

MINUTES
Northern Lights Library Network
Governing Board Meeting
March 21, 2026
Zoom Conference Call

NLLN Officers:

- President: Joe Gould
- Vice President: Vacant - Nominations to be solicited from the board and voted on over email
- Treasurer: Karen Qualey
- Secretary: Vacant - Nominations to be solicited from the board and voted on over email

Present:

- Kathy Enger, Executive Director, NLLN
- Joe Gould, President, Kitchigami Regional Library (KRLS) Representative
- Chizuko Shastri, Lake Agassiz Regional Library (LARL) Representative
- Terry Kalil, LARL Representative
- Jacquie Peeples, Public Library Alternate
- Bethany Hait, Public Library Representative
- Keri Youngstrand, Northwest Regional Library Alternate
- Christine Ayala-Zierke, School Library Representative
- Candice Wachter, Custom Transformations
- Aleta Sanford, Minute-taker

1. Call to Order.
 - a. 10:03 A.M.
2. Oath of Office. A warm welcome to Terry Kalil, Lake Agassiz Regional Library representative and Jacquie Peeples, Public Library Alternate.
3. Vote to approve Agenda, Minutes from December 13, 2026, NLLN Governing Board meeting.
 - a. Motion to approve agenda:
 - i. Terry, Chizuko MCU
 - b. Motion to approve minutes:
 - i. Bethany, Terry MCU
4. Vote to approve Financial Reports.
 - a. 70% of the budget has been expended, and everything is on track. There is nothing unusual or out of the ordinary. NLLN will likely be able to add to reserves at the close of this fiscal year, which will keep NLLN on a strong financial footing.
 - b. Motion to approve Financial Reports:

- i. Terry, Jacquie MCU
5. Nominate and vote for NLLN Vice President.
 - a. Chizuko may be interested, but the LARL board must vote to continue her appointment to the NLLN board next week before any nomination.
 - b. Ruth Holmgren, former Secretary, has also resigned and the Secretary position also needs nominations.
 - i. Keri will also speak with the NWRL board on taking Ruth's NWRL Representative spot, as she is currently the alternate.
 - c. Nominations will be solicited from the entire board via email and a vote will be conducted over the same medium.
6. Workers' Compensation audit completed.
 - a. The audit was clean and went well.
7. Draft of NLLN's 990 completed. Vote required.
 - a. Kathy will send information on the 990 to the whole board to better understand what a 990 is, its purpose, and its components.
 - b. Motion to approve the draft of NLLN's 990:
 - i. Christine, Terry MCU
8. Consulting proposal for annual review of executive director, NLLN policies update, and succession planning. Candice Wachter Custom Transformations. Consultant for annual review, policies, succession planning.
 - a. Terry expressed some concerns with the Custom Transformations proposal, including: Candice's qualifications, the lack of specifics regarding who would be conducting the legal work, and how the Executive Director evaluation would be limited to the Board rather than soliciting feedback from other stakeholders with more day-to-day knowledge of NLLN's operations. Terry's concerns were discussed by the board. Terry ultimately proposed approving the first phase, the Executive Director evaluation, re-evaluating continuing the partnership at the next Governing Board Meeting, and potentially forming a sub-committee to review the bids from other consultants in more detail.
 - b. Other board members proposed incorporating termination language in the contract and proceeding with the Custom Transformations proposal for all three phases.
 - c. Candice spoke about the three phases and how each would be handled by Custom Transformations.
 - d. Motion to approve Custom Transformations' proposal as presented:
 - i. Chizuko, Keri
 1. Terry dissented
 2. Remainder of board approved
9. Grant Request Form.
 - a. Motion to approve the form:
 - i. Christine, Chizuko MCU

10. Life Achievement Award for Charlie Lindberg and Lina Belar.
 - a. Both have served libraries since the 1970s and have now retired. Kathy is working on biographies for them and would like to present the awards at the next board meeting.
11. Paul Bursik addition to the NLLN Foundation Fund.
 - a. Motion to appoint Paul to the NLLN Foundation Fund:
 - i. Terry, Jacquie MCU
12. Membership List Update.
 - a. NLLN members are working to update this list.
13. Directory of Historical and Cultural Organizations and Museums Update.
 - a. NLLN members are working to update this list.
14. Adjourn.
 - a. 11:12 A.M.