



Slinger Community Library Board of Trustees  
Village Community Room, located at 218 Slinger Rd  
Monday, April 13, 2026 at 4:30pm

## Agenda

### A. Roll Call and Confirmation of Open Meetings Law

Marlyss Thiel                      Jane Hignite                      Kent Voll                      Beth Lighthizer  
David Waterman                      Donna Moldenhauer                      Katherine Tobey

### B. Open for Public Comment (Information will be received from the public; however, no action will be taken on such issues at this time.)

1. Ken Reiser – Slinger Campus Building Campaign Chair

### C. Approval of Previous Minutes – March 9, 2026 meeting

### D. Approval of Financial/Vouchers Reports – March 2026

### E. Director's Report

1. Circulation and Library Use Statistics
2. Library Program Report
3. Special Projects Reports
  - i. New Website
  - ii. Library Director's Maternity Leave

### F. Old/Unfinished Business and Action Thereon

1. Strategic Plan
2. Policy Project
  - i. Library Personnel Policy
3. Job Description Approval
  - i. Staffing Discussion

### G. New Business and Action Thereon

1. Board Member Renewals (David, Marlyss, Donna)

### H. Announcements

1. Next Meeting Date: Monday, May 11, 2026 – 4:30 pm- Village Community Room

### I. Adjourn Meeting

The Slinger Community Library Board of Trustees is an informed and dedicated group of citizens, who are committed to supporting, developing, and advancing the library for the benefit of all our patrons, staff, and our community. This agenda was posted at Slinger Village Hall and Slinger Community Library on Friday, April 10, 2026. Notice was posted at Community Park, Slinger Post Office, and Slinger Piggly Wiggly. Upon reasonable notice, efforts will be made to accommodate person with disabilities requiring special accommodations for attendance at the meeting. For additional information and to request services, contact the Library Director at (262) 644-6171. It is possible that members of and possibly a quorum of members of other governmental bodies of the Village of Slinger may be in attendance at the above-noted meeting to gather information; no action will be taken by any other governmental body except by the governing body noticed above.

## Memo

To: Slinger Community Library Board of Trustees

From: Nicole Mszal Library Director & Lindy Fiste Assistant Library Director

Date: Friday, April 10, 2026

Re: Agenda for Monday, April 13, 2026

### A. Public Comment

- Update from Ken Reiser about the Slinger Community Campus

### E. Director's Report

#### 1. Circulation and Library Use Statistics- March 2026

Circulation was down from last year, but up from last month! We had some bad weather and an unexpected closure, which could account for the decrease. Patron count was up from both last year and last month. We had a very exciting pie eating contest hosted by the friends for pie day, which helped to increase foot traffic in the library. E-circulation was down from last year, but is still a strong resource. We've seen an increase in Ancestry and Transparent language usage.

2. See supporting documents for March 2026 Programs Report from Natalie. This report now includes volunteer numbers.

3. Special Project Reports:

i. New Website – our new website has launched! Please take the time to look around the new style. Please let us know if you find any broken links or have any questions/concerns.

ii. Director Maternity Leave – Please see the attached supporting documentation for the leave plan and return to work for maternity leave.

### F. Old/Unfinished Business

1. The strategic plan has been finished and is to be presented. Please see supporting documentation for the plan.

2. Policy Project – Personnel Policy: Implementation of a new personnel policy so the library may hire part-time staff at 20 hours and not offer benefits (different from the village policy).

3. Adult Services Job description approval and approval that clerks may be hired at 20 hours a week (if the new personnel policy passes).

### G. New Business

Term limits for some board members have expired, need an official renewal.

March Minutes of the Slinger Community Library Board  
Monday, March 9, 2026

The meeting of Slinger Community Library Board of Trustees of the Village of Slinger was called to order by Library Board President Marlyss Thiel at 218 Slinger Road, Slinger, WI at 4:31 pm on March 9, 2026, in accordance with Notice of Meeting delivered to members on March 6, 2026.

**A. Roll Call and Confirmation of Open Meetings Law:**

	<u>Present</u>	<u>Absent</u>
Marlyss Thiel	X	
Donna Moldenhauer	X	
David Waterman		X-excused
Jane Hignite	X	
Beth Lighthizer	X	
Katherine Tobey	X	
Kent Voll	X	
	6	1

Also present:

Margaret Wilber Village Administrator, Dyann Benson Assistant Village Administrator, Ken Reiser Capital Campaign Chairman, Nicole Mszal Library Director, Lindy Fiste Assistant Director/Circulation Librarian

**B. Open for Public Comment:**

Ken Reiser shared progress on the capital campaign fundraising. He has had construction experts review cost estimates, and plans are also being reviewed by other experts in the fields such as electrical, plumbing and builders to see if we can find cost savings to ensure we are getting the best value for this project. The Visionary Committee continues to meet monthly to work on the fundraising strategy and tools for moving this project forward.

**C. Approval of Previous Minutes – February 9, 2026, Minutes**

**Motion by Voll/Lighthizer to approve the minutes as presented. Motion carried.**

**D. Approval of Financial/Vouchers Reports – February 2026**

**Motion by Voll/Moldenhauer to approve the financial vouchers as presented. Motion carried.**

**E. Director's Report**

1. Circulation and Library use statistics – Director Mszal led discussion
2. Library Program report – see presented report
3. Special Projects reports

i. Policy Project – New personnel policy

The board approved the Safe Child Policy at the February meeting. Copies of that were distributed to board members for their trustee binders. The next policy that will be worked on will be a new personnel policy specific to the library.

ii. Strategic Plan – a draft of the strategic plan which is still in progress was presented to

the board for review. Director Mszal is soliciting feedback from the board, welcoming their thoughts and recommendations by March 27, 2026.

**F. Old/Unfinished Business and Action Theron**

1. Policy Project

i. Patron code of conduct

**Motion by Voll/Lighthizer to accept the Patron Code of Conduct Policy with discussed sentence structure and grammatical changes. Motion carried.**

**G. New Business and Action Theron**

1. Library Investment Certificate H –

**Motion by Voll/Moldenhauer to renew Certificate H for the 11-month Forte Bank special interest rate of 3.65% and APY 3.70% Motion carried.**

2. Staffing Discussion –

Director Mszal shared that a clerk position will be open and that now is a good time to think about our future needs and restructuring some of the staffing positions. Discussion was held.

