

## Board Meeting Minutes

Meeting held virtually on November 19, 2020

In attendance:

Board members - Christian Patry, John McLaughlin, Shane O'Neal, Jeff Pope, Sam Wynne, Karmen Bryant, Dan Eck, Jeremy Steele

Staff members - Elise Pepple, Hannah Siegel-Garnder, Lisa Kettyle

Guests - Beverly James, Danielle Anderson

Meeting called to order at 10:04a..

Christian begins the meeting discussing the station's position for the first three quarters of 2020. The station has been on track to meet the goals set in 2019. Reviews the goals, the Murrow Awards, and the station position. Discusses possibilities for in person meetings in 2021.

Danielle Anderson, guest speaker from StoryCorps, discusses the Virtual West Texas Tour, how it works, where people can find it, how they can participate, and DEI efforts.

Beverly James, guest speaker contracted by the station to review and cultivate MPR's corporate sponsorship department. Beverly reviews her research and plan for the new position. Discussion about ideal candidates and compensation options follows. Recruitment will begin in December, with a goal of hiring by the end of February.

The board reviews the minutes from Q2. Minutes are approved.

Financials reviewed. Jeremy discusses positive line flow, which is outpacing 2019, and that the station managed the bottom line very effectively. The station is in a very favorable position. Jeremy advocates for the station to look at current expenses to make sure the station is going out to attain the best talent. The board discusses investing in staff. Discussion follows. The board approves the financials.

The board is reminded about the executive committee election in the January 2021.

Shane presents the governance report. The board discusses the importance of populating the board up to 11 or 12 members by year's end. Discusses diversifying the board. Board reviews the nominated candidates.

The board discusses the landlord's decision to sell the building. Discussion follows. A committee is assembled: Jeff, Jeremy, Shane, John, Christian.

Station overview tabled due to time constraints, board will receive via email.

Elise reviews DEI initiatives at the station.

Hannah reviews development. Wants to see 100% board participation from the board, encourages board members to become members. The Marfa to Midland auction is discussed. Membership statistics to date reviewed. Discussion follows.

Christian - moves to executive session at 12:15p.