

# CALS Board of Directors Meeting

January 22, 2026, 12 p.m.

## Hybrid Meeting: Main Library & Zoom Video Call

Board members in attendance were Luke Underwood, Alexis Sims, Dustin McDaniel, Ginann Swindle, Audrey Evans, Esperanza Massana-Crane, David Finkbeiner, Denise Ennett, Jennifer Jamison, and Ryan Davis. Karama Neal, Madhav Shroff, and Joyce Elliott were absent.

Staff in attendance were Jo Spencer, Nathan Smith, Andre Thornton, Hannah Saulters, Mattie Thacker, Hyesung Kim-Ims, Ray Terry, Stu Nichols, Jessica McDaniel, Heather Zbinden, Nate Coulter, Sarah Jane De Young, Carol Coffey, Eliza Borné, Ellen Samples, Leslie Blanchard, Pam Estes, Kate Matthews, Joe Hudak, Glenn Whaley, and Tameka Lee.

With Neal absent and Davis attending virtually, Underwood chaired the meeting. Underwood welcomed Ennett, the newest Board appointee. Ennett thanked her fellow Board members and shared her enthusiasm and appreciation for the library.

## ACTION ITEMS

### 1. Approval of Minutes

Underwood asked the Board to approve the December Minutes.

McDaniel moved to approve the December Minutes as presented. Finkbeiner seconded the motion, and it passed unanimously.

### 2. Approval of November and December Financials

Underwood reported that as of December 31, 2025, CALS' total income amounted to \$28,596,661. Total assets amounted to \$103,410,992. Underwood asked Spencer if she had any additional comments on the Financials. Spencer mentioned that everything was on point for the Budget. The deferred maintenance expenses were higher, due to unexpected and unbudgeted

replacements and repairs. These included the boiler at Main and the HVAC unit at Roberts Library.

Underwood filed the November and December Financials for audit.

### **3. Amendment to CALS 457 Plan for Secure Act 2.0**

Spencer mentioned that the changes to the CALS 457 Plan must be updated for the Secure Act 2.0. This is for the new age requirements for the required minimum distribution, which have increased. The plan also allows for elective Roth contributions. McDaniel mentioned that this policy updates policy to match with new IRS regulations. Spencer agreed that it was. Spencer noted that the Board will in the year, for updating the other CALS retirement plans.

Underwood asked the Board to approve the amendment to CALS 457 Plan.

McDaniel moved to approve the amendment. Sims seconded the motion, and the amendment passed unanimously.

### **4. Election of Board Officers for 2026**

Underwood reminded the Board of the recent reappointments. Those included Sims (Maumelle), McDaniel (Pulaski County), and himself (City of Little Rock). Underwood accepted motions to elect the slate of officers, which included: Neal as President, McDaniel as Vice-President, and Underwood as Treasurer. Underwood asked for motion to approve the election of officers. Jamison moved to approve the members by acclamation. Hearing no objections, the motion passed unanimously.

## **INFORMATION ITEMS**

### **1. Director's Report**

Coulter highlighted a few items from his written report:

- Coulter mentioned the current issues related to unsheltered people at Nixon library in Jacksonville. Coulter and the Nixon leadership will meet with the Mayor and Chief of Police in February to discuss these issues

further. CALS will ask the City of Jacksonville for extra security and extra patrols through the area.

- Coulter invited Jessica McDaniel, the Community Engagement Coordinator, to discuss the upcoming Black Family Expo, taking place at Main on February 7" from 11:00 a.m. - 2:00 p.m. McDaniel mentioned ways families can digitally preserve their family photos, documents, etc.
- Borné introduced the new Volunteer Coordinator, Mattie Thacker. Borné also noted that CALS had approximately 8700 hours of volunteer hours in 2025. Borné also mentioned the upcoming tours of Main, which will occur on the first Wednesday of every month. Coulter added that this will tie-in to the Legacies and Lunch event, occurring at noon every first Wednesday of the month.
- Evans mentioned that the Board needed to enter executive session. Evans made the motion to do so. McDaniel seconded the motion and the Board entered executive session. At 1:08 p.m., Evans recalled everyone into the room. Underwood stated that the Board unanimously agreed to give Coulter a retroactive \$5,000 bonus and a 2.5% raise for 2026. Underwood and Evans both noted that this is raise is consistent with staff raises. Underwood thanked Coulter for his work and leadership.

## MOVE TO ADJOURN

Jamison made the motion to adjourn. Swindle seconded the motion, and the motion carried unanimously. Underwood called the meeting adjourned at 1:10 p.m.