

ANYTHINK LIBRARIES 2026 ANNUAL BUDGET



anythink®

Prepared by Nan Fisher

Finance Manager

Jan. 31, 2026

Anythink Libraries

Finance Office

5877 East 120th Ave.

Thornton, Colorado 80602

ANYTHINK LIBRARIES

2026 Annual Budget

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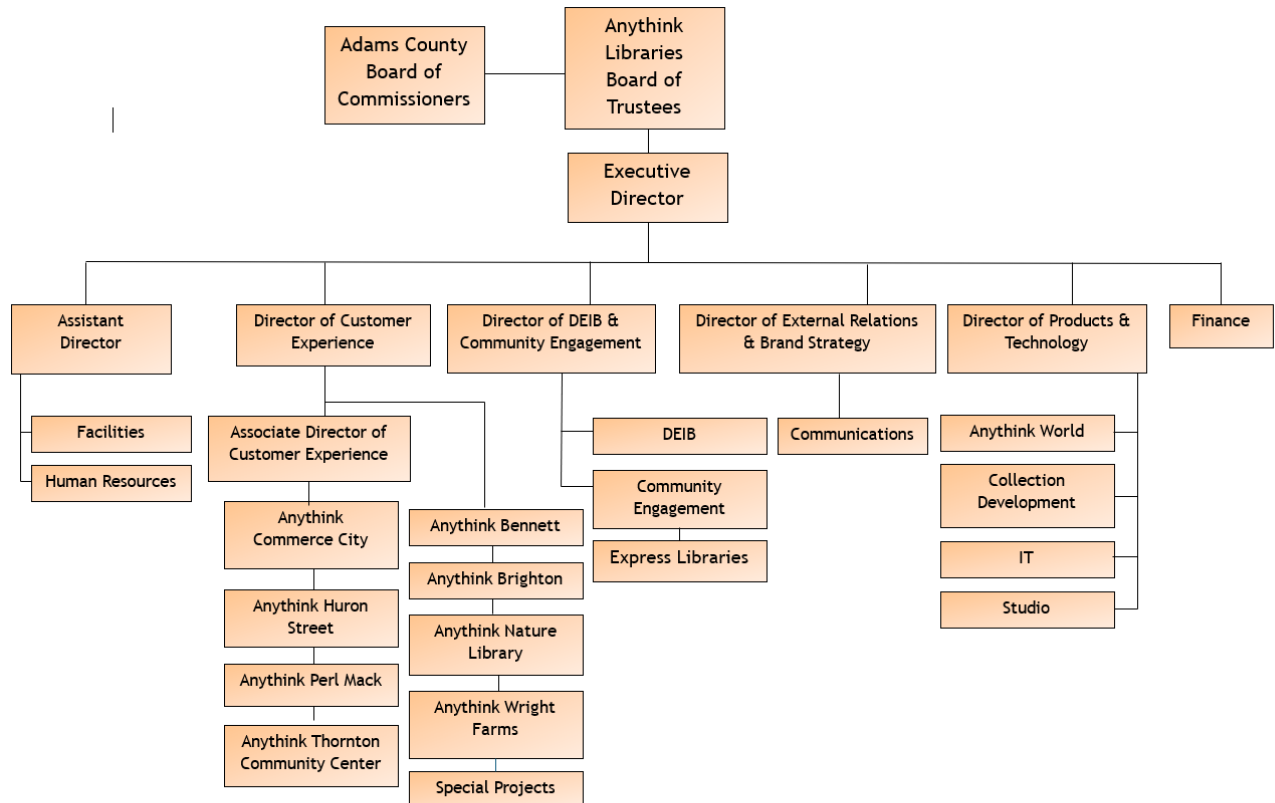
Board of Trustees

- Suzanne Brundage, President
- Celeste Jackson, Vice President
- Gretchen Lapham, Secretary/Treasurer
- Trisha Kramer, Trustee
- Niki Cooper, Trustee

Administrative Staff

- Mark Fink, Executive Director
- Susan Dobbs, Assistant Director
- Suzanne McGowan, Director of Customer Experience
- Logan Macdonald, Director of Products and Technology
- Paola Vilaxa, Director of DEIB and Community Engagement
- RyAnne Scott, Director of External Relations and Brand Strategy
- Zach Kittrel, Facilities Manager
- Nan Fisher, Finance Manager

Anythink Organizational Chart



Anythink Libraries Organization Chart 2026

Total head count: 209 Total FTE: 169.625
 118 Full-Time; 49 Part-time 25 hrs; 42 Part-time 20 hrs

LETTER TO THE CITIZENS OF ADAMS COUNTY, BOARD OF TRUSTEES AND LIBRARY DIRECTOR

Jan.15, 2026

To the Citizens of Adams County,

To Board of Trustees and Library Director of Anythink Libraries:

As Finance Manager, I am honored to present the 2026 Anythink Annual Budget to the residents of Adams County. The 2026 Annual Budget has been prepared in compliance with the Colorado Budget Laws and in accordance with the policies, procedures and direction of the Anythink Libraries Board of Trustees, library director and administrative staff. The district's mission statement, strategic plan, operating plan and financial projections were incorporated into a sustainable financial plan, allocating our resources efficiently and effectively.

The General Fund is the only active fund in 2026. Often referred to as the "operating budget," the General Fund receives revenues and appropriates expenditures for the district's day-to-day operations.

The following sections of this document provide an overview of the budgeting process, explain how the strategic plan guides budget decisions, and describes the challenges and opportunities that lie ahead in designing future budgets.

Questions and comments are welcome.

Respectfully submitted,

Nan Fisher, Finance Manager

Anythink Libraries

CHALLENGES AND OPPORTUNITIES FOR 2026 AND BEYOND

As we look ahead to 2026, Adams County's assessed values increased by 6%. This is a modest rise compared with the 26% increase in the previous tax cycle.

Colorado's economy is slowing, and the state is preparing for a challenging year with a budget deficit, lower-than-expected tax revenue and rising unemployment. Even so, our district is well positioned. Thanks to a healthy fund balance and strong reserves, we are ready to support key projects, maintain employee sustainability, and ensure essential repairs and maintenance continue without disruption.

We also have exciting opportunities ahead.

- The Nature Library remains on track to open in August 2026, bringing a unique and immersive experience to our customers.
- The Reunion Express Library will open in Commerce City in fall 2026. This space will offer hold pickups, computer access and a curated browsing collection — a long-awaited service for the Reunion community.

To support our growth, the district will hire 32 new employees in 2026, including several administrative roles. To accommodate this expansion, we have purchased an office building in Westminster. Renovations will take place throughout 2026, with the building opening to staff in 2027.

2025 HIGHLIGHTS AND ACCOMPLISHMENTS

Library Branches

- The Bennett Library completed a full refresh with new carpet, paint, updated collections and furniture.
- Anythink World launched in January 2025 with a community celebration and keynote speakers Anthony McLean, author of *Fire Up Your Mental Health!*, and Yassmin Abdel-Magied, who spoke on leading through change.
- The Nature Library celebrated its topping-out ceremony on April 30, 2025, and remains on track to open in August 2026.
- The Nature Library Advisory Council reconvened to develop ideas for programs, partnerships and educational opportunities.
- The district partnered with LatinA Flavor to operate the café at Anythink Wright Farms and the future Nature Library. The Wright Farms café celebrated its grand opening in September.
- Design work began on the Anythink Brighton courtyard project, which is scheduled for completion in May 2026.
- Additional security and after-hours supervision were added in July 2025 at Anythink Huron Street, Anythink Perl Mack, Anythink Commerce City and Anythink Northglenn, by partnering with Guardianship Security, LLC, a women-owned local patrol service.
- Every Anythink branch devoted 15% of its resources to expand library resources, programs and services to our hyperlocal Latine communities.

Events and Programs

- The district received the 2025 Project of the Year award from the Colorado Association of Libraries for *After the End*.
 - Conceived by Anythinker Luke Sorge and Amanda Berg Wilson, artistic director and co-founder of The Catamounts, the project transformed a facilities storage-closet remodel into a one-of-a-kind immersive library experience.
- Our partnership with The Catamounts focused on three goals: collaborating with a forward-thinking arts organization, offering free immersive theater for customers and strengthening Anythink's connection to the theater community.
- The district launched the "Freedom to Read" ebook sanctuary, the first of its kind in Colorado, featuring fiction and nonfiction titles that have been banned or challenged across the state and nation.
- We hosted the first-ever KissFist Mural Fest in Brighton, celebrating Deaf artists and bringing vibrant public art to the community.
- We hosted several poetry events featuring Adams County Poet Laureate Kerri Joy.
- MySummer was a strong success with "Create" as this year's theme.
- Backyard concerts returned, bringing live music and community connection back to our outdoor spaces.

Leadership

- In collaboration with Rocky Mountain Partnership, Anythink is receiving grant funding from the Wallace Foundation to support Studio initiatives focused on advancing informal learning opportunities for adolescents to develop skills to earn living wages.
- The district implemented three new policies: the Art Policy, the Law Enforcement Requests for Customer and Staff Information and Access to Non-Public Areas Policy, and the Web Accessibility Policy.
- Directors and managers participated in a dedicated session on the Intercultural Development Inventory (IDI) tool. Each will create a personalized plan that will inform a PIE goal for 2026.
- Susan Dobbs, Ashley Garst and Alex Thao represented the district in the Colorado Business Committee for the Arts leadership program.
- The district purchased a 16,084-square-foot office building that will become the new home for the members of the administrative team. Renovations will continue through 2026.
- The Anythink Foundation welcomed a new board committed to supporting the library system's vision of connecting people with nature, inspiring environmental stewardship and fostering community well-being.
- Staff participated in the ALA Voices for Libraries event in Washington, D.C., advocating for federal library funding.
- Anythink upgraded and redesigned its website.

BUDGET OVERVIEW

The estimated total revenue for 2026 is \$38,342,946 and \$45,563,515 is appropriated for library expenditures in the General Fund.

Looking at Anythink local revenue per capita and expenditures per capita for library service areas (LSA) in Colorado, the organization continues to meet and respond to the ever-changing needs of the Adams County community.

