



Library Board of Trustees Meeting
Monday, June 16, 2025
University City Regional Library
4:00pm – 5:30pm

Trustees Present In-person

Ailen Arreaza
Jon Buchan
Dr. Amy Hawn Nelson, Vice Chair
Preethi Srinivasan
Charles Thomas, Chair

Trustees Present Virtually

Joe Helweg
Tracy Montross

Trustees Absent

Peggy Brookhouse
Dr. Stacey Brown
Dr. Kimmerly Martin
Dr. Ricky Woods

Staff Present

Michael Boger
Rachel Bradley
David Dillard
Michael Engelbrecht
Harold Escalante
Jenni Gaisbauer
Krystal Green
Eric Hartman
Emery McTindal
Caitlin Moen
Angie Myers
John O'Connor
Teleia White

Others Present

Sharon Blumberg
Helen Hope Kimbrough (CMLF Chair)
Mark Kutny

Board Vice Chair, Dr. Amy Hawn Nelson welcomed everyone to the Board meeting at 4:03pm.

Due to a lack of an in-person quorum, the FY2026 Budget motion will be officially approved at the June 19th Executive Committee meeting. All other motions will be ratified at the next full Board meeting.

Welcome by Branch Manager

Ms. Debra Sharp, Branch Manager at the University City Regional Library welcomed everyone to the new location and provided the Trustees with some information about the branch. Ms. Sharp stated that the new University City branch location opened on February 8th. Door count has increased by 74% and program attendance has increased by 40%. Since opening in February, 1,794 people have signed up for library cards at the branch. Ms. Sharp acknowledged her dedicated and energetic staff and expressed her appreciation for the new building.

Absence with Cause

Mr. Charles Thomas requested a motion to approve absence with cause for Dr. Kimmerly Martin and Dr. Ricky Woods, Ms. Peggy Brookhouse, and Dr. Stacey Brown. On a motion by Ms. Ailen Arreaza and seconded by Dr. Amy Hawn Nelson, the Trustees unanimously approved the absence with cause.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

Board Chair, Mr. Thomas, joined the meeting virtually, and arrived in-person at 4:12pm.

Approval of Minutes

Mr. Thomas requested a motion to approve the meeting minutes from May 19th, On a motion by Ms. Preethi Srinivasan and seconded by Dr. Hawn Nelson, the Trustees unanimously approved the minutes.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

Public Comment

No member of the public signed up to speak during this meeting's public comment section.

FY2026 Board Meeting Dates

- August 12, 2025 9:00am – 4:00pm Retreat @ Pineville
- September 9, 2025 11:30am - 1:00pm Meeting @ Library Admin. Center
- October 21, 2025 4:00pm - 5:30pm Zoom
- November 18, 2025 11:30am - 1:00pm Meeting @ SouthPark Regional
- January 20, 2026 4:00pm - 5:30pm Zoom
- February 17, 2026 11:30am - 1:00pm Meeting @ ImaginOn
- March 17, 2026 4:00pm - 5:30pm Zoom
- April 21, 2026 11:30am - 1:00pm Meeting @ West Boulevard
- May 19, 2026 4:00pm - 5:30pm Zoom
- June 16, 2026 11:30am - 1:00pm Meeting @ South Boulevard

Mr. Thomas requested a motion to approve the FY2026 Board Meeting Dates. On a motion by Ms. Arreaza and seconded by Dr. Hawn Nelson, the Trustees unanimously approved the FY2026 Board Meeting Dates.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

Chair Update

Mr. Thomas informed the Trustees of the following items:

