



RUSSELL
LIBRARY

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Russell Library Strategic Planning Meeting

March 19, 2026, 5:30pm

Present: Trustees Andrew White (Committee Chair), Jennifer Hadley, Sarah Schulenburg; Eamonn Wisneski, Russell Library Director Ramona Burkey

Absent: Committee Member Diane Smith

DRAFT MINUTES

- 1. Call to Order** - The meeting was called to order by Chair White at 5:32 p.m.
- 2. Public Comment** - There were no members of the public present, nor relevant emails nor submissions through the website.
- 3. Approval of Minutes** of the January 15, 2026 meeting - **MOTION**: It was moved (Trustee Wisneski) and seconded (Trustee Hadley) to approve the minutes of the January 15, 2026 Strategic Planning Committee. The motion passed with all in favor of approving the minutes.
- 4. Unfinished Business**
 - a. Update on outreach work
 - i. Communications plan
 - ii. Data review

The survey window has closed. Data analysis is in progress, by Russell Library staff and with the help of Gemini. There is still a need to comb through the raw data with human eyes. Committee members are encouraged to look through the raw data and utilize tools to synthesize the data as well, ensuring that any personal data is protected. There are themes coming through in the analysis, including concerns about taxes, literacy, community, isolation, and social services safety nets. Trustee Hadley shared that the people she talked to mentioned wanting to work with schools to work on education in general beyond literacy and acknowledged the impact of Covid on education and addressing the need that came out of that. In terms of community-building, the youth at the rec center noted a need for emotional support and mental health support. She also noted that AI missed some nuances in its summary, so it's important to think about the weight of what is emphasized in AI analysis. President Wisneski also noted some questions about differences between the raw data and the Gemini analysis. While AI is a great tool, we will need to review the data beyond an initial AI review. Director Burkey added that the first iteration of analysis is brief in comparison to the amount of data collected in the survey, so she would be interested to prompt a deeper analysis.

In thinking about the information collected and the temperature of the community, are the current goals of the Strategic Plan still appropriate? In other words, do the responses fall into the foundational strategy and pillars that are in the current iteration of the strategic plan? As a committee, we can use our analysis to try to organize responses into the categories of the

strategic plan and look for response themes that do not fit into any of the pillars/categories.

The needs of the community that were brought forward during the last strategic planning persist, but people are showing trust in the library to be able to help solve them. The challenge can be to determine what the role of the library can and should be in responding to the needs of the community. What needs are within the scope of the library's service and mission?

The strategic plan is an aspirational framework, not a checklist of goals. Many of the goals are long-lasting or even lifelong goals. Showing what has been achieved since the last strategic plan and how the library has used current responses to frame the updated plan can be a nice transition to the new plan.

- b. Determine next steps - drafting a new plan - thinking about how this committee can support that project.

5. New Business

- a. Draft Plan for publication -

There is a need to continue to look at the data and apply some human judgement to it. Director Burkey and Brandie Doyle will start to build the bones of a new plan. A draft will be shared with this committee in advance of the next meeting. This committee can help by working to try to sort the responses into the existing foundational "buckets" to see if there are any outlier themes.

- 6. Adjournment - MOTION:** It was moved (Trustee Schulenburg) and seconded (Trustee Wisneski) to adjourn at 6:05 p.m. The motion passed with all in favor.

Next regular meeting: Thursday, April 16 at 5:30pm

Respectfully Submitted,

Sarah Schulenburg

Sarah Schulenburg, Secretary