REVENUE PER CAPITA

Library	2024		Total Operating Revenue
	LSA Population	Local Revenue per Capita	
HIGH PLAINS LIBRARY DISTRICT	315,735	\$ 265.17	83,722,947
ARAPAHOE LIBRARY DISTRICT	277,382	\$ 187.38	51,975,236
DENVER PUBLIC LIBRARY	715,636	\$ 134.46	96,227,325
DOUGLAS COUNTY LIBRARIES	383,911	\$ 112.32	43,122,216
JEFFERSON COUNTY PUBLIC LIBRARY	576,381	\$ 111.09	64,028,995
PUEBLO CITY - COUNTY LIBRARY DISTRICT	169,427	\$ 105.84	17,931,723
RANGEVIEW LIBRARY DISTRICT	406,718	\$ 90.49	36,805,288
POUDRE RIVER PUBLIC LIBRARY DISTRICT	211,387	\$ 77.78	16,441,825
PIKES PEAK LIBRARY DISTRICT	678,684	\$ 65.63	44,543,546
WESTMINSTER PUBLIC LIBRARY	115,739	\$ 43.17	4,996,078
AURORA PUBLIC LIBRARY	394,380	\$ 18.33	7,228,742

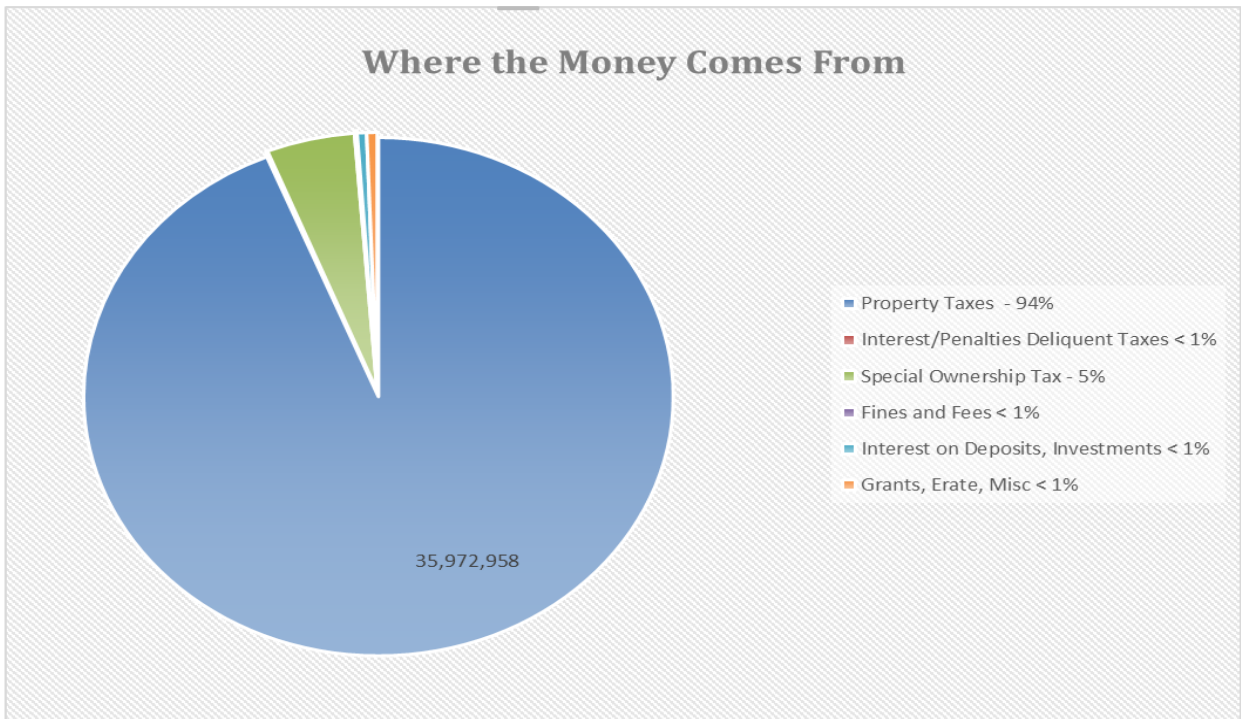
EXPENDITURES PER CAPITA

Library	LSA Population	Local Expenditures per Capita	Total Operating Expenses
ARAPAHOE LIBRARY DISTRICT	277,382	155.43	43,117,122
DOUGLAS COUNTY LIBRARIES	383,911	97.64	33,692,037
DENVER PUBLIC LIBRARY	715,636	92.49	91,373,155
HIGH PLAINS LIBRARY DISTRICT	315,735	82.45	29,051,190
PUEBLO CITY - COUNTY LIBRARY DISTRICT	169,427	75.18	13,278,904
JEFFERSON COUNTY PUBLIC LIBRARY	576,381	71.22	44,769,887
POUDRE RIVER PUBLIC LIBRARY DISTRICT	211,387	55.38	13,122,429
RANGEVIEW LIBRARY DISTRICT	406,718	47.07	21,038,623
PIKES PEAK LIBRARY DISTRICT	678,684	45.86	32,939,865
WESTMINSTER PUBLIC LIBRARY	115,739	41.69	5,178,921
AURORA PUBLIC LIBRARY	394,380	17.44	6,974,162

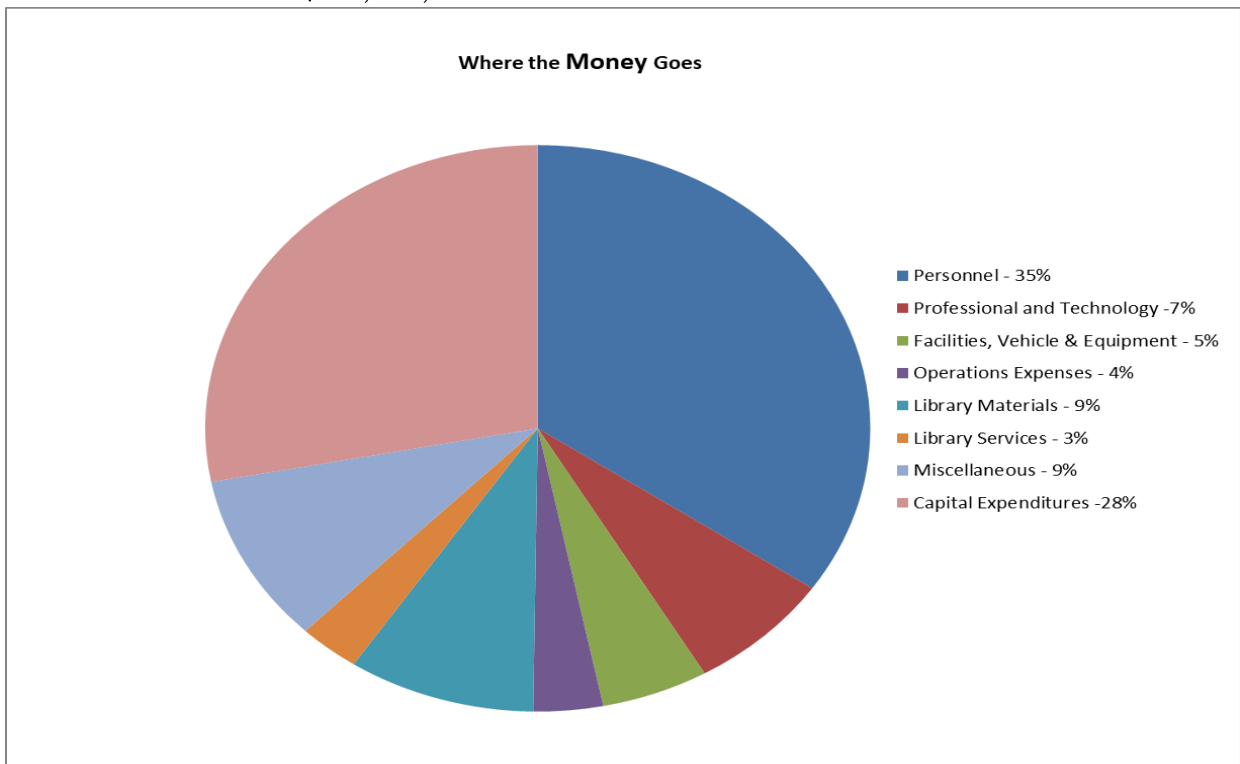
The charts below highlight how the district receives and uses its funds.

- Our revenue comes from a mix of sources, including property taxes, specific ownership taxes, fees, interest, and grants, along with gifts and other miscellaneous funding. On the expenditure side, we invest in the areas that keep our libraries thriving: personnel-related expenses, professional and technology services, facilities, vehicles and equipment, operations, library materials and services, and lease-purchase interest and principal, along with other costs.

REVENUES – \$ 38,342,946



EXPENDITURES – \$ 45,563,515



Property tax revenue projections are calculated using the “Certification of Valuation by Adams County Assessor” received in mid-August.

Current year’s gross total taxable assessed valuation	\$ 10,196,757,660
Less TIF (tax incremental financing)	\$ 513,592,466
Current year’s net total taxable assessed value	\$ 9,683,165,193

Property tax receipts are calculated by taking the total assessed valuation multiplied by the mill rate (3.647) and dividing by 1,000:

$$\begin{aligned} & \$ 9,683,165,193 \times 3.647 / 1,000 = \$ 35,314,503 \\ \text{Refund Abatements from 2024} & = \$ \underline{658,455} \\ \text{Total Tax Revenue} & \quad \quad \quad \mathbf{\$ 35,972,958} \end{aligned}$$

The table below indicates a continue increase in Adams County assessed values.

Levy/Collection Year	Assessed Valuation	Increase	% Increase
2001/2002	2,184,330,380		
2002/2003	2,301,344,350	\$117,013,969	5.36%
2003/2004	2,510,791,260	\$209,446,909	9.10%
2004/2005	2,612,001,890	\$101,210,629	4.03%
2005/2006	2,845,712,610	\$233,710,719	8.95%
2006/2007	2,947,771,890	\$102,059,279	3.59%
2007/2008	3,236,598,640	\$288,826,749	9.80%
2008/2009	3,317,379,040	\$80,780,399	2.50%
2009/2010	3,296,881,800	-\$20,497,241	-0.62%
2010/2011	3,259,281,600	-\$37,600,201	-1.14%
2011/2012	3,232,958,140	-\$26,323,461	-0.81%
2012/2013	3,281,189,640	\$48,231,499	1.49%
2013/2014	3,392,435,490	\$111,245,849	3.39%
2014/2015	3,484,113,730	\$91,678,239	2.70%
2015/2016	3,485,450,370	\$1,336,640	0.04%
2016/2017	3,829,901,720	\$344,451,350	9.88%
2017/2018	3,911,472,700	\$81,570,980	2.13%
2018/2019	4,643,035,309	\$731,562,609	18.70%
2019/2020	5,869,886,310	\$1,226,851,001	26.42%
2020/2021	6,185,469,180	\$315,582,870	5.38%
2021/2022	6,709,782,070	\$524,312,890	8.48%
2022/2023	7,163,191,790	\$453,409,720	6.76%
2023/2024	9,051,009,475	1,887,817,685	26.35%
2024/2025	9,243,994,824	192,985,349	2.13%
2025/2026	9,683,165,193	439,170,369	4.75%

EXPENDITURES

PERSONNEL – Part wizard, part genius and part explorer, every staff member contributes to the success of Anythink. Personnel expenditures include salaries and wages, contract employment, payroll taxes, unemployment, worker’s compensation and employee benefits.

