

**Executive Session Minutes 5 ILCS 120/2(c) (1)**

**Ella Johnson Memorial Library District**

**September 22, 2025**

Executive Session Entered at: 7:26 PM

Members in attendance: Linda Wallace, Pat Dumoulin, Judy Pokorny, Morgan Kolecke, Kim Alberth

Members Absent: Kathy Eller, Suzanne Lattanzio

Non-Members in Attendance: Stephen Bero, Executive Director

**5 ILCS 120/2(c) (1) – The performance of specific employees**

The board discussed the SWOT survey sent by Stephen to Staff and Board members. There were a few staff members who used this survey to vent personal issues regarding staff, board members, and building conditions with long, ranting responses. Participants were supposed to provide short answers regarding the library's Strengths, Weaknesses, Opportunities and Threats to prepare for Strategic Planning.

We will be using this survey to determine the top three to five themes in each category to develop a Strategic Plan.

Motion to adjourn by Pat Dumoulin second by Kim Alberth

Ayes: Trustees Linda Wallace, Pat Dumoulin, Judy Pokorny, Morgan Kolecke, Kim Alberth

Nays: None

Executive Session Adjourned: 8:32 PM

No actions taken by the board at this time.

Respectfully submitted,

Kim Alberth, Board Secretary