

LOUISVILLE PUBLIC MEDIA
Board of Directors Meeting Minutes
September 28, 2021, The meeting was held via Zoom due to COVID-19

Board Members Attending: John La Barbera, Alan Rosenberg, Terry Tolan, Andrew Simon, Wendy Sirchio, Cedric Powell, Jose Gaztambide, Dexter Horne, Ellen Call, Heather McHold, Abby Shue, Marita Willis, Susan Moss, Holly McKnight, Ankur Gopal

Absent: Ankur Gopal, Nat Irvin, Jose Donis, Tyler Allen, Ann Coffey, Keith Runyon

Staff Attending: Ellen Oost, Stephen George, Dennis Stovall

Guests: Tiffany Cardwell of MCM

Wendy Sirchio called the meeting to order at 3:32 p.m. Due to some Zoom hosting issues, the agenda was adjusted to start with the consent agenda.

- I. Wendy welcomed everyone.
 - a. Wendy shared the news that Eric has officially resigned from the Board because he can no longer commit the time necessary. Wendy expressed her thanks for his service.
- II. Consent Agenda: With no questions regarding the minutes or the financial statements, Jose made a motion to approve the minutes, seconded by Susan and approved by all.
- III. Stephen then presented his President's Report:
 - a. We have completed the \$1.5 million WFPL Newsroom Campaign thanks to two new pledges. We're thrilled to be able to expand the newsroom at such a critical time!
 - i. We are still pursuing a few fundraising opportunities to support aspects of the project and continued support for other newsroom projects.
 - b. Hiring Update: We've hired the three new development positions thanks to the AJP grant (Marquel, Cara and Katherine) and we've hired Breyia Jones and Yasmine Jumaa for two of the reporter positions made possible by the expansion. Roberto Roldan has been hired to fill the position vacated by Amina Elahi when she took the City Editor role. We are close to making an offer for the health reporter and are still working through hiring for the business reporter and the VP of Content positions.
- IV. Due to being unable to resolve the Zoom hosting issue, a new Zoom link was sent and everyone was able to access the new session. Tiffany Cardwell of MCM was then able to present the findings from the Pay Equity Study.
 - a. Tiffany answered questions about the results and how they were presented throughout the presentation.

b. Stephen shared that, overall, he is very happy with where we are after this study has been completed and adjustments made. His goal is for everyone to at least be at 95 percent of the 50th percentile (average); nearly every employee is there or higher.

c. This presentation will be tweaked and then shared with staff. Each staff member will also get a personal report regarding their results.

d. Stephen will share the study's executive summary with the Board via email.

V. Committee Reports:

a. Development: Heather and Ellen reiterated the excellent results of the Fall Membership Drive and reminded folks to please make their thank you calls from the email Ellen shared earlier this morning.

b. Governance: Andrew shared that, after meeting last week, the Leadership and Governance committee will be spending more time on the criteria for new Board members before moving forward with recruitment.

VI. Other Business: Due to the busy agenda today, we had to postpone the Waterfront Wednesday discussion. Stephen asked for interested Board members to raise their hands, and he will schedule a separate meeting to discuss.

VII. The Board moved to executive session at 4:51 p.m.

a. Ellen, Denny and Stephen left the meeting.