- Personnel expenses for 2026 increased by 26% for added positions, COLA and merit increases. The personnel budget has merit increase at 5% and a 3% COLA that will be given in January 2026.
- Health insurance premiums increased by 10%.
- Employees’ shared costs of benefits did not increase for 2026.
- Employer pension cost remains at 11.5% for 2026 and years going forward.
- 32 positions will be added in 2026, 22 will be for staffing of the Nature Library, 5 positions added in the support services departments, 2 positions in the Outreach department, and 3 positions at the larger libraries.

PROFESSIONAL & TECHNOLOGY SERVICES – To provide the best tools for customers and operate as an innovative 21st century library, Anythink continues to expand technology development. Professional and technology expenditures include legal and audit, professional services, cataloging and interlibrary loan (ILL) fees, technology equipment, technology maintenance fees, telecommunications and website development.

- Legal and audit expenses increased by \$40,000 to cover the legal fees for protecting Anythink’s intellectual property. Audit fees increased by \$10,000 due to increase in financial transactions and growth of the district.
- Professional services expenses decreased by \$40,000 based on 2025 actuals. This budget line item had been over budgeted for 2025.
- Security Services increased by \$431,000 due to additional patrols at current locations and in 2026, the addition of new buildings and an increase in vendor rates.
- Expenditures for cataloging and ILL resources remain the same as 2025.
- Technology equipment (computers and software) expenses decreased by \$728,000 due to replacement of public and staff computers being completed in the 2025 budget.
- Telecommunications expenses increased by \$40,000 due to the additional buildings.
- Website development increased by \$30,000 for the development of the Anythink World.

FACILITIES, VEHICLE & EQUIPMENT – Anythink serves the residents of Adams County with its seven branches and Anythink in Motion, the district’s bookmobile. Our facilities are inspiring spaces that invite customers to explore and create. These facilities require regular maintenance and exceptional care to remain beautiful, welcoming and vibrant places for the community, staff, trustees, partners and other stakeholders. Facilities, vehicle and equipment expenditures include building repair and maintenance, rent and leases, utilities, snow removal, grounds maintenance, janitorial services, equipment rental and leases, equipment maintenance and repair, fuel, gas and oil, and vehicle repair and maintenance.

- In 2026, the district will open two public facilities, the Nature Library in Thornton and the Express Library in the Reunion neighborhood of Commerce City. These additions will increase snow removal/grounds maintenance, janitorial services, and utilities.
- Utilities increased by 35% due to increasing water/sewer/gas fees and the addition of two new buildings.
- The snow removal and ground maintenance budget increased by \$75,000 due to vendor increases in fees and the addition of new buildings.
- Janitorial services increased based on additional cleaning services due to all library locations being open 6 days a week and the addition of two new buildings.
- Equipment maintenance and repair allocations will remain at \$ 17,000.
- Fuel, gas and oil budget increased due to the addition of a new outreach and maintenance vehicle.
- Vehicle/equipment repair and maintenance decreased by \$20,000 because the bookmobile will be replaced in 2026 with a new Sprinter Van.

OPERATIONS – Through operations efforts, Anythink informs the community about offerings, and provides top-notch training and experiences for staff. Operations expenditures include expenses related to advertising and marketing, property and liability insurance, meetings, travel, training, memberships, licenses, fees, postage and delivery, products for sale, supplies and non-consumables.

- Liability and property insurance increased slightly with the addition of the Nature Library.
- Travel and training increased for bilingual testing and training for staff. The PLA conference will be held in Minneapolis and several staff members will attend.
- Supplies increased because Nature Library will have new supplies for staff and public areas.

LIBRARY MATERIALS – Anythink is committed to providing access to high-demand, cutting-edge materials, technology, media, resources and services. Library materials expenditures include books, materials processing supplies, non-print materials (audio/visual), downloadable materials, electronic resources and content, subscriptions and publications.

- Library materials expenditures, including electronic and downloadable media, increased by 6%.

LIBRARY SERVICES

- Programming decreased by \$11,000 due to budgeting closer to actuals from historical information. Programming supplies decreased as well based on historical data.
- Audio Video content decreased based on historical costs.
- Anythink World will be launched in 2025 and the budget has been decreased because the website is developed and only maintenance is needed.
- District wide programming increased by \$10,000 and Special Events increased by \$20,000.

MISCELLANEOUS

- Miscellaneous expenditures include expenses related to lease-purchase principal and interest, and treasurer's fees.
- The debt service payment remained unchanged for 2025.

CAPITAL EXPENSES – Capital expenditures include expenses related to office furnishings, building improvements, technology, vehicles and heavy equipment.

- Capital Expenses increased by \$1.6 million to complete projects throughout the district as part of the 5-year capital plan.

BUDGET MESSAGE

Financial Reporting Entity

Rangeview Library District was established by resolution of the Adams County Board of County Commissioners on Dec. 15, 2003. On Jan.1, 2004, the Adams County Library System was merged into the new district. The general objectives are to provide citizens with library services for their education and recreation. District operations are generally governed by the Colorado State Statutes: Library Law, Title 24, Article 90 CRS.

Budget Process

The budget calendar is based on Colorado State Statute (29-1-108 (4), C.R.S.), as well as internal planning for completion of each phase. The process should begin in June, concurrent with analysis and updates to the Strategic Plan to set objectives, goals, strategies and budgetary impact for all libraries and departments. This information becomes an intrinsic part of the overall budget process.

Detailed analysis of current and historical costs for operational expenses, and the 10-year Financial Projection spreadsheet are evaluated for essential inclusion in the annual budget. A preliminary budget is distributed to members of the Fiscal Affairs Committee for review, input and feedback.

On or before Oct. 15, a preliminary budget for the following year with a short narrative is officially submitted to the RLD Board of Trustees. This budget is based upon estimates of valuation for assessment prepared by the county assessor. Notice of a public hearing to be held at a subsequent meeting of the Board of Trustees is published with the Notice of Budget.

Prior to the public hearing, the budget for the coming year is available to the public for review. The Board of Trustees considers changes or adoption of the proposed budget at their meeting that is held after the public hearing. The budget may be approved at that time or may be tabled until a later meeting.

Final valuation for assessment numbers is not due from the county assessor until Dec. 10. Certification of the mill levy is due to the county commissioners by Dec. 15. The RLD Trustees may adopt a budget, appropriate funds for expenditures and certify the mill levy at any time after the public hearing. It is not necessary to have a meeting between Dec. 10 and Dec. 15 unless there is a dramatic change in the final valuation for assessment.

No later than 30 days following the start of the fiscal year (Jan. 30, 2026), a certified copy of the adopted budget must be filed with the Colorado Division of Local Government.

A budget presents a complete financial plan by fund and by spending agency within each fund and sets the following:

1. Proposed expenditures must be shown for administration, operations, maintenance, debt service, and capital projects to be undertaken or executed during the year.
2. Anticipated revenue must be set forth.
3. Estimated beginning and ending fund balances must be shown.

4. Three years' worth of comparable data must be shown in the budget; the prior fiscal year's actual figures; the estimated figures through the end of the current fiscal year; and the coming budget year's data.

Written budget message must:

1. Describe the important features of the budget.
2. Include a statement of the budgetary basis of accounting used in the budget (cash, modified accrual, or encumbrance).
3. Include a description of the services to be delivered during the budget year.

Expenditures and revenues must be described with "... explanatory schedules or statements classifying the expenditures by object and the revenues by source."

No deficit spending: No budget shall provide for expenditures in excess of available revenues and beginning fund balances.

Lease-purchase agreement supplemental schedule: The adopted budget must separately set forth the total amount to be expended during the budget year for payment obligations under all lease purchase agreements for real property and for all other property. It must also show the total maximum payment liability under the agreement, and all optional renewal terms.

Filing the budget: A certified copy of the budget must be filed with the Division of Local Government by Jan. 31. A certified copy means that it has on it a signed statement indicating:

I, Nan Fisher, certify that the attached is a true and accurate copy of the adopted 2025 (year) Budget of the Rangeview Library District (Anythink Libraries).

Process to Amend the Budget

Changes to the budget can be made through a formal resolution process by the library Board of Trustees. If during the fiscal year, the district receives unanticipated revenue or revenues not assured at the time of the adoption of the budget from any source other than the district's property tax mill levy, the library Board of Trustees may authorize the expenditure of these unanticipated funds by enacting a supplementary budget and appropriation.

Basis of Accounting

Basis of accounting refers to the specific time at which revenues and expenditures are recognized in the accounts and reported in the financial statements. The General Fund and the Capital Project Fund use the modified accrual basis of accounting.

Under the modified accrual basis of accounting, expenditures are recorded when a liability is incurred, regardless of the timing of related cash flows and revenues are recorded when earned. Property taxes are reported as a receivable and deferred revenue when levied and as revenue upon collection in the following

year. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

When restricted and unrestricted resources are available for use, it is the district's policy to use restricted resources first, and then unrestricted resources as they are needed.

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collected within the current period or soon enough thereafter to pay liabilities of the current period, not to exceed 60 days.

Property taxes and interest associated with the current fiscal period are all considered to be susceptible to accrual and have been recognized as revenues of the current fiscal period.

Expenditures are generally recorded when a liability is incurred as under accrual accounting. An exception to the general rule is compensated absences which are recorded when the payment is due.

Budgetary Basis of Accounting

There is no appreciable difference in the basis of accounting used for financial statements and the accounting method used for budgeting. The budgetary basis of accounting for budgeting purposes is also modified accrual. The only two funds for which budgets are formulated for Anythink are the General Fund and the Capital Fund—both funds reflect modified accrual basis of accounting for budgetary purposes.

Anythink Financial Management Guide

The district maintains a Financial Management Guide that describes the policies and procedures for the annual audit, financial planning, reserves, investing, capital expenditures, debt, financial reporting, cash management, purchasing, banking and records retention. These policies will be updated on a regular basis. All current financial policies are available for review from the Finance Department.

