



**Board of Trustees Meeting  
Wednesday, January 21<sup>st</sup>, 2026**

1. The meeting was called to order at 5:03 PM by President Sarah Seidman. Present from the Board: Sarah Seidman, Bridget Asay, Jeff Dean, Hunter Thiers, Donna Lasick, Katharine Burgess, Stacy Brown, Sarah Davis, Sebastian Delgado, Michael Dougherty, Edisa Gonzalez Revilla Muller, John Nelson, Heidi Parker, Tai Nixa Peterson, and Sarah Swift. Present from the staff: Executive Director Dan Groberg, Director of Library Services Carolyn Picazio, and Technical Services Librarian Sarah Rogers.

2. Members of the Board and staff attendees introduced themselves and welcomed Stacy Brown to the Board.

3-4. The agenda was approved by consent with the correction of Sebastian Delgado’s last name under item 5-a. On a motion by Asay, seconded by Davis, the November 19<sup>th</sup>, 2025 meeting minutes were approved. Swift abstained.

5. Annual Board Business:

- a. Swift moved and Asay seconded a motion to re-elect trustees with expiring terms (Jeff Dean, Sebastian Delgado, Donna Lasick, and Heidi Parker). The motion carried unanimously.
- b. Muller moved and Asay seconded a motion to re-elect Sarah Seidman as President. The motion carried unanimously.
- c. Muller moved and Dougherty seconded a motion to elect the following officers: Bridget Assay as Vice President, Jeff Dean as Vice President, Donna Lasick as Treasurer, and Hunter Thiers as Secretary. The motion carried unanimously.
- d. Dean moved and Lasick seconded a motion to elect Stacy Brown to the Board. The motion carried unanimously.
- e. Dougherty moved and Lasick seconded a motion to appoint the committee members as set forth in the 2026 Draft Board Committee Assignments. The motion carried unanimously.
- f. The Board reviewed the annual work matrix for 2026.
- g. Dougherty moved and Lasick seconded a motion to approve the 2026 Board Meeting dates as set forth in the Proposed 2026 Meeting Dates. The motion carried unanimously.

6. Updated/New Policies. Delgado briefly explained the work down by the Policy Working Group. Discussions on the policies followed.

- Conflict of Interest Policy: A discussion ensued over the policy language. The Board determined that this policy will need further review before approval.

**Board of Trustees**

Sarah Seidman  
*President, Middlesex*

Bridget Asay  
*Vice President, Montpelier*

Jeff Dean  
*Vice President, Calais*

Donna Lasick  
*Treasurer, Montpelier*

Hunter Thiers  
*Secretary, Montpelier*

Stacy Brown  
*Middlesex*

Katharine Burgess  
*Montpelier*

Sarah Davis  
*Worcester*

Sebastian Delgado  
*Montpelier*

Michael Dougherty  
*Montpelier*

Edisa Gonzalez Revilla Muller  
*Montpelier*

John Nelson  
*Montpelier*

Heidi Parker  
*Montpelier*

Tai Nixa Peterson  
*Berlin*

Sarah Swift  
*East Montpelier*



- **Programs Development Policy:** This is a new policy and discussion ensued as to why the policy was needed. Picazio stated that she felt it was important to have a formal process for reviewing program feedback. The Board agreed that 4-weeks felt like too long of a window for feedback and agreed to approve the policy with a 2-week window for feedback instead.
- **Privacy & Confidentiality Policy:** There was a discussion around the inclusion of donor specific information and whether that should be in this policy or in another policy. The board agreed to strike donor from the policy. Groberg will determine whether a specific policy is needed for donor information or if it can be covered in an existing policy such as the Gift Acceptance Policy.

There being no other comments or questions, Delgado moved and Parker seconded a motion to accept the following policies as edited with the exception of the Conflict of Interest Policy:

- Acceptable Internet Use Policy
- Administrator Compensation Policy
- Financial Oversight Policy
- Privacy and Confidentiality Policy
- Programs Development Policy
- Records Retention Policy
- Unattended Children Policy

The motion carried unanimously.

7. The Board reviewed and signed the current Conflict of Interest Policy.

8. Thiers moved and Burgess seconded a motion to ratify the Collective Bargaining Agreement. Let the minutes reflect all of the hard work put in from both the Board and library staff to reach this agreement. The motion carried unanimously.

9. Executive Director's Report. Groberg reviewed several highlights from the previous year including completing the capitol needs assessment, ratifying the collective bargaining agreement, reviewing and amending the strategic plan, completing A/C installation, and almost reaching closeout for FEMA funds. He also noted that there has been a significant increase in program attendance and digital lending in the past year. All of the great work done in 2025 will serve as important building blocks to do great work in the future.

10. Committee Reports:

- a. **Fund Development Committee:** Peterson reported on a successful end-of-year appeal with a great recapture of donors. The Fund Development Committee will have their first meeting of the year in February to begin discussing goals.
- b. **Executive Committee:** Seidman concurred with all of the points Groberg made in the Executive Director's Report. She added that the library is in a great position to look to the future.
- c. **Finance Committee:** Lasick reported that the library is in a healthy position financially. The final audit report will be discussed in the February Board Meeting. The Finance



Committee will work to summarize the results of the capitol needs assessment to get an idea of what building improvements the library should begin saving for. Lastly, FEMA is almost completed with about 10% of funds left to be captured.

- d. Board Development Committee: Parker reported that the Board Development Committee is preparing for the year and discussing goals.

11-13. Wrap-up. Groberg called board members' attention to upcoming events. There being no other business, the meeting was adjourned at 6:12 PM.