**Motion by Voll/Moldenhauer to proceed forward with a new personnel policy and library specific changes. Motion carried.**

**Motion by Moldenhauer/Hignite for Director Mszal to create new job description to be discussed and reviewed at the next meeting. Motion carried.**

**H. Announcements**

1. Next meeting Date: Monday, April 13, 2026 – 4:30 pm Village Community Room

**I. Adjourn Meeting**

**Motion by Lighthizer/Tobey to adjourn meeting at 6:00 pm. Motion carried.**

Respectfully Submitted,

Lindy Fiste, Assistant Director/Circulation Librarian

# Board Report - Monthly Expense Detail For:

**Mar-26**

Budget Category	Full Budget Code	Vendor	Item Description	Debit Amount	Credit Amount
Library Supplies & Exp	230-55110-300-000	Amazon	general supplies	\$24.87	
			General Supplies	\$22.87	
		Demco	Processing Supplies	\$44.67	
		Instrumentl	grant tracking and search software	\$326.00	
<b>Library Supplies &amp; Exp Total</b>				<b>\$418.41</b>	
Library Central Services	230-55110-310-000	Village	Central Services Quarter 1	\$6,791.00	
<b>Library Central Services Total</b>				<b>\$6,791.00</b>	
Library Programs	230-55110-320-000	Amazon	craft supplies	\$32.98	
			summer reading	\$14.24	
		Kathleen Barbian	craft supplies	\$193.42	
		Pan-Asia Supermarl	Programming supplies	\$88.79	
<b>Library Programs Total</b>				<b>\$329.43</b>	
Library Marketing	230-55110-325-000	Bublitz Creative	Website Design and transfer	\$2,590.00	
<b>Library Marketing Total</b>				<b>\$2,590.00</b>	
Library Training	230-55110-330-000	Natalie Maksimuk	C2E2 Conference	\$1,110.93	
<b>Library Training Total</b>				<b>\$1,110.93</b>	
Library Central SVC-BLDG	230-55110-530-000	Village	Central Services Building Q1	\$13,201.00	
<b>Library Central SVC-BLDG Total</b>				<b>\$13,201.00</b>	
Books & AV	230-55110-800-000	Ingram	CH/YA Books	\$216.45	
			AD LP fic/nonfic Books	\$72.46	
			AD fic/nonfic Books	\$313.53	
		Amazon	Video Games	\$362.35	
			music cds	\$8.30	
			DVDs/Blu-Rays	\$415.96	
			AD Books	\$43.34	
		Hulu	monthly subscription	\$21.09	
		Netflix	monthly subscription	\$26.36	
		Hoopla	Feb e-services	\$323.17	
		Walmart	DVDs/Blu-Rays	\$37.92	
		Penworthy	Children's books	\$209.85	
<b>Books &amp; AV Total</b>				<b>\$2,050.78</b>	
<b>Grand Total</b>				<b>\$26,491.55</b>	

**Board Report - YTD Expense Summary For:**

**Mar-26**

Categories	Budget Category	Full Budget Code	Values				% of Budget Used	Annual Budget
			Debit Amount	Credit Amount	Remaining Budget			
Revenue	Fines / Fees Deposit	010	\$0.00	\$437.14	\$3,437.14	14.57%	\$3,000.00	
	Services Deposit	020	\$39.01	\$1,222.40	\$9,183.39	15.28%	\$8,000.00	
	Donations Deposit	030		\$1,550.00	\$1,550.00		\$0.00	
	Grants Deposit	040			\$0.00		\$0.00	
	Other Deposit	050		\$326,847.54	\$173,777.01	68.94%	\$474,133.00	
<b>Revenue Total</b>			\$39.01	\$330,057.08	\$187,947.54	68.03%	\$485,133.00	
Expense	Salaries & Benefits	100	\$80,704.11		\$254,053.89	24.10%	\$334,758.00	
	Library Supplies & Exp	230-55110-300-000	\$1,648.37		\$1,001.63	62.20%	\$2,650.00	
	Library Central Services	230-55110-310-000	\$6,791.00		\$25,898.00	20.80%	\$32,689.00	
	Library Programs	230-55110-320-000	\$1,372.90		\$4,277.10	24.30%	\$5,650.00	
	Library Marketing	230-55110-325-000	\$2,590.00		-\$940.00	157.00%	\$1,650.00	
	Library Training	230-55110-330-000	\$1,312.63		\$1,687.37	43.80%	\$3,000.00	
	Library Repair & Maint	230-55110-350-000			\$300.00	0.00%	\$300.00	
	Library Central SVC-BLDG	230-55110-530-000	\$13,201.00		\$34,077.00	27.90%	\$47,278.00	
	Contracted Service Payments	230-55110-726-000	\$600.00		\$15,054.00	3.83%	\$15,654.00	
	Library Technology	230-55110-830-000	\$250.00		\$2,750.00	8.33%	\$3,000.00	
	Books & AV	230-55110-800-000	\$8,649.82		\$24,219.00	26.30%	\$32,869.00	
	Capital Outlay	230-55110-810-000	\$5,000.00		-\$5,000.00		\$0.00	
<b>Expense Total</b>			\$122,119.83		\$357,378.18	14.97%	\$479,498.00	
Carryover from previous year:			\$149,280.59					
<b>Grand Total</b>			\$122,158.84	\$476,128.13	<b>Remainder:</b>	\$353,969.29		
			\$5,535.50					

county offset transfer

## Library Investment Accounts - March 2026

**\*Building & Offset Reserves -** Interest 2%  
**Balance:** **\$ 10,243.00**  
 (Money Market acct)@ Forte Bank  
 Capital offset funds received from Washington  
 County require a 50/50 match & intended for  
 capital expenditures.  
**CD Totals:** **\$ 498,566.33**

---

**Total of All Investment Accounts -**  
**Balance:** **\$ 508,809.33**

---

*Updated: 3/5/2026 NLM*  
 1/30/26 - \$6.30 interest for money market  
 2/13/26 - \$262.16 - interest for 66565  
 2/13/26 - \$2,885.13 - interest for 75287  
 2/27/26 - \$5.89 - interest for money market  
 2/28/26 - \$1,130.97 interest for Cert 401  
 3/19/26 - \$300.06 interest for cert 312  
 3/31/26 - \$6.73 interest for money market  
 3/11/26 - CD H Debit to another CD credit account #\*\*888

## SCL CD's

**Certificate H** - now Cert 888  
 11-month CD created on 3/11/2026  
 Latest Interest on not yet  
 Interest Rate: 3.65%  
 Maturity Date: February 11, 2027  
**Balance: \$ 29,875.10**