GOVERNING BOARD

The Adams County Board of County Commissioners appoints the five-member Board of Trustees that oversees the operation of the district.

The table below lists current members of the RLD Board of Trustees, their positions on the Board and the years when their terms expire.

Board Member	Board Position	Term Expires
Susie Brundage	President	Jan. 31, 2026
Gretchen Lapham	Secretary	Jan. 31, 2029
Trisha Kramer	Treasurer	Jan. 31, 2029
Celeste Jackson	Vice President	Jan 31, 2030
Niki Cooper	Trustee	Jan 31, 2030

BUDGET TIMELINE

DATE	ACTIVITY	PERSONNEL
May-25	Review current Strategic Plan and Operations Plan; begin evaluation of which actions will be moving into the 2026 Budget year.	Administration and Leadership Team
Jun-25	Begin evaluation of preliminary plans for the 2025 Budget in relation to the Strategic Plan. Submit requests to Manager; managers collect and add your input and submit to Director/Finance Director.	Branch Managers, Supervisors, Administrative Team
Aug-25	Receive preliminary assessed values from Adams County to calculate the increase in revenue for the 2026 budget	Finance Manager
Sep-25	Meet with Branch and Department Managers for input and their request for budget items.	Administrative Team/Finance Manager
Oct-25	Prepare draft budget with approved items from the Administrative team for each department's request. Finance Manager updates the Revenue and misc expenses.	Finance Manager
Oct-25	Delivery of Draft 2026 Budget to Board of Trustees.	Finance Manager
Nov-25	Official presentation of 2026 Budget to the Board of Trustees at Board Meeting. -Public hearing of the 2026 Budget	Finance Manager
Dec-25	Board of Trustees meeting: Adoption & appropriation of the 2026 Budget; certification of mill levies. (State law requires that the Board must approve the Mill by December 15th)	Finance Manager



Diversity,
Equity and
Inclusion
Strategic Plan

2024-2028

Vision and DEI Mission Statement

Vision

Anythink's vision is to be the catalyst for innovation in Adams County – a place where people are happy, healthy, safe and smart. We support lifelong learning for children, families, artists, and entrepreneurs through hands-on programming, popular resources, and the one-on-one assistance of our dedicated staff.

Our community deserves only the best libraries, places where everyone will find delightful opportunities to learn about anything under the sun in the most beautiful, comfortable spaces. Our libraries are community assets that belong to you.

DEI Mission Statement

Through our DEI work, Anythink recognizes that bringing awareness and education about our diverse histories and backgrounds can foster understanding, promote inclusion and strengthen our communities. To fulfill our mission and ensure that all Adams County residents and visitors are welcomed and supported by Anythink, we provide comfortable spaces, accessible resources, and opportunities for personal growth. We empower our staff and customers to create meaningful connections through shared experiences, diverse and culturally relevant programming, and inclusive communities. This document outlines Anythink's DEI strategy to guide our commitment to:

- Represent the diversity of Adams County, internally and externally by centering and elevating the voices and experiences of the historically underserved and underrepresented.
- Operationalize equitable policies and practices that advance our mission.
- Create a feeling of inclusion and belonging for all staff and customers.



Process and Focus

Process

The DEI strategic planning process began in the fall of 2023 after Anythink completed a comprehensive DEI Climate and Organizational Assessment performed by Tangible Development.

To best design strategies and actions that meet Anythink's DEI strengths and challenges, the DEI strategic planning process spanned 6 months, led by the collaborative work of the DEI Strategic Planning Team:

- Lisa Allarid – Payable Pro, Finance Department
- Nadia Cenicerros – Guide, Anythink Brighton
- Christy Chady – Cataloging Associate, Collection Development Department
- Mark Fink – Executive Director
- Jessica Gates – Writer, Brand Strategy, External and Donor Relations Department
- Cela Janiec – Specialist, The Studio
- Annette Martinez – Manager, Anythink Perl Mack
- Samantha Sanchez – Wrangler, Anythink Wright Farms
- Evelyne Sentenza – Concierge, Anythink Brighton

The DEI Strategic Planning Team provided analysis, ideas, and recommendations throughout the iterative and collaborative process. This included a feedback checkpoint from all staff in the form of a town-hall style review of the draft plan and a district-wide survey prior to finalization.

Focus

Historically, Anythink has worked to create a diverse, equitable, and inclusive experience for customers; henceforth, the primary focus of this DEI Strategic Plan is to ensure Anythink works to create a meaningful and substantial culture shift for staff. Anythink cannot provide quality service to customers if the staff experience is not also diverse, equitable, and inclusive.

Outlined in this plan are four outcomes, with sub goals (or objectives), and strategies. Overall, these four outcomes drive DEI organizational change and ensure that Anythink is evolving to meet the current and future needs of staff and customers alike. This DEI Strategic Plan will be followed with more specific action steps and timelines. This document does not go “in the weeds” on the “how;” instead, it focuses on the “what” of Anythink's DEI Strategy.



Outcomes and Accountability

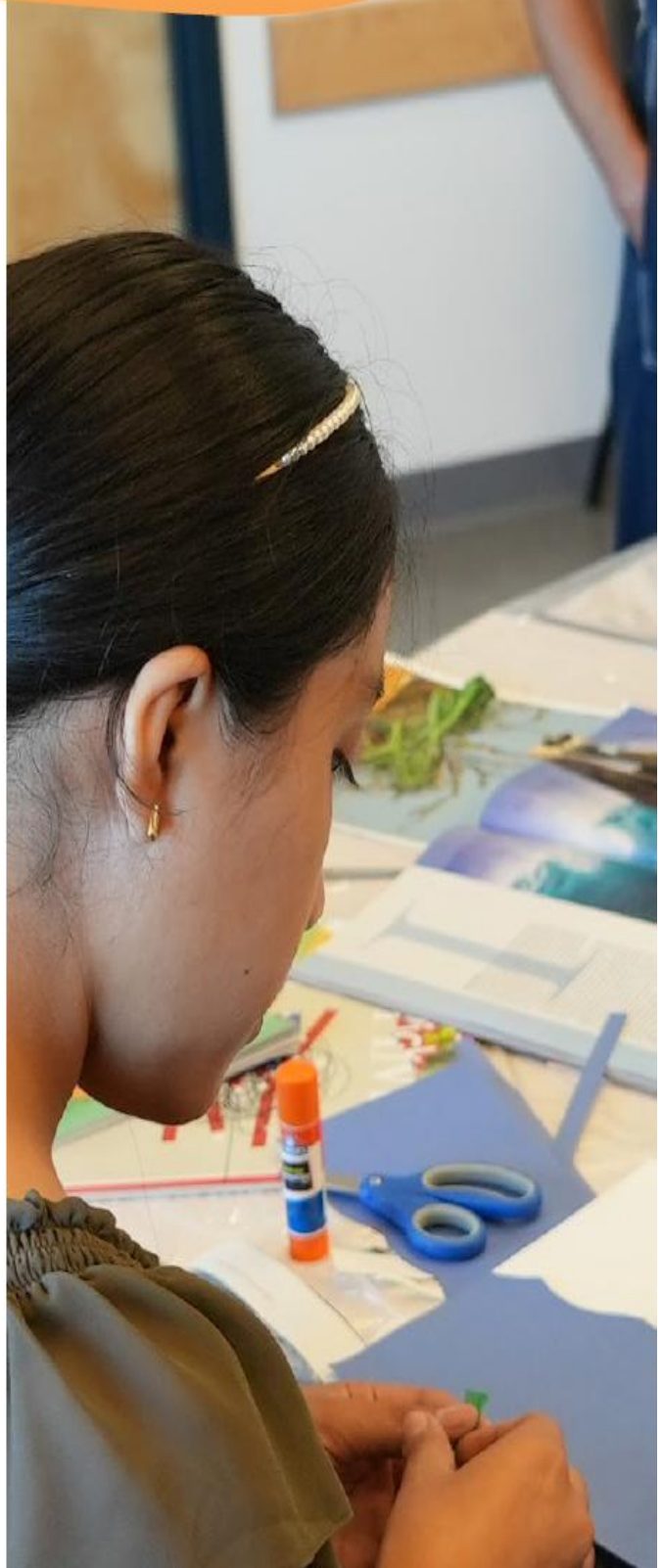
Outcomes

- Outcome 1: Develop an Inclusive and Respectable Workplace
- Outcome 2: Invest in People- and Culture-Centered Organizational Practices
- Outcome 3: Develop a Strong Internal DEI Structure to Sustain Long-Term DEI Change
- Outcome 4: Equip and Empower Staff to Successfully Navigate Customer Interactions

This plan establishes DEI priorities through 2028 and includes short- and long-term goals identified in these four outcomes.

Shared and Transparent Accountability

Anythink's current and future work will be upheld by accountability mechanisms to ensure this work is embedded into our organizational values and thoughtfully implemented. Updates on implementation of the DEI Strategic Plan will be provided quarterly by the Administrative Team and the Executive Director.



Outcome 1 and Objectives

OUTCOME 1: DEVELOP AN INCLUSIVE AND RESPECTABLE WORKPLACE

Objective 1.1:

Implement Human Resources (HR) mechanisms to support an inclusive and respectful workplace.

Strategy 1.1.A:

Create and implement strategies to develop open and empowered communication between staff and administration/managers/HR.

Strategy 1.1.B:

Explore a 360-degree manager/administration team/HR evaluation, with anonymous compilation reports from employees.

Strategy 1.1.C:

Develop a process to ensure timely feedback is provided to relevant parties, while maintaining confidentiality, when an employee performance concern is reported to supervisors and/or HR.

Strategy 1.1.D:

Review changes/updates to HR processes annually with all staff.

Objective 1.2:

Further develop opportunities for connection and resource sharing across the district.

Strategy 1.2.A:

Create district-wide guidelines for DEI resources that support both branch-level autonomy and resource sharing, with the goal of integrating more resources, displays, and general promotions of diverse cultures.

Strategy 1.2.B:

Support signage and communication in multiple languages.

Strategy 1.2.C:

Create more staff engagement opportunities, such as staff appreciation/recognition events.



Outcome 1 continued...

Objective 1.3:

Expand DEI knowledge and skills that support an equitable and inclusive workplace.

Strategy 1.3.A:

Offer DEI coaching and mentoring opportunities for Anythink's Leadership Team, specifically on how to sustain DEI organizational change efforts.

