

**LOUISVILLE PUBLIC MEDIA**  
**Board of Directors Meeting Minutes**  
**January 25, 2022, The meeting was held via Zoom due to COVID-19**

**Board Members Attending:** Wendy Sirchio, Abby Shue, Marita Willis, Andrew Simon, Holly McKnight, Terry Tolan, John La Barbera, Keith Runyon, Dexter Horne, Heather McHold, Jose Gaztambide, Ann Coffey, Ankur Gopal, Nat Irvin, Tyler Allen, Cedric Powell

**Absent:** Susan Moss, Alan Rosenberg, Ellen Call, Jose Donis

**Staff Attending:** Ellen Oost, Stephen George, Dennis Stovall, Gabrielle Jones

Wendy Sirchio called the meeting to order at 3:35 p.m.

- I. Board Discussion: Updating LPM Values
  - a. Stephen walked the Board through the impetus for creating this new set of values and invited the Board's feedback on the values themselves.
  - b. Board members agreed that values are really important, especially when they're practical, and not hard to understand, like these.
  - c. Stephen thanked the Board for their feedback. The new values will be shared with the full staff next week and employee adherence to these values will be one of the areas employees will be reviewed on in the new review process.
- II. Staff Spotlight: Gabrielle Jones, VP of Content
  - a. Gabrielle, who comes to LPM from KERA in Dallas, TX, shared her background and some fun things about her.
  - b. Board members asked about the motivation behind her joining LPM and she shared that the community has a unique set of challenges that have been on very public display and that we are focused on building equity through the work we do here, across so many content areas.
- III. Consent Agenda
  - a. Wendy asked for comments or revisions on the November minutes and December financials:
    - i. Heather noticed one typo in the minutes, which Ellen will correct. Heather made a motion to approve the minutes with the typo correction. Her motion was seconded by Nat, all voted in favor.
- IV. President's Update
  - a. There was some discussion regarding one of our incubator podcasts and another podcast (by another creator) with a similar name. Stephen shared a little bit about how we evaluate risk when naming products.
  - b. He also shared that contract negotiations are underway for the 20th season of Waterfront Wednesday and updated the Board on the status of those negotiations and the items under consideration.

## V. Committee Updates

- a. DEI and Community Engagement Committee Update
  - i. Ann is energized by new members and a new name.
  - ii. She shared more about the impetus for a name change and new responsibility statement, which were shared ahead of the meeting with the full Board via email. The committee requests Board approval of a name change to “I.D.E.A. Committee” or “Inclusion, Diversity, Equity and Accessibility Committee”
    1. Heather asked about the definition of the words in the acronym - notably the distinction between inclusion and belonging.
    2. After discussion, Keith made a motion to formalize the name change and committee responsibility description, which was seconded by Heather. All voted in favor.
- b. The Leadership and Governance Committee then brought forth a slate of new Board candidates for Board approval.
  - i. Keith mentioned that we will vote on new members again at the close of the fiscal year, and reminded Board members that they can share nomination ideas with the committee anytime.
  - ii. He referenced the four candidates’ biographies that were shared ahead of the meeting for review and asked if there were any questions or comments about the potential candidates.
    1. Dexter then made a motion to approve the full slate of four candidates, seconded by John. All voted in favor.
    2. Wendy will reach out to the new members and the committee is working on updating the onboarding materials and process. The new members will be invited to the March meeting.
- c. Heather then provided a brief update from the Development Committee, thanking the Board for making thank you calls and the committee for calling lapsed donors at the end of the year, which was very successful. She reminded the Board that we recently revisited the Board giving policy, and she wanted to thank the Board for always giving their dollars and also their ideas.
  - i. The Committee requests that each Board member introduce one person who might be interested in learning more about our mission and can give to LPM in some capacity, and who might connect us to others who can do the same.
    1. Please send your ideas to Ellen and Stephen via email and we’ll come up with a cultivation plan.
    2. This was done three years ago when Stephen was brought on as President, and it was extremely valuable.

## VI. With no further business, the Board then went into Executive Session at 4:58 pm.