

**LOUISVILLE PUBLIC MEDIA**  
**Board of Directors Meeting Minutes**  
**July 27, 2021, The meeting was held via Zoom due to COVID-19**

**Board Members Attending:** John LaBarbera, Alan Rosenberg, Terry Tolan, Ann Coffey, Andrew Simon, Wendy Sirchio, Cedric Powell, Ankur Gopal, Nat Irvin, Jose Gaztambide, Dexter Horne, Ellen Call, Keith Runyon, Heather McHold

**Absent:** Jose Donis, Abby Shue, Marita Willis, Susan Moss, Eric Carrig, Tyler Allen, Holly McKnight

**Staff Attending:** Ellen Oost, Stephen George, Dennis Stovall, Bec Feldhaus Adams

Wendy Sirchio called the meeting to order at 3:33 p.m.

- I. Wendy welcomed everyone.
  - a. Wendy asked if everyone had reviewed Stephen's notes (sent prior to the meeting) regarding his annual review. She thought he did an excellent job leading through a hard time and achieved great growth despite the year's challenges.
    - i. Nat asked about the environment for NPR and other partner stations during the pandemic, and Stephen shared that when routines changed and affected things like, drive-time listening, we adjusted to meet the moment with other offerings.
    - ii. Keith asked Stephen how he was able to galvanize and organize the staff to cover and respond to the racial reckoning, and Stephen shared that LPM was well-positioned because we're already invested in doing DEI work.
- II. Wendy then made the decision to move the Executive Session - in which the Board will discuss Stephen's performance - after the other agenda items are covered. She then moved on to consent agenda:
  - a. Heather recommended approving the June minutes. The motion was seconded by Alan and all voted in favor.
  - b. Keith made a motion to approve the financial statements, seconded by Ankur and approved by all.
- III. Staff Spotlight: Rebecca Feldhaus Adams, who goes by "Bec," introduced herself as the new WFPL News Director and shared a little bit about her background as well as her plans for the newsroom.
  - a. The Board was very impressed with Bec and excited to have her on board.
- IV. Stephen then presented his President's Report:
  - a. Events:

- i. The second Waterfront Wednesday of the season is tomorrow night. We've made a few adjustments based on what we learned at the first one. We're also watching the changes regarding the Delta Variant closely. We have contingency plans in place.
- b. Hiring and Benefits:
  - i. We've onboarded three new reporters, two new development staff members, and are hiring for the other outstanding roles.
  - ii. Jeff Young, the first and only Managing Editor in the Ohio Valley ReSource's history, is moving on after five years. We will post for his position soon.
  - iii. In regards to the pay equity study, we continue our work with MCM to review compensation across the organization, comparing compensation against other local nonprofits and commercial media organizations, and analyzing internal pay dynamics, including in race and gender identity. Each staff member will get an individualized report. We've gotten preliminary results and have made adjustments to get folks who weren't there close to the 50th percentile (the average), a few others will also be adjusted in the coming months. We're also creating a new advancement structure and compensation philosophy. All of this will be presented to the Board and to staff.

V. Committee Reports:

- a. Heather provided an update on the Fall Board Challenge:
  - i. Thanks again for helping us to meet our goal of 100% Board Participation in donations to LPM in the fiscal year that just closed.
  - ii. Last year we added Board Members throughout the year, which led to the need to ask for your participation out of our typical cycle. Those of you who have been on the Board for a while know that we like to focus annual Board giving around a matching challenge for the Fall Drive to inspire news members to join the public media family and current members to increase their support.
  - iii. We are again asking for your pledge of support for this challenge. Last year we were able to create a fund of \$40,000 - which made for the most successful hours of the fall drive. Many of you give on a monthly basis, but if so, please consider an additional one-time gift in support of this matching fund. If you prefer to give once or twice annually, now is the time!

VI. With no other business, at 4:31 pm the Board then moved to Executive Session to discuss compensation and Stephen's review. Stephen, Ellen, Denny and Bec left the meeting.