Strategy 1.3.B:

Expand Anythink's internal DEI professional development curriculum to address more topics including, but not limited to:

- Systemic racism and racial bias
- Systemic sexism, gender bias, and misogyny
- Supporting Transgender employees and Trans issues more broadly
- Supporting employees who are parents and caregivers
- Supporting employees with disabilities
- Supporting employees of lower, working and middle socioeconomic statuses
- Engaging in dialogue and navigating healthy conflict
- Gender trauma and healing for the experiences of women
- Sexism and how men can be allies with women and gender non-conforming persons
- Understanding the breadth of identity and intersectional identities



Outcome 2 and Objectives

OUTCOME 2: INVEST IN PEOPLE- AND CULTURE-CENTERED ORGANIZATIONAL PRACTICES

Objective 2.1:

Align staffing levels to meet workload expectations, job roles and responsibilities.

Strategy 2.1.A:

Review job roles and responsibilities and implement changes to job descriptions to ensure all job descriptions are accurate, inclusive, and in alignment with Anythink's DEI Mission Statement

Strategy 2.1.B:

Provide compensation for multilingual work.

Strategy 2.1.C:

Review and create options to enhance promotional and full-time opportunities for internal staff.

Objective 2.2:

Provide more professional development at Anythink

Strategy 2.2.A:

Explore more professional development opportunities to support employee development and/or eligibility for promotional opportunities.

Strategy 2.2.B:

Explore creating a district-wide mentorship program.

Objective 2.3:

Develop consistency in hiring and onboarding process.

Strategy 2.3.A:

Review and implement changes to job postings and sourcing to ensure alignment with Anythink's DEI Mission Statement.

Strategy 2.3.B:

Create and standardize a DEI-informed checklist for the recruitment and hiring process.

Strategy 2.3.C:

Include DEI-related questions in hiring interviews that align with Anythink's DEI Mission Statement.

Strategy 2.3.D:

Annually monitor, update, and train on implicit bias in the hiring process for those involved in interview and hiring panels.

Strategy 2.3.E:

Review and implement changes to the onboarding experience to ensure the process is consistent and equitable.

Strategy 2.3.F:

Review the current exit interview process and explore strategies to remove barriers and encourage more participation and consistency in the process for both part- and full-time employees.

Outcome 2 continued...

Objective 2.4:

Track DEI goals in performance evaluations.

Strategy 2.4.A:

Integrate Anythink's DEI Mission Statement into Performance in Excellence (PIE) Goals.

Strategy 2.4.B:

Track employee DEI professional development and individual PIE Goals.

Strategy 2.4.C:

Provide managers/supervisors with training to support DEI PIE goal accountability for staff.

Strategy 2.4.D:

Provide DEI-related PIE goals for the Leadership Team and members of Support Services, which may include topics such as active listening, effective communication, employee coaching, and democratic management style.

Objective 2.5:

Expand district-wide pay transparency.

Strategy 2.5.A:

Continue to communicate district-wide information on pay ranges for job openings, cost of living adjustments (COLAs), and PIE merit increase ranges.

Strategy 2.5.B:

Perform regular compensation reviews and benchmarking to ensure pay equity.



Outcome 3 and Objectives

OUTCOME 3: DEVELOP A STRONG INTERNAL DEI STRUCTURE TO SUSTAIN LONG-TERM DEI CHANGE

Objective 3.1:

Build organizational structures to support Anythink's DEI work.

Strategy 3.1.A:

Hire a Director of Diversity, Equity, Inclusion and Outreach Services.

Strategy 3.1.B:

Develop Employee Resource Groups (ERGs).

Strategy 3.1.C:

Create and operationalize a DEI liaison system to embed DEI responsibility and support within each branch and department.

Strategy 3.1.D:

Review and remove language with historical links to systems of oppression.

Strategy 3.1.E:

Review and update the Library Use Policy through a DEI lens.



Outcome 4

OUTCOME 4: EQUIP AND EMPOWER STAFF TO SUCCESSFULLY NAVIGATE CUSTOMER INTERACTIONS

Objective 4.1:

Develop support systems and strategies for staff when working with customers.

Strategy 4.1.A:

Review and revise current training and management approaches on navigating challenging interactions with customers with the purpose of prioritizing employee safety.

Strategy 4.1.B:

Provide de-escalation training for all staff.

Strategy 4.1.C:

Develop a standard process for Anythink to support staff dealing with challenging incidents involving customers.

Strategy 4.1.D:

Expand opportunities to engage local residents in dialogue about library services and programs to better align with the community's everchanging wants and needs.



LIBRARY LOCATIONS

Anythink Bennett

495 7th St.
Bennett, CO 80102

Anythink Bookmobile

Location schedule varies

Anythink Brighton

327 E. Bridge St.
Brighton, CO 80601

Anythink Commerce City

7185 Monaco St.
Commerce City, CO 80022

Anythink Huron Street

9417 Huron St.
Thornton, CO 80260

Anythink Nature Library

Opening in August 2026
6811 E. 136th Avenue
Thornton, CO 80602

Anythink Reunion Express Library

Opening in fall 2026
15400 E. 103rd Place, Unit 100
Commerce City, CO 80022

Anythink Perl Mack

7611 Hilltop Circle
Denver, CO 80221

Anythink Thornton Community Center

2211 Eppinger Blvd.
Thornton, CO 80229

Anythink World

www.anythinklibraries.org/world/

Anythink Wright Farms

5877 E 120th Avenue
Thornton, CO 80602

The Studio

Thornton Community Center location
2211 Eppinger Blvd.
Thornton, CO 80229

Wright Farms location

5877 E. 120th Ave.
Thornton, CO 80602

**RANGEVIEW LIBRARY DISTRICT
BOARD OF TRUSTEES**

CERTIFIED COPY OF RESOLUTION TO ADOPT BUDGET AND APPROPRIATE FUNDS FOR YEAR 2026

STATE OF COLORADO)
) ss.
COUNTY OF ADAMS)

The Board of Trustees of the Rangeview Library District (“**District**”), Adams County, Colorado held a regular meeting at Anythink Community Center, 2211 Eppinger Blvd., Thornton, Colorado, on Wednesday, November 19, 2025, at the hour of 5:00 p.m.

The following members of the Board of Trustees were present:

President:	Suzanne Brundage
Vice President:	M. Celeste Jackson
Secretary/Treasurer:	Gretchen Lapham
Trustee:	Trisha Kramer
Trustee:	Niki Cooper

Counsel reported that, prior to the meeting, each of the Trustees were notified of the date, time and place of this meeting and the purpose for which it was called. Counsel further reported that this meeting is a regular meeting of the Board of Trustees of the District and that a Notice of Regular Meeting was posted and remains posted to the date of this meeting. A copy of the published Notice as to Proposed 2026 Budget and Amended 2025 Budget, as shown below, is incorporated into these proceedings.

**NOTICE OF PUBLIC HEARING AS TO PROPOSED 2026 BUDGET
AND AMENDED 2025 BUDGET**

NOTICE IS HEREBY GIVEN that a proposed 2026 budget has been submitted to the **RANGEVIEW LIBRARY DISTRICT** for the fiscal year 2026. A copy of such proposed budget has been filed in the office of the accountant at 5877 E. 120th Avenue, Thornton, Colorado, where same is open for public inspection. Such proposed budget will be considered at a regular meeting of the Rangeview Library District to be held at 5:00 p.m., on Wednesday, November 19, 2025. **The meeting will be held at the Anythink Thornton Community Center, 2211 Eppinger Boulevard, in Thornton, CO.** If necessary, an amended 2025 budget will be filed in the office of the accountant and open for public inspection for consideration at the regular meeting of the Board. Any interested elector within Rangeview Library District may inspect the amended and proposed budget and file or register any objections at any time prior to the final adoption of the proposed 2026 budget and amended 2025 budget.

BY ORDER OF THE BOARD OF TRUSTEES:
RANGEVIEW LIBRARY DISTRICT

By: /s/ SETER, VANDER WALL & MIELKE, P.C.
Attorneys for the Districts

Publish in: *Northglenn Thornton Sentinel*
Publish on: Thursday, October 30, 2025

Thereupon, Trustee Jackson introduced and moved the adoption of the following Resolution:

RESOLUTION

A RESOLUTION SUMMARIZING EXPENDITURES AND REVENUES FOR EACH FUND AND ADOPTING A BUDGET, LEVYING PROPERTY TAXES FOR COLLECTION IN THE YEAR 2026 TO HELP DEFRAY THE COSTS OF GOVERNMENT, AND APPROPRIATING SUMS OF MONEY TO EACH FUND IN THE AMOUNTS AND FOR THE PURPOSES SET FORTH HEREIN FOR THE RANGEVIEW LIBRARY DISTRICT, ADAMS COUNTY, COLORADO, FOR THE CALENDAR YEAR BEGINNING ON THE FIRST DAY OF JANUARY, 2026, AND ENDING ON THE LAST DAY OF DECEMBER, 2026.

WHEREAS, the Board of Trustees of the Rangeview Library District (“**District**”) has authorized its budget officer to prepare and submit a proposed budget to said governing body at the proper time; and

WHEREAS, the proposed budget has been submitted to the Board of Trustees of the District for its consideration; and

WHEREAS, upon due and proper notice, published in accordance with law, said proposed budget was open for inspection by the public at a designated place, a public hearing was held on November 19, 2025, and interested electors were given the opportunity to file or register any objections to the proposed budget; and

WHEREAS, the budget being adopted by the Board has been prepared based on the best information available to the Board regarding the effects of Article X, Section 20 of the Colorado Constitution; and

WHEREAS, whatever increases may have been made in the expenditures, like increases were added to the revenues so that the budget remains in balance, as required by law.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE RANGEVIEW LIBRARY DISTRICT OF ADAMS COUNTY, COLORADO:

Section 1. Summary of 2026 Revenues and 2026 Expenditures. That the estimated revenues and expenditures for each fund for fiscal year 2026, as more specifically set forth in the budget attached hereto, are accepted and approved.

Section 2. Adoption of Budget. That the budget as submitted, amended and attached hereto and incorporated herein is approved and adopted as the budget of the Rangeview Library District for fiscal year 2026.

Section 3. Levy of General Property Taxes. That the foregoing budget indicated that the amount of money necessary to balance the budget for the General Fund for operating expenses from property tax revenue is \$ 35,314,503 and that the 2025 valuation for assessment, as certified by the Adams County Assessor, is \$ 9,683,165,193. That for the purposes of meeting all general operating expenses of the District during the 2026 budget year, there is hereby levied a tax of 3.647 mills upon each dollar of the total valuation of assessment of all taxable property within the District for the year 2025, including a levied tax of .0515 mills for refunds/abatements, for a total of 3.6985 mills.

