February 24, 2022

To: ImagineIF Staff  
From: ImagineIF Board of Trustees

Dear ImagineIF Staff,

Sean has shared your questions to the board, and we discussed them at our recent work session on February 16. We would like to respond to your questions.

Before we answer your questions, we recognize that this has been an incredibly stressful time for you. There has been a lot of change and uncertainty. As a board, we have been having difficult conversations and making decisions that challenge the status quo, and that is a source of stress as you navigate these changes.

- **Layoffs** – The board cannot imagine any scenario where we would lay off staff. As Heidi mentioned in her letter to you, we were engaged in worst case scenario planning. We had no intention of laying off staff. It was suggested if the library could not function without a director. Obviously, you can keep the library open and serve the people of Flathead County. Thank you for continuing to do that work.

- **Bigfork Property Transfer** – the Board remains unanimously committed to this property transfer. We recognize how much work community members and others have put into raising the funds for the Bigfork branch. We continue to try and convince the Commissioners to transfer the property.

- **Relationship between the board and the county** – The library board is a governing and autonomous board. We report back to the County periodically, and the County gives us our budget. The county commissioners have indicated that there is a perception that the library isn’t welcoming to all, and that the library has a strong liberal bent. There is a desire from the Commissioners and other community members for the library to move more towards the center and be more balanced. The Board is still working through what it means to be more balanced.

- **Relationship between the director and the board** – The board recognizes that there has been tension in this area – between the board and former interim director and between the board and staff. The board would like to reinstitute staff presentations, so we can understand your work. We need that information to make policy decisions. The board wishes to give Ashley time to get to know you and learn about the library and community. Board members will welcome Ashley and meet with her to give us a chance to get to know each other. This will be an area we work on as Ashley starts her new position.

- **Outside communication between board members** – Board members attended an excellent training about open meeting law and board service. We learned the proper way to communicate and are applying what we learned.

Please let us know what other questions you have. Thank you for your service!

ImagineIF Board of Trustees,  
Heidi Roedel, Doug Adams, Connie Leistiko, Marsha Sultz, David Ingram