

# BOARD OF TRUSTEES

## Meeting Minutes



**Date:** Monday, January 5, 2025

**Time:** 5:30 PM

**Location:** Harris Room

**Gloria Coles Flint Public Library**

1026 E. Kearsley Street

Flint, MI 48503

**Present:** Heather Kale (President), Asa Zuccaro, (Vice President), Melissa Brown (Treasurer), Audrey Young-Muhammed (Secretary), Trustee Sheila Fulmore, Trustee Reta Stanley

**Absent with  
Notification:**

**Absent without  
Notification:**

**Staff:** Ann Manko, Martita Moffett-Page, Michél Valkoun, Kate Stockrahm, Janet O'Keefe, Billie Dantzler, Tina Hayes, Leah Feimster, Regina Renee Nyégbeh

**# Public:** 3

### CALL TO ORDER

President Kale called the meeting to order at 5:30 PM.

### ROLL CALL

- President Kale: **Present**
- Vice President Zuccaro: **Present**
- Treasurer Brown: **Present**
- Secretary Young Muhammad: **Present**
- Trustee Fulmore: **Present**
- Trustee Stanley: **Present**

### APPROVAL OF AGENDA \*

Trustee Stanley made a motion to approve the agenda. Treasurer Brown supported. Motion carried.

### PUBLIC COMMENTS \*\*

Ms. Elizabeth Taylor asked about the availability of meeting minutes per the Open Meetings Act, noting that it is difficult to be involved as a member of the public without access to the minutes. She requested that the prior meeting's minutes be made available to the public at the next public meeting. Tina Hayes shared that meeting minutes, once approved by the Board, are made available on the Library's website (fpl.info). President Kale said that the Library would also be able to make 2-3 copies available for the public at meetings moving forward.

Ms. Billie Dantzler thanked the Board for their service and questioned the process for selecting the Library's next Executive Director (ED). She noted that the process this time through seems to be moving quickly and without "meaningful resident input." She expressed concern over the financial state of the Library and the next ED's ability to build relationships within the community, as well as questioned if any internal candidates had applied for the role. She also asked the Board to reopen the candidates list and provide residents an opportunity to hear from more local candidates. Trustee Stanley requested a copy of Ms. Dantzler's remarks be shared with the Board later in the meeting (indicated by an asterisk, below).

### **SEMIFINALIST EXECUTIVE DIRECTOR INTERVIEWS**

*Housekeeping:* President Kale explained that the Board would be interviewing two candidates today and two candidates tomorrow at the Tuesday, January 6, 2026 special meeting. She said that today's candidates are Elizabeth Kish and Ryan Tackabury, and that each candidate would be asked the same five, compound questions by pre-assigned Trustees. President Kale asked Trustees to consider the competencies outlined in the Executive Director job description as they scored candidates on the weighted rubric provided. She requested that the scores for all four candidates be submitted by Wednesday, January 7, 2026 so that there can be a vote to advance semifinalists to the next round of the selection process during the Thursday, January 8, 2026 Board meeting.

Mallory Charette from Library IQ then introduced the first candidate, Elizabeth Kish. Charette explained that Library IQ had already conducted two interviews with each of the candidates now before the Board for a third interview, and should the Board choose to put through any of the candidates, that would be their final interview.

**Elizabeth Kish** was interviewed by the Board, starting at 5:43 p.m. President Kale introduced the Board, Interim Director, and Executive Assistant before questions began. Kish completed her interview at 6:27 p.m.

\*At the conclusion of Kish's interview, Trustee Stanley requested a copy of Ms. Billie Dantzler's public comment. President Kale asked that Ms. Dantzler provide a copy of her remarks to Interim Director Manko for dissemination, to which Ms. Dantzler agreed.

Charette then introduced Ryan Tackabury.

**Ryan Tackabury** was interviewed by the Board, starting at 6:34 p.m. President Kale introduced the Board before questions began. Tackabury completed his interview at 7:09 p.m.

Charette noted that today's candidates are local but tomorrow's candidates are not local. She asked the Board to keep that in mind as they speak with those candidates.

### **PRESIDENT'S REMARKS (Kale)**

President Kale reviewed the ED interview process summary thus far. Applications were accepted through LinkedIn, and screening questions were given before candidates were pulled forward to



interview with a panel that Library IQ handled. The Board was then given four semifinalists to interview directly. The Board will conduct all four interviews, score and submit rubrics, and then vote during the Board meeting on Thursday, January 8, 2026 on which candidates, if any, they would like to put forward in the process.

Trustee Stanley asked if there would be additional candidates beyond the four the Board is interviewing today and tomorrow. Kale said these were the four semifinalist candidates presented by Library IQ.

President Kale asked whether the Board would like to conduct presentations with the finalists, as was done in the last ED hiring process. Discussion ensued and trustees generally agreed. Kale said a topic would need to be decided on. Vice President Zuccaro asked what the candidates' presentations were about during the last ED hiring process. Trustee Stanley said she believed the consultant had led that initiative and she would check if she still had documentation from that time.

President Kale said that there were also community engagement and staff engagement components to the last ED search. Trustee Stanley added that last search the Library staff were also given the opportunity to provide feedback on the candidates after interviews.

Trustee Stanley asked how many candidates the Board was advancing and if there was a certain rubric score they were meant to consider. President Kale said there was no certain score and the Board could advance as many candidates as they felt should advance.

**ADJOURNMENT**

President Kale called to adjourn the meeting at 7:19 PM. Secretary Young-Muhammed made a motion to adjourn. Treasurer Brown supported. Motion carried.

  
Board Secretary