Section 4. Certification to County Commissioners. That the Secretary of the District, or its designee, is hereby authorized and directed to immediately cause to have certified to the County Commissioners of Adams County, the mill levy for the District hereinabove determined and set forth on the Certification of Tax Levies for Non-School Governments attached hereto.

Section 5. Budget Certification. That the budget shall be certified by the Secretary or Acting Secretary of the District and made a part of the public records of the Rangeview Library District.

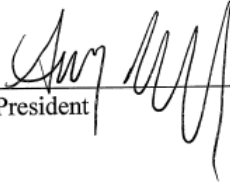
Section 6. Appropriations. That the amounts set forth as expenditures and balances remaining, as specifically allocated in the budget attached hereto, are hereby appropriated from the revenue of each fund, to each fund, for the purposes stated and no other.

The foregoing Resolution was seconded by Trustee Cooper.

RESOLUTION APPROVED AND ADOPTED THIS 19TH DAY OF NOVEMBER, 2025.

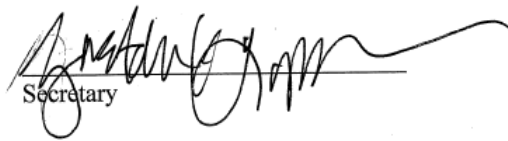
*Rangeview Library District
2026 Budget Resolution Signature Page*

RANGEVIEW LIBRARY DISTRICT

By: 

President

ATTEST:

By: 

Secretary

STATE OF COLORADO
COUNTY OF ADAMS
RANGEVIEW LIBRARY DISTRICT

I, Cynthia Lapham hereby certify that I am a Trustee and the duly elected and qualified Secretary or Acting Secretary of the Rangeview Library District, and that the foregoing constitute a true and correct copy of the record of proceedings of the Board of Trustees of said District, adopted at a meeting of the Board of Trustees of the Rangeview Library District held on Wednesday, November 19, 2025, at Anythink Community Center, 2211 Eppinger Blvd., Thornton, Colorado, as recorded in the official record of the proceedings of the District, insofar as said proceedings relate to the budget hearing for fiscal year 2026; that said proceedings were duly had and taken; that the meeting was duly held; and that the persons were present at the meeting as therein shown.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed the official seal of the District this 19th day of November, 2025.


Secretary

**Rangerview Library District
General Fund
2026 Final Budget**

	<u>2024 Audit</u>	<u>2025 Budget</u>	<u>2025 Projected</u>	<u>2026 Budget</u>	<u>\$ Change 2025 to 2026 Budget</u>	<u>% Change 2025 to Projected 2026 Budget</u>
GENERAL FUND BEGINNING BALANCE	44,782,324	60,812,767	60,812,767	34,932,238		

REVENUE

Property Tax	34,464,482	33,897,729	33,897,729	35,972,958	2,075,229	6.12%
Int/Penalties Del Taxes	40,466	20,000	25,000	40,000	20,000	100.00%
Specific Ownership Tax	1,713,020	1,907,688	1,714,624	1,854,988	(52,700)	-2.76%
Fines and Fees	54,793	50,000	50,000	55,000	5,000	10.00%
Interest on Deposits	4,134,995	300,000	2,500,000	200,000	(100,000)	-33.33%
Grants and Misc	258,633	158,000	165,000	220,000	62,000	39.24%
TOTAL REVENUES	40,666,388	36,333,417	38,352,353	38,342,946	2,009,529	5.53%
% of Increase/(Decrease over Prior Year):				6%		

EXPENDITURES

	<u>2024 Audit</u>	<u>2025 Budget</u>	<u>2025 Projected</u>	<u>2026 Budget</u>	<u>\$ Change 2025 to 2026 Budget</u>	<u>% Change 2025 to Projected 2026 Budget</u>	<u>% of Total 2026 Budget</u>
PERSONNEL							
Salaries and Wages	8,247,461	9,503,151	9,112,658	11,775,535	2,272,384	23.91%	
Payroll Taxes	646,580	950,315	911,266	1,177,554	227,239	23.91%	
Unemployment and Compensation	34,913	36,077	36,000	41,606	5,529	15.33%	
Employee Benefits	1,773,607	1,944,659	2,059,537	2,749,450	804,791	41.38%	
TOTAL PERSONNEL	10,702,561	12,434,202	12,119,461	15,744,145	3,309,943	26.62%	48%

PROFESSIONAL & TECHNOLOGY SERVICES

Legal/CPA/Audit	171,431	170,000	118,000	220,000	50,000	29.41%	
Professional Services	423,854	415,000	325,000	320,000	(95,000)	-22.89%	
Security Services	348,011	360,000	525,000	791,420	431,420	119.84%	
Development Services	12,408	50,000	14,000	25,000	(25,000)	-50.00%	
Cataloging/ILL	40,935	50,000	41,000	50,000	-	0.00%	
Technology Equipment	695,950	800,000	1,100,000	436,875	(363,125)	-45.39%	
Technology Maintenance Fees	159,333	225,000	229,000	233,000	10,000	4.44%	
Technology/Hosting Fees	255,674	360,000	325,000	345,000	(15,000)	-4.17%	
Telecommunications	525,556	635,000	541,000	650,000	15,000	2.36%	
DEI -Strategic		50,000	-	-			
Website Development	55,055	45,000	55,000	75,000	30,000	66.67%	
TOTAL PROFESSIONAL & TECHNOLOGY SERVICES	2,688,207	3,160,000	3,273,000	3,148,295	38,295	1.21%	7%

	<u>2024 Audit</u>	<u>2025 Budget</u>	<u>2025 Projected</u>	<u>2026 Budget</u>	<u>\$ Change 2025</u>	<u>% Change 2025</u>	<u>% of Total</u>
					<u>to 2026 Budget</u>	<u>to Projected</u>	<u>Budget</u>
FACILITIES, VEHICLE & EQUIPMENT							
Building Repairs & Maintenance	205,562	300,000	295,000	325,000	25,000	8.33%	
Rent & Lease	-	5,000	7,000	85,517	80,517	1610.34%	
Utilities	460,035	523,930	525,000	705,596	181,666	34.67%	
Snow Removal & Ground Maint	286,880	525,000	355,000	575,000	50,000	9.52%	
Janitorial	414,074	475,650	439,000	600,000	124,350	26.14%	
Equipment Rental (Leases)	8,333	17,000	12,000	17,000	-	0.00%	
Equipment Maintenance and Repair	812	10,000	1,000	5,000	(5,000)	-50.00%	
Fuel, Gas & Oil	16,570	35,000	18,000	40,000	5,000	14.29%	
Vehicle & Equip. Repair & Maint	32,548	45,000	35,000	20,000	(25,000)	-55.56%	
TOTAL FACILITIES, VEHICLE & EQUIPMENT	1,425,014	1,936,580	1,687,000	2,373,113	436,533	22.54%	5%
OPERATIONS EXPENSE							
Advertising and Marketing	269,312	330,000	250,000	335,000	5,000	1.52%	
Brand Strategy Contract Services	-	150,000	100,000	150,000	-	100.00%	
Liability and Property Insurance	195,393	213,831	225,088	240,900	27,069	12.66%	
Business Meeting and Mileage	63,578	75,000	75,000	90,000	15,000	20.00%	
Training and Travel	245,541	150,000	180,000	282,000	132,000	88.00%	
Memberships, License & Fees	121,626	95,000	120,000	120,000	25,000	26.32%	
Postage and Delivery	51,208	60,000	46,466	65,000	5,000	8.33%	
Products for Sale	-	2,000	2,000	4,000	2,000	100.00%	
Supplies & Non-Consumables	273,709	290,000	205,000	315,000	25,000	8.62%	
TOTAL OPERATIONS EXPENSE	1,220,367	1,365,831	1,203,554	1,601,900	236,069	17.28%	4%
LIBRARY MATERIALS							
Books	1,332,070	1,350,000	1,350,000	1,500,000	150,000	11.11%	
Materials Processing Supplies	359,934	350,000	360,000	350,000	-	0.00%	
Non-Print Materials (Audio/Visual)	222,541	380,000	450,000	384,600	4,600	1.21%	
Downloadable Materials	1,429,416	1,450,000	1,500,000	1,551,500	101,500	7.00%	
Electronic Resources and Content	233,885	280,000	200,000	225,000	(55,000)	-19.64%	
Non-Traditional materials	29,215	86,000	100,000	100,620	14,620	17.00%	
Subscriptions/Publications	62,615	30,000	40,000	45,000	15,000	50.00%	
TOTAL LIBRARY MATERIALS	3,669,676	3,926,000	4,000,000	4,156,720	230,720	6%	9%
LIBRARY SERVICES							
Library Programming	174,015	194,000	200,000	265,000	71,000	36.60%	
Programming Supplies	106,355	116,000	120,000	200,227	84,227	72.61%	
Branch/Local	4,834	9,200	5,000	15,070	5,870	63.80%	
Anythink Video Content	975	45,000	75,000	50,000	5,000	11.11%	
Anythink World	71,020	145,000	125,000	130,000	(15,000)	-10.34%	
Studio Programming and Materials	123,724	180,500	160,000	185,000	4,500	2.49%	
Customer Experience	42,653	135,000	100,000	100,000	(35,000)	-25.93%	
Special Events	99,176	130,000	85,000	185,000	55,000	42.31%	
Summer Reading Programs	187,339	200,000	180,000	226,500	26,500	13.25%	
Outreach	-	40,000	-	-	-	-	
TOTAL LIBRARY SERVICES	810,291	1,194,700	1,050,000	1,356,797	202,097	17%	3%

