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Sno-Isle Libraries
BOARD OF TRUSTEES

Board of Trustees
Rose Olson, *President* · Paul Ryan, *Vice President* · Jennifer DePrey, *Secretary* · Michael Adams · Kay Crull · Griselda Guevara-Cruz · Susan Kostick
Executive Director
Eric Howard

October 18, 2025
Special Meeting Minutes
Sno-Isle Libraries Service Center

Call to Order

President Olson called the meeting to order at 9:01 a.m., followed by a land acknowledgment.

Attendees

Members present: Rose Olson, Kay Crull, Griselda Guevara-Cruz, Jennifer DePrey, Susan Kostick, and Paul Ryan.

President Olson confirmed quorum.

Staff present: David Durante, Susan Hempstead, Eric Howard, Meredith Kraft, Janella Lewis, and Shanda Zimmerman.

Approval of Agenda

Trustee Ryan moved the Sno-Isle Libraries Board of Trustees approve the agenda as presented. The motion passed.

Retreat Opening

President Olson opened the meeting with remarks expressing gratitude for the Trustees' commitment to the Library District and the community.

Trustee Kostick led the Trustees in an introductory exercise to begin the day.

Library Funding & Budget Goals

Finance Director Janella Lewis reviewed the Library District's funding sources and shared a 10-year projection for the Library District's revenue and operating expenditures. Finance Director Lewis discussed the goals for the 2026 operating budget, which will be presented at the October 27, 2025 regular meeting.

Recess

At 10:25 a.m., Trustee DePrey moved that the Sno-Isle Libraries Board of Trustees move to recess for a period of 10 minutes. The motion passed. President Olson called the meeting back to order at 10:35 a.m.

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Introduction to Strategic Direction

Executive Director Howard reviewed Library District highlights from the previous year, Library District initiatives that are currently underway, and strategic goals for 2026. Executive Director Howard also shared the organization's strategic direction.

Environmental Scan

Assistant Director of Strategic Relations Susan Hempstead presented information about recent legislation on the state and national level impacting the Library District.

Recess

At 11:55 a.m., Trustee Kostick moved that the Sno-Isle Libraries Board of Trustees move to recess for a period of 35 minutes. The motion passed. President Olson called the meeting back to order at 12:32 p.m.

Washington State Library Presentation

Washington State Librarian Sara Jones and Public and Tribal Library Consultant Brianna Hoffman presented information about the Washington State Library, recent levy lid lift measures for libraries in Washington State, and the role of library boards in strategic planning.

Recess

At 1:25 p.m., Trustee Ryan moved that the Sno-Isle Libraries Board of Trustees move to recess for a period of 5 minutes. The motion passed. President Olson called the meeting back to order at 1:32 p.m.

Customer Survey

Executive Director Howard invited Chelsea Benning, Olympic Research and Strategy, to join him in presenting the results of the recent customer survey.

Closing

Executive Director Howard thanked the Trustees, Sara Jones and Brianna Hoffman from the Washington State Librarian's Office, and Library District staff for their contributions to the day. Executive Director Howard will provide an update about the strategic plan development process at the February 2026 regular meeting.

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Adjournment

Trustee Ryan moved to adjourn the October 18, 2025 special meeting of the Sno-Isle Libraries Board of Trustees. The motion passed. President Olson adjourned the meeting at 2:40 p.m.

Rose Olson
President

Jennifer DePrey
Secretary