar of events, visit demmerlibrary.org. For more information, call 715-546-3391, email librarians@demmerlibrary.org, or visit the library at 0961 W. School St. in Three Lakes.

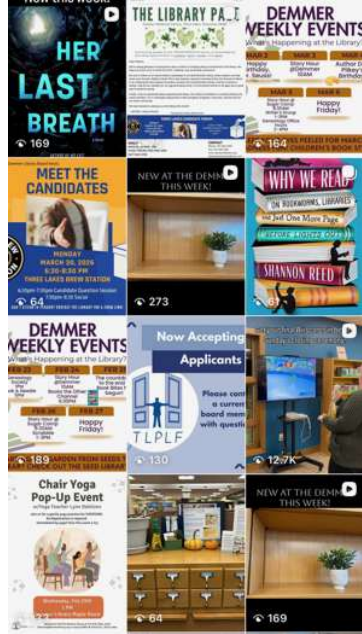
St. Kunegunda of Poland plans chili cookoff, meat raffle

Community members are invited to the chili cookoff and meat raffle at St. Kunegunda of Poland on Sunday, March 1, at 11:30 a.m. at the parish hall, 6895 Highway 17, Sugar Camp.

The chili cookoff will feature entries from local businesses. Admission is \$15 and includes three cups of chili, chips, and a drink. A \$5 kids bag lunch will also be available. Beer and dessert may be purchased separately.

The meat raffle begins at 12:30 p.m., with 10 bags to be raffled. Paddies are \$5 each.

Proceeds from the event will benefit the parish's "Pave It Forward" parking lot renovation project.



Respectfully submitted, Jill Roth – Director

Library Board of Trustees – Building and Maintenance Report

March 17, 2025

BUILDING:

- The lights that keep our library sign lit after dark are falling off the sign. Josh has agreed to get someone out to take a look at the lights once the sign is a little more accessible.

SYSTEMS:

- N/A

INTERIOR:

- N/A

EXTERIOR:

- There are multiple cracked rain barrels that are rendering them useless. If we want to use rain barrels, they'll need to be replaced. If we don't want to use rain barrels, we will need to remove the gutter structures.

MAINTENANCE AND OTHER CONCERNS/PROJECTS:

- Garbage relocation project

Public Funds Voucher List 2/17-3/17: Motion Needed

3/17/2026 through 3/17/2026

3/11/2026

Page 1

Date	Num	Description	Memo	Category	Amount
3/17/2026	1021	S Amazon Capital Services	tripod and charger	06 1038 Supplies:Computer Hardware	-44.47
			books	07 1039 Materials:Books:Adult Books	-737.27
3/17/2026	1022	S Demmer Mem. Library	books	07 1039 Materials:Books:Juv-YA Books	-32.33
			lift permit	05 1035 Property Maintenance:Security Systems	-51.13
			ILL	06 1038 Supplies:Postage	-4.25
			adult DVDs	07 1039 Materials:AV:AV Adult:Video	-39.91
			juv books	07 1039 Materials:Books:Juv-YA Books	-13.99
			magazine refund to spec acct	07 1039 Materials:Subscriptions:Subscription Service	24.95
			adult programming supplies	08 1040 Expenses:Programming:Adult	-41.51
			YA programming supplies	08 1040 Expenses:Programming:YA	-19.20
			juv programming supplies	08 1040 Expenses:Programming:Children & Story Hour	-20.09
3/17/2026	1023	Follett Content Solutions LLC	v.23: inv. 706845: Juv books	07 1039 Materials:Books:Juv-YA Books	-45.70
3/17/2026	1024	Candice Johnson	v.24: mileage to/from Story Hours	08 1040 Expenses:Staff Development:Mileage & Meals	-55.97
3/17/2026	1025	Northwoods River News	v.25: 2 year subscription	07 1039 Materials:Subscriptions:Newspapers	-105.00
3/17/2026 - 3/17/2026					-1,185.87

TOTAL INFLOWS 24.95

TOTAL OUTFLOWS -1,210.82

NET TOTAL -1,185.87

Motion Needed: Forward Donation Account for Board

2/1/2026 through 3/17/2026

3/11/2026

Date	Account	Num	Description	Memo	Category	Clr	Amount
BALANCE 1/31/2026							122,430.82
2/2/2026	Forward Speci...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	R	-40.00
2/4/2026	Forward Speci...	DEP	Princh	'25 Q4 Copier Income	Copier Income	R	84.96
2/6/2026	Forward Speci...	Debit	Walmart	YA Programming	Town of Three Lakes Expense	R	-11.03
2/6/2026	Forward Speci...	Debit	Dollar Tree	Adult Programming	Town of Three Lakes Expense	R	-19.88
2/11/2026	Forward Speci...	Debit	Stash Tea	Tea	Donation Expense:Coffee Cart	R	-55.30
2/17/2026	Forward Speci...	1049 ...	Town Of Three Lakes	Oneida County Reimbursements	Revenue Pass-through Expense	c	-52,908.00
				Forest County Reimbursements	Revenue Pass-through Expense	c	-4,761.00
				TLSD '25-'26 School Year Contract	Revenue Pass-through Expense	c	-8,500.00
				Langlade County Reimbursements	Revenue Pass-through Expense	c	-24.93
				Historical Society Contract Services	TL Historical Society Expense	c	-2,800.00
2/17/2026	Forward Speci...	1050	The Penworthy Company LLC	Invoice 0614391-IN	Donation Expense:TLPLF:2023...	R	-167.76
2/17/2026	Forward Speci...	Debit	Dollar General	YA Programming	Town of Three Lakes Expense	R	-8.17
2/20/2026	Forward Speci...	DEP ...	February Deposit	February Cash	Copier Income	R	134.25
				City of Rhinelander	Fines Income	R	79.98
				Marathon County	Fines Income	R	11.00
				City of Antigo	Fines Income	R	45.00
				February Cash	Donation Income	R	39.50
				Three Lakes Community Foundation TLCF	Donation Income	R	100.00
				Services Contract Income	TL Historical Society Income	R	233.34
				Reimbursement check	Town of Three Lakes Income	R	236.67
2/25/2026	Forward Speci...	Debit	USPS	Library Mail	Town of Three Lakes Expense	R	-4.25
2/27/2026	Forward Speci...	Debit	L&M Fleet Supply	Children's Programming	Town of Three Lakes Expense	c	-5.28
2/27/2026	Forward Speci...	Debit	TJ Maxx	Adult Programming	Town of Three Lakes Expense	R	-21.63
3/3/2026	Forward Speci...	Debit	Milwaukee Journal Sentinel	Newspaper	Donation Expense:MJS Subscri...	c	-40.00
3/4/2026	Forward Speci...	Debit	TechSoup	Order 4478419 Foundation QuickBooks	Donation Expense:TLPLF	c	-80.00
3/5/2026	Forward Speci...	Debit	Walmart	Adult DVDs	Town of Three Lakes Expense	c	-39.92
3/6/2026	Forward Speci...	Debit	Walmart	Summer Reading Programming	Town of Three Lakes Expense	c	-35.30
3/9/2026	Forward Speci...	Debit	USPS	Library Mail	Town of Three Lakes Expense	c	-7.10
3/9/2026	Forward Speci...	Debit	Dollar General	Adult Programming	Town of Three Lakes Expense	c	-18.10
3/10/2026	Forward Speci...	Debit	Town Of Three Lakes	Rivistas Invoice 21985 Reimbursement from town account	Donation Expense:Periodicals	c	-24.95
3/17/2026	Forward Speci...	1051	Amazon	Invoice # 16LN-Q4NQ-QXGJ - Replacements	Fines Expense		-17.39
2/1/2026 - 3/17/2026							-68,625.29
BALANCE 3/17/2026							53,805.53
TOTAL INFLOWS							964.70
TOTAL OUTFLOWS							-69,589.99
NET TOTAL							-68,625.29

