

BOARD OF TRUSTEES

Meeting Minutes



Date: Tuesday, January 6, 2026

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, Regina Renee Nyégbéh, Rick Dunning, Leah Feimster, Kate Stockrahm, Janet O'Keefe, Ashley Nizinski, André Artis, Tammi Washington

Public: 10

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

Treasurer Brown made a motion to approve the agenda. Trustee Stanley seconded. President Kale then asked that an amendment be made to add the approval of the minutes from the January 5, 2026 Special Board meeting to after the Semifinalist Executive Director Interviews. She then conducted a voice vote and the motion carried.

PUBLIC COMMENTS

- Dr. Ladel Lewis, Flint City Council President, thanked the Board and Library team for their work, sharing that they had the support of the Council and she looked forward to working with the next Executive Director. She also thanked the community for coming out to take part in the selection process.

- Ms. Elizabeth Taylor asked how the Board came to this point in the Executive Director selection process, as she feels as though the search was not publicized enough. She questioned whether any existing Library staff had been offered the opportunity to apply or advance in the process and noted that the first two candidates interviewed were not People of Color despite the city's population being predominantly Black. Taylor also suggested that the Board was asking questions geared toward management rather than executive-level concerns, and there should be greater emphasis put on ensuring the Library was referred to as the Gloria Coles Flint Public Library in all communications.

President Kale requested that Ms. Taylor share her comments via email so the Board can better address them. Ms. Taylor refused.

Treasurer Brown responded that she believed a process timeline should be added to the official meeting minutes.

Secretary Young-Muhammad said she also had questions regarding the selection of Executive Director candidates and hoped that after interviews there would be an opportunity to clear up questions and concerns.

SEMIFINALIST EXECUTIVE DIRECTOR INTERVIEWS

Mallory Charette from Library IQ introduced the first candidate, Desmond London.

Desmond London was interviewed by the Board, starting at 5:43 p.m. President Kale introduced the Board before questions began. London completed his interview at 6:13 p.m.

The Board recessed briefly, reconvening at 6:30 pm. Charette then introduced Keith McFarlane.

Keith McFarlane was interviewed by the Board, starting at 6:31 p.m. President Kale introduced the Board before questions began. McFarlane completed his interview at 6:55 p.m.

APPROVAL OF MINUTES

Trustee Stanley made a motion to approve the minutes from the Special Meeting on January 5, 2026. Treasurer Brown seconded. Discussion ensued. Vice President Zuccaro asked whether additional information about each candidate should be included in the notes. Secretary Young-Muhammad asked that Trustee Stanley's request for a copy of Ms. Billie Dantzler's comment be additionally listed under "Public Comments" as well as where it currently appears after Elizabeth Kish's interview. President Kale then called for a voice vote on the motion to approve the minutes of January 5, 2026 with the addition of indicating Ms. Dantzler's comment was requested in both sections of the notes. The motion passed unanimously.

President Kale noted that the Board had reviewed the Executive Director interview process during the January 5, 2026 meeting, and requested that Charette stay in the meeting for clarification and Board questions. Charette agreed to do so and discussion ensued.

Trustee Stanley asked what "pending" status meant on the spreadsheet of candidates Library IQ provided. Charette said that "pending" candidates were those that Library IQ reached out to but had not received a response. Trustee Stanley asked how the Board could determine which candidates actively applied for the position versus which candidates Library IQ reached out to. Charette said that the spreadsheet has a "source" column that states whether a candidate was an applicant or LinkedIn. LinkedIn means Library IQ sourced the candidate.

President Kale then summarized next steps in the ED search, saying that after rubrics were scored and discussion at the coming Thursday, January 8, 2026 meeting, the Board would then be coordinating with Library IQ for further interviews, reference checks, and deliberation.

President Kale stated that in the last Executive Director search, a presentation was asked for by finalists. According to Trustee Stanley's archival search, the presentation topics that were offered were:

- 1) Imagine you are presenting the 2026 Annual Report to the Library's Board of Trustees, what has been accomplished since you became the Executive Director, and what's on the horizon?
- 2) Using the Library's transformation plan as your guide, choose one or two areas of focus and share with us how you would implement them in the next 3 years.

Vice President Zuccaro asked Charette whether there was an opportunity to engage staff and the community now that interviews are completed. Charette responded that Library IQ has supported those efforts before but not for an ED role. She said they would be happy to support the Board with more clarity on what the Board was seeking from that engagement. President Kale said she felt it was important to learn what Library staff needs from the next ED and to frame the candidate presentations around those needs. Charette asked for the Board's desired timeline for this engagement and if they want Library IQ to take part in-person. President Kale said the Board would work to determine those answers.

Trustee Stanley shared that, in the last ED search, there had also been an opportunity for the community to present questions to the candidates, submitted on index cards on the final interview/presentation day, and organized by the prior consultant.

More discussion ensued. Charette said she was open to any of the offered options for further engagement but first wanted to understand if what was done last search worked for the parties involved. She said Library IQ could then come back with suggestions for further engagement. President Kale said the Board was comfortable with that.

Treasurer Brown asked if there were any additional applicants Library IQ had received after sending the candidate list to the Board on December 31, 2025. Charette said Library IQ had

screened two additional candidates since sending the list, and that one was a fit to move forward if the Board wanted more options. Treasurer Brown said that she would like the Board to receive all applicants' information, even if rejected, and asked how the screening requirements worked. Charette clarified that Library IQ used the role requirements as "knock out" questions in the screening process, so if a candidate does not meet minimum requirements their application is auto-rejected on LinkedIn. Trustee Stanley asked if that means Library IQ doesn't look at those auto-rejected applications at all, which Charette confirmed.

Treasurer Brown asked whether the Board wanted to move forward with the new candidate and if they wanted to see the auto-rejected applicants' names added to the spreadsheet for review. Discussion ensued.

President Kale called for a motion to amend the process for moving candidates forward based on the night's discussion. Treasurer Brown moved to extend the pool to include those with a MLIS or MLS and who were willing to meet the requirement to live within 20 miles of Flint. Fulmore seconded. Discussion ensued. The motion failed in a voice vote.

Secretary Young-Muhammed moved to add to the spreadsheet all candidates that have an MLIS or MLS and who live outside of the 20-mile requirement. Brown seconded. Discussion ensued. President Kale called for a voice vote and the motion passed unanimously.

Charette asked for clarification on whether the Board would like resumes or just the names and reason for rejection for the additional candidates. The Board discussed and confirmed they would like just the names and reason for rejection at this time.

ADJOURNMENT

President Kale called to adjourn the meeting at 7:40 PM. Treasurer Brown made a motion to adjourn. Secretary Young-Muhammed supported. Motion carried.


Board Secretary