



## Board of Trustees Meeting Minutes

January 26, 2026 – 6:00 PM Regular Meeting  
Vancouver Community Library  
901 C Street, Vancouver, WA 98660  
Columbia Room  
Hybrid/In-Person

Megan Dugan, *Chair*, City of Vancouver  
Marie Coffey, *Vice Chair*, Clark County At-Large  
Mary Williams, *Secretary*, City of Vancouver  
Mary Ann Duncan-Cole, Skamania County  
Kristy Morgan, Clark County At-Large  
Olga Hodges, Klickitat County  
Irina Kakorina, Clark County At-Large

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**Present Board:** Kristy Morgan, Olga Hodges (remote), Marie Coffey (remote), Mary Ann Duncan-Cole, Mary Williams, Irina Kakorina, Megan Dugan

**Absent:**

**Present Staff:** Jennifer Giltrop, Executive Director; Catrina Galicz, Finance Director; Alicia Gomori, Deputy Director; Andrea Scherer, Human Resources Director; Miranda Holtmann, Executive Assistant; Julian Mendez, Communications and Marketing Director; Lynne Caldwell, Collection and Technical Services Director (remote); Lucien Kress, IT Director; Jason Reetz, Facilities and Fleet Director; Jenny Wilkerson, Executive Director, FVRL Foundation; Brandon Cruz, Branch Manager, Vancouver Mall Library

**Remote Access:** <https://us02web.zoom.us/j/86539660767> • Meeting ID: 865 3966 0767 • Passcode: 620506 • Phone Access 206-337-9723

## Fort Vancouver Regional Library Business Meeting Minutes

### **AGENDA:**

1. **CALL TO ORDER** - Chair Dugan called the meeting to order at 6:02 p.m.
2. **AGENDA APPROVAL** – At 6:02 p.m. Trustee Duncan-Cole made a motion to approve the agenda. Trustee Morgan seconded. Motion approved with 7 of 7 votes.
3. **EXECUTIVE SESSION RCW 42.30.110 (1f)**– at 6:05 p.m. Chair Dugan announced that the board of trustees would exit the room to go into executive session to receive and evaluate a complaint brought against a public official, as allowed by RCW 42.30.110 (1f). The chair announced that the board is not expected to take action following the executive session.

*The Chair called the meeting back to order at 7:15 p.m.*

4. **CHAIR ANNOUNCEMENTS** – Chair Dugan reaffirmed the shared responsibilities of trustees to fulfill obligations of the public trust and to do so board members must engage with each other in a manner that supports the integrity and effectiveness of the board as a whole. Chair Dugan addressed comments that were made in the December meeting that referenced individual trustees and attributed motives to one another. The trustee ethics and responsibilities policy is clear that authority rests with the board as a whole and meetings are conducted under Robert's Rules of Order to ensure respectful deliberation focused on the issues and motions before the board.
5. **PUBLIC COMMENTS** – At 7:17 p.m. public comments began with the following speakers:
  - Bob Carroll of Vancouver made a public comment about the Strategic Plan.
  - Caitlin Christly of Vancouver made a public comment about Strategic Plan language of equality vs. equity.
  - Quill Onstead of Portland made a public comment about drag queen story hour.
  - Monica Tabor of Vancouver made a public comment about Strategic Plan adoption.

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- Ashley Erdely of Klickitat County made a public comment about maintaining diversity and inclusion in FVRL libraries.
- Jamie Bair of Vancouver made a public comment about equity and intellectual freedom.
- Melinda Heindel of White Salmon made a public comment about keeping the original language in the Strategic Plan.
- Sabine Carlson of Vancouver made a public comment about equity.
- Mike Goodpaster of Goldendale made a public comment about selection of materials relative to children.
- Carmen Getz of Clark County made a public comment about equity and intellectual freedom.
- Kathleen Emerick of Vancouver made a public comment about the Strategic Plan.
- Jessica Cole of Battle Ground made a public comment about the Strategic Plan.
- Bev Jones of Battle Ground made a public comment about equity in the Strategic Plan.
- Jake Ausmus of Clark County made a public comment about equity and intellectual freedom.
- James Watson Hughes of Vancouver made a public comment about equity.
- Wendy Pederson of Vancouver made a public comment about DEI.
- Henry Marion of Vancouver made a public comment about equity and intellectual freedom.
- Derek Sytsma of Vancouver made a public comment about 5-year planning.
- Amy Lee of Vancouver made a public comment about the Strategic Plan language.
- Nerissa Eckerson of Clark County made a public comment about the Strategic Plan.
- Gary Wilson of Clark County made a public comment about the board comments of December 15, 2025.
- Phil Kronesbusch of Clark County made a public comment about the board comments of December 15, 2025.
- Cynthia Ernst of Vancouver made a public comment about intellectual freedom.
- Janet Hedgepath of Vancouver made a public comment about the Strategic Plan.
- Diane Clark of Battle Ground made a public comment about equity and intellectual freedom.
- Nicole Morris of Vancouver made a public comment about inclusive language and equity.
- Racheal Jackson of Vancouver made a public comment about equity vs. fair and inclusive.
- Garrett Jackson of Vancouver made a public comment about the Strategic Plan and intellectual freedom.
- Ann Bauer of Vancouver made a public comment about equity.
- Riley Donehey of Vancouver made a public comment about equity, intellectual freedom and board responsibilities.
- Rachel Bancroft of Vancouver made a public comment about DEI.
- Diana Katan made a public comment about equity and access.
- Rachel Ernst made a public comment about equity.
- Miriam Hammer of Vancouver made a public comment about equity and inclusion.
- Claire Bemis of Vancouver made a public comment about equity.

**6. APPROVAL OF CONSENT AGENDA ITEMS**— At 8:20 p.m. Trustee Williams made a motion to approve the Consent Agenda. Trustee Duncan-Cole seconded. Motion approved with 7 of 7 votes.

## **7. REPORTS**

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**7.1. FINANCIAL STATEMENTS AND HIGHLIGHTS** – At 8:23 p.m. Catrina Galicz provided highlights for the month ending November 2025.

**Statement of Cash:** At the end of November the district has a cash balance of \$3.6 million. All cash targets are being met.

**Statement of Revenue:** Revenues continue to meet or surpass expectations in November with 99% of the year-to-date annual budget of property taxes received. Galicz highlighted that the miscellaneous revenues line item includes \$196,000 in insurance proceeds from the server room fire.

**Statement of Expenses:** Expenditures for the year are running about 10% under budget. Retainage of \$320,000 for the Woodland project has been released.

**RECEIVE AND FILE OCTOBER FINANCIAL STATEMENTS** – At 8:25 p.m. Trustee Williams made a motion to approve receiving and filing the November financial statements. Trustee Duncan-Cole seconded. Motion approved with 7 of 7 votes.

**7.2. ORGANIZATIONAL REPORT** – At 8:27 p.m. Alicia Gomori was given the floor to present the organizational report which included the following highlights.

- Outreach in December included **Stevenson Community Library** engaging at the newly combined Stevenson High School and Middle School. **Vancouver Community Library** brought valuable early literacy skills to over 147 students as well as teen engagement and outreach to assisted living facilities.
- **Woodland Community Library** just started a Spanish Conversation Circle and the Humane Society Mobile Vet Van partnership has brought high attendance.

Giltrop closed the report by highlighting the Foundation's report which included the joint Happy New Year Card and the positive feedback received about this joint effort.

**7.3. BRANCH REPORT: VANCOUVER MALL LIBRARY** – At 8:30 p.m. Branch Manager, Brandon Cruz provided an update on library activities for the Vancouver Mall Library. Cruz provided background on the history of the branch from its opening in 1983 through its various renovations. The Branch manager highlighted some of the programming offered in 2025 and noted the branch's unique ability to host larger audiences in the mall, for example the 400 attendees of Creature Teachers. Cruz closed his presentation with the statistic that 2025 saw the highest number of visitors, program attendance, Wi-Fi and computer usage since the pandemic.

**8. BUSINESS**

**8.1. FACILITIES AND FINANCE COMMITTEE**

- A. Staff Report 2026-01: Emergency Situation Board Communication – Vancouver Community Library Server Room Fire** – At 8:35 p.m. Galicz presented an update on the June 16, 2025 fire in the server room at the Vancouver Community Library. The fire caused damage to CRAC Units, specialized AC units for keeping server rooms cool. The initial estimated financial impact reported was \$650,000 with FVRL paying \$155,00. A new expense estimate has a total financial impact of \$440,000 with FVRL paying \$165,000. The CRAC units were ordered in the fall. The project is expected to begin in January and staff anticipate the units will be installed and fully functional by April. There was no action requested of the board.



## 8.2. STRATEGIC PLAN 2026 - 2030

**A. Presentation by Group 4 and Point North Consultants** —at 8:38 p.m. Jill Eyers from Group 4 and Cadie Dye of Point North Consulting were given the floor to present on the Strategic Plan. The strategic planning process was designed to produce a final plan that reflected the voices of the community, staff, and leadership, using a qualitative data-informed approach to guide decision-making, planning, financial stability, and collaborative cultural development. The ten-month process was structured in three phases: Discovery and Assessment, Engagement, and Plan Development. Early work focused on interviews with the Board and staff to understand current conditions and future aspirations, followed by a robust, district-wide engagement effort that informed development of the final plan.

The process was intentionally transparent and iterative. A core planning team of consultants and FVRL administrative staff collaborated on the process. The Next Chapter Advisory Committee (NCAC) was a body created and composed of community members, staff, Board representatives, and partners across the district, to ensure that the plans reflect the needs and priorities of the communities the district serves. Consultants conducted one-on-one interviews with all Board and administrative members. Findings from the discovery phase informed an environmental scan and engagement plan, which guided surveys, focus groups, community conversations, and NCAC meetings. All feedback was compiled into an engagement report used by staff, the Board, and NCAC to shape strategic priorities, goals, and the mission, vision, and values reflected in the draft strategic plan.

The engagement process prioritized diversity of input over statistical significance and questions were open ended and quantitative. Outreach efforts included mailers, social media advertising, paper surveys, and website announcements, resulting in more than 2,500 total engagements across the district. Participation was tracked by county to ensure balanced representation, with Clark County showing the highest overall participation and Skamania and Klickitat Counties achieving the highest survey response rates. Survey respondents included frequent library users, digital-only users, and non-users.

Presenters also addressed the intended audiences for the strategic plan. Staff will use the plan to guide daily work, resourcing, and performance tracking; funders and donors will reference it for accountability, alignment, and impact; community partners and volunteers will use it to support collaboration and advocacy; and community members will view it as a statement of priorities, engagement, trust, and accountability.

The draft strategic plan language of the proposed vision, mission, values and priorities were previously introduced in November. The vision states the library will serve as a community hub for literacy, learning, and civic life, where every person thrives through knowledge, curiosity, and connection. The mission emphasizes championing equitable access to literacy and lifelong learning to build stronger, more connected communities. The library's core values: Integrity, Connection, and Lifelong Learning. The four strategic priorities developed from engagement analysis and synthesized themes were Operational Excellence, Community Connection and Inclusion, Library Programs, Collections, and Services, and Spaces and Technology.

Since these priorities were presented last, they were developed into a working framework of goals, objectives, and measures of success to support accountability and progress tracking for staff,

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administration, and the board. In an overview Dye outlined those goals for the four priorities, reminding the board. It will be the ongoing work of the FVRL administrative team to lead these goals and measures in the coming years and provide updates to the board on advancement of the plan.

Since presenting this language in November, feedback was heard from the board about specific wording. Key requested edits included changing the vision language from “community hub” to “community center,” and revising the mission language from “equitable access” to “fair and inclusive.” This wording change would also be applied consistently in the strategic priorities where “equitable access” appeared. Additionally, revised language was suggested for the glossary definition for intellectual freedom regarding respecting the role of parents and caregivers in guiding their children.

- B. Staff Report 2026-02: Adoption of Mission, Vision, Values and Strategic Priorities for the 5-Year Strategic Plan** – at 9:10 p.m. Jennifer Giltrop held the floor to present the 6-page staff report regarding the Strategic Plan’s mission, vision, values, and strategic priorities. The staff recommends that the Board of Trustees adopt the mission, vision, values, and strategic priorities as recommended for the Fort Vancouver Regional Library’s five-year strategic plan. The elements included reflect extensive community engagement throughout 2025 to provide a framework to guide the organization. The multi-layered community engagement process generated approximately 1.23 million impressions and included 2,423 direct community engagements to inform the plan. Giltrop reiterated that the plan is a shared framework - supported by the complementary roles played by board, staff and administration.

Giltrop stated that equity and intellectual freedom remain foundational principles of public libraries and central to FVRL’s mission, and noted these themes have been consistently affirmed through public comment and ongoing dialogue. The report noted that between December 2, 2025 and January 20, 2026, approximately 300 emails were sent to trustees regarding strategic plan language, with 71 additional emails received after January 20. Giltrop encouraged trustees to review the report’s analysis of public feedback, emphasizing that all input was valued. Giltrop closed by acknowledging the contributions of consulting partners Point North and Group 4 Architecture, noting their collaboration supported development of a strategic plan framework intended to be both aspirational and actionable.

The floor was opened for questions, Trustee Morgan asked for clarity regarding the glossary language and the definition of intellectual freedom and if a vote at this meeting would impact the future availability to edit the language. Giltrop responded that if it is voted on at this meeting it could not be changed without coming back for another vote in the future.

Trustee Kakorina brought up that she shared her suggestion for wording of the plan with the board 10 days ago over email, but it was not included in the packet of materials for the January meeting. She distributed copies among the trustees.

At 9:21 p.m. Trustee Williams moved to adopt the recommended mission, vision values and priorities as presented. Chair Dugan seconded. After a roll-call vote, the motion failed with 2 ayes, 4 nays and 1 abstention.



At 9:24 p.m. Trustee Morgan moved to adopt the revised language for the Mission, Vision, Values and Priorities as presented in the packet. Trustee Hodges seconded.

Further discussion included Trustee Hodges asking if the board would be considering the document distributed by Trustee Kakorina. This caused a pause in the vote for the revised language provided by the consultants. Giltrop offered comment that the board committee met and Giltrop and Trustee Kakorina met individually. There was agreement in committees that requested edits of the originally proposed language was the alternative that would be voted on at this meeting, and that wordsmithing at the meeting was not anticipated.

Chair Dugan reiterated that there was a motion that has been moved and seconded for the originally revised language presented in the packet requiring a vote, and called for a roll call. Trustee Coffey interjected that she could not see the entire screen, rendering her unable to vote. When clarifying that the vote on the table was for the alternative language provided by the consultant, Trustee Hodges interjected in support of serious consideration about the third option that was presented by Trustee Kakorina, and requested to see that. Chair Dugan continued to reiterate that the vote on the table was for the second option before moving onto the third option.

After a roll-call vote, the motion failed with 2 ayes, 4 nays and 1 abstention.

In consideration of the document that Trustee Kakorina distributed, it was noted that the version on the screen (sent by Trustee Kakorina ahead of the board meeting) was different than the version that she distributed in person at the meeting. Trustee Kakorina noted that her email had multiple choices so her printed copy offered only one option.

At 9:36 p.m. the Chair called a 10-minute recess for the document distributed by Trustee Kakorina to be scanned by staff and emailed to the remote trustees for consideration.

At 9:43 p.m. Trustee Morgan made a motion to approve the version presented by Trustee Kakorina. Trustee Hodges seconded.

In discussion, Trustee Coffey requested more time to review this new version. Chair Dugan offered the options to vote on this version or to table it and go through the recommended edits piece by piece. Trustee Hodges expressed favor of voting on the version that was on the table.

At 9:47 p.m. after a roll-call vote, the motion passed with 4 out of 7 votes. Following the vote, Chair Dugan called for order in the room.

Giltrop requested clarification on what was voted on. The document presented only has vision and mission and the motion was not clear what was approved. Trustee Kakorina clarified that whatever is not explicitly outlined as a change in her document keeps the same language as in the original version. Giltrop went through piece by piece for clarity for implementation.

Chair Dugan noted that the phrase "civil life" is used in the version that was approved, when the original language was "civic life" and asked if that was a misspelling or typo. Trustee Kakorina agreed it was a misspelling and should be changed to civic.





Chair Dugan asked for a motion to accept Trustee Kakorina's explanation of where the approved language is to be used in the document and to amend the language in the approved version to correct "civil life" to "civic life." At 9:53 p.m. Trustee Morgan moved. Trustee Duncan-Cole seconded. The motion passed with 5 out of 7 votes.

Giltrop clarified that there was no vote for the definition of intellectual freedom, meaning it would stay as written. The Chair concurred with that understanding.

**8.3 COMMITTEE ASSIGNMENTS** – At 9:55 p.m. Chair Dugan shared the committee assignments for 2026. The Chair has the responsibility to appoint committees as per the bylaws and Chair Dugan noted that she made her assignments based on feedback from the trustees.

- 9. EXECUTIVE SESSION RCW 42.30.110 (1g) Personnel** – at 9:56 p.m. Chair Dugan announced that the board of trustees would exit the room to go into executive session to discuss personnel as allowed by RCW 42.30.110 (1g) to return at 10:25 p.m. The board is not expected to take action after the executive session.

*The Chair called the meeting back to order at 10:25 p.m.*

- 10. BOARD COMMENT** - at 10:25 p.m. the Chair opened the floor for board comments.

- Trustee Williams offered a comment announcing her resignation from the FVRLibraries Board of Trustees effective immediately.
- Trustee Hodges thanked the Chair for her opening comments and commented on the nonpartisan nature of the board.

- 11. SETTING FOR NEXT REGULAR MEETING:** Tuesday, February 17 at 6:00 p.m. at Cascade Park Community Library. It will be a hybrid (in-person/online) meeting.

- 12. ADJOURNMENT** – At 10:28 p.m. Trustee Duncan-Cole made a motion to approve. Trustee Kakorina seconded. The meeting was adjourned at 10:28 p.m.