2026 March Budget Sheet

3/17/2026					
Account	2026 Budget	Spent		Balance	
01 Salaries 551 1001					
01 Director	\$ 52,520.00	\$ 7,875.52	\$ 44,644.48	15%	
02 Technical Services	\$ 37,081.22	\$ 5,648.33	\$ 31,432.89	15%	
03 Assistant Director Adult/YA Librarian	\$ 38,158.93	\$ 5,812.48	\$ 32,346.45	15%	
04 Childrens Librarian	\$ 25,824.08	\$ 3,917.23	\$ 21,906.85	15%	
05 Circulation Clerk 1	\$ 11,950.93	\$ 1,395.65	\$ 10,555.28	12%	
06 Circulation Clerk 2	\$ 9,926.28	\$ 1,424.50	\$ 8,501.78	14%	
07 Relief Librarian	\$ 606.00	\$ -	\$ 606.00	0%	
08 Custodial	\$ 3,321.89	\$ 506.00	\$ 2,815.89	15%	
09 Misc Staff Salaries	\$ -	\$ -	\$ -		
Total Salaries	\$ 179,389.33	\$ 26,579.71	\$ 152,809.62		
		15%			
02 Benefits					
Social Security 551 1005	\$ 13,723.28	\$ -	\$ 13,723.28	0%	
Health Insurance 551 1006	\$ 38,329.03	\$ 7,469.32	\$ 30,859.71	19%	
Life Insurance 551 1006	\$ -	\$ 11.72	\$ (11.72)		
Dental EBC 551 1008	\$ -	\$ -	\$ -		
WRS 551 1009	\$ 10,752.43	\$ 1,674.24	\$ 9,078.19	16%	
Total Benefits	\$ 62,804.74	\$ 9,155.28	\$ 53,649.46		
		15%			
03 Contractual Services					
	551 1015				
Equipment Contracts	\$ 1,200.00	\$ 222.69	\$ 977.31	19%	
Professional Services	\$ 691.20	\$ -	\$ 691.20	0%	
Waltco Courier	\$ -	\$ -	\$ -		
Total Contractual Services	\$ 1,891.20	\$ 222.69	\$ 1,668.51		
		12%			
04 Utilites					
Electric 551 1031	\$ 6,500.00	\$ 1,157.00	\$ 5,343.00	18%	
Natural Gas 551 1034	\$ 2,000.00	\$ 828.38	\$ 1,171.62	41%	
Sewer and Water 551 1036	\$ 1,450.00	\$ 309.50	\$ 1,140.50	21%	
Telephone 551 1020	\$ 4,000.00	\$ 972.44	\$ 3,027.56	24%	
Total Utilites	\$ 13,950.00	\$ 3,267.32	\$ 10,682.68		
		23%			
05 Property Maintenance					
	550 1035				
Custodial Supplies	\$ 750.00	\$ 277.53	\$ 472.47	37%	
Property Maintenance	\$ 350.00	\$ 0	\$ 350.00	0%	
Security Systems	\$ 1,924.00	\$ 51.13	\$ 1,872.87	3%	
Building Contingency	\$ -	\$ -	\$ -		
Total Property Maintenance	\$ 3,024.00	\$ 328.66	\$ 2,695.34	11%	
		11%			
06 Supplies					
	551 1038				
Computer Hardware	\$ -	\$ 44.47	\$ (44.47)		
Library Supplies	\$ 750.00	\$ 84.55	\$ 665.45	11%	
Office Supplies	\$ 750.00	\$ 51.33	\$ 698.67	7%	

Petty Cash	\$ 150.00	\$ -	\$ 150.00	0%
Postage	\$ 425.00	\$ 48.91	\$ 376.09	12%
Total Supplies	\$ 2,075.00	\$ 229.26	\$ 1,845.74	
		11%		
07 Materials - AV	551 1039			
Adult audiobook	\$ 750.00	\$ -	\$ 750.00	0%
Adult video	\$ 850.00	\$ 77.83	\$ 772.17	9%
Juvenile audiobook	\$ 150.00	\$ -	\$ 150.00	0%
Juvenile video	\$ 50.00	\$ -	\$ 50.00	0%
Total Materials - AV	\$ 1,800.00	\$ 77.83	\$ 1,722.17	
		4%		
07 Materials - Books	551 1039			
Adult books	\$ 11,250.00	\$ 1,946.64	\$ 9,303.36	17%
eBook consortium	\$ 1,000.50	\$ -	\$ 1,000.50	0%
Juvenile/YA books	\$ 3,500.00	\$ 688.12	\$ 2,811.88	20%
Total Materials - Books	\$ 15,750.50	\$ 2,634.76	\$ 13,115.74	
		17%		
07 Materials - Subscriptions	551 1039			
Individual subscriptions	\$ -	\$ -	\$ -	
Newspapers	\$ -	\$ 105.00	\$ (105.00)	
Subscription Service	\$ 800.00	\$ 824.33	\$ (24.33)	103%
Total Subscriptions	\$ 800.00	\$ 929.33	\$ (129.33)	
		116%		
08 Expenses - Computer	551 1040			
Maintenance and Repair	\$ 150.00	\$ -	\$ 150.00	0%
Software subscription/licenses	\$ 208.00	\$ 82.14	\$ 125.86	39%
Computer Contingency	\$ -	\$ -	\$ -	
Total Computers	\$ 358.00	\$ 82.14	\$ 275.86	
		23%		
08 Expenses - Programming	551 1040			
Adult	\$ 300.00	\$ 68.51	\$ 231.49	23%
Children / Story Hour	\$ 300.00	\$ 75.33	\$ 224.67	25%
Movie license	\$ 240.00	\$ -	\$ 240.00	0%
Reading Programs	\$ 800.00	\$ -	\$ 800.00	0%
Young Adult	\$ 300.00	\$ 115.31	\$ 184.69	38%
Total Programming	\$ 1,940.00	\$ 259.15	\$ 1,680.85	13%
		13%		
08 Expenses - Publishing Fees	551 1040			
Job Posting	\$ 50.00	\$ -	\$ 50.00	0%
Publicity	\$ -	\$ -	\$ -	
Total Publishing Fees	\$ 50.00	\$ -	\$ 50.00	
		0%		
08 Expenses - Staff Development	551 1040			
Staff Development	\$ 800.00	\$ 156.00	\$ 644.00	20%
Mileage and Meals	\$ 400.00	\$ 274.27	\$ 125.73	69%
Total Staff Development	\$ 1,200.00	\$ 430.27	\$ 769.73	
		36%		

08 Expenses - WVLS	551 1040			
Internet	\$ 1,200.00	\$ 600.00	\$ 600.00	50%
Network and Enterprise	\$ 1,950.00	\$ -	\$ 1,950.00	0%
V-Cat Maintenance	\$ 5,540.92	\$ -	\$ 5,540.92	0%
Wiscat (DPI) & WorldCat (WILS)	\$ -	\$ -	\$ -	
Total WVLS	\$ 8,690.92	\$ 600.00	\$ 8,090.92	
			7%	
Total 2025 Budget	\$ 293,723.69	\$ 44,796.40	\$ 248,927.29	
Salary totals current through	2/18/2026		15%	

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"> • What are the most important words that emerged? • What are the most important ideas that emerged? • What words are the most important words from your umbrella institution that should be used in your goals and objectives? • What ideas are the most important ideas from your umbrella institution that should be used in your goals and objectives? 	<p>Your words</p> <p>Your ideas</p> <p>Your umbrella institution words</p> <p>Your umbrella institution ideas</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 21st 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>Using your list and your umbrella institution’s list - list 10-15 words that should belong in your message?</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"> • Some statistics about your library’s use (who, how, when). • 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, Put Your Data to Work for Your Frontline Advocacy Team for some ideas about using statistics to help convey your library’s message. • Other reasons that cutting library hours, for example, is not a good solution. Consider a personal story here. • What the library would like to see happen. • What the listener can do to help. 	<p>What data does your library collect that could assist you in making your point?</p> <p>Usage?</p> <p>Impact on users?</p> <p>Example of how your library (resources and/or services) are used during the proposed hours to be cut?</p> <p>Specifically, how the listener/the frontline “audience” or “customer” might help if asked or as suggested by frontline staff?</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>Where might your “parking lot speech” take place?</p> <p>What two points would you like to make in your parking lot speech?</p> <p>a.</p> <p>b.</p>

YOUR FRONTLINE ADVOCACY PLAN

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?