	2024 Audit	2025 Budget	2025 Projected	2026 Budget	\$ Change 2025 to 2026 Budget	% Change 2025 to Projected	% of Total Budget
MISCELLANEOUS							
Lease Purchase Interest & Principal	3,844,649	3,849,691	3,846,705	3,849,637	(54)		
Paying Agent Fees	9,500	18,000	12,000	18,000	-		
Treasurer's Fees	517,636	510,407	387,231	539,594	29,187		
TOTAL MISCELLANEOUS	4,371,785	4,378,098	4,245,936	4,407,231	29,133	1%	10%
TOTAL EXPENDITURES	24,887,901	28,395,411	27,578,951	32,788,201	4,482,790		
CAPITAL EXPENSES							
Office Furniture & Fixtures	737,285	400,000	380,000	400,000	-		
Building Improvements	412,508	800,000	650,000	6,607,314	5,807,314		
Outreach-Express Library	-	1,000,000	-	318,000	(682,000)		
Vehicles	32,988	650,000	123,931	450,000	(200,000)		
TOTAL CAPITAL EXPENSES	1,182,781	2,850,000	1,153,931	7,775,314	4,925,314	173%	16%
CONSTRUCTION IN PROGRESS							
Community Center Library	6,268,976	-	-	-	-		
Nature Library	11,069,486	42,731,000	35,500,000	5,000,000	(37,731,000)		
TOTAL CONSTRUCTION IN PROGRESS	17,338,462	42,731,000	35,500,000	5,000,000	(37,731,000)		
ENDING BALANCE	43,409,144	73,976,411	64,232,882	45,563,515	9,408,104		
REVENUE - EXPENSES	(2,742,756)	(37,642,994)	(25,880,529)	(7,220,569)			
RESERVES							
Emergency Reserves	599,365	708,987	708,997	738,735			
Operating Reserves	3,801,225	4,659,473	4,659,473	8,681,569			
Total Reserved funds	4,400,590	5,368,460	5,368,470	9,420,305			
ENDING FUND BALANCE AVAILABLE	42,039,568	65,900,773	34,932,238	27,711,669			



FUND BALANCE SUMMARY

<u>Fund</u>	<u>Beginning Fund Balance 12/31/2025</u>	<u>Estimated Revenue and Transfers In</u>	<u>Appropriations (Expenditures) and Transfers</u>		<u>Ending Fund Balance</u>
			<u>Out</u>		
General	\$ 31,741,129	\$ 38,342,946	\$ 32,788,201		\$ 37,295,874
Capital Projects	\$ 37,223,627	\$ -	\$ 12,755,314		\$ 49,978,941
Total All Funds	\$ 68,964,756	\$ 38,342,946	\$ 45,543,515		\$ 87,274,815
Excluded Transfers	\$ -	\$ -	\$ -		\$ -
Net Total All Funds	\$ 68,964,756	\$ 38,342,946	\$ 45,543,515		\$ 87,274,815

**RANGEVIEW LIBRARY DISTRICT
GENERAL FUND - REVENUE/EXPENDITURE BUDGET FORECAST
FOR YEARS 2026 TO 2030**

	2026	2027	2028	2029	2030
GENERAL FUND BEGINNING BALANCE	<u>Estimated Budget</u> 68,964,796	<u>Estimated Budget</u> 61,744,188	<u>Estimated Budget</u> 64,935,701	<u>Estimated Budget</u> 55,226,743	<u>Estimated Budget</u> 57,700,476
REVENUES					
Property Tax	35,972,958	37,052,147	38,163,711	39,308,622	40,880,967
Delinquent Property Tax	40,000	25,000	25,000	25,000	25,000
Specific Ownership Tax	1,854,988	1,910,638	1,967,957	2,026,995	2,067,535
Fees	55,000	55,000	60,000	60,000	60,000
Interest on Deposits	200,000	150,000	150,000	150,000	200,000
Grants, Other	220,000	200,000	200,000	200,000	200,000
Total Revenue	<u>38,342,946</u>	<u>39,392,784</u>	<u>40,566,668</u>	<u>41,770,618</u>	<u>43,433,503</u>
EXPENDITURES					
Personnel					
Salaries and Wages	11,775,535	12,717,578	13,353,457	14,021,130	14,722,186
Payroll Taxes	1,177,554	1,271,758	1,335,346	1,402,113	1,472,219
Unemployment & Compensation	41,606	65,000	68,000	70,000	72,000
Employee Benefits	2,749,450	3,299,340	3,464,307	3,741,452	4,115,597
TOTAL PERSONNEL	<u>15,744,145</u>	<u>17,353,676</u>	<u>18,221,109</u>	<u>19,234,694</u>	<u>20,382,001</u>
Professional & Technology Services					
Legal/CPA/Audit	220,000	220,000	183,000	190,000	199,500
Professional Services	320,000	450,000	650,000	650,000	650,000
Security Services	791,420	800,000	825,000	850,000	850,000
Development Services	25,000	40,000	40,000	40,000	40,000
BCR/Cataloging/ILL	50,000	50,000	50,000	50,000	50,000
Technology Equipment	436,875	600,000	1,200,000	550,000	550,000
Technology Maintenance Fees	235,000	235,000	245,000	245,000	250,000
Technology Hosting Fees	345,000	440,000	450,000	450,000	450,000
Telecommunications	650,000	650,000	670,000	675,000	680,000
Website Development	75,000	75,000	85,000	85,000	90,000
TOTAL PROFESSIONAL & TECHNOLOGY	<u>3,148,295</u>	<u>3,560,000</u>	<u>4,398,000</u>	<u>3,785,000</u>	<u>3,809,500</u>
Facilities, Vehicle & Equipment Expenses					
Building Repairs & Maintenance	325,000	350,000	350,000	350,000	350,000
Rent & Leases	85,517	86,000	86,000	90,000	90,000
Utilities	705,596	740,876	770,511	770,511	809,036
Snow Removal & Ground Maintenance	575,000	575,000	575,000	585,000	585,000
Janitorial	600,000	610,000	620,000	630,000	640,000
Equipment Rental (Leases)	17,000	15,000	20,000	20,000	25,000
Equipment Maintenance and Repair	5,000	10,000	30,000	30,000	30,000
Fuel, Gas & Oil	40,000	40,000	40,000	40,000	40,000
Vehicle & Equip. Repair & Maint.	20,000	25,000	30,000	35,000	40,000
TOTAL FACILITIES, VEHICLE & EQUIP.	<u>2,373,113</u>	<u>2,446,876</u>	<u>2,521,511</u>	<u>2,545,511</u>	<u>2,604,036</u>

	2026	2027	2028	2029	2030
	Estimated Budget	Estimated Budget	Estimated Budget	Estimated Budget	Estimated Budget
Operators Expense:					
Advertising & Marketing	335,000	450,000	450,000	450,000	450,000
Brand Strategy Contract Services	150,000	160,000	180,000	190,000	190,000
Liability & Property Insurance	240,900	250,000	255,000	260,000	265,000
Business Meetings and Mileage	90,000	95,000	95,000	100,000	100,000
Travel and Training	282,000	295,000	300,000	300,000	310,000
Memberships, Licenses & Fees	120,000	125,000	125,000	130,000	130,000
Postage & Delivery	65,000	70,000	75,000	75,000	75,000
Supplies & Non-Consumables	319,000	320,000	320,000	325,000	325,000
TOTAL OPERATIONS	1,501,900	1,765,000	1,800,000	1,890,000	1,945,000
Library Materials:					
Books	1,500,000	1,545,000	1,600,000	1,700,000	1,800,000
Materials Processing Supplies	350,000	360,500	378,525	389,891	400,000
Non-Print Materials (Audio/Visual)	384,600	396,138	415,945	428,423	440,000
Downloadable Materials	1,551,500	1,598,045	1,677,947	1,728,286	1,780,000
Electronic Resources and Content	225,000	231,750	243,338	250,638	255,000
Non traditional items	100,620	103,639	108,821	112,085	115,000
Subscriptions/Publications	45,000	47,250	49,613	51,101	52,000
TOTAL LIBRARY MATERIALS	4,156,720	4,282,322	4,474,188	4,660,413	4,782,000
Library Services:					
Library Programming	265,000	300,000	330,000	350,000	390,000
Programming Supplies	200,227	215,000	225,000	235,000	235,000
Branch/Local	15,020	18,000	20,000	22,000	25,000
Anythink Video Content	50,000	50,000	60,000	60,000	60,000
Anythink World	130,000	140,000	140,000	150,000	150,000
Studio Programming and Materials	185,000	200,000	205,000	225,000	225,000
Customer Experience	100,000	125,000	125,000	135,000	135,000
Special Events	185,000	200,000	205,000	210,000	215,000
Summer Reading	226,500	230,000	240,000	250,000	250,000
TOTAL LIBRARY SERVICES	1,356,797	1,478,000	1,550,000	1,632,000	1,645,000
Miscellaneous:					
Lease Purchase Interest & Principal	3,849,637	3,849,637	3,849,637	3,849,637	3,849,637
Paying Agent Fees	18,000	18,000	20,000	20,000	20,000
Treasurer's Fees	539,594	583,762	572,456	589,629	613,215
TOTAL MISCELLANEOUS	4,407,231	4,450,398	4,442,093	4,469,266	4,482,852
Total Expenditures	32,288,201	36,336,271	37,406,901	38,146,885	39,550,389
Capital Expenses:					
Office Furniture & Fixtures	400,000	300,000	300,000	300,000	400,000
Building Improvements	6,607,314	500,000	500,000	500,000	500,000
Outreach - Express Library	318,000				
Vehicles & Heavy Equipment	450,000	65,000		350,000	50,000
Total Capital Expenses:	7,775,314	865,000	800,000	1,150,000	950,000
Construction in Progress:					
Nature Library	5,000,000				
ENDING BALANCE	61,744,188	64,935,701	67,295,468	57,700,476	60,633,590

CERTIFICATE OF VALUATION BY ADAMS COUNTY ASSESSOR

002 County Tax Entity Code

CERTIFICATION OF VALUATION BY ADAMS COUNTY ASSESSOR

DOLA LGHD/SID 01054

New Tax Entity? YES NO

Date 12/10/2025

NAME OF TAX ENTITY: RANGEVIEW LIBRARY DISTRICT

USE FOR STATUTORY PROPERTY TAX REVENUE LIMIT CALCULATION ("5.5%" LIMIT) ONLY

IN ACCORDANCE WITH 39-5-121(2)(a) and 39-5-128(1), C.R.S., AND NO LATER THAN AUGUST 25, THE ASSESSOR CERTIFIES THE TOTAL VALUATION FOR ASSESSMENT FOR THE TAXABLE YEAR 2025 :

1.	PREVIOUS YEAR'S NET TOTAL TAXABLE ASSESSED VALUATION:	\$ 9,243,994,823.78
2.	CURRENT YEAR'S GROSS TOTAL TAXABLE ASSESSED VALUATION: ‡	\$ 10,196,757,660.00
3.	LESS TOTAL TIF AREA INCREMENTS, IF ANY:	\$ 513,592,466.17
4.	CURRENT YEAR'S NET TOTAL TAXABLE ASSESSED VALUATION:	\$ 9,683,165,193.83
5.	NEW CONSTRUCTION: *	\$ 90,848,740.00
6.	INCREASED PRODUCTION OF PRODUCING MINE: =	\$ 0.00
7.	ANNEXATIONS/INCLUSIONS:	\$ 53,919,870.00
8.	PREVIOUSLY EXEMPT FEDERAL PROPERTY: =	\$ 0.00
9.	NEW PRIMARY OIL OR GAS PRODUCTION FROM ANY PRODUCING OIL AND GAS LEASEHOLD OR LAND (29-1-301(1)(b), C.R.S.): Φ	\$ 10,142,991.28
10.	TAXES RECEIVED LAST YEAR ON OMITTED PROPERTY AS OF AUG. 1 (29-1-301(1)(a), C.R.S.). Includes all revenue collected on valuation not previously certified:	\$ 12,796.14
11.	TAXES ABATED AND REFUNDED AS OF AUG. 1 (29-1-301(1)(a), C.R.S.) and (39-10-114(1)(a)(I)(B), C.R.S.):	\$ 666,533.63

‡ This value reflects personal property exemptions IF enacted by the jurisdiction as authorized by Art. X, Sec. 20(8)(b), Colo. Constitution.
 * New Construction is defined as: Taxable real property structures and the personal property connected with the structure.
 = Jurisdiction must submit to the Division of Local Government respective Certifications of Impact in order for the values to be treated as growth in the limit calculation; use Forms DLG 52 & 52A.
 Φ Jurisdiction must apply to the Division of Local Government before the value can be treated as growth in the limit calculation; use Form DLG 52B.

