

MEETING MINUTES – APRIL 8, 2026  
NEENAH PUBLIC LIBRARY FINANCE AND PERSONNEL COMMITTEE MEETING

The meeting of the Finance and Personnel Committee of the Board of Trustees was called to order at 10:45 am by Chair Patricia Rickman.

Members present: Randy Fieldhack, Beth Irish, and Patricia Rickman. Michael Koller was absent.

Nicole Hardina-Wilhelm, Library Director, was also present.

The purpose of the meeting was to review Library Director Nicole Hardina-Wilhelm's 2025 Self-evaluation and goals and accomplishments and to learn about the 2026 procedures in order to complete Nicole's 2025 evaluation. This is as prescribed in Wisconsin State Statutes for responsibilities of Library Board of Trustees.

There were no public questions or comments.

#### REVIEW OF 2025 ACCOMPLISHMENTS AND GOALS

As part of her self-evaluation, Nicole reviewed with the committee her 2025 accomplishments and the progress she has made toward completing her 2025 goals. Nicole also presented a summary of the library staff's feedback relating to her leadership as library director. Members of the committee asked for clarification of some of the points.

#### PRELIMINARY FUTURE GOALS

Nicole presented preliminary specific measurable goals for 2026, She also indicated that she has a few other possible ideas that she needs to develop further before presenting them to the Board.

#### NEXT STEPS

Nicole reminded the committee that our next steps are:

Meet as a committee and complete the 2025 City of Neenah Employee Evaluation for Department Heads for Library Director Nicole.

Present at a meeting of the NPL Board of Trustees the completed Evaluation to members of the Board of Trustees in closed session as this is a personnel matter.

In open session, ask the members of the Board of Trustees to approve the 2025 Evaluation.

If approved, the Chair meets with Nicole, Library Director, to present and discuss the Board's Evaluation Summary.

NEXT MEETING: The Personnel and Finance Committee's next meeting is scheduled for Wednesday, April 22, at 2 pm.

Respectfully submitted by

Patricia Rickman