- Mr. Thomas informed the Trustees that he attended County Manager Dena Diorio's retirement celebration on June 12th. He acknowledged the Library Foundation who helped fund the event and stated that it was a great event celebrating County Manager Diorio.
- Mr. Thomas also informed the Trustees about incoming County Manager Mike Bryant's swearing-in ceremony set for June 30th. Mr. Thomas and Interim Library CEO, Ms. Angie Myers, will attend the ceremony and reception.
- **Mr. Thomas requested a motion to approve the FY2026 Board Chair, Dr. Amy Hawn Nelson, Board Vice Chair, Dr. Stacey Brown, and the FY 206 Executive committee members Dr. Amy Hawn Nelson, Dr. Stacey Brown, Mr. Charles Thomas, Ms. Tracy Montross, and Ms. Peggy Brookhouse. On a motion by Ms. Srinivasan and seconded by Ms. Arreaza, the Trustees unanimously approved the absence with cause.**

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

- Mr. Thomas introduced, Ms. Sharon Blumberg, who has been working with the Senior Leadership Team both in individual and group sessions. Mr. Thomas thanked Ms. Blumberg for her help with navigating the transition of leadership and the work she is doing with the Senior Leadership Team.
- Incoming Board Chair, Dr. Hawn Nelson, updated the Trustees that the first round of the CEO Search Committee has completed updating the CEO job description. The committee will now begin narrowing down and selecting a search firm that will assist in finding qualified applicants for the CEO position.
- Dr. Hawn Nelson reviewed the FY2026 Committee assignments. She expressed her gratitude to Ms. Arreaza for stepping in as Chair for the Advocacy Committee now that it is officially its own committee outside of the

Governance Committee. Dr. Hawn Nelson also informed the Trustees that the Executive Committee would be larger for this fiscal year.

BOARD COMMITTEES	SCOPE OF RESPONSIBILITIES	CHAIR	MEMBERS	STAFF LEAD	MEETING CADENCE
Executive	Make decisions on behalf of the Board of Trustees as needed. Manages agendas and timing of topics for the full BOT meetings. Review, consult, and advise the strategic direction and planning process. Oversee prioritized actions in support of CML's Racial Equity Framework and Implementation Plan.	Dr. Amy Hawn Nelson	Tracy Montross Charles Thomas Dr. Stacey Brown Peggy Brookhouse	CEO	~Monthly, as needed
CML Foundation Board*	Consult, advise and oversee fundraising and awareness strategies and activities of the Library Foundation that support the Library.	Helen Kimbrough*	Dr. Amy Hawn Nelson CEO	Jenni Gaisbauer	Quarterly, in person
Program of Service	Review, consult, advise and oversee the Library's programming and service offerings to ensure they improve lives and build a stronger community.	Dr. Kimmery Martin	Joe Helweg Peggy Brookhouse Jon Buchan	Caitlin Moen	Bi-monthly, in person
Finance	Oversee the Library's financial operations including reporting, policies, planning, budgeting, and external audit oversight.	Preethi Srinivasan	Dr. Stacey Brown	Michael Boger	~1x month, Th, 3:30-4:30, zoom
Governance	Recommend Library Trustee candidates based on regular review of the Board's and organization's current and future governance needs. Lead annual CML CEO Evaluation.	Tracy Montross	Charles Thomas Dr. Stacey Brown Dr. Amy Hawn Nelson	CEO	Bi-monthly, 2 nd Friday, 8:30-9:30, zoom
Advocacy	Lead advocacy initiatives, including developing and executing legislative strategies, building relationships with public officials, monitoring relevant legislation, and advocating for public policies that align with the Library's mission and strategic goals.	Ailen Arreaza	Tracy Montross Dr. Amy Hawn Nelson Dr. Sharon Portwood* Helen Kimbrough* Kellie Lofton* Stephanie Alger*	TBD	~1x month, 2 nd Monday, 8:30-9:00, zoom
ImaginOn Management	Oversee management and activities at ImaginOn jointly with our partner, Children's Theater of Charlotte.	Dr. Kimmery Martin	N/A (contract calls for one representative from CML BOT)	Jenni Gaisbauer	Quarterly, in person
Real Estate	Consult, advise and oversee Library real estate strategies, planning, practices, transactions, and decisions	Peggy Brookhouse	Dr. Ricky Woods George Sistrunk, <i>Ex Officio</i> Walker Morris, <i>Ex Officio</i>	David Dillard	Bi-monthly, 2 nd Tuesday, month, zoom

*Included Foundation Board to reflect linkage.

Committee Reports

Finance Committee

Ms. Preethi Srinivasan and Mr. Michael Boger provided the following updates:

- **FY2025 Budget Adjustments**
 - \$215,000 – Recognition of Mecklenburg County funding for University City opening day collections. Funds were approved as part of the capital project.
 - \$1,250,000 – Mecklenburg County revised its salary budgeting methodology in FY2023 to account for position vacancies that historically resulted in unspent funds. Due to the Library's low vacancy rate, position costs are projected to exceed the original budget. This adjustment, approved by the County, ensures sufficient funding is available.
- **Multi-Year Budget Adjustments**
 - \$5,875 – Funding to support four additional Flight Fund projects.
 - \$10,000 – Grant received from the American Library Association (ALA) to support services for New Americans (immigrants and refugees). The Library is one of 16 recipients nationwide.
 - \$10,000 – Funding provided by Charlotte FC to support the Summer Reading initiative.
- **Budget Transfers**
 - \$75,000 – Transfer from contingency to professional services. Costs are approaching the budgeted amount, and this adjustment ensures sufficient funding for anticipated expenses through year-end.

FY2025 Budget Adjustments					
Budget Adjustment Number	FY2025 or Multi-Year	Short Description	Budget Category	Revenue Budget Adjustment Amount	Expenditure Budget Adjustment Amount
250601	FY2025	University City Opening Day Collections	Revenue: Mecklenburg County	215,000	
250601	FY2025	University City Opening Day Collections	Expenditure: Library Collections		215,000
250602	FY2025	Salary and Benefits Reconciliation	Revenue: Mecklenburg County	1,250,000	
250602	FY2025	Salary and Benefits Reconciliation	Expenditure: Salaries & Benefits		1,250,000
			Total FY2025 Budget Adjustments	1,465,000	1,465,000
Multi-Year Budget Adjustments					
Budget Adjustment Number	FY2025 or Multi-Year	Short Description	Budget Category	Revenue Budget Adjustment Amount	Expenditure Budget Adjustment Amount
250603	Multi-Year	Flight Fund	Revenue: Foundation Contribution	5,875	
250603	Multi-Year	Flight Fund	Expenditure: Programming		5,875
250604	Multi-Year	ALA Building Library Capacity Grant	Revenue: Other Contributions	10,000	
250604	Multi-Year	ALA Building Library Capacity Grant	Expenditure: Programming		10,000
250605	Multi-Year	Charlotte FC Grant for Summer Reading	Revenue: Foundation Contribution	10,000	
250605	Multi-Year	Charlotte FC Grant for Summer Reading	Expenditure: Programming		10,000
			Total Multi-Year Budget Adjustments	25,875	25,875
Budget Transfers					
Budget Transfer Number	FY2025 or Multi-Year	Short Description	Budget Category	Budget Transfer Impact - Revenue	Budget Transfer Impact: Expenditure
250606	FY2025	Year End Budget Reconciliation	Expenditure: Professional Services		75,000
250606	FY2025	Year End Budget Reconciliation	Expenditure: Misc Operating Expenses		(75,000)
			Total FY2025 Budget Transfers	-	-
Grand Total Budget Adjustments				1,490,875	1,490,875

Mr. Thomas requested a motion to approve the FY25 Budget Adjustments for the month of June 2025. On a motion from Mr. Jon Buchan and seconded by Ms. Srinivasan, the Trustees unanimously approved the Budget Adjustments. Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

FY2026 Budget Update

	FY 2026 Proposed - General Fund	FY 2026 Proposed - Special Revenue Fund	FY 2026 Proposed Budget - Total	FY 2025 Adopted Budget - Total	Variance FY 2026 to FY 2025	% Variance FY 2026 to FY 2025
Revenues						
Revenue						
Intergovernmental:						
Mecklenburg County	\$ 51,233,810	\$ -	\$ 51,233,810	\$ 47,865,842	\$ 3,367,968	7.0%
State of North Carolina	\$ 725,295	\$ -	\$ 725,295	\$ 794,296	\$ (69,001)	-8.7%
ABC Board	\$ 930,883	\$ -	\$ 930,883	\$ 930,883	\$ -	0.0%
Federal	\$ 101,963	\$ -	\$ 101,963	\$ 1,424,786	\$ (1,322,823)	-92.8%
City of Charlotte	\$ 2,500	\$ -	\$ 2,500	\$ 2,500	\$ -	0.0%
Total Intergovernmental Revenues	\$ 52,994,451	\$ -	\$ 52,994,451	\$ 51,018,307	\$ 1,976,144	3.9%
Library Fines	\$ -	\$ -	\$ -	\$ -	\$ -	-
Library Fees	\$ 545,000	\$ -	\$ 545,000	\$ 480,000	\$ 65,000	13.5%
Foundation Contributions	\$ -	\$ 1,369,051	\$ 1,369,051	\$ 1,377,539	\$ (8,488)	-0.6%
Other	\$ 760,846	\$ -	\$ 760,846	\$ 677,000	\$ 83,846	12.4%
Interfund Transfer	\$ -	\$ -	\$ -	\$ (100,000)	\$ 100,000	-
Fund Balance & Reserves Appropriation	\$ -	\$ 10,000	\$ 10,000	\$ 12,254	\$ (2,254)	-18.4%
Total Revenues	\$ 54,300,297	\$ 1,379,051	\$ 55,679,348	\$ 53,465,100	\$ 2,214,248	4.1%
Expenditures						
Expenditure Categories:						
Salaries & Benefits	\$ 39,791,786	\$ 722,051	\$ 40,513,837	\$ 37,451,708	\$ 3,062,129	8.2%
Library Collections	\$ 6,167,733	\$ 40,000	\$ 6,207,733	\$ 7,202,296	\$ (994,563)	-13.8%
Facility Related	\$ 3,846,895	\$ -	\$ 3,846,895	\$ 3,781,556	\$ 65,339	1.7%
Professional Services	\$ 587,500	\$ -	\$ 587,500	\$ 366,852	\$ 220,648	60.1%
Technology & Equipment	\$ 1,484,018	\$ -	\$ 1,484,018	\$ 1,631,253	\$ (147,235)	-9.0%
Programming	\$ 424,732	\$ 152,000	\$ 576,732	\$ 626,583	\$ (49,851)	-8.0%
Personnel Related	\$ 398,000	\$ 15,000	\$ 413,000	\$ 386,600	\$ 26,400	6.8%
Interfund Transfer	\$ -	\$ -	\$ -	\$ 100,000	\$ (100,000)	-100.0%
Misc. General Operating	\$ 1,599,633	\$ 450,000	\$ 2,049,633	\$ 1,918,252	\$ 131,381	6.8%
Total Expenditures	\$ 54,300,297	\$ 1,379,051	\$ 55,679,348	\$ 53,465,100	\$ 2,214,248	4.1%
Total						
(Revenue-Expenditures)	\$ -	\$ -	\$ -	\$ -	\$ -	-

- The Board needs to adopt the FY26 operating budget of expenditures and revenues totaling \$55,679,348 for the period of July 1, 2025 through June 30, 2026 as required by the North Carolina General Statutes.
- The proposed FY26 Library budget was posted on June 4th.
- There is a 4% increase from the current fiscal year, and this includes the 7% increase from the County. This budget also includes the employee pay increases, new positions for branches that were approved, the Main Library Manager, and an increase in ongoing collections funding.
- There is a big decrease in Federal funding. This is due to the ARPA funding ending so all funds have been spent and that project is going away.

Mr. Thomas requested a motion to approve the Library budget of \$55,679,348 in expenses for the 2025-2026 fiscal year. On a motion from Ms. Arreaza and seconded by Ms. Montross, the Trustees unanimously approved the 2025-2026 fiscal year budget.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

Due to a lack of an in-person quorum, the FY2026 Budget motion will be officially approved at the June 19th Executive Committee meeting.

Sole Source Vendor Approval

- Vertere Capital Advisors, LLC
 - The Library is requesting authorization to enter into a contract with Vertere Capital Advisors, LLC pursuant to the sole source exemption G.S. 143-129(e)(6).
 - Vertere Capital Advisors, LLC has provided data support and analysis services to the Library since 2010.
 - Continuation of these services is needed to maintain consistency, avoid disruption to ongoing initiatives, and support upcoming data and reporting needs.
 - The total cost of the contract in FY2026 is \$84,000.

Mr. Thomas requested a motion to authorize the Library to enter into a contract with Vertere Capital Advisors, LLC pursuant to the sole source exemption G.S. 143-129(e)(6). On a motion from Ms. Arreaza and seconded by Ms. Montross, the Trustees unanimously authorized the Sole Source contract.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

Real Estate Committee

Mr. Jon Buchan and Mr. David Dillard provided the following updates:

- Charlotte Mecklenburg Library has occupied and operated the Cornelius library since its opened in 1999 and the Mountain Island library since it opened in 2004. Mecklenburg County owns both properties and has requested that CML execute leases to formally document the use of the property and address insurance and liability issues.
- The Library executed a lease with Mecklenburg County in April 2022 for the Library Administration Center to formally document the terms of agreement for CML's use of the property owned by Mecklenburg County. That lease and the leases for the Cornelius and Mountain Island libraries have no effect on the existing use or status of the property except for clarifying insurance and liability obligations.

Mr. Thomas requested a motion to authorize the Library CEO to execute a lease between Mecklenburg County & the Library for the Mountain Island & Cornelius branches. On a motion from Ms. Arreaza and seconded by Dr. Hawn Nelson, the Trustees unanimously authorizing the Library CEO to execute the lease.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

CEO & Library Director Update

Library Director Update

Ms. Moen provided the following updates:

- Ms. Moen reminded the Trustees that on June 17th there will be a Coffee & Learn event at ImaginOn from 8:30am – 9:30am. This event will cover current legislation that deals with libraries and that could affect libraries in the future.
- Ms. Moen updated the Trustees on Summer Reading. The annual initiative kicked off on June 14th and will run through August 16th.
- **2026 Holiday & Closure Calendar**
 - **Policy Background/History**
 - Holidays are recognized for full-time employees and are given as they occur. Holidays proposed for approval in 2026, in alignment with Mecklenburg County, are:
 - New Year's Day
 - Martin Luther King Jr. Day
 - Good Friday
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veterans Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Day + two other days at Christmas
 - To maximize internal service effectiveness in areas such as Human Resources and Payroll, the Library, under the 2015 Inter-local Agreement with Mecklenburg County has aligned on as many benefits as possible (including holidays).
 - In 2017, as part of the large Finance and Human Resources Policy update project, the Library Board of Trustees adopted the practice of keeping calendars aligned with Mecklenburg County to keep payroll processes and systems aligned. The Library ensures that customers are aware of branch closures and customers always have access to electronic resources 24/7.

Holiday	Date	Day	Library	Mecklenburg County
New Year's Day	January 1, 2026	Thursday	Holiday	Holiday
Martin Luther King, Jr. Day	January 19, 2026	Monday	Holiday	Holiday
Good Friday	April 3, 2026	Friday	Holiday	Holiday
Easter	April 5, 2026	Sunday	Closed	Closed
Memorial Day	May 25, 2026	Monday	Holiday	Holiday
Juneteenth	June 19, 2026	Friday	Holiday	Holiday
Independence Day	July 3, 2026	Friday	Holiday	Holiday
Independence Day	July 4, 2026	Saturday	Closed	Closed
Labor Day	September 7, 2026	Monday	Holiday	Holiday
Indigenous Peoples' Day/Staff Development Day	October 13, 2026	Monday	Closed	N/A
Veteran's Day (Observed)	November 11, 2026	Tuesday	Holiday	Holiday
Thanksgiving	November 26, 2026	Thursday	Holiday	Holiday
Thanksgiving	November 27, 2026	Friday	Holiday	Holiday

Christmas	December, 23, 2026	Wednesday	Holiday	Holiday
Christmas	December 24, 2026	Thursday	Holiday	Holiday
Christmas	December 25, 2026	Friday	Holiday	Holiday

- Note: All Libraries will close at 5PM on 11/25/26 & 12/31/26
- Summer Hours (impacting Sundays at regional branches) for the Library begin Friday, May 22 and conclude Tuesday, September 8.

Mr. Thomas requested a motion to approve the 2026 Holiday & Closure Calendar. On a motion from Dr. Hawn Nelson and seconded by Ms. Srinivasan, the Trustees unanimously approved the 2026 Holiday & Closure Calendar.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

- **HR Policy Amendment: Bereavement**

- **Purpose & Scope**

- When death occurs to a full-time employee's close relative, the employee will be granted time off to remember the deceased family member.

- **Definitions**

- **Family Member:** An employee's close relatives are defined as the employee's spouse; biological parent or an individual who stood in loco parentis to an employee when the employee was a son or daughter; biological, adopted, or foster child; a stepchild, a legal ward, or a child of a person standing in loco parentis; brother, sister; mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparent, great-grandparent, grandchild; spouse's grandparents, spouse's great-grandparents and step relationships.

- **Policy**

- Bereavement Leave is available the first day of employment if the employee is in a pay status. There is no limit on the number of uses if following eligibility requirements. Part-time, limited part-time and temporary employees are not eligible for Bereavement Leave.
- If the employee is in a pay status, they will be paid their regular pay (excluding any shift premium) up to five (5) non-consecutive days of regularly scheduled work time upon the death of employee's family member. If non-exempt employees leave work early on the day he or she is notified of the death, that day will count as bereavement leave. If the need of bereavement leave is not immediate, an employee may be granted bereavement for up to five (5) days following the death of the employee's family member. The bereavement leave must be taken within six (6) months of the death of the employee's family member.
- Revised 7/1/2023; 6/16/2025
- Bereavement Leave may not be donated, nor paid out upon separation of employment with Charlotte Mecklenburg Library.

- **Procedure**

- The department director or supervisor/manager may require reasonable proof of the relationship between the employee and the employee's family member.
- If more than five (5) days are needed, employees may request to use additional leave time off in the following order: (1) Wellness Day, (2) holiday (3) vacation, and (4) leave without pay. The department director, supervisor and/or manager approval is required if an employee requests that leave be extended beyond the day following the funeral, memorial service, celebration of life, etc.

Mr. Thomas requested a motion to approve the HR Bereavement Policy Amendment. On a motion from Ms. Montross and seconded by Ms. Arreaza, the Trustees unanimously approved the HR Bereavement Policy Amendment.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

CEO Update

Ms. Myers provided the following updates:

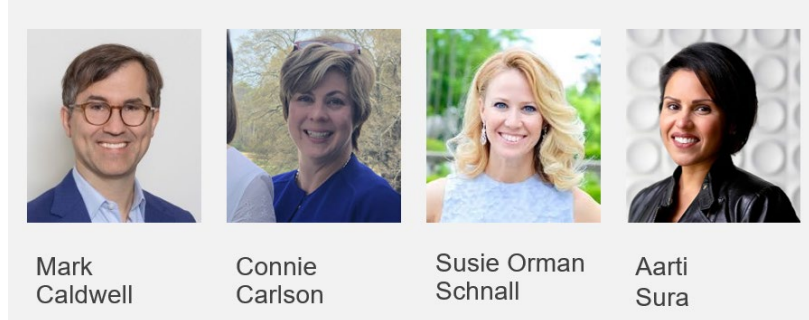
- Ms. Myers informed the Trustees that the Library had 78% participation for the FY2025 Employee Climate survey. This is 1% lower than the previous fiscal year which was 79%. The County's had 76% for the FY2025 and 77% for FY2024. The Library continues to encourage staff participation with the goal of reaching 100% in the future.
- Ms. Myers echoed Mr. Thomas's sentiments about the retirement celebration for County Manager Dena Diorio and mentioned the other events throughout the county recognizing County Manager Diorio's accomplishments during her time with the County. Ms. Myers also stated that the transition with incoming County Manager Mike Bryant has been very positive and smooth.
- Ms. Myers informed the Trustees that incoming County Manager Mike Bryant will host his first Manager's Cabinet meeting at the Library Administration Center on June 25th from 2:00pm – 4:00pm.
- Ms. Myers informed the Trustees that the Library has rejoined the United Libraries Council. ULC offers a great deal professional development and networking for urban libraries specifically. They also work with a lobbyist firm does lobbying specifically around urban libraries and the impacts to urban libraries at the Federal level. Staff feedback regarding rejoining ULC has been positive.

Foundation Update

Ms. Gaisbauer provided the following updates:

- **New Library Foundation Board Members**
 - According to the Charlotte Mecklenburg Library Foundation's bylaws, every Library Foundation board nomination must receive approval from the Library Trustees.
 - **Mark Caldwell** is an experienced learning and development professional with deep expertise in executive development, coaching, change management, and talent recruitment. Skilled in developing trusted relationships with leaders across complex global organizations and providing robust solutions that link to the strategic needs of the business. Mark currently serves as Senior Director of Talent Management at TIAA. Mark is a Georgia native, attended college at Davidson College and earned two master's degree, from Vanderbilt University and Queens University of Charlotte. Mark served on the Charlotte Mecklenburg Library Foundation's Friend Council and has been a steadfast donor, along with his wife Katie. Mark and Katie have two children and live in Eastover.
 - **Connie Carlson** is a former Charlotte Latin School math teacher, and once retired and her daughter's attended college, she turned to serving as a volunteer in Charlotte. She is a long-time board member and volunteer with Heart Math, First Presbyterian Church, Wake Forest University (alma mater) and is a member of the Women's Impact Fund. Connie is an avid reader, traveler, burgeoning artist, and steadfast donor to the Charlotte Mecklenburg Library Foundation.
 - **Susie Orman Schnall** is the author of five novels about ambitious women: ANNA BRIGHT IS HIDING SOMETHING (2023), WE CAME HERE TO SHINE (2020), THE SUBWAY GIRLS (2018), THE BALANCE PROJECT (2015), and ON GRACE (2014). She's also a screenwriter currently shopping her first pilot and feature-length screenplay A mother of three sons, Susie grew up in Los Angeles, graduated from the University of Pennsylvania, and now lives with her husband in Charlotte. When she's not reading or writing you can find her doing a crossword puzzle, playing around on Canva, or hiking to the top of a mountain. Susie and her husband are donors of the Charlotte Mecklenburg Library Foundation.
 - **Aarti Sura** is a Principal / Owner at MRI Hotels, a hotel development and management company with properties across the Carolinas. In prior roles, Aarti has experience in almost every C-suite seat including Chief Executive Officer, Chief Operating Officer, Chief Strategy Officer and Chief People Officer. Her experiences also span a variety of different industries, from digital marketing to healthcare operations during the pandemic. Aarti began her career here in Charlotte as an investment banker and is thrilled to be back. She

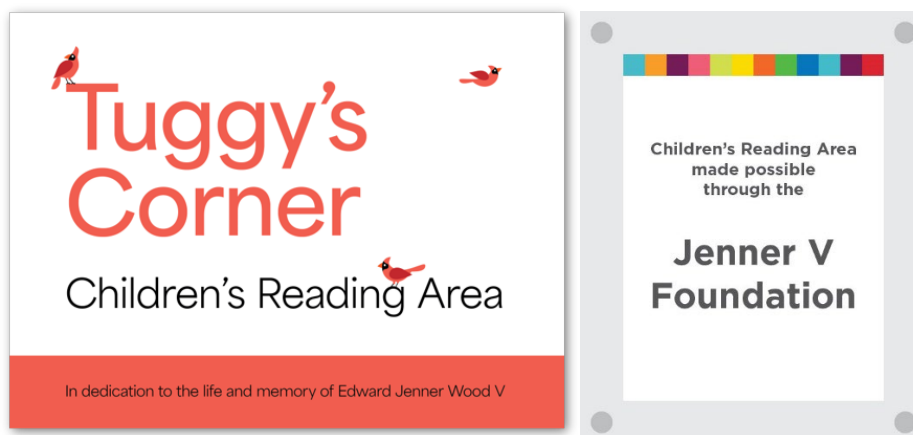
received her undergraduate degree from the UNC Chapel Hill and her MBA from Harvard Business School. Throughout her career, she has also served on the boards of several nonprofits and is passionate about creating opportunities to level the playing field through education and access. In her personal time, Aarti enjoys painting, reading, and spending time with her husband and two children. Aarti and her husband are donors of the Charlotte Mecklenburg Library Foundation.



Mr. Thomas requested a motion to approve the new Library Foundation Board Members, Mark Caldwell, Connie Carlson, Susie Orman Schnall, and Aarti Sura. On a motion from Mr. Buchan and seconded by Ms. Srinivasan, the Trustees unanimously approved the new Library Foundation Board Members.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

- Ms. Gaisbauer informed the Trustees that in early 2025, CMLF donor, Dexter Hobbs made a significant gift to the CommonSpark Campaign and wanted his support directed to upfitting the newly renovated children's space at the Plaza Midwood Library. His support allowed the staff to purchase furniture and children manipulatives for the walls. To recognize the support, he asked if we would name it in memory of Edward Jenner Woods V, who was four years old when he passed.
 - Signage on the shelving will read:
 - Tuggy's Corner
 - Children's Reading Area
 - In dedication to the life and memory of Edward Jenner Woods V
 - Donor Plaque will read: Children's Reading Area made possible through the Jenner V Foundation



Mr. Thomas requested a motion to approve donor signage/recognition for the children's area at Plaza Midwood Library. On a motion from Dr. Hawn Nelson and seconded by Ms. Srinivasan, the Trustees unanimously approved the donor signage/recognition for the children's area at Plaza Midwood Library.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

- The Charlotte Mecklenburg Library Foundation (CMLF) legally changed its support org. structure from serving as a support org of both of Foundation For The Carolinas (FFTC) and Charlotte Mecklenburg Library (CML) to solely CML.
 - Top Seven Changes

- Removal of FFTC as a supported organization
- Revised the purpose clause on both By laws and Articles of Incorporation to be identical
- Changed the registered agent from FFTC to CMLF
- Changed the selection of Foundation Directors and the President to be appointed by the Library
- Identify the President as the Chief Development Officer of the Library
- Created an Ex-Officio Directors Provision
- Clarified some of the authority of the Chair to the President, specifically involving the execution of deeds, mortgages, leases, and bonds
- In compliance with the change, CML Trustees need to approve CMLF board members who were formally approved by FFTC.
 - Board members who need to be approved are:
 - Jennifer Appleby
 - Joclyn Balanda
 - Jennifer Bennett
 - Gene Cochrane
 - Sarah Dodd
 - Rob Harrington
 - Liz Star

Mr. Thomas requested a motion to approve CMLF board members who were formally approved by FFTC.

On a motion from Mr. Buchan and seconded by Ms. Srinivasan, the Trustees unanimously approved approve CMLF board members who were formally approved by FFTC.

Five Trustees voted in-person, and Two voted virtually. Four Trustees were absent.

Mr. Thomas expressed his gratitude for being able to serve as Board Chair for two years. He thanked the Trustees and staff for their hard work and dedication to the Library. Mr. Thomas recognized incoming Board Chair, Dr. Amy Hawn Nelson and Vice-Chair, Dr. Stacey Brown for stepping into the leaderships roles and expressed his support for them as they move the Library toward its vision.

After some Board discussion, Mr. Thomas adjourned the board meeting at 5:24pm.

Respectfully submitted,
 Angie Myers
 Interim CEO