



**Board of Trustees Meeting  
Wednesday, February 19, 2025**

1. The meeting was called to order at 5:02 PM via Zoom by President Sarah Seidman. Present: Sarah Seidman, Jeff Dean, Judy Walke, Katharine Burgess, Sebastian Delgado, Edisa Gonzalez Revilla Muller, John Nelson, Heidi Parker, Tai Nixa Peterson, Sarah Swift, Hunter Thiers. Absent: Bridget Asay, Donna Lasick, Craig Durham, Sarah Davis. Also present, from the staff: Dan Groberg, Carolyn Picazio, Colleen Beamish.

2-3. GR Muller moved, and Peterson seconded. approval of the agenda. Motion carried.

Swift moved, and Delgado seconded, approval of the minutes of the January 22 annual meeting. Motion carried.

4. **Executive Director's report.** Building on the written report, Groberg noted recent progress on key building projects. He announced the new Youth Program and Outreach Librarian, Kevin Layher, who will begin March 17. He reminded town representatives to present the KHL request and answer questions at their town meetings, and he urged Montpelier trustees to sign up to represent the Library at City Hall on March 4.

5. **Committee reports.** Individual committee chairs reported on 2025 goals being developed in their respective committees, with an eye to coordination with updating the Strategic Plan and preparing for the upcoming negotiation of the union contract. For the Executive Committee, Seidman noted that all staff and trustees have contributed input to the annual evaluation of the Executive Director and Groberg is preparing a self-evaluation, so that sharing of information and salary decisions can take place well before his new contract begins July 1.

6. **Library Services Overview.** Groberg and Picazio presented a wealth of information about key aspects of Library organization and operations, taking questions from trustees as they went along. Major segments included administrators' roles, staff organization chart, pie charts of KHL revenues and expenses, the range of library services (circulation, collection development, technology, programs, patron assistance), and key challenges (funding, staff time, potential censorship, disruptions of service). There was considerable discussion of behavioral rules, policies and protocols that are continually evolving to empower staff to handle difficult situations. A "by the numbers" summary of library operations distilled from the annual report to the VT Department of Libraries concluded the presentation.

**Board of Trustees**

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Tai Nixa Peterson  
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Sarah Swift  
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Hunter Thiers  
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**KELLOGG-  
HUBBARD  
LIBRARY**

7. **Upcoming Events.** Groberg confirmed that the library is open during the upcoming school break, with some interesting youth programs. The Basement teen center will move to our basement in the spring. The next Board meeting will be via Zoom on March 19.

The meeting adjourned at 6:18 PM.