USE FOR TABOR "LOCAL GROWTH" CALCULATION ONLY

IN ACCORDANCE WITH ART. X, SEC. 20, COLO. CONSTITUTION AND 39-5-121(2)(b), C.R.S., THE ASSESSOR CERTIFIES THE TOTAL ACTUAL VALUATION FOR THE TAXABLE YEAR 2025 :

1.	CURRENT YEAR'S TOTAL ACTUAL VALUE OF ALL REAL PROPERTY: ¶	\$ 84,016,540,764.00
ADDITIONS TO TAXABLE REAL PROPERTY		
2.	CONSTRUCTION OF TAXABLE REAL PROPERTY IMPROVEMENTS: *	\$ 1,060,142,784.00
3.	ANNEXATIONS/INCLUSIONS:	\$ 522,220,609.00
4.	INCREASED MINING PRODUCTION: §	\$ 0.00
5.	PREVIOUSLY EXEMPT PROPERTY:	\$ 8,761,828.00
6.	OIL OR GAS PRODUCTION FROM A NEW WELL:	\$ 11,591,990.00
7.	TAXABLE REAL PROPERTY OMITTED FROM THE PREVIOUS YEAR'S TAX WARRANT: (If land and/or a structure is picked up as omitted property for multiple years, only the most current year's actual value can be reported as omitted property.):	\$ 0.00
DELETIONS FROM TAXABLE REAL PROPERTY		
8.	DESTRUCTION OF TAXABLE REAL PROPERTY IMPROVEMENTS:	\$ 1,490,770.00
9.	DISCONNECTIONS/EXCLUSIONS:	\$ 11,201,896.00
10.	PREVIOUSLY TAXABLE PROPERTY:	\$ 23,116,522.00

¶ This includes the actual value of all taxable real property plus the actual value of religious, private school, and charitable real property.
 * Construction is defined as newly constructed taxable real property structures.
 § Includes production from new mines and increases in production of existing producing mines.

IN ACCORDANCE WITH 39-5-128(1), C.R.S., AND NO LATER THAN AUGUST 25, THE ASSESSOR CERTIFIES TO SCHOOL DISTRICTS:
 TOTAL ACTUAL VALUE OF ALL TAXABLE PROPERTY: \$ 0.00

IN ACCORDANCE WITH 39-5-128(1.5), C.R.S., THE ASSESSOR PROVIDES:
 HB21-1312 ASSESSED VALUE OF EXEMPT BUSINESS PERSONAL PROPERTY (ESTIMATED): ** \$ 8,021,436.00
 ** The tax revenue lost due to this exempted value will be reimbursed to the tax entity by the County Treasurer in accordance with 39-3-119.5(3), C.R.S.

NOTE: ALL LEVIES MUST BE CERTIFIED to the COUNTY COMMISSIONERS NO LATER THAN DECEMBER 15.

DLG 57 (Rev. 7/21)

USE FOR STATUTORY PROPERTY TAX LIMIT CALCULATION ("5.25% LIMIT") 29-1-1703, C.R.S.

IN ACCORDANCE WITH §§ 39-5-121(2)(a) and 39-5-128(1), C.R.S., AND NO LATER THAN AUGUST 25, THE ASSESSOR CERTIFIES THE TOTAL VALUATION FOR ASSESSMENT FOR THE TAXABLE YEAR 2025 :

1.	CURRENT YEAR'S GROSS TOTAL TAXABLE ASSESSED VALUATION:	1. \$ 10,196,757,660.00
2.	LESS TOTAL TIF AREA INCREMENTS, IF ANY:	2. \$ 513,592,466.17
3.	CURRENT YEAR'S NET TOTAL TAXABLE ASSESSED VALUATION:	3. \$ 9,683,165,193.83
4.	NEW CONSTRUCTION:	4. \$ 90,848,740.00
5.	ANNEXATIONS/INCLUSIONS:	5. \$ 53,919,870.00
6.	PREVIOUSLY EXEMPT PROPERTY:	6. \$ 1,661,801.78
7.	TAXES RECEIVED LAST YEAR ON OMITTED PROPERTY AS OF AUG. 1 (29-1-301(1)(a), C.R.S.): Includes all revenue collected on valuation not previously certified:	7. \$ 12,796.14
8.	INCREASED VALUATION FOR ASSESSMENT ATTRIBUTABLE TO A CHANGE IN LAW FOR A PROPERTY TAX CLASSIFICATION* (29-1-306(3)(a), C.R.S.) and (39-10-114(1)(a)(I)(B), C.R.S.):	8. \$ 0.00
9.	TAXES ABATED AND REFUNDED AS OF AUG. 1 (29-1-301(1)(a), C.R.S.) and (39-10-114(1)(a)(I)(B), C.R.S.):	9. \$ 666,533.63
10.	TOTAL VALUATION FOR ASSESSMENT FROM PRODUCING MINES OR LANDS OR LEASEHOLDS PRODUCING OIL OR GAS	10. \$ 504,457,360
11.	REVENUE INCREASE FROM EXPIRED TIF:	11. \$ 0.00

* Change in law for property tax classification does not include changes in classification due to property use changes.

Notes:
The property tax limit will apply to all property taxing entities with the exception of school districts and any county, city and county, city, or town that has adopted a home rule charter (29-1-306(1)(b), C.R.S.). The revenue limit applies to any property taxing entities that have authority to exceed current 5.5% and the TABOR limit.

The Division of Local Government ("the Division") has developed technical assistance resources to assist taxing entities with the calculation of the property tax limit available online here (<https://dlg.colorado.gov/budget-information-and-resources>). Please understand that the Division has no statutory or administrative role in calculating or enforcing the property tax limit, and each taxing entity's revenue limits and voter approval history may be unique. The technical assistance resources provided by the Division with regard to the property tax limit are not definitive and not legal advice. Taxing entities may choose to calculate the property tax limit with a methodology that is different from the methodology presented in the Division's technical assistance resources. The Division always recommends that taxing entities consult with an attorney in order to understand and apply the various statutory and constitutional revenue limits that may apply to that taxing entity.

CERTIFICATION OF TAX LEVIES FOR NON-SCHOOL GOVERNMENT

002 County Tax Entity Code

DOLA LGID/SID 01054

CERTIFICATION OF TAX LEVIES for NON-SCHOOL Governments

TO: County Commissioners¹ of ADAMS COUNTY, Colorado.

On behalf of the RANGEVIEW LIBRARY DISTRICT

(taxing entity)^A

the BOARD OF TRUSTEES

(governing body)^B

of the RANGEVIEW LIBRARY DISTRICT

(local government)^C

Hereby officially certifies the following mills to be levied against the taxing entity's GROSS \$ 10,196,757,660 assessed valuation of: (GROSS^D assessed valuation, Line 2 of the Certification of Valuation Form DLG 57^E)

Note: If the assessor certified a NET assessed valuation (AV) different than the GROSS AV due to a Tax Increment Financing (TIF) Area^F the tax levies must be calculated using the NET AV. The taxing entity's total property tax revenue will be derived from the mill levy multiplied against the NET assessed valuation of: \$ 9,683,165,193 (NET^G assessed valuation, Line 4 of the Certification of Valuation Form DLG 57) **USE VALUE FROM FINAL CERTIFICATION OF VALUATION PROVIDED BY ASSESSOR NO LATER THAN DECEMBER 10**

Submitted: 12/12/2025 for budget/fiscal year 2026
(no later than Dec 15) (mm/dd/yyyy) (yyyy)

PURPOSE (see end notes for definitions and examples)	LEVY ²	REVENUE ²
1. General Operating Expenses ^H	3.647 mills	\$ 35,314,503
2. <Minus> Temporary General Property Tax Credit/ Temporary Mill Levy Rate Reduction ^I	< > mills	\$ < >
SUBTOTAL FOR GENERAL OPERATING:	3.647 mills	\$ 35,314,503
3. General Obligation Bonds and Interest ^J	_____ mills	\$ _____
4. Contractual Obligations ^K	_____ mills	\$ _____
5. Capital Expenditures ^L	_____ mills	\$ _____
6. Refunds/Abatements ^M	0.068 mills	\$ 658,455
7. Other ^N (specify): _____	_____ mills	\$ _____
_____	_____ mills	\$ _____
TOTAL: [Sum of General Operating Subtotal and Lines 3 to 7]	3.715 mills	\$ 35,972,958

Contact person: (print) Elizabeth A. Dauer, Esq. Daytime phone: () 303-770-2700
Signed:  Title: District General Counsel

Include one copy of this tax entity's completed form when filing the local government's budget by January 31st, per 29-1-113 C.R.S., with the Division of Local Government (DLG), Room 521, 1313 Sherman Street, Denver, CO 80203. Questions? Call DLG at (303) 864-7720.

¹ If the taxing entity's boundaries include more than one county, you must certify the levies to each county. Use a separate form for each county and certify the same levies uniformly to each county per Article X, Section 3 of the Colorado Constitution.
² Levies must be rounded to three decimal places and revenue must be calculated from the total NET assessed valuation (Line 4 of Form DLG57 on the County Assessor's **FINAL** certification of valuation).