LIBRARY AND LIBRARY SYSTEM BOARDS AND THE OPEN MEETINGS LAW

Wisconsin's open meetings law supports the principle that the public is entitled to the fullest and most complete information regarding the affairs of government as is compatible with the conduct of government business. To this end, all meetings of all state and local government bodies (including library boards and their committees) must be held in places or manners reasonably accessible to members of the public and must be open to the public, except as expressly provided by law. Violations carry significant penalties, so careful adherence to these requirements is essential.

MEETING NOTICES - Public notice of all library board and library board committee meetings is required at least 24 hours in advance of any meeting, except in cases of emergency, when at least 2 hours notice is required. Notice must be provided to the official local newspaper (if you have one) and to any news organization that has requested notice. If your municipality has no official newspaper, notice must be provided to a news organization likely to give notice in the area. The meeting notice must also be posted in at least one public place, and preferably several. Good locations might be the library, the city/village/town hall, and the post office. The notice must contain the time, date, place, and ALL subjects to be discussed and/or acted upon at the meeting...also include a phone number that individuals with disabilities can call if they need accommodations to attend the meeting.

LOCATION AND CONDUCT OF MEETINGS – Meetings must be held in a place or manner reasonably accessible to the public. The board must make a reasonable effort to accommodate any person desiring to record, film, or photograph the meeting as long as this will not interfere with the conduct of the meeting or the rights of the participants. The board may disallow recording of a closed session. Some boards list an 'other business' item on the meeting agenda to handle unforeseen issues that may arise after the agenda has been prepared. This is not advisable and can lead to open meetings law violations. Discussion and consideration of issues at a meeting must be limited to subjects listed in the public notice. However, if the meeting agenda lists a 'public comment' period, the board may briefly discuss issues raised by the public during that period. All board discussions and actions must be conducted during properly noticed meetings open to the public, except that closed sessions are allowed for specific purposes.

MEETING MINUTES – Wisconsin law requires that meeting minutes be kept and be made available to the public as required by the Public Records Law. At a minimum, meeting minutes must indicate the board members present, all motions that were made and the result of any votes taken.

LEGAL REASONS FOR CONDUCTING A CLOSED SESSION – The specific statutory exemptions that may allow for a closed session are in Wisconsin statutes, Section 19.85. The most common reason for a closed session is to consider personnel-related issues. Boards should be aware that if they will be considering the dismissal, demotion, or discipline of an employee, a closed session is possible under Section 19.85 (1)(b), but the board must give the employee notice of any evidentiary hearing to be held prior to final action and to any meeting at which final action might be taken. The notice to the employee must include a statement that the employee can demand that the evidentiary hearing or meeting be held in open session. In addition to personnel-related exemptions, closed sessions can be

held for other reasons such as: deliberating or negotiating the purchase of public properties, investment of public funds, etc. whenever competitive or bargaining reasons require a closed session; preliminary consideration of specific personnel problems; conferring with legal counsel concerning strategy with respect to litigation in which it is or is likely to become involved; and consideration of requests for confidential written advice from an ethics board. A closed session is *NOT* allowed for purposes of considering general personnel policies or general staff compensation decisions, such as the general library staff salary scale. Employee compensation discussions may be closed *ONLY* when they concern a *PARTICULAR* employee.

PROCEDURES FOR HOLDING A CLOSED SESSION – the following steps are *ALL* required for a library or system board to conduct a closed session legally:

1. The meeting notice *MUST* indicate any contemplated closed session, the subject matter of the closed session discussion, and the specific statutory provision allowing a closed session.
2. The board must first convene in open session
3. The board president must announce to all present at the meeting the intention of going into closed session and the purpose of the closed session
4. The board president must state the specific section of the law, by statute number, which allows for the closed meeting
5. Going into closed session requires a motion, second, and roll call vote to reconvene in closed session. The vote of each board member must be recorded in the minutes and preserved. A majority vote is required to reconvene in closed session
6. Attendance at the closed session is limited to the board, necessary staff, and any other persons whose presence is needed for the business at hand
7. Closed session discussions must be limited to the subject announced in the meeting notice
8. Certain votes may possibly be legally taken in closed session. But it is a better practice and safer legally to take votes after reconvening into open session. At any rate, all board actions, whether taken in open or closed session, must be recorded in the minutes and be open to public inspection.
9. The board may legally reconvene in open session as long as that intent was noted in the public notice of the meeting.

AVOIDING LEGAL PENALTIES – Any library or system board member who knowingly attends a meeting in violation of the open meetings law will be required to forfeit, without reimbursement from the library or system or municipality which appointed the board member, not less than \$25 and as much as \$300 per violation. In addition, a court may void board actions taken in an illegal closed session. You are not legally liable if you voted against those actions that board took which caused the violation. Therefore, it is recommended that, if you believe the purpose stated for the motion to close a meeting is not legally sufficient, you should vote against the motion.

(This presentation was prepared by Heather Eldred, Director Emerita of the Wisconsin Valley Library Service. It is loosely based on the **14th chapter** of *Trustee Essentials: A Handbook for Wisconsin Public Library Trustees*, © 2002 by the Wisconsin DPI. This handbook is available at http://pld.dpi.wi.gov/pld_handbook

The Library Board and the Open Meetings Law

14

Wisconsin's open meetings law supports the principle that the public is entitled to the fullest and most complete information regarding the affairs of government as is compatible with the conduct of government business. To this end, all meetings of all state and local government bodies (including library boards) must be held in places reasonably accessible to members of the public and must be open to the public, except as expressly provided by law. Wisconsin's open meetings law provides specific requirements for meeting notice, accessibility of meetings, the conduct of meetings, and legally holding closed sessions. Violations carry significant penalties, so careful adherence to these requirements is essential.

In This Trustee Essential

- The basics of compliance with Wisconsin's open meetings law
- When and how the board can legally conduct a closed session

Meeting Notice

Public notice of all library board and library board committee meetings is required at least 24 hours in advance of any meeting, except in cases of emergency, when at least two hours notice is required. Notice must be provided to the official local newspaper (if you have one) and to any news organization that has requested notice. If your municipality has no official newspaper, notice must be provided to a news organization likely to give notice in the area. The meeting notice must also be posted in at least one public place, and preferably several. Good locations might be the library, the city/village/town hall, and the post office.

The meeting notice must contain the time, date, place, and *all* subjects to be discussed and/or acted upon at the meeting. The notice should also indicate a phone number (including a TDD number if you have one) that individuals with disabilities can call if they need accommodations to attend the meeting. (See [Trustee Essential #4: Effective Board Meetings and Trustee Participation](#) for a sample board meeting notice and agenda.)

Location and Conduct of Meetings

Meetings must be held in a place reasonably accessible to the public. It is strongly recommended that you provide barrier-free access to the meeting room. The board must make a reasonable effort to accommodate any person desiring to record, film, or photograph the meeting as long as this will not interfere with the conduct of the meeting or the rights of the participants. The board may disallow recording of a closed session.

Some boards list an "other business" item on the meeting agenda to handle unforeseen issues that may arise after the agenda has been prepared. This is not advisable and can lead to open meetings law violations. Emergency items can be added to an amended meeting notice that is posted and provided to the media at least two hours in advance of the meeting; however, it is better to postpone consideration of late-arising issues until the next meeting, if possible.

Discussion and consideration of issues at a meeting must be limited to subjects listed in the public notice. However, if the meeting agenda listed a “public comment” period, the board may briefly discuss issues raised by the public during that period.

All board discussions and actions must be conducted during properly noticed meetings open to the public, except that closed sessions are allowed for specific purposes, as long as the legally required procedures have been followed to conduct a closed session.

Email, “Walking Quorums” and Other Potential Open Meetings Violations

Email can be a time-saving communication tool and a wonderful convenience. However, the use of email to communicate among members of a library board may raise open meetings law concerns.

Under the Wisconsin open meetings law, a “meeting” of a governmental body occurs whenever: (1) there is a purpose to engage in governmental business, and (2) the number of members of the body involved in the “meeting” is sufficient to determine the body’s course of action. Based on this definition, Wisconsin courts have ruled that the open meetings law applies when a series of gatherings of groups of members of the governmental body (or “walking quorum”), each less than quorum size, agree to act together in sufficient number to reach a quorum.

Using email, it is quite possible that a quorum of a governmental body may receive a message – and therefore may receive information on a subject within the body’s jurisdiction – in an almost real-time basis, the way they would receive it in a meeting of the body. Such communications among members of a library board must take place in a legally noticed and a legally constituted meeting of the library board.

