

BOARD OF TRUSTEES

Special Meeting Minutes



Date: Thursday, August 21, 2025
Time: 5:30 PM
Location: Flint Central AB

Gloria Coles Flint Public Library
1026 E. Kearsley Street
Flint, MI 48503

Present: Reta Stanley (President), Heather Kale (Vice President), Melissa Brown (Treasurer), Asa Zuccaro (Trustee), Vivian Kao (Trustee),

**Absent with
Notification:**

**Absent without
Notification:** Audrey Young-Muhammad (Secretary)

Staff: Regina Renee Nyégbéh, Ann Manko, Martita Moffett- Page, Rick Dunning, Antoinette McClain (Minutes)

Public: 1

CALL TO ORDER

President Stanley called the meeting to order at 5:35 PM.

APPROVAL OF AGENDA *

Vice President Kale motioned to approve the agenda. Seconded by Treasurer Brown.
Motion carried.

PUBLIC COMMENTS **

Ms. Taylor introduced herself and raised concerns regarding the acronym MLIS and how its use could potentially exclude members of the local community from applying for the Executive Director position at GCFPL. President Stanley thanked Ms. Taylor for bringing the concern forward and, with input from staff members Ann and Martita, clarified that MLIS stands for Master of Library and Information Science. She further explained that holding this degree is a requirement set by the state funders for the Executive Director position.

REVIEW OF THE EXECUTIVE DIRECTOR SEARCH PROPOSALS

After a brief discussion, the Board reached consensus to review the top two executive search firms: **Library IQ** and **Organizational Architecture**. Following comments and concerns shared by members regarding both

firms, the majority favored moving forward with **Library IQ** as the selected executive search firm, citing its extensive experience working with libraries, the diversity of its internal staff, and the range of support services offered.

Vice President Kale motioned to move forward with Library IQ pending positive reference checks and their ability to provide a 12-month search guarantee. Trustee Kao seconded. Motion carried.

ROLL CALL VOTE: To select Library IQ as Executive Search Firm for GCFPL 2025

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

Vice President Kale motioned that in the event that Library IQ does not meet the required motion agreement to approve engaging in a contract agreement with Organizational Architecture pending reference checks. Trustee Kao seconded. Motion carried.

ROLL CALL VOTE: To select Organizational Architecture as backup Executive Search Firm for GCFPL 2025

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

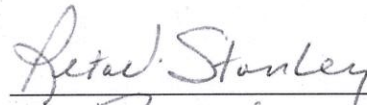
PRESIDENT'S REMARKS

President Stanley noted that the next Board meeting is scheduled for September 11, 2025, which is the second Thursday of the month, rather than the first Thursday, September 4, 2025. She asked if there were any concerns with moving the meeting to September 4. Director of Finance & Human Resources Martita Moffett-Page responded that if the meeting were moved, financials would not be ready for review. The Board agreed to keep the September meeting scheduled for September 11, 2025. President Stanley stated that she would not be in attendance at that meeting.

President Stanley further noted that a staff committee should be formed to work with the selected executive search firm, and that supporting documents, such as job descriptions and organizational charts, should be gathered for the firm's use.

ADJOURNMENT

President Stanley called for adjournment at 6:42 pm. Vice President Kale made a motion to adjourn the meeting. Trustee Kao seconded. Motion carried.



President

Secretary