**Certificate 401** - at Forte Bank  
 11-month CD opened on 11/30/2025  
 Latest Interest on 2/28/26: \$1,130.97  
 Interest Rate: 4%  
 Maturity Date: November 9, 2026  
**Balance: \$ 114,538.26**

Kiwanis  
**Certificate M** - at Forte Bank  
 21-month CD opened on 12/20/2024  
 Latest Interest on 3/19/2026: \$300.06  
 Interest Rate: 3.75%  
 Maturity Date: 9/20/2026  
**Balance: \$ 32,751.07**

FOSL Acct Num: 66565  
**Certificate N** - at Forte Bank  
 15 month CD renewed 5/14/2025  
 Latest Interest 2/13/26: \$262.16  
 Interest Rate: 3.75%  
 Maturity Date: August 14, 2026  
**Balance: \$ 27,997.83**

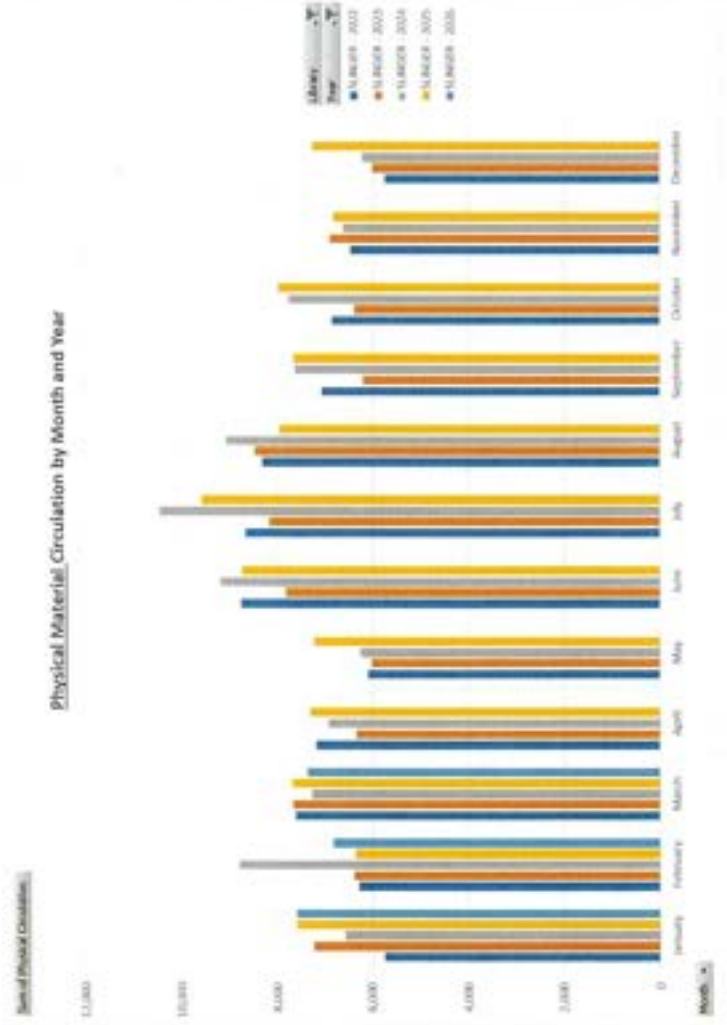
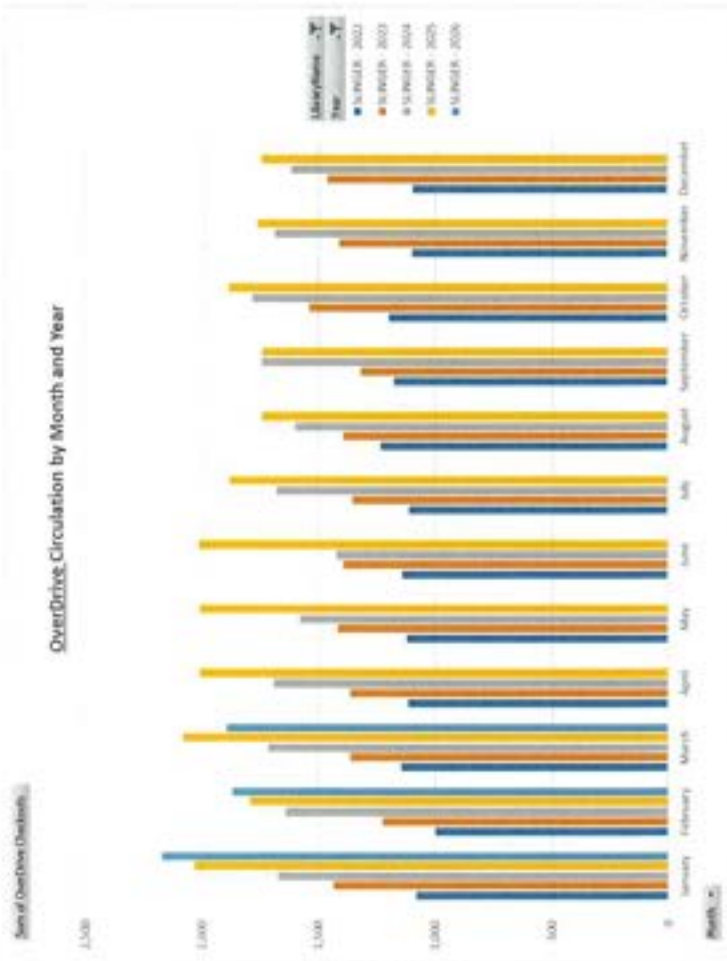
**Certificate 75287** - at Forte Bank  
 7-month CD opened on 11/14/2025  
 Latest Interest on 2/13/26: \$2,885.13  
 Interest Rate: 3.94%  
 Maturity Date: June 14, 2026  
**Balance: \$ 293,404.07**

## Circulation Statistics - March 2026

	Current Month	Year to Date	Previous Month	Previous Year
<b>Total Checkouts</b>	7,372	21,783	6,822	7,692
<b>Slinger</b>	3,013	9,285	2,992	3,272
<b>Washington County Librariad</b>	611	1,686	481	500
<b>Washington County non-Librariad</b>	3,569	10,388	3,267	3,775
<b>Adjacent County Librariad</b>	133	215	36	69
<b>Adjacent County Non-Librariad</b>	46	208	46	71
<b>Other County</b>	0	1	0	5
<b>ILL Sent Out (excluded from total)</b>	2	9	4	1
<b>ILL Borrowed In (excluded from total)</b>	15	43	12	25
	Current Month	Year to Date	Previous Month	Previous Year
<b>Overdrive/Libby Checkouts</b>	1,894	5,941	1,871	2,020
<b>Hoopla Checkouts</b>	190	552	178	154
<b>Total eCirculation</b>	<b>2,084</b>	<b>6,493</b>	2,049	<b>2,174</b>
<b>LOT Checkouts</b>	266	765	262	349
<b>STEAM Kits</b>	38	112	43	41
<b>New Items Loaned</b>	146	312	Did Not Collect	Did Not Collect
<b>New Items Borrowed</b>	266	753	Did Not Collect	Did Not Collect
<b>Net New Crossover Borrowing</b>	<b>-120</b>	<b>-441</b>	Did Not Collect	Did Not Collect
<b>Items Loaned</b>	693	640	Did Not Collect	Did Not Collect
<b>Items Borrowed</b>	1,722	1,846	Did Not Collect	Did Not Collect
<b>Net Crossover Borrowing</b>	<b>-1,029</b>	<b>-1,206</b>	Did Not Collect	Did Not Collect
<b>Total Items Checked In</b>	6,822	-5,248	6,204	7,629

Sum of OverDrive Library											
SLINGER											
Month	2022	2023	2024	2025	2026						
January	1,082	1,435	1,675	2,038	2,176						
February	998	1,227	1,642	1,800	1,871						
March	1,147	1,364	1,719	2,088	1,894						
April	1,117	1,365	1,696	2,016							
May	1,122	1,417	1,583	2,014							
June	1,143	1,393	1,424	2,020							
July	1,114	1,355	1,683	1,882							
August	1,237	1,394	1,604	1,750							
September	1,178	1,320	1,750	1,750							
October	1,199	1,543	1,790	1,890							
November	1,101	1,416	1,692	1,770							
December	1,100	1,465	1,622	1,752							
<b>Grand Total</b>	<b>13,538</b>	<b>16,694</b>	<b>19,880</b>	<b>22,770</b>	<b>5,941</b>						

Sum of Physical Library											
SLINGER											
Month	2022	2023	2024	2025	2026						
January	5,748	7,226	6,575	7,583	7,589						
February	6,289	6,377	8,805	6,360	6,822						
March	7,621	7,668	7,275	7,692	7,372						
April	7,187	6,338	6,925	7,320							
May	6,092	6,031	6,252	7,228							
June	8,774	7,829	9,189	8,761							
July	8,693	8,190	10,489	9,604							
August	8,351	8,509	9,073	7,974							
September	7,085	6,209	7,652	7,672							
October	6,870	6,393	7,781	8,003							
November	6,488	6,913	6,631	6,842							
December	5,769	6,019	6,226	7,287							
<b>Grand Total</b>	<b>84,967</b>	<b>83,702</b>	<b>92,873</b>	<b>92,326</b>	<b>21,783</b>						



## Library Usage - March 2026

	Current Month	Year to Date	Previous Month	Previous Year
Number of Days Open	25	75	24	26
Patron Count	2,966	8,144	2,498	2,772
Reference Questions	101	391	128	327
Technology Assistance	62	187	69	62
New Cards Issued	23	86	23	32
Holds Placed	2,099	6,423	2,176	2,153
Community Meetings	4	14	6	3
Community Meeting Attendance	36	263	150	22
Items Added	168	635	210	172
Items Withdrawn	5	44	1	495
Internet Logins	116	355	126	120
PAC Logins	976	2,761	851	1,111
Facebook Interactions	887	2,291	792	did not collect
Website Visits	8,210	27,142	9,333	N/A
Ancestry	25	34	0	0
Universal Classes	1	14	1	7
Transparent Language	25	39	7	0

## Programs Report compiled by Youth Services Librarian Natalie Maksimuk

March 2026

Adult Programs	6	Teen Programs	5
Adult Program Attendance	123	Teen Program Attendance	81
Adult Self-Directed Programs	1	Teen Self-Directed Programs	n/a
Adult Self-Directed Participation	28	Teen Self-Directed Participation	n/a
Adult Volunteers: 1	Hours: 2	Youth Volunteers: 6	Hours: 6.5

Children's Programs	12	All-Age/ Family Programs	2
Children's Program Attendance	265	All-Age Program Attendance	108
Children's Self-Directed Programs	1	All-Age Self-Directed Programs	3
Children's Self-Directed Participation	191	All-Age Self-Directed Participation	133

### Recent Highlights

All ages were very busy at the library this month! We had a fantastic turnout for the adult program with on Historical Slinger, as well as the pie-eating contest on 3/13 - we had more than 60 live attendees and the library (represented by my husband, Rob) won the golden spatula! We have had a lot of great community feedback about wanting to repeat this event next year with FOSL. Lil' Bookworms had a pajama party, Afternoon Adventurers designed race cars with assorted craft objects and both Adventurers and Teens really enjoyed creating Peep Houses with marshmallow peeps, frosting and other sweets. Slinger was on Spring Break at the end of March, and our biggest turnout for activities was for story time at the Washington County Humane Society. I will have another story time there in August. The middle school volunteer group, Builder's Club (youth branch of Kiwanis), also stopped in and were very helpful with a lot of craft prep, getting things ready for summer kickoff and organizing new sets of informational folders for our Campus Campaign. The Builder's Club group stops in once or twice a year to help with any projects we have on hand for them.

### Upcoming Information

We have several upcoming programs that have been generating a lot of community interest. TMJ4's Brian Niznansky will be here for a 13+ program on storm chasing and a day in the life of a meteorologist – he will return in August for a family program. Wanakia Wildlife Rehabilitation and Education will bring some of their animal ambassadors on Saturday, April 25 and talk about how to support our "backyard neighbors". We will also have 190 trees delivered soon for the families participating in our Neighborhood Forest program. We'll call this first year a definite success!

### **C2E2 Professional Development Report**

I attended C2E2 (Chicago's Comic & Entertainment Expo) March 27-29 for professional development and attended several panels and workshops hosted by the American Library Association and Lit-X (a national group of comics educators). Some of the panels/workshops I participated in included: Titles You Should be Reading, Recommending, & Teaching; Access & Engage; Graphic Books That Spark Community; Why Graphic Novels? Defending Graphic Novels in the Age of Censorship; Programming with Comics in the Library and Sourcebooks' Hot Reads & Next Big Things.

I learned a lot about mindfully curating our book collections to keep up with high-interest trends while keeping our community interests in mind. The censorship workshop was also very interesting. Thankfully, we have not dealt much with book challenges at our library but hearing about how many different books have been challenged for the slightest reason and learning how different schools and libraries have handled these challenges and developed coalitions of supporters was very informative.

I also had the opportunity to meet with other librarians and educators, received some advanced copies of upcoming books/comics, and walked away with a huge list of new & upcoming titles to consider adding to our youth collections. I spoke to artists and game creators and made some contacts for future programming potential, especially for my teen/tween-aged group. I am grateful to Nicole for suggesting this opportunity and I really felt like I walked away with a good amount of information and plenty of ideas for new things to bring to my programs in the future.

# STRATEGIC PLAN



Inspire | Create | Connect  
Slinger Community Library

# 2026 - 2031

[slingerlibrary.org](http://slingerlibrary.org)



Inspire | Create | Connect  
Slinger Community Library

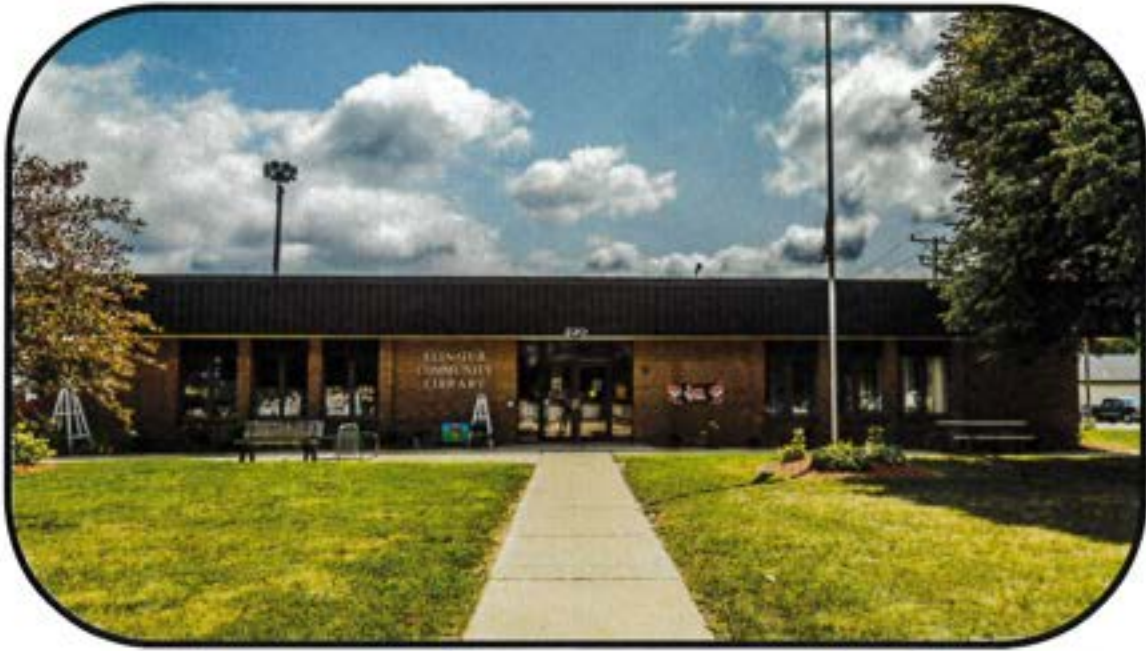
## Table of Contents

---

INTRODUCTION	3
OVERVIEW OF FINDINGS	4
GOAL 1: SPACE & FACILITY NEEDS	6
GOAL 2: PARTNERSHIPS & COMMUNITY OUTREACH	7
GOAL 3: MARKETING & COMMUNICATION	8
GOAL 4: PROGRAMMING & RESOURCES	9
GOAL 5: ORGANIZATIONAL STRUCTURAL SUPPORT	10
IMPLEMENTATION & COMMUNICATION	11

---

# Introduction



## Welcome to Slinger Community Library!

The Slinger Community Library was created in 1951 by the Slinger Elementary School PTA as a community project. All books and staffing were donated and the “Traveling Books” program from Madison provided materials on a three month lending basis. In 1954, the Village of Slinger took over the library and hired Mrs. Walter Timm as the first librarian. The current structure was the former village hall after completion of the village hall/police building.

In 1987, Wisconsin started county-wide library services, and all libraries across the state now serve any who come through their doors. Our main service population of about 15,000 residents includes, but is not limited to, the Village of Slinger and the Townships of Allenton, Hartford, Jackson, Polk, Richfield and West Bend. We are a part of the Monarch Library System, which is a group of libraries spread across Dodge, Ozaukee, Sheboygan and Washington Counties.

## Our Mission

The Slinger Community Library strives to Inspire, Create, and Connect by:

- Providing an engaging and welcoming place for all.
- Promoting creativity and a love of life-long learning.
- Pushing ourselves and others to expand horizons.

## Acknowledgements

We want to thank the more than 150 community members who responded to our survey. We also want to thank the library staff, library board of trustees, and the Friends of the Slinger Library who are instrumental in the library’s continued success.

Thank you for your support!

# Overview of Findings

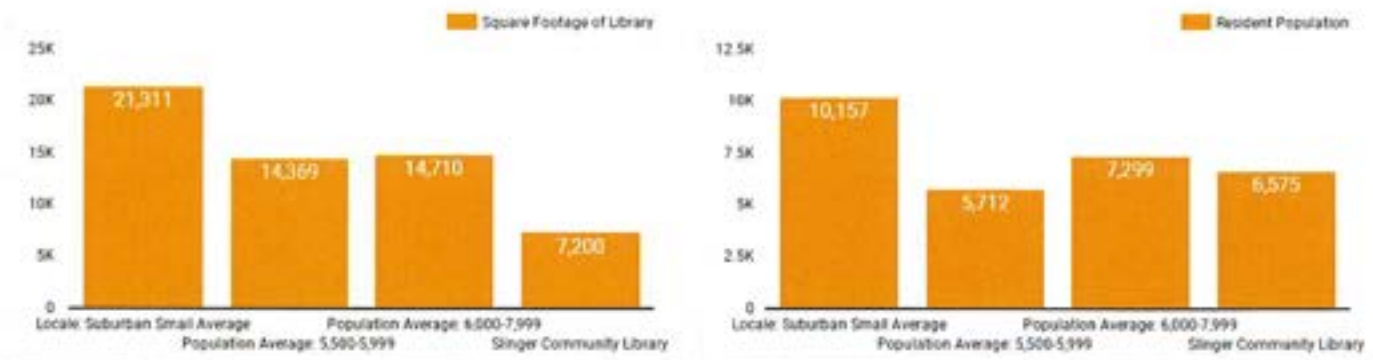
*Love the Slinger Library! While small compared to others in the area, it's mighty!*  
 ~Community Survey Comment

We learned from the community survey that over 91% of respondents strongly agreed that, “the library is important to me and/or my family.” This included those that indicated they were not a regular library user. The importance of the library was also made clear in responses to the questions, “the library is important for the community” and “the library is a valuable city service” with 94% of respondents indicating that they strongly agreed to both. In our survey and throughout the data gathering process, we heard repeatedly that the library is an important asset to the community. However, improving library spaces, expanding communications and program offerings, and supporting local initiatives are areas that can use improvement. This is reflected in the strategic goals established in this plan:

- **Space & Facility Needs**
- **Partnerships & Community Outreach**
- **Marketing and Communication**
- **Programming and Resources**
- **Organizational & Structural Support**

Those that do not use the library or use it infrequently cited library hours that worked better for their schedule and more programs of personal interest would be needed for them to want to use the library more. Community members were also asked to rank their priorities on how the library could make potential changes in overall appeal. The top answers included, “have more comfortable spaces for reading, working, and relaxing at the library, including outdoor spaces,” “provide dedicated, welcoming space(s) for young children and/or teens and young adults,” and a “drive-up book return.”

When looking at the annual report data collected by the state, Slinger Community Library consistently ranks far below their peers in terms of library space. This is reflected in the satisfaction in current library space.



Public Library -	Square Feet per Resident	Square Feet per Extended County Pop.	Square Feet per Cardholder
Locale: Suburban Small Aver..	2.1	1.2	2.9
Population Average: 5,500-5,9...	2.5	1.2	3.4
Population Average: 6,000-7,9...	2.0	1.2	2.8
Slinger Community Library	1.1	0.5	1.9

Space difficulties can also be part of the reason why there is less overall satisfaction in collections seen on the shelf. While being a part of the Monarch Library System expands the availability of materials to patrons, they must be requested for delivery to Slinger or a patron needs to travel to a different location to obtain these materials.

Another area of concern from both users and non-users is the variety of programming. Slinger currently excels in children, young adult and family programming, but lacks variety in adult offerings. Historically, Slinger Community Library was a children's library, with a children's programming focus, however, community needs have changed and there are new demands for broader programming. Focusing on the new demands from the community will affect the staffing and funding needs of the library.

The library has 5 full-time equivalent (FTE) employees, which is below average for a village of Slinger's size. While this may save budgetary expenses, it hinders the ability for the library to provide certain services, such as the programming desired in the community. To meet ongoing service demands and make improvements to meet the growing and evolving needs of our residents, continued city support and regular evaluation of resources available for the library is vital.

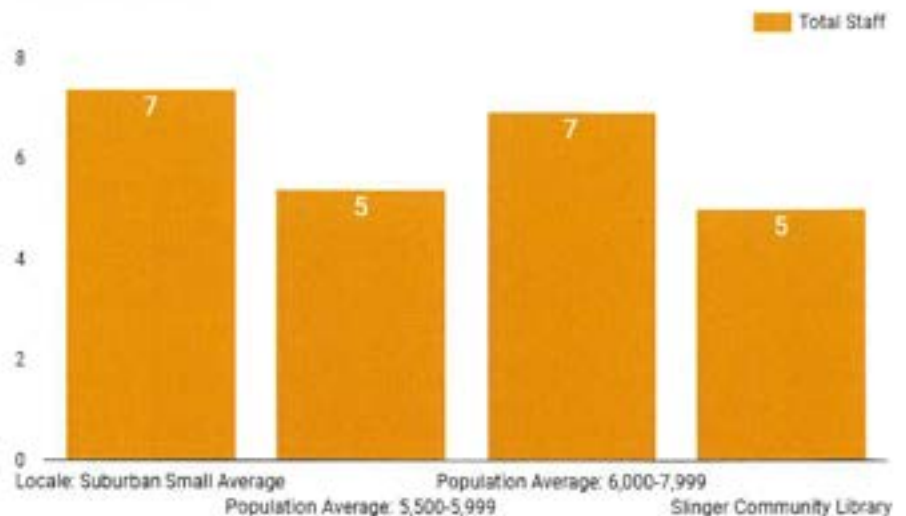
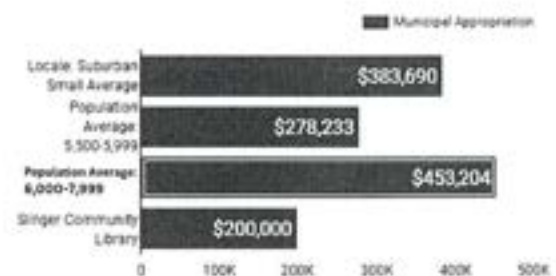
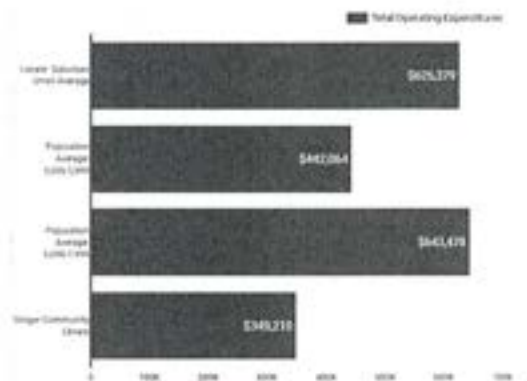
## Data and Information

While the library does show success in the delivery of its services in comparison to similarly sized libraries, the current capacities of library staff and space are limited in comparison to other area libraries.

This strategic plan used multiple data-gathering processes:

- Demographic and economic data from the U.S. Census and Applied Population Lab & UW Extension
- Results of a Community Survey
- A series of staff surveys with a SWOT analysis
- Annual library operations and service data submitted to the Wisconsin State Department of Public Instruction (DPI) and comparison study of Slinger Community Library to similar sized communities and libraries

This strategic plan will help ensure that the library matches the mission of the the library and focuses our efforts on what the community needs. The following goals and processes will become the bridge that will guide the library and community for enhancing services in the future.



# Goal 1: Space & Facility Needs

Provide library spaces that meet the desires of our residents, such as adequate space for resources and learning, and additionally deliver effective library services.

## OBJECTIVE #1

Increase community use of and satisfaction with the current library by understanding evolving community needs and improving spaces in innovative, responsive ways.

- Routinely assess current space needs and consider improvements to enhance comfort.
- Explore partnerships with other community organizations to utilize spaces for large programming needs, such as parks.

## OBJECTIVE #2

Prepare the current library facility for its new space in the Slinger Community Campus Project.

- Utilization of RFID tags on old and new items to prepare for new services, such as self-checkout, at the new facility.
- Standardize call numbers and re-evaluation of collections and sections for expanded growth and enhanced ease of browsing materials.

## OBJECTIVE #3

Address future demands from community stakeholders identified in the community survey

- Design a floor plan in the new library where spaces can change and adjust as community needs change.
- Incorporate new furnishings, furniture and fixtures that have great durability, but can also be reutilized as space needs evolve.

## WHY?

The library has been in the current facility since 2001, with a census data of approximately 3,900 people at that time. Today, Slinger has grown to 6,600 residents. This rapid growth has created a strain on existing infrastructure, even beyond the needs of the library, but in the general community. Further, many of these new residents have families due to the strong school district. This has created a large demand for third spaces for people to gather that are free and easy to access. The library has become a destination for our youth because it is within easy walking distance of not one, but two schools.

Frequently during busy hours, patrons do not have a place to sit and gather, whether it is for socializing or studying. Unfortunately, buying more furniture will not solve the problem because the facility is already at capacity for furniture and furnishings. With one of the smallest collections in the system (ranked 20th out of 30th), the Slinger Community Library still ranks 11th in total checkouts, showing high use per item (data from 2024 Department of Public Instruction Annual Report Data).

Fortunately, we are in the midst of a building project which will address these concerns and needs, and while we are looking forward, it is important to try to meet the current demands as well.

*For a community known for its top ten schools in the state of Wisconsin, we should have a high quality, engaging, and modern physical space for the community to use as a library. If we want to attract young families, we need a comfortable space for people to gather and connect. The current facility just does not do that.*

~Community Survey Comment

# Goal 2: Partnerships & Community Outreach


**Strengthen and enhance current partnerships with community members and organizations. Find innovative opportunities to create new partnerships.**

## OBJECTIVE #1

**Further develop partnerships with the schools.** 


- Increase visits between schools and library.
- Enhance volunteer opportunities at the library for students.
- Engage more with homeschool groups and families.

## OBJECTIVE #2

**Further develop partnerships with community organizations and businesses to increase range and reach of programming.** 

- Increase number of organizations coming into the library for programming.
- Increase off-site program collaborations to highlight local businesses and services.
- Enhance services for retirement communities and explore homebound delivery options.

## OBJECTIVE #3

**Increase library use by all ages, particularly through outreach events and activities.** 

- Increase interactions at local events by having a library representative and/or station at community events.
- Host public and private community events at the library to bring in more non-library users.

## WHY?

One of the greatest strengths a library can have is a partnership with their school district(s). From literacy initiatives, to student volunteers, fostering an environment for lifelong learning through mutual support can enhance educational outcomes for children (and adults).

The library can also be a hub for businesses and local non-profits. From educational uses to highlighting different local opportunities, a library can be a place of connection and community. This work can grow through educational opportunities, helping the businesses who use the library as a gathering place while also inviting them to share their expertise and knowledge with the community. Having the library go into the community to highlight local businesses and non-profits, while sharing the services offered at the library, can also raise awareness of the many great things that can be found throughout the village and surrounding areas.

Our older community members can also greatly benefit from library outreach services, especially for those who are homebound or have accessibility issues. There are also many resources that are available to community members that are online or can be accessed remotely. Having a plan to enhance these partnerships and goals will further strengthen the connection the library has to everyone.

*Have a room or rooms where groups could reserve to study, work on group projects, or discuss information.*


~Community Survey Comment

# Goal 3:

## Marketing & Communication


Increase community awareness of the library's resources, services and policies through clear, consistent and engaging communications.

### OBJECTIVE #1

Increase visibility of the library and awareness of what the library can offer to infrequent or non-library users. 

- Increase staff awareness and participation in marketing and communication efforts.
- Reach out to the community throughout the year with short surveys to find marketing gaps.
- Increase partnerships with non-profits and schools to distribute materials to the community.
- Increase interactions at local events and have promotional materials consistently available through the community.

### OBJECTIVE #2

Enhance marketing materials and develop a plan for consistent distribution of materials. 

- Create a communication and advocacy plan highlighting the current capacity of the library and identifying future needs through conversations with stakeholders.
- Create a separate marketing plan that targets local business groups and surrounding rural communities.
- Update the current website to increase ease of use and meet new ADA requirements.
- Create an e-Newsletter through the Library System Promote software.

### WHY?

The community survey highlighted gaps in awareness of certain library services in both new and regular users. Many of the services requested are already available at the library but are being underutilized. Developing a marketing strategy, potentially in conjunction with other local groups, will help spread the information effectively throughout our community.

Slinger Community Library serves a much larger community than just the village, and ensuring that these localities are also being included in informational distribution and lists would ensure more users of the library are informed about the different services and offerings at the library.

Having a consistent marketing presence will also allow community members to easily recognize our messages and promotions within the community. Consistent signage both in and outside the library can strengthen our brand recognition. Furthermore, new ADA compliance laws regarding public websites will take effect in 2027, which creates a need for internal rules and regulations so our website will remain in compliance with these new laws.

Our main focus is to find a balance between our staff's capacity to communicate our offerings, and using the right communication and marketing tools for maximum reach.

*I truly value our little library and the materials they provide our homeschooling family. Materials I request arrive quickly and the notification system is efficient. I love using the monarch app. Great job Slinger Library. ~Community Survey Comment*

# Goal 4: Programming & Resources

Ensure that the library is offering engaging, educational programs, services, and resources that target the needs of the community.

## OBJECTIVE #1

Increase usage of underutilized resources

- Engage more with students and families to discover resources needed for success.
- Have programs that target and highlight different resources provided by the library.
- Increase interactions at local events by having a library representative and/or station at community events that highlight various resources.

## OBJECTIVE #2

Increase attendance and satisfaction with our library programs by offering a diversity of programs and resources

- Increase number of organizations coming into the library for programming.
- Enhance services for retirement communities and explore homebound delivery options.
- Create a program evaluation tool to ensure consistent and reliable programming for all ages. This can be combined with evaluating overall patron experience and satisfaction.
- Host public and private community events at the library to bring in more non-library users.
- Explore new databases and digital materials resources to add to the current selection.
- Expand collections to meet the needs and reading preferences of patrons.

## WHY?

Modern libraries are more than just books; they offer a vast array of resources, programming, and special collections. Online collections are increasingly popular, and there are many different databases that are available to the public. Having information and programming about these resources will enhance public awareness and usage of these offerings.

When Slinger Community Library was founded, the main focus was to support literacy initiatives at the schools. Almost all programming focused around story time and other young children's programming. Trends have shifted, and there is now a greater demand for older children and adult programming. In our community survey, offering more programs to teach people of all ages technology skills was the second most ranked choice for changes to library services. The third choice was the library offering more services/programs for job, employment, and career development.

The library also has a restricted amount of space for collections. While this will change with the relocation of the library, Slinger is consistently borrowing more from other libraries than lending due to the lack of desired materials on the shelf. Expanding physical collections will allow for more popular materials to have a home and meet patron demand.


*A top priority for our family would be increasing the number of books available within the library. The shelves are full in Slinger, so I assume this is more of a space issue when compared to the bigger libraries. A larger child area with more activities would also be great to keep a range of kids busy.*

~Community Survey Comment

# Goal 5: Organizational Structural Support

Develop and implement plans to strengthen our staffing, library board, facilities, and finances through a culture of planning and continuing education.

## OBJECTIVE #1

Develop a technology and facilities plan. 


- Assess current technology needs and trends to create a technology plan for replacing future equipment.
- Assess space needs using the Department of Public Instruction Space Needs Assessment.
- Using the above plans, create a budget plan to gradually prepare for needs.

## OBJECTIVE #2

Develop and strengthen library staff and library board of trustees. 

- Create internal processes that help increase staff satisfaction during hiring and annual evaluations.
- Develop a continuing education plan for staff and reevaluate employee recognition policies.
- Create a continuing education plan for library board trustees with resources from the Department of Public Instruction, educational support from the American Library Association and the Wisconsin Library Association.

## OBJECTIVE #3

Develop and implement advocacy efforts with village leaders and civic stakeholders. 

- Create a strategy for collaboration with the village so the library is an active stakeholder in local events and/or meetings.
- Establish a fundraising goal each year by the library director for special projects, with assistance of local non-profit and business groups, including grant projects and other fundraising initiatives.

## WHY?

The most important asset a library can have is not the books and resources, it is the people who believe in the mission and goals of the library, and who make it happen. However, it is important to look ahead, as well as making sure the people involved have the tools and resources needed to succeed.

Maintaining and updating the facility and equipment to meet the evolving needs of the community requires careful planning and budgeting. It is important to maintain balanced budgets and fiscal responsibility. Having a plan will reduce the likelihood of unexpected expenditures and enhance the library's ability to cope with unanticipated expenditures when they do happen.

Having a well educated library board and library staff will ensure that there is a well-satisfied and efficient team. When issues arise, everyone will then feel better equipped to deal with these challenges, which will in turn allow the library to better serve the community. A well-balanced team will also increase staff satisfaction with the aim to reduce staff and library board turnover, which in turn will mitigate issues from staff leaving, including the cost of recruiting and training new staff, and will allow uninterrupted service.

Having fundraising goals and village collaboration will be another layer for continued success.

*I am so grateful for our library with the friendly and helpful staff.*

~Community Survey Comment

# Implementation, Assessment & Communication



## **Contact Information :**

[www.slingerlibrary.org](http://www.slingerlibrary.org)

262-644-6171

220 Slinger Road, Slinger, WI 53086

The library contracted WiLS to provide guidance and support, including survey implementation, during this process.

The Slinger Community Library Director and staff will work in conjunction with the Library Board of Trustees to prioritize and coordinate activities for this plan. A complete activity and implementation plan will be created by the library director and will serve as a guide during the life of this plan. The library will consider available resources, including funding and staff time, changing conditions locally, regionally, and statewide, and opportunities that arise to innovate during the implementation of the plan. The library board and library director will review progress on a bi-annual basis, or as needed.

Further information about Wisconsin State Library Standards and other information about this strategic plan, including the supplemental data, can be found on the Slinger Community Library Website. Any questions or concerns should be directed to either the library board or library director. We encourage community involvement and are excited to show the future progress of our library.

Approved and adopted by the library board on XXXXXXX

**Job Title:** Adult Services Assistant (Part-Time)

**Hours:** 20 hours per week, including evenings and weekends

**Position Summary:**

The Adult Services Assistant supports the library's mission by providing high-quality customer service and engaging programming for adult patrons. This position combines public service at the circulation desk with the planning, coordination, and delivery of adult-focused programs and events. The ideal candidate is organized, creative, and enjoys working with diverse populations.

**Key Responsibilities:**

*Programming & Outreach*

- Plan, promote, and implement a variety of programs for adult audiences (e.g., workshops, book clubs, technology classes, and community events)
- Collaborate with library staff and community partners to develop relevant and engaging programming
- Prepare materials, set up spaces, and assist with program facilitation
- Evaluate program effectiveness and suggest improvements
- Assist with marketing efforts, including flyers, social media, and event calendars

*Circulation & Customer Service*

- Provide friendly and efficient service at the circulation desk
- Check materials in and out, register new patrons, and update account information
- Assist patrons with locating materials and using library resources
- Handle basic reference and technology questions, referring more complex inquiries as needed
- Maintain accurate records and follow library procedures

*Collection & General Support*

- Assist with shelving, shelf-reading, and maintaining an organized collection
- Help create displays and promote library materials
- Support overall library operations and contribute to a welcoming environment

**Qualifications:**

- High school diploma or equivalent required; some college coursework preferred
- Previous library or customer service experience preferred
- Strong communication and interpersonal skills
- Ability to work independently and as part of a team
- Comfort with basic technology and willingness to learn new systems
- Interest in community engagement and adult learning

**Physical Requirements:**

- Ability to stand, walk, bend, and lift library materials (up to 25 lbs)
- Ability to use computers and standard office equipment

**Additional Information:**

This is a part-time position averaging 20 hours per week. Schedule will include evenings and weekends based on programming and staffing needs.

**Salary:**

Hourly rate based on qualifications and experience.

**Benefits:**

**No benefits – position subject to personnel policy**