

BOARD OF TRUSTEES

Meeting Minutes



Date: Tuesday, February 24, 2026
Time: 4:00 PM
Location: Mott Community 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-Muhammad (Secretary), Trustee Reta Stanley, Trustee Sheila Fulmore

Absent with Notification:

Absent without Notification:

Staff: Ann Manko, Jenny Jones, Leah Feimster, Tina Hayes, Kate Stockrahm, Matthew Moyer, Michel Valkoun, Martita Moffett-Page, Cristen Jackson

Public: 11

CALL TO ORDER

President Kale called the meeting to order at 4:07 PM.

APPROVAL OF AGENDA

Trustee Stanley moved to approve the agenda for Tuesday, February 24, 2026. Treasurer Brown seconded. President Kale asked to add "Attendance" ahead of Approval of Minutes and a recess before the "Deliberation" item. The changes were approved without objection via voice vote.

ATTENDANCE

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

APPROVAL OF MINUTES

Trustee Fulmore moved to approve the minutes for Monday, February 23, 2026. Trustee Stanley supported. The motion was approved unanimously by voice vote.

PUBLIC COMMENTS

- Ms. Elizabeth Taylor asked that the Board create committees that the public can take part in. She also asked to speak again during the second public comment period.

- Ms. Claire McClinton reiterated that the community is proud of Gloria Coles and the leadership she showed, noting that Ms. Coles made sure to have a relationship with the community. She asked the question to the candidates: “What in your past have you done where you were challenged to stand up for something just or a good cause, or initiate something new or different? What in your experience as a citizen, a resident, or in your job, have you done that go[es] outside of the box and show[s] a sense of courage and moral wisdom and clarity?”

EXECUTIVE DIRECTOR FINALISTS PRESENTATIONS AND INTERVIEWS

President Kale had the Board reintroduce themselves, and noted that the format for this section of the meeting would be as follows: questions submitted by the community; a presentation from Mr. London; and questions from the Board.

Mr. London was then asked the following questions, submitted by the community:

- If you have any, what are your previous or current connections to Flint as a community, and how will you leverage those connections to support and uplift community members through the Library’s services?
 - Or, if you are not familiar with the city, how committed are you to learning about Flint and fully immersing yourself within it, with the aim of supporting and uplifting community members through the Library’s services?
- What plans do you have for involving senior members of our community at the library, including programming for people with memory loss and their care partners?
- What type of partnerships will you develop with Flint Community Schools?
- What will bring people into the library 10 years from now – given that access to information, books, and other publications is available 24/7 with phones, tablets, and computers?

Mr. London began his presentation at 4:30 p.m. Prior to the meeting, Mr. London had been asked to prepare a presentation on the Board-approved topic:

Please prepare 15-20 minutes of public remarks that reflect on the library’s origins, highlight its remarkable growth over time, and articulate a future-focused vision that positions the library as a strong, innovative, and trusted community partner.

Following the presentation, President Kale called for a brief recess. The meeting returned to order at 5:04 p.m.

The Board began Mr. London’s interview at 5:04 p.m. Mr. London concluded his interview at 5:41 p.m.

PUBLIC COMMENTS

- Keishaun Wade noted that he appreciated the opportunity for the public to take part in this process and cited that many of Flint’s civic assets had been taken away or underutilized due to years of austerity and poor fiscal management. He said that he wanted everyone in the room, the Board, and whomever the new executive director may be, to consider diversifying revenue streams, look for new opportunities and grants, and fight and advocate for this community.

- Mr. Andrew Smentkowski introduced himself as the Director of Operations at a public health nonprofit in Michigan. He said that he wanted to share his organization's experience of seeking out leadership under similar circumstances to the Library. He said the nonprofit saw their long-time director retire amid a change in space for the organization and that that director had been a visionary who'd helped build the nonprofit and its relationships – which made the employees left realize that they'd relied too much on her and that the organization itself wasn't mature. The next director was also great and helped them move toward maturity – developing policy & SOPs and stopping the revolving door of staff – but she too left after only two years. Now they've hired someone who is very knowledgeable about org culture, and they're still working to stabilize. But, he concluded, while vision is a skillset, many skillsets are needed by an executive director, and it's important to find a leader who will empower staff and inspire them to do the hard work ahead.
- Ms. Elizabeth Taylor said she loved what Mr. Wade had shared, and that she would like to see the community be more involved with HR and fiscal matters for the Library. She also noted that the Library had missed out on hiring Mr. Wade, and had otherwise lost multiple qualified staff members when they weren't advanced in roles. She said the Library needed to find a way to engage the staff, especially young staff who care for the community, and keep them here in Flint.

RECESS

Trustee Fulmore moved for the Board to take a brief recess. Treasurer Brown supported. The Board recessed at 5:56 p.m. President Kale called the meeting back to order at 6:10 p.m.

DELIBERATION

President Kale opened the floor to the consulting team from Library IQ, who shared feedback on each candidate from eight Library staff. Library IQ explained that the feedback was provided via an online form that had been open to the entire staff, and that they had asked staff to complete the form prior to tonight's meeting. Discussion ensued.

Vice President Zuccaro made a motion to authorize Library IQ to offer candidate Desmond London the Executive Director position with an offer of \$120,000 and a maximum cap at \$125,000, a taxable relocation reimbursement of up to \$10,000, and a start date of no later than Monday, April 27, 2026, or sooner. The offer would be contingent upon background and reference checks. Secretary Young-Muhammad seconded the motion. The motion passed with the following roll call vote.

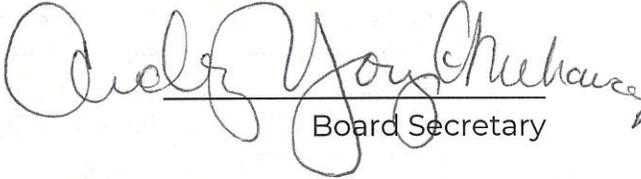
Roll Call Vote:

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

Multiple members of the Board thanked Interim Executive Director Manko for her leadership throughout the hiring process, the other candidates who interviewed, and the Library staff who took part in the hiring process. They also expressed their excitement to have Mr. London take on the Executive Director position.

ADJOURNMENT

President Kale called for a motion to adjourn the meeting at 7:03 PM. Treasurer Brown made the motion, and Secretary Young-Muhammad seconded. The motion carried by unanimous voice vote.


Board Secretary