



LAKELAND LIBRARY COOPERATIVE

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LAKELAND LIBRARY COOPERATIVE

BOARD MINUTES – Official

Thursday, 11-13-25 at 9:30 a.m.

Kent District Library Service Center

Present: Jessica Hunt (NG), Matt Lubbers-Moore (SF), Diane Kooiker (HDL), Ron Suszek (MADL), John McNaughton (GRPL), Carol Dawe (LLC), Abby Black (OA), Rob Bristow (OG), Maggie McKeithan (OS)

Lakeland Staff Present: Amber McLain, Anne Langlois

Absent: Lance Werner (KDL)

- 1) **CALL TO ORDER AND ROLL CALL:** The meeting was called to order by John McNaughton at 9:30.
- 2) **APPROVAL OF AGENDA:** **Abby Black** moved, supported by **Rob Bristow**, to approve the agenda as presented - *motion carried*.
- 3) **PUBLIC COMMENTS:** There were no public comments.
- 4) **APPROVAL OF MINUTES:** Rob Bristow moved, supported by Abby Black, to approve the board minutes from October 9, 2025 with the correction of Rob Bristow's name under "strategic plan"– *motion carried*.
- 5) **FINANCIAL REPORT:**
 - a) September and October Financials and Check Register: Matt Lubbers-Moore moved, supported by Ron Suszek, to approve the September and October Financials as presented - *motion carried*.
- 6) **PRESIDENT'S REPORT**
 - a) John shared that he will be reaching out to board members shortly to confirm new committees.
- 7) **COOPERATIVE DIRECTOR'S REPORT**
 - a) Carol encouraged members to take bookmarks that advertise MeL. She also mentioned the panel with Dana Nessel the afternoon of this board meeting.
- 8) **COUNCIL / COMMITTEE REPORTS**
 - a) Advisory Council Minutes included for information.
 - b) Quarterly report slides include for information.
- 9) **ONGOING / NEW BUSINESS:**
 - a) *Succession Plan* – pages 51-54 in the board packet. Rob Bristow moved, supported by Abby Black, to approve the presented succession plan - *motion carried*.
 - i) Carol shared that this will be a guiding document. She is also creating a packet of information that would guide a new director.
 - b) *Cooperative Director's Evaluation* – Carol was given a glowing review with instructions to continue to focus on the succession plan and strategic plan. The board suggested that she be given a 3% raise, an extra week of vacation, and a \$2,000 bonus. Rob Bristow moved, supported by Jessica Hunt, to approve the 3% raise, extra week of vacation, and \$2,000 bonus for Carol Dawe - *motion carried*.
- 10) **PUBLIC COMMENTS:**
 - a) None

11) BOARD MEMBER COMMENTS:

- a) Maggie McKeithan thanked Carol for meeting with the Spring Lake rotary to discuss consensus and collaboration. She also shouted out Cedar Springs' social media presence.
- b) Abby Black also thanked Carol for her hands-on assistance at Allendale.
- c) John McNaughton added that he has not worked with a better Cooperative director.

12) NEXT MEETING: Thursday, **December 11, 2025**, at 9:30 a.m. at Kent District Library Service Center.

13) ADJOURNMENT: Ron **Suszek** moved, supported by Abby Black, to adjourn at **9:47** - *motion carried.*

Respectfully submitted by,
Amber McLain