

Board of Trustees Special Meeting Minutes

Wednesday, May 20, 2026

5:30 p.m. via Zoom

Administrative Service Center
415 Tumwater Blvd SW
Tumwater, WA 98501

Brian Mittge, *President*, Lewis County

Dustin Loup, *President Elect*, Grays Harbor County

Mary Beth Harrington, Thurston County

Toni Gwin, Pacific County

Hal Blanton, *At-Large*, Lewis County

Vacant Position, Mason County

Vacant Position, *At-Large*, Thurston County

Present Board: Brian Mittge, Dustin Loup, Mary Beth Harrington, Toni Gwin, Hal Blanton

Present Staff: Kandy Seldin, Rose Enos-Weedmark; recorder

Remote Access: Zoom: <https://Trl-org.zoom.us/j/81415489711> • Meeting ID: 814 1548 9711 • Phone Access (253) 215-8782 • Approximate Attendance = 72

Timberland Regional Library (TRL) Special Business Meeting Minutes

1. CALL TO ORDER, ROLL CALL – Brian Mittge called the meeting to order at 5:30 p.m.

2. PLEDGE OF ALLEGIANCE – Dustin Loup led the pledge

3. OPENING BOARD COMMENTS – None.

4. PUBLIC COMMENT – Rose Enos-Weedmark, Executive Administrator shares that there were 3 written public comments, 1 thank you and 2 regarding artwork.

5. APPROVAL OF THE AGENDA – at 2:50 of the recording

26-039 – DUSTIN LOUP MADE A MOTION TO ADJOURN. HAL BLANTON SECONDED. MOTION APPROVED (Unanimous 5).

6. EXECUTIVE SESSION *pursuant to RCW 42.30.110 (g)* at 3:19 of the recording

A. To evaluate the qualifications of an applicant for public employment (g)

The Board of Trustees went into Executive Session at 6:03 p.m. for 30 minutes.

At 6:03 p.m. the Board requested an additional 5 minutes.

At 6:08 p.m. the Board requested an additional 5 minutes.

At 6:13 p.m. the Board requested an additional 5 minutes.

At 6:18 p.m. the Board requested an additional 5 minutes.

At 6:23 p.m. the Board requested an additional 7 minutes.

At 6:30 p.m. the Board requested an additional 10 minutes.

At 6:40 p.m. the Board requested an additional 5 minutes.

The Board returns to the main session at 6:46 p.m.

7. OPEN DISCUSSION at 5:44 of the recording

A. Interim Executive Director – Trustee Harrington shares that the Board received twenty-one candidate applications and interviewed nine, of which three moved forward for a second interview. Harrington commends Kandy Seldin and Savannah Campbell for their hard work and long hours and help through the process. Trustee Loup provides a summary of the two candidates in general terms.

26-040 – TONI GWIN MADE A MOTION TO NOMINATE ANDREA HEISEL AS THE INTERIM EXECUTIVE DIRECTOR STARTING MAY 21, 2026, UNTIL A PERMANENT EXECUTIVE DIRECTOR IS IN PLACE OR UNTIL THE BOARD CUTS THE CONTRACT. HAL BLANTON SECONDED.

Interim Executive Director Discussion – at 11:54 of the recording Trustee Harrington shares that Andrea has a passion to fight for TRL. Trustee Blanton shares that he believes that Andrea is the right fit and will be a good bridge for TRL to move forward. Trustee Loup shares that he believes this is the right decision for TRL and hopes the public makes its judgement based on the results and by the motion tonight. Loup adds that this should unequivocally not be viewed as an endorsement of the status quo and the Board has been working on being more proactive, informed, and engaged. The Board has already begun pursuing independent assessments of workplace environment and financial practices that will help guide the Interim and the regular Executive Director which we expect moving forward. Trustee Mittge shares that Andrea looked at the organization from top to bottom and can see organizational adjustments and solutions for TRL avoiding the original layoff plans. Mittge adds that she also will take a pay cut and bring in more voices and expertise to an administrative team. Gwin adds that it is the Boards responsibility to do the right thing, not the popular thing, and we are doing the right thing for TRL. Loup adds there were clear expectations for Andrea and a vision that was communicated to the Board throughout the interview process and the Board expects the vision to be implemented in short order because that is the change of the status quo. Some of the deliverables expected are the immediate restructuring of leadership and rolling back non-represented salaries. Moving quickly with the search for the regular Executive Director and starting that process as soon as possible. That once the scope and structure are Board approved, the assessments will be conducted swiftly. The public engagement and transparency that has begun, continues.

MOTION APPROVED (Unanimous 5).

26-041 – DUSTIN LOUP MADE A MOTION TO SET THE SALARY OF THE INTERIM DIRECTOR AT \$14,154.61 PER MONTH UNTIL THE END OF THE APPOINTMENT. HAL BLANTON SECONDED. MOTION APPROVED (Unanimous 4).

26-042 – DUSTIN LOUP MADE A MOTION TO ADJOURN. BRIAN MITTGE SECONDED. MOTION APPROVED (Unanimous 4).

8. ADJOURNMENT at 7:18 p.m.