

**Minutes, 139th ANNUAL MEETING
Rutland Free Library Association
5:00 PM Wednesday, October 15, 2025**

President Clare Coppock called the meeting to order, beginning with the secretary's report from Allyn, who reported that last year the board approved a motion granting Clare an exception to the six-year term limit to continue as president, Barry presented the financial report for FY 2024 and five new members were introduced to become trustees.

Joanne Pencak delivered the financial report, explaining that the library's primary income sources are contributions from member cities and towns, along with support from the Fox Fund and Friends of the Library. She noted that fundraising efforts faced post-COVID challenges but have recently regained momentum. On the expense side, tax appropriations cover only employee benefits and salaries, resulting in an operating loss of approximately \$200,000. Building maintenance costs appeared elevated due to expenses related to exploring building alternatives, including architect fees, though Joanne emphasized that no taxpayer dollars were being spent on the 21st century library effort. Cathy R. moved to approve the financial report, Lenny seconded, and it passed.

In her president's report, Clare outlined several ongoing initiatives including the yearly evaluation of the library director and work on a new union contract. She highlighted the continuation of 21st century planning with another meeting scheduled for the following week. The board completed a development process that identified organizational strengths and weaknesses to guide future board recruitment. A new board orientation process has been established in collaboration with Amy. Clare reported that the development and fundraising committee has been reactivated under Fern's leadership, with initiatives including a quilt raffle, Whoopie Pie Fest, annual appeal postcard, new bookmarks, and other fundraising activities. She mentioned a goal about possibly starting an Alzheimer's cafe and noted that the building committee has been revamped. Clare expressed enthusiasm about continuing to support the committee work.

The board then addressed membership changes, welcoming new members Jenne Kirbach from Ira, Russell Glittman, Fern Fryer, and Gabrielle Bourassa. Ann moved to accept the new members, Cathy R. seconded, and the motion passed. Allyn departed from the board and Clare thanked everyone for their work on numerous projects throughout the year.

In the director's report, Randal discussed the library's engagement with artificial intelligence, noting that AI is now a reality they must address. He shared insights from a seminar he attended where he learned about new AI tools. Finally, the board discussed bylaw amendments to create a past president position. Kevin moved to approve the changes, Cathy S. seconded, and the motion passed.

Clare adjourned the meeting at 5:30pm.