Because of the dangers posed by email, the Wisconsin Attorney General strongly discourages the members of any governmental body from using email to communicate about issues within the body’s realm of authority. The use of email by a library director to send information to library board members (such as a meeting agenda and other meeting materials) would not implicate the open meetings law.

An email concerning library business sent to or by a library board member (or library staff member) is subject to the requirements of the Wisconsin public records law. For more on the requirements of the Wisconsin public records law see [*Trustee Essential #15: The Library Board and the Public Records Law*](#).

Meeting Minutes

Wisconsin law requires that meeting minutes be kept and be made available to the public as required by the Public Records Law (see [*Trustee Essential #15: The Library Board and the Public Records Law*](#) for more information). At a minimum, meeting minutes must indicate the board members present, all motions that were made (except those that were withdrawn) and the result of any votes taken. Except for votes on the election of board officers, any board member can request that a

roll call vote be taken on any vote, with the vote of each member recorded in the minutes.

Legal Reasons for Conducting a Closed Session

The specific statutory exemptions that may allow for a closed session are in [Wisconsin Statutes Section 19.85](#).

The most common reason for a closed session is to consider personnel-related issues. For most personnel-related issues, the relevant exemption is provided in Wisconsin Statutes Section 19.85(1)(c), which allows closed sessions when the employment, promotion, compensation, or performance evaluation data of any public employee under the jurisdiction of the particular government body is being considered.

Boards should be aware that if they will be considering the dismissal, demotion, or discipline of an employee, a closed session is possible under Section 19.85(1)(b), but the board must give the employee notice of any evidentiary hearing to be held prior to final action and to any meeting at which final action might be taken. The notice to the employee must include a statement that the employee can demand that the evidentiary hearing or meeting be held in open session.

In addition to the two personnel-related exemptions discussed above, closed sessions can be held for certain other reasons, including the following:

- Deliberating or negotiating the purchase of public properties, the investment of public funds, or the conduct of other specified public business, whenever competitive or bargaining reasons require a closed session.
- Preliminary consideration of specific personnel problems or the investigation of charges that would negatively affect the reputation of the person involved.
- Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.
- Consideration of requests for confidential written advice from an ethics board.

A closed session is *not* allowed for purposes of considering general personnel policies or general staff compensation decisions, such as the general library staff salary scale. Employee compensation discussions may be closed only when they concern a *particular* employee.

A closed session is allowed to formulate collective bargaining strategy, but board deliberations leading to approval of a tentative collective bargaining agreement, as well as the final ratification vote, must be held in open session.

Procedures for Holding a Closed Session

The following steps are **all** required for a library board (or any other government body) to conduct a closed session legally:

1. The meeting notice **must** indicate any contemplated closed session, the subject matter of the closed session discussion, and the specific statutory provision allowing a closed session. If a closed session was not planned, a board may still go into closed session on any subject contained in the meeting notice, whether the notice provides for a closed session or not, if the board follows the procedures below.
2. The board must first convene in open session.
3. The chief presiding officer must announce to all present at the meeting the intention of going into closed session and the purpose of the closed session.
4. The chief presiding officer must state the specific section of the law, by statute number (e.g., Section 19.85(1)(c) for a director evaluation session), which allows for the closed meeting. This announcement should be recorded in the minutes. It is good practice for library staff to prepare in advance the exact wording of the announcement to be used.
5. Going into closed session requires a motion, second, and **roll call vote** to reconvene in closed session. The vote of each board member on this motion must be recorded in the minutes and preserved. A majority vote is required to reconvene in closed session.
6. Attendance at the closed session is limited to the board, necessary staff, and any other persons whose presence is needed for the business at hand.
7. Closed session discussions must be limited to the subject announced in the meeting notice and the chief presiding officer's announcement.
8. Certain votes **may possibly** be legally taken in closed session. But it is a better practice and safer legally to take votes after reconvening into open session. At any rate, all board actions, whether taken in open or closed session, must be recorded in the minutes and be open to public inspection. Secret ballots are allowed only for the election of board officers.
9. The board may legally reconvene in open session as long as that intent was noted in the public notice of the meeting. If there was no advance public notice given that the board intended to reconvene in open session, the board is required to wait at least 12 hours after the completion of the closed session before reconvening in open session.

Avoiding Legal Penalties

Any library board member who knowingly attends a meeting in violation of the open meetings law will be required to forfeit, without reimbursement from the library or municipality, not less than \$25 and as much as \$300 per violation. In

addition, a court may void board actions taken in an illegal closed session. You are not legally liable if you voted against those actions the board took which caused the violation. Therefore, it is recommended that if you believe the purpose stated for the motion to close a meeting is not legally sufficient you should vote against the motion. In addition, you should confirm that proper notice has been given for each board meeting.

Discussion Questions

1. What purposes does Wisconsin's open meetings law serve?
2. Is it legal to have a meeting agenda item for "other business" or "miscellaneous business"? Why or why not?
3. How might the required recorded roll call vote to hold a closed session protect you from personal liability for an open meetings law violation?

Sources of Additional Information

- Your library system staff (See [Trustee Tool B: Library System Map and Contact Information](#).)
- Public records / open meetings information from the [Wisconsin Department of Justice](#)
- The [League of Wisconsin Municipalities' Open Meeting Law FAQ](#)
- The League of Wisconsin Municipalities' [Legal Comment on Closed Sessions](#) in *The Municipality*
- Your municipal attorney, your district attorney, or the Wisconsin Attorney General.

This Trustee Essential provides only a general outline of the law and should not be construed as legal advice in individual or specific cases where additional facts might support a different or more qualified conclusion.

Trustee Essentials: A Handbook for Wisconsin Public Library Trustees was prepared by the DLT with the assistance of the Trustee Handbook Revision Task Force.

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Town Board Supervisor Candidate Questions—2026

1. What role do you see the town board playing in economic development? More specifically, is it the board's responsibility to seek out new businesses to come to Three Lakes?
2. If you received a \$1 million dollar grant to use for the town, anyway you wanted, what would you do with the money and why?
3. If you could change one thing in the zoning code, what would it be and why?
4. If elected, what three steps would you take to put Three Lakes on a firmer financial footing?
5. What is your background and how will it help you to serve our community? How will you be an asset?
6. Describe your qualifications related to budgets and policies and your engagement in local government. Please be specific about your public service on committees, commissions and/or attendance at Town Board meetings.
7. What major issues do you foresee tackling in the next four years?
8. Why have you decided to run for a town supervisor post?

Candidate Forum
Questions
School Board Trustee position

1. How do you feel about a school board's involvement in the decision-making about what books are read in school?
2. How would you handle a disgruntled parent who calls you with concerns?
3. How do you think a school district should attract and retain good teachers?
4. What do you think is the purpose of public education?
5. Do you have any children/grandchildren in the TLSD?
6. How much involvement in the day-to-day operations in a school should the school board have?
7. There has been a lot of press about parents not wanting their children to experience "discomfort" in the classroom in regards to the books assigned or the lessons that explore uncomfortable issues or the dark parts of history. What is your stance on this?
8. What do you think matters in public education?
9. Is there a particular issue that motivates you to serve on the board of education?
10. Could you support a board decision you did not vote in favor of? Why or why not?
11. What issues do you believe the TLSD needs to address in its academic program and offerings? What changes would you recommend?
12. What should your school district do to better prepare students as citizens?
13. What can be done to improve student achievement and ensure everyone who graduates is college-ready?
14. What is the role of schools teaching children about topics such as: sex education, cyber-safety, AIDS, wellness, bullying, racism?

15. What are your thoughts on your school district's programs for special education students, English Language Learners, and gifted students?
16. What do you see as the major issue(s) facing TLSD? Facing public education, as a whole?
17. What are your areas of concern regarding student achievement in your district?
18. How does a school board balance the need to provide a quality education with the need to respond to the local taxpayer burden?
19. As a board member, where would you look to make budget cuts?
20. Are there areas you would not consider cutting?
21. What is the public relations role of the board?
22. How can the board be accessible to the community? To specific community groups?

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

Background:

Finances for public libraries in Wisconsin are more involved due to the separation of board oversight per Wisconsin state statute 43.58.¹ Per statute, all monies allocated to a public library by a municipality during a fiscal year, through private donation, or through grants and other revenue, are held and controlled by the library board in perpetuity, not returned to a general fund or otherwise managed by other governing bodies. This often results in fiscal management systems unique to each library and each municipality under which the library is formed. The Edward U. Demmer Memorial Library of the Town of Three Lakes is no exception. The intent of this document is to outline and summarize current fiscal management practices and provide a starting point for reviewing and revising those practices to assure transparency and fiscal responsibility.

1. Sources of annual operating revenue – restricted use

A. Municipal – Town of Three Lakes

The majority of the annual operating budget of the Edward U. Demmer Memorial Library comes from tax levy appropriated by the Town of Three Lakes. Whereas funds that are appropriate to the library by the municipality must remain under library board control and not returned to a general fund, any unspent funds at the end of a fiscal year are transferred to a non-lapsing account for the library. See 3. Edward U. Demmer Memorial Library non-lapsing accounts for further explanation of how these funds are designated for use.

Approximately ~~80%~~70% of the standard operating revenue

B. Municipal – Oneida County

The second largest source of annual operating revenue comes from Oneida County through library tax funds, which are exempt from county property tax levy (similar to ambulance funding). This tax is funded by the “unlibrared” municipalities – those towns within the county that do not support a local public library directly. Per state statute, the county is only required to reimburse 70% of the cost of circulating materials² to residents of those unlibrared towns.

However, due to the closure of the Oneida County Mailbox Library in 1994, and for other historic reasons, Oneida County has funded Oneida County libraries above and beyond the statutorily required limits.

¹ <https://docs.legis.wisconsin.gov/statutes/statutes/43/58>

² Or “cost per circ.” Calculated by dividing the library’s entire operating expenses by the number of circulations in the previous year as reported in the library’s annual report to the Department of Public Instruction.

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

These funds are deposited with the Town of Three Lakes and used to offset the tax levy for operational expenses.

Approximately ~~15~~-18% of standard operating revenue

C. Cross border circulation reimbursement

Similar to the Oneida County reimbursement for circulations to unlibrariated residents, libraries in the State of Wisconsin can request reimbursement from neighboring counties for cost of circulating materials to their non-librariated residents. For the Demmer Library this is mainly circulations to residents in Forest County and Lincoln County for residents of towns other than Crandon, Tomahawk, or Merrill. While the Demmer circulates a notable number of materials to the towns of Lincoln and Washington and residents of the city of Eagle River and other Vilas County communities, plus residents of Elcho and other Langlade County communities, these communities are technically already “librariated” as they are under contract with other municipalities to provide library service. Therefore the Demmer can only request reimbursement from Lincoln and Forest counties, of which Forest County is the bulk of those reimbursements.

These funds are deposited with the Town of Three Lakes and used to offset the tax levy for operational expenses.

Approximately 1-2% of standard operating revenue

D. Other local private revenue

The Demmer Library board of trustees has developed agreements with other local entities to receive revenue to support specific programs or collaborative efforts. These include the Three Lakes School District and Town of Sugar Camp in support of the Story Hour and early child literacy programs held in each community, the Three Lakes Historical Society for shared staff time, and occasional grants for specific projects.

These funds are deposited with the Town of Three Lakes and used to offset the tax levy for operational expenses.

Approximately ~~2~~-33-4% of standards operating revenue.

2. Edward U. Demmer Memorial Library non-lapsing account

Per Wisconsin statute chapter 43.58, funds that have been appropriated to a public library must remain in a library board’s control and are not returned to a municipal general fund. Therefore, the Town of Three Lakes maintains a non-lapsing account specifically for unused revenue from the Demmer Library’s operating budget.

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

While some public libraries in the state of Wisconsin do specifically plan a budget request including an annual “set-aside” (a pre-determined amount designated to a long-term capital account for use on future capital projects), that has not been the philosophy in budgeting with the Town of Three Lakes and the Demmer Library. The Demmer Library board of trustees and the library director present a needs-based operating budget requesting only the operating funds required for the next fiscal year.

However, unanticipated circumstances arise where there may be unused operating funds at the end of the fiscal year. In this case funds will be deposited into the operational non-lapsing account.

The library board has control over how these funds can be used.

Operations non-lapsing account can be used to support major expenditures that require more funds than available for the specific purpose during a fiscal year. Examples of ways in which the operations non-lapsing funds can be used, but not limited to, include:

- Start-up costs for establishing new ongoing contract/service
- Hiring temporary help, subcontractors, or other professionals to complete a service or contract
- Investment in infrastructure
- Staff development that goes beyond the funds available in the operating budget

If the balance of the operational non-lapsing account should reach \$10,000, any additional unused operating funds will be applied as revenue to offset tax levy for the upcoming fiscal year’s operating budget.

3. Sources of revenue – restricted/unrestricted funds, not available for standard operations

A. Copier/fax and fines income

The Demmer Library collects funds in exchange for copier and faxing services and for late fees. State sales tax may be paid on the copy and fax revenue.

These funds are deposited with the Town of Three Lakes and held in a separate “non-lapsing” account *that is not used towards routine operating expenses*. These funds are directly under library board control and historically have been used towards capital projects such as replacing photocopier equipment.

B. Private donations

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

The Demmer Library occasionally receives private donations from individuals or organizations for various purposes including memorials, projects, or non-restricted use. These funds can't be counted on as reliable revenue, may come with donor restrictions, and are not factored into routine operational budgets.

The Edward U. Demmer Memorial Board of Trustees has direct control over these funds which are currently held in separate bank accounts³ managed by the library board treasurer and library director. Expenditures are approved at monthly board meetings.

C. Demmer Trust

The Demmer Trust was established in 1981 and as of 202~~6~~3, is managed by U.S. Bank in Milwaukee. The trustees of the Demmer Trust are independent of the Demmer Library board of trustees and any library staff. Proceeds from the trust are dispersed annually to the Demmer Library and are restricted in use, "only for purposes of repair, maintenance, expansion, or rehabilitation or similar purposes and are not at any time for books, salaries or similar operating expenditures."⁴

Annual income from the trust is deposited in the Demmer Library maintenance account with oversight by the Demmer Library board of trustees.

D. Three Lakes Public Library Foundation

The Three Lakes Public Library Foundation was established in 2003 for the purposes of "enhancing the value of the Edward U. Demmer Memorial Library as a community resource. The Foundation helps develop lifelong learning in Three Lakes through advocacy and the securing of funds." The TLPLF is an independent 501(c)3 with a foundation board, one member being a Demmer Library trustee and the library director attends meetings.

The purpose of the TLPLF is to "selectively support 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."

Control of privately raised and held foundation funds lies solely with the foundation and managed by the foundation treasurer. Requests for support are made by the library director or library trustees and voted on by the TLPLF board. Funds may be delivered to the Demmer Library or paid directly to vendors or service providers.

³ See attachment – list of bank accounts

⁴ See attachment – Three Lakes Edward U. Demmer Memorial Library Endowment Trust document

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026

Approved by Library Board: 10/2022, ~~03/2026~~

Attachment: List of current bank accounts under Demmer Library Board control, 202~~6~~2

Special Donation Account: Income: donations, memorials, fund raising, fine/copier/fax revenue
Expense: donation/memorial/fine expenses, coffee cart supplies, special donation expenses, items purchased with debit card and reimbursed from Town account.

2023: one account at ~~Laona State Bank~~Forward Bank

Money Market Maintenance: funds remaining from Demmer Trust funds allocated for major maintenance project in 1998 and additional funds from Demmer Trust annual disbursement.

2023: one account at ~~BMO Harris Bank~~Forward Bank

Former Friends: funds raised and previously maintained by the Friends of the Demmer Memorial Library until August 2016. Used to support programs that benefit the Demmer Library or the used book sale.
Income: quarterly book sales.

2023: one account at ~~BMO Harris Bank~~Forward Bank

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

Attachment: Three Lakes Edward U. Demmer Memorial Library Endowment Trust

THREE LAKES EDWARD U. DEMMER
MEMORIAL LIBRARY ENDOWMENT TRUST

THIS DECLARATION OF TRUST made this 1st day of October, 1981 by First Wisconsin Trust Company, of Milwaukee, Wisconsin, Gertrude M. Puelicher and Jane Van Kirk (herein collectively referred to as the "Trustees").

ARTICLE I

Establishment and Name

The Trustees hereby adopt and establish this Trust to be known as the Edward U. Demmer Memorial Library Endowment Trust, declare themselves Trustees thereof, and agree to hold and dispose of all property transferred thereto upon the terms and conditions herein set forth.

ARTICLE II

Purposes of Trust

This Trust is organized and shall at all times be operated exclusively to carry out the literary and educational purposes of the Town pf Three Lakes, Wisconsin, as more fully set forth hereunder, and shall at all times be operated, supervised, or controlled by or in connection with

Edward U. Demmer Memorial Library – Library Policies

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026

Approved by Library Board: 10/2022, 03/2026

the aforesaid Town of Three Lakes, and shall at no time be controlled directly or indirectly by one or more "disqualified persons" (as defined in Section 4946 of the Internal Revenue Code of 1954, as amended) other than the Trustees hereof and other than the aforesaid Town of Three Lakes, Wisconsin.

The literary and educational purposes of the aforesaid Town of Three Lakes which the Trustees of this Trust shall carry out are the support of the Edward U. Demmer Memorial Library owned by the Town of Three Lakes, Wisconsin. The Trustees shall solicit and receive contributions to this Trust and shall hold such contributions as principal of an endowment fund for the benefit of such Library. The Trustees shall pay the income from such endowment fund at least annually to or for the benefit of such Library, but only for purposes of repair, maintenance, expansion, rehabilitation or other similar capital purposes and not at any time for books, salaries or similar operating expenditures. The term "income" shall generally be construed under the Wisconsin Uniform Principal and Income Act, or any successor provision

Financial Policy

Last reviewed by Library Board: [10/202203/2026](#)

Approved by Library Board: 10/2022, [03/2026](#)

thereto, as in effect from time to time, but shall under no circumstances include capital gains [other than gains on sale or redemption of short-term money instruments such as U.S. Treasury Bills and discount notes of 12-month or less duration].

The Trust shall not be operated for profit or for any purpose or activity other than one permitted to be carried on by an organization described in Sections 170(c), 501(c)(3), 2055(a) and 2522(a) of the United States Internal Revenue Code, as amended, or similar successor provisions thereto, and the foregoing objects and purposes of the Trust, and the powers of the Trustees hereunder are each and all subject to such limitations and the further limitation that no part of the net earnings of the Trust shall inure to the benefit of any private individual within the meaning of Section 501(c)(3) of the United States Internal Revenue Code (but reasonable compensation and reimbursement of Expenses for services may be paid to the corporate

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

Trustee hereunder, but not any individual Trustee, and/or any corporation, partnership or other entity with which such corporate Trustee is affiliated), and that no substantial part of the activities of this Trust shall consist of carrying on propaganda, or otherwise attempting to influence legislation, nor shall the Trust participate in, or intervene in (Including the publishing or distribution of statements), any political campaign on behalf of any candidate for public office.

ARTICLE III

Powers of Trustees

The Trustees shall (to the extent permitted hereunder to exercise such powers and only for the purpose of carrying out the purposes of this Trust) have all powers conferred upon trustees by law, including without limitation the following powers:

- (a) To accept gifts, contributions, devises and bequests of property of every kind and description, without limit as to amount.
- (b) To purchase, lease or otherwise acquire, hold, invest, reinvest, use, mortgage, pledge, lease, exchange, sell, assign, transfer or otherwise dispose of both real

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

and personal property of every kind and description, and any Interest in any property, and to exercise in respect of any and all property. any and all rights and privileges of ownership.

- (c) To enter into, make, perform and carry out any contracts or agreements for any purposes or objects herein set forth, without limit as to amount, with any individual, firm, association, corporation or entity.
- (d) To do any act suitable and proper in the accomplishment of the purposes or the attainment of the objects of this Trust 01⁹ the furtherance of the powers herein set forth, either alone or in association with other trusts, foundations, corporations, firms or individuals, or otherwise.
- (e) To appoint such advisory committee or committees as the Trustees shall deem appropriate for accomplishment of the purposes of this Trust.
- (f) To do every other act or acts incidental or appurtenant to or growing out of the aforesaid objects or purposes.

ARTICLE IV

Irrevocable Designation of Trust Funds

All of the Trust funds shall at all times be exclusively devoted to the objects and purposes herein expressed. This Trust shall be deemed terminated if, but

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

only if, the Edward U. Demmer Memorial Library should for any reason cease to exist as an operating library in the Town of Three Lakes, Wisconsin. In such event, and only in such event, all of the remaining assets and property of the Trust shall be paid over and transferred to the Town Board of the Town of Three Lakes, or any legal successor thereto, for its general public and civic purposes.

ARTICLE V

Actions by Trustees; Successor Trustees

All powers, authorities, privileges, discretions and immunities herein conferred upon the initial Trustees shall apply to any successor or additional Trustees.

There shall at all times be three (3) or more Trustees in office, two of whom shall be individual Trustees and one of whom shall be a corporate Trustee with corporate trust powers and with capitalization of at least one million dollars (\$1,000, 000.00). No individual Trustee shall serve for more than five (5) consecutive years, but the corporate Trustee may serve for any number of consecutive years. Upon completion of five (5) consecutive years of service by an individual Trustee, a

Financial Policy

Last reviewed by Library Board: [10/202203/2026](#)

Approved by Library Board: 10/2022, [03/2026](#)

vacancy shall be deemed to exist. Any Trustee hereof may resign at any time upon written notice of such resignation to the Town Board of the Town of Three Lakes, Wisconsin or any legal successor thereto and the remaining Trustees. The Town Board of the Town of Three Lakes, Wisconsin, may at any time, and for any reason, upon written notice to all Trustees then in office, remove any Trustee. No bond or other security shall ever be required to be given or filed by any Trustee hereunder. No Trustee hereunder shall be liable except for willful malfeasance or bad faith.

In the event that a vacancy shall exist, for any reason, in the office of any Trustee of this Trust, a successor Trustee shall be appointed to fill such vacancy by the Town Board of the Town of Three Lakes, Wisconsin, or any legal successor thereto, after consulting with and receiving one or more recommendations from the remaining Trustees with respect to such successor Trustee.

All discretionary powers and duties vested in any Trustee hereunder which is not a natural person may be

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

exercised on its behalf, from time to time, by its governing board, or by an appropriate committee, or by its principal officers or trust officers.

All actions by the Trustees shall be by a vote of a majority of the Trustees, except that all investment decisions shall be made and implemented solely by the corporate Trustee, which shall have sole authority to transfer securities or other assets of the Trust; individual Trustees shall not participate in investment decisions or implementation thereof.

ARTICLE VI

Amendments

The Trustees are authorized and empowered, with the written consent of the Town Board of Three Lakes, Wisconsin or any legal successor thereto, to amend, change or supplement the administrative provisions of this instrument in any manner whatsoever, and such amendments, changes or supplements shall be effective upon the execution by the Trustees of a writing setting forth the same; provided, however, that no amendment, change, or supplement to this instrument shall be made

Financial Policy

Last reviewed by Library Board: ~~10/2022~~03/2026
Approved by Library Board: 10/2022, 03/2026

which shall divert the trust fund or any portion thereof from the aforesated purposes, shall permit the use of principal or shall cause a termination of the Trust so long as the Edward U. Memorial Library shall be operating in the Town of Three Lakes, Wisconsin. .

IN WITNESS WHEREOF, First Wisconsin Trust Company, Gertrude M. Puelicher and Jane Van Kirk, as Trustees, have hereunto set their hands and seals as of the date and year first above written.

First Wisconsin Trust Company,
Trustee

Attest: : *K.C. Schell*
assistant Secretary

By *Donald S. Byard* (SEAL)
1st VP

Attest: : *Patricia Kehoe*

Gertrude M. Puelicher (SEAL)
Gertrude M. Puelicher, Trustee

Attest: *Joseph J. Denny*

E. Jane Van Kirk (SEAL)
Jane Van Kirk, Trustee

THE LIBRARY PAGE

Demmer Memorial Library, Three Lakes, Wisconsin 54562



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

Dear Patrons,

We're seeing glimpses of spring these days as March is bringing plenty of excitement to the library. We hope you'll join us for a month full of fun, creativity, and community connection!

Be sure to follow us on social media to participate in our Book Bracket Voting, where readers can help crown your favorite children's book! We're also hosting a special screening of Kiss the Ground on March 9, an inspiring film that explores innovative solutions for environmental renewal. And for a hands-on activity, stop by the Library for our egg decorating event. It is the perfect activity for all ages and a great way to welcome spring.

Finally, if you're passionate about supporting the library, the Library Foundation is currently seeking new board members. It's a meaningful opportunity to help strengthen programs, resources, and services for our entire community.

We look forward to seeing you at the library this month!

—Jill Roth, Library Director

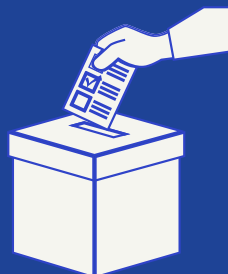
The Demmer Library Board hosts:

THREE LAKES CANDIDATE FORUM

MONDAY
MARCH 30, 2026
6:30-8:30 PM
THREE LAKES BREW
STATION



6:30pm-7:30pm
Candidate Question Session
8pm-8:30pm
Social



HOURS

MON/WED 9AM-7PM

TUES/THURS/FRI 9AM-5PM

SAT 9AM-2PM

CONTACT

Phone: 715-546-3391

Fax: 715-546-3914

www.demmerlibrary.org

demmer@demmerlibrary.org

Three Lakes Genealogical Society



TLGS will hold a 'members helping members' session beginning with everyone giving an update on their tree status and research progress, as well as any questions they are working on. Then, Connie Knox's video on her research notes method will offer a new tool for organizing your research for better analysis. All are welcome - please come prepared to share in the discussion.

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

TLGS website: www.3lgs.org

TLGS email: familyhistory@demmer.org

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

Three Lake Public Library Foundation



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

What we do:

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



Purpose

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

Want to donate? Scan the QR code!



Friends of the Demmer Library

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

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

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



Monthly Writing Group

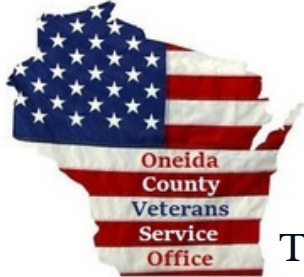
TWO MEETINGS THIS MONTH!

Thursday, March 5th @ 1:00pm

Thursday, March 19th @ 1:00pm

Demmer Maple Room

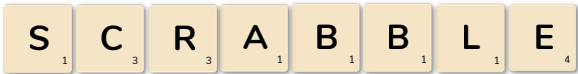
Beginning writers as well as established authors are encouraged to attend, share writing projects, successes, and help each other.



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, March 9th 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**

Off for spring break!!

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

EGG DECORATING



IN THE LIBRATORY
MARCH 16-APRIL 4

Come decorate a wooden egg.



BOOK BITES



More books, more bites!



SOUP AND SOCIAL HOUR

February 18th

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.

Join us a for a special movie screening

Monday, March 9, 5:30pm

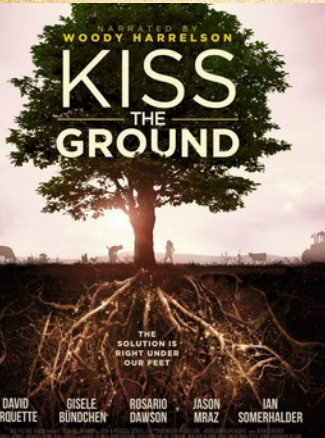
Demmer Library Maple Room

This showing is sponsored by grant funds and is free of charge for our community.

A joint effort by:



The core mission of the Scrappers is to build a community that promotes and supports a sustainable local food culture.



Open Call

"Public libraries are the heart and soul of any community. They are a place to read and think and browse and dream." – Mary McNear

The Three Lakes Public Library Foundation is seeking two community leaders to fill upcoming vacancies on its Board of Directors. The positions will be filled in June.

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. Our mission is to enhance the value of the Edward U. Demmer Memorial Library as a community resource. The Foundation helps develop and promote lifelong learning in Three Lakes through advocacy and the securing of funds.

Want to learn more about the Foundation and how you can have an impact on its Board of Directors? Please contact any of our current Board members (listed on the library's website) for more information. If you have a desire to promote and support our library and its role in our community as a Foundation Board member, please drop off your Letter of Interest at the Demmer Library care of the Three Lakes Public Library Foundation (TLPLF). All letters of interest must be received no later than March 31st.

Booking Ahead

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



The Guest in Room 120 by Sara Ackerman
No Rest for the Wicked by Rachel Louise Adams
You with the Sad Eyes by Christina Applegate
End Game by Jeffrey Archer
A Perilous Plot by Lorna Barrett
Daughter of Egypt by Marie Benedict
The List by Steve Berry
Mrs. Endicott's Splendid Adventure by Rhys Bowen
Cry Havoc by Jack Carr
Calder Strong by Janet Dailey
You Did Nothing Wrong by CG Drews
The Girl in the Green Dress by Mariah Fredericks
The Night We Met by Abby Jimenez
Whidbey by T Kira Madden
Easter Egg Murder by Leslie Meier
The Marigold Cottages Murder Collective by Jo Nichols
A Far-flung Life by M.L. Stedman
Lake Effect by Cynthia D'Aprix Sweeney
Adult Braces: Driving Myself Sane by Lindy West

Books the Other Channel Book Club

Tuesday, March 24th--6:30 PM

in person or via Zoom

Books the Other Channel book discussion group will discuss *Switchboard Soldiers* by Jennifer Chiaverini at 6:30 PM.

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

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

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



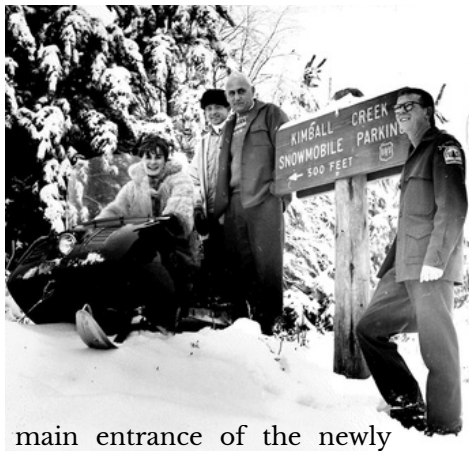
Historical Clippings

Three Lakes Museum

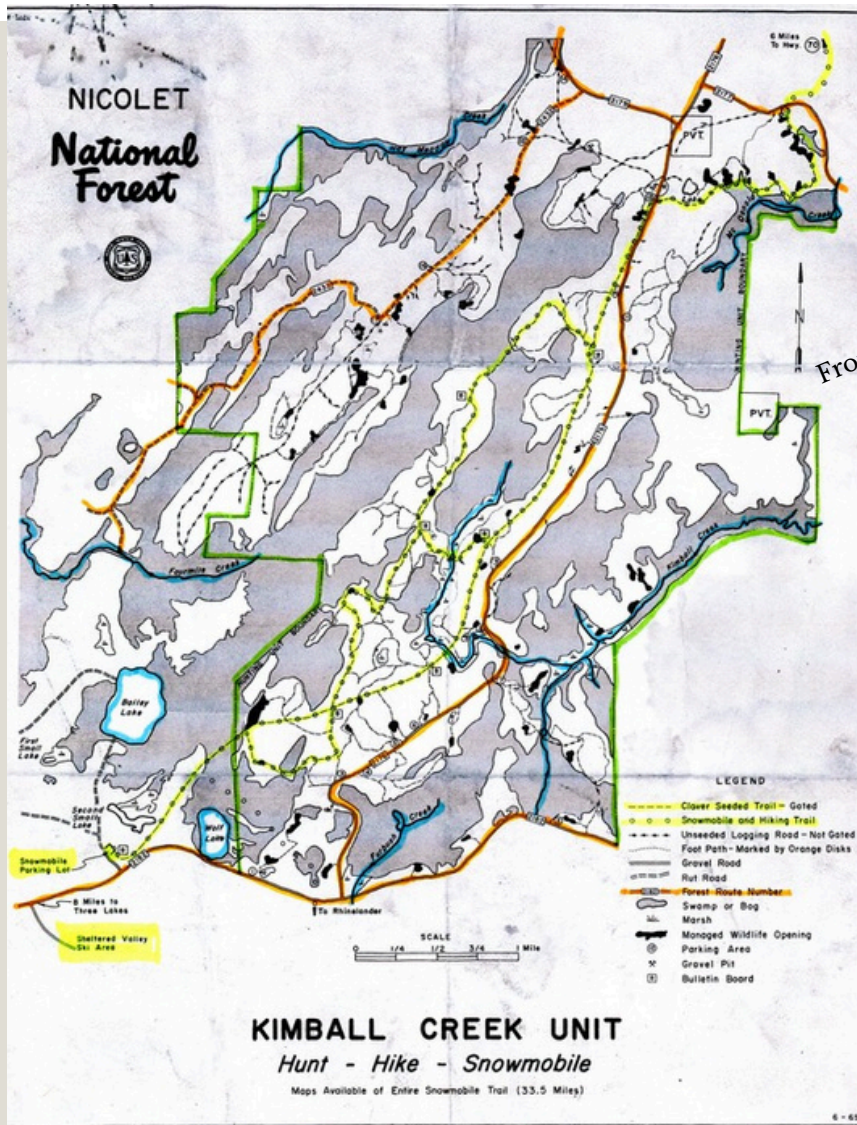
March 2026

The Kimball Creek Trail

The opening of the Kimball Creek Snowmobile Trail in 1965, shows Suzie Sadowske (Miss Rhinelander '65), Carl Hartwig, Director, and Walt Goldsworthy, Pres. of the Oneida Snowmobile Club, and Larry Hensen, District Ranger,



Three Lakes, at the main entrance of the newly developed snowmobile area, east of Three Lakes on the Nicolet National Forest. (Olive Glasgow photo)



Hunt Hike Snowmobile

This trifold pamphlet with map, dated 1969, was distributed by the National Forest Service to promote the history and continued development of the Kimball Creek Unit.

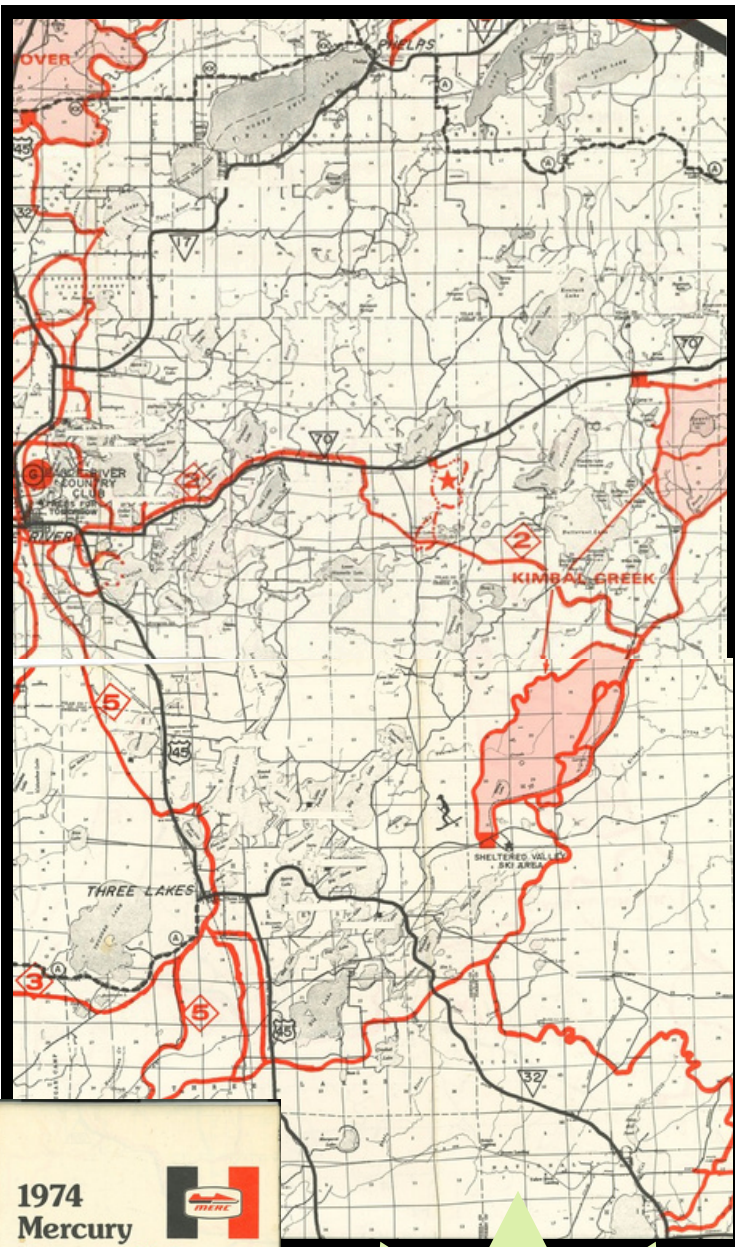
Nicolet National Forest How It Started

Early in this century, many thousands of acres of Wisconsin's finest timber had been slashed, and many fires had devastated the Northwoods. On December 12, 1928, the Oneida Purchase Unit was formed when enabling legislation was passed by the Wisconsin Legislature to help restore the forests. On March 2, 1933, the area was enlarged and proclaimed the Nicolet National Forest in honor of Jean Nicolet, the French explorer who discovered Lake Michigan and Wisconsin in 1634.

The Forest Service, U. S. Department of Agriculture, is dedicated to the principle of multiple use management of the Nation's forest resources for sustained yields of wood, water, forage, wild-life, and recreation. Through forestry research, cooperation with the States and private forest owners and management of the National Forests and National Grasslands, the Forest Service strives - as directed by Congress - to provide increasingly greater service to a growing Nation.

The Nicolet National Forest - one of 154 across the nation - adheres to this principle of management.

From above



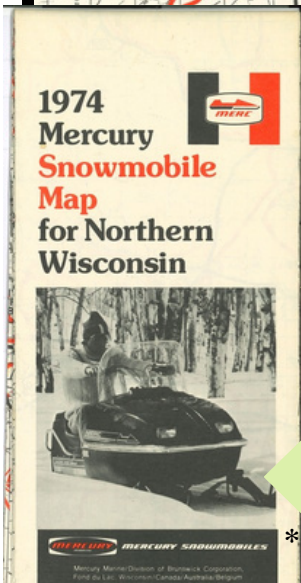
The following, written by Walt Goldsworthy in *The Pine the Plow and the Pioneer vol. 2, 1983*, describes the the development of snowmobiling and trails in the Three Lakes area.

The forerunner of the present-day network of area snowmobiles was the Kimball Creek Snowmobile Trail opened for use in the fall of 1965. When Fred Gates of Rhinelander and Walt Goldsworthy of Three Lakes recognized the potential of the snowmobiles as a tourist attraction following the First Hodag Cross Country Marathon Race, held in February of '65, they organized the Hodag Trails, Inc. to establish what they envisioned would become a multi-use, four-season trail patterned after the famous Appalachian Trail of the Cumberland and Blue Ridge Mountain. The trail would begin at Rhinelander and end at Copper Harbor, Mich. , complete with overnight shelters and primitive accommodations.

Public response to the idea was slow to materialize.

The U.S. Forest Service, recognizing the potential of snowmobiling as a family-type recreational activity, realized the merit of the Gates and Goldsworthy idea and quickly developed what came to be known as the Kimball Creek Snowmobile area, a series of scenic loops. The original trail has been expanded with the cooperation of local area snowmobile clubs to link up with similar units in the Ottawa National Forest and trails on private lands, so that today (1984) it is possible to travel by snowmobile from Rhinelander to Copper Harbor, but only during the winter months since sections of the trails cross frozen bogs and lakes.

Hence, the idea of a year 'round overland trail to Copper Harbor awaits the coming of someone with youthful enthusiasm and vision, open to hard work and with confidence in the future of the North Country. The Forest Service has the technical resources and professional acumen to lend. The potential of such a project would add a new dimension to the four-season recreational aspects of this region.



Watch for the Date!

The Historical Society and Demmer Library will be coordinating an Immersion Excursion

an out of museum experience

to the Kimball Creek trailhead in July!

Lots to learn on this one!