



Board of Trustees
December 1, 2025 4 pm
MINUTES
Regular Meeting – Ziegler Reception Room

Trustees: S. Overbey, S. Rodgers, A. Wilbourn, B. Park, C. Davis, R. Qualls, H. Bradberry
Staff: D. Johnson, W. Fitzgibbon, T. Ball, C. Moody, S. Palmer, R. Wilburn, J. Askins, S. McClure,
D. Dennis, K. Lehman, S. Raines, N. Burgess, B. Lee, K. Tolman-Razo, J. Porras, A. Taylor
Press: S. Ryburn
Public: M. Karcis

Our mission is to strengthen our community and empower our citizens through free and public access to knowledge.

- I. Call to Order: The meeting was called to order at 4:00 pm.
- II. Roll Call
- III. Minutes- Approval of minutes from October 20, 2025: **B. Park moved to approve the minutes. R. Qualls seconded the motion. All voted AYE. The motion passed.**
- IV. Reports
 - A. Key Upcoming Events: T. Ernst's 50th anniversary book and slideshow presentation, textile art classes from 2026's Visiting Artist A. Ray, gingerbread house decorating and a CFI DIY smart ornament class.
 - B. Mission Moment: W. Fitzgibbon, Director of Library Services, discussed Memory Kits. Exercises for memory loss include aquapaint, matching games, word searches, match the dots, and conversation cards.
 - C. Library Administration
 1. Management Reports
 - a. Performance Measures: Cardholders are down due to an iCard calculation error. Online attendance increased, possibly due to marketing posts. Samaritan, the volunteer database, accurately represents the volunteers in the building.
 2. Informational
 - a. Staff In-Service Day: Emphasis on teamwork and communication, with teambuilding exercises and staff recognition. Breakout sessions included conflict management, creating a civil workspace, creating empathy, FMLA 101, combating stress and burnout, and psychological safety in the workplace.



Fayetteville Public Library

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- b. Handshake restaurant update: Will open to staff, donors and the Board on December 4. Handshake will open to the public December 6.
 - c. Review of 2025 projects: Directors accomplished 95% of yearly projects.
 - d. Patron feedback: A highlight of recent comments staff received.
 - e. HR report: There are currently 111 employees. Three additions in November: an LSG in Circulation and Youth Services, and a Community Engagement Assistant. R. Wilburn is the Director of Communication and the Foundation hired a Chief Development Officer, G. Leding.
 - D. Fayetteville Public Library Foundation monthly report: Giving Tuesday is December 2. At the reception for author D. Eggers, the Blairs made a notable author endowment for the library's True Lit event.
 - E. Friends of the Fayetteville Public Library: The premium book sale was November 29.
 - F. WALK-ON ITEM: Media Update. Marketing and communications from and about the library will be highlighted in this new agenda item moving forward.
- V. New business
- A. Discussion items
 - 1. Approve 2026 Budget: Discussion ensued regarding grant funding and a decrease in the budgets for books & materials and Marketing. S. Overbey stated that providing competitive pay to employees should remain a priority. **R. Qualls moved to approve the budget. A. Wilbourn seconded the motion. ALL VOTED AYE. The motion passed.**
- VI. Public Comment: None
- Adjournment: A. Wilbourn moved to adjourn the meeting. S. Rodgers seconded the motion. The meeting adjourned at 5:02 pm.


Sallie Overbey, President



Date