

**MINUTES OF THE REGULAR MEETING OF THE BOARD OF THE
METROPOLITAN ZOOLOGICAL PARK AND MUSEUM DISTRICT**

St. Louis, Missouri
May 24, 2022

A regular meeting of the Board of Directors of the Metropolitan Zoological Park and Museum District was held via Zoom at 7733 Forsyth Boulevard, Suite 550, on Tuesday May 24, 2022 at 12:00 p.m. The primary purpose of the meeting was to review and discuss the 2022 budget and 2021 financial statements presented by the St. Louis Art Museum Subdistrict (the “Museum”).

Darnetta Clinkscale, Chair of the Metropolitan Zoological Park and Museum District (“District”), called the meeting to order. Upon roll call, the following Board Members were present:

Christine A. Chadwick	Kenneth Powell
Darnetta Clinkscale	Michelle Harris

Other persons attending the meeting included Michael A. Chivell from Armstrong Teasdale, LLP, the District’s legal counsel and District employees: Matthew Pollock, Adrienne Mack, and Laura Thomson.

Public Comments: The Chair asked for and received no public comments from those in attendance.

Art Museum Budget Presentation: The Chair welcomed the Art Museum Commissioners, Trustees, Friends, Board members and Staff.

Charles Lowenhaupt, President of the Board of Commissioners at the Saint Louis Art Museum, discussed the upcoming 50th anniversary of the Museum District and the importance of keeping the Art Museum grounded in the community of our taxpayers. Mr. Lowenhaupt spoke of the diversity of the current exhibits which were designed to reflect the region’s population. He updated the status of the Diversity Study. The study concluded there was “action required” and 150 areas of considerations were outlined. Mr. Lowenhaupt estimated that 27% of these considerations had been completed, 21% are being actively worked on, and 52% are in planning. They are outlined on the Museum’s website. He spoke of engaging board members as well as staff to being fully responsive to the diversity of the St. Louis community. Mr. Lowenhaupt discussed the smooth and successful transition from retired Barbara B. Taylor Director Brent R. Benjamin to incoming Director Min Jung Kim. Mr. Lowenhaupt stated the subdistrict is delighted to have Min Jung Kim as the new Director.

Carolyn Schmidt, Deputy Director and Controller, presented the Museum’s 2022 budget and gