

July 2026

A Message from Interim Executive Director Andrea Heisel

Hello Friends!

A lot has happened since the January 2026 budget shortfall announcement, layoffs, and the Administration leadership turnover. My goal as Interim Executive Director is focused on restoring our financial stability, demonstrating to the public our value, and building back better. To date, we have made budget adjustments of approximately \$3.6 million by reducing our collection expenditures, reducing staffing through not filling vacant positions and voluntary and involuntary layoffs, completing an administrative structure review and salary adjustment, and implementing furlough days for non-represented staff. You can check out our financial reports and outlook at our Funding and Budget website: <https://trl.org/budget/>.

Here are the highlights since I last wrote to you:

Immediate plan for restructuring of Administration and rollback of some administrative salaries.

- **Progress:** Completed.
- New leadership organization chart available on the TRL website under About Us > [Leadership](#).
- Instead of two people in charge of 3-6 departments each, each of our departments now has one representative at the Administrative Leadership Team. These staff were already employed and at the top of the department organization.
- This increases the voices at the decision-making table leading to better, more robust discussions and reviews of projects, direction, and policies.
- Administrative Salary Review & Restructuring estimated savings over 12 months = \$245k
- Furloughs for non-represented staff began (Jul-Oct) estimated savings = \$55k

Update on Finance Administrator posting.

- **Progress:** In process.
- Job [posted](#). Hiring team includes member of Finance, frontline staff, Trustee Gwin, and Interim Executive Director.
- 1st Interviews July 28 & 29. 2nd in-person interviews to be scheduled from finalists in mid-August.

A Message from Interim Executive Director Andrea Heisel, continued

Assisting Board of Trustees with independent assessments (workplace and financial).

- **Progress:** In process.
- Two Ad Hoc Board committees formed and RFP (Request for Proposal) for consultant work in process.

Engagement with our communities, staff, and stakeholders.

- **Progress:** Meetings with staff, Aberdeen Library Advisory Board, Levy Ad Hoc Committee featuring public volunteers.
- By the end of July, I will have met with staff at all library branches.
- Reviewing and modifying play structures and spaces in branches. Working with Regional Managers and staff feedback on what is working and what is not working with the play structures.

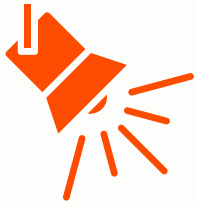
Assisting Ad Hoc Committee for Levy Lid Lift.

- **Progress:** In process.
- This past month, we prepared for and held a Board Retreat on 7/18 where we presented updated financial information, our proposed staffing plan, and levy lid lift information and options. We also held two public volunteer versions of the Levy Ad Hoc Committee, where the volunteers learned about the process, what we were looking at, and gave feedback both before the retreat and after the retreat. At our 7/22 Regular Board meeting, the Trustees voted unanimously to approve a levy lid lift ballot measure – asking our public for a \$0.35, an increase up from our current \$0.22, our lowest levy ever. We have not gone out to the vote of the people since our 2009 levy attempt. We have not had our full \$0.50 levy since 2001.
- Press release sent out, informational campaign website now live. Visit www.trl.org/levy for the latest information.

As we move forward with our levy information campaign, our next project is developing the service plan for when the levy passes. Our priorities for these funds in order of importance are: frontline staffing (for open hours and increased programming) and increasing the allocation to collections. This will outline when and where we use the increased funds first. Since we will not see increased funds until our April tax infusion, you can expect to see additional open hours starting after April 2027.

I look forward to continuing the work of rebuilding, re-establishing, and honoring the work of our Friends at the district level. Please let me know if you would like for me to speak at a future Friends meeting. I am always happy to talk and to give updates. Thank you!

Sincerely,
Andrea



FRIENDS SPOTLIGHT

Fundraising Fun and Publishing News

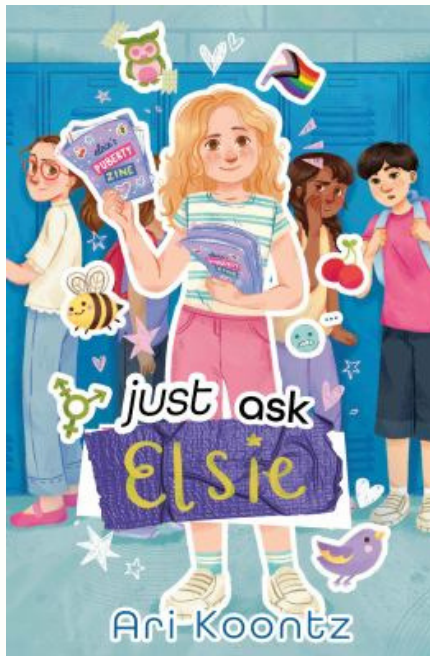
Winlock Plant Sale Nets \$1200

The Friends of the Winlock Library held a very successful plant sale in May that netted \$1200 to support library services in their community. Plants, seeds, planters, garden books, and other related items were donated and offered for sale by donation (no change was made). The Friends were delighted to find that some generous people had dropped \$100 and \$50 bills into the donation collection!

Shirley Lewis, President of the Friends of the Winlock Library said of the donations received, "I think our earning demonstrates the strong support in the community for the Winlock Library."

Upcoming events planned include book sales on August 8, October 10, and December 5, and a silent auction at the Winlock Library during October and November. Thank you, Winlock Friends!

New Book by Friends of the Olympia Library Member



Check out Ari Koontz's new book "Just Ask Elsie" available at your favorite bookseller and at TRL! Ari is a local author and member of the Friends of the Olympia Library. Their new book about eleven-year-old Elsie Parker, who challenges school rules and her principal to tell her classmates the truth about puberty, is already receiving rave reviews:

"A fresh take on activism, fifth grade style, that helps round out the genre." —*Kirkus*

"With humor, kindness, and a clear message about helping - others, this book handles puberty and identity with care... A - thoughtful, inclusive debut novel that will speak to many upper elementary readers." —*School Library Journal*

IN THE WORKS



Quick Updates on FOL Related Projects

TRL Friends Policy: An initial draft was presented to the Board's Policy Committee on July 15, who recommended additional revisions and offered feedback. A second draft will be available for feedback in early August.

Library Advocacy Guidance and Resources: Coming very soon!

LET'S CHAT!

Thank you to everyone who has attended our online chats so far! We have had some great conversations!

The next chats are scheduled for:

Tuesday July 28, 11am-12pm

Tuesday August 18, 11am-12pm

Invites have been sent to all Friends we have an email address for. Didn't receive an invite but want to come? Please contact Lily at lgrant@trl.org for a zoom link. All Friends members are welcome!



CALL OUT FOR NEWS

Has your Friends group had a successful sale or other fundraising event recently? Sponsored a great library program? Just want to share what makes your local library special? Let us know!

We would love to highlight your Friends group in an upcoming newsletter. Contact Lily Grant at lgrant@trl.org or (360) 704-4533



QUESTIONS?

Contact Lily Grant, Special Projects Coordinator at lgrant@trl.org or (360) 704-4533

Timberland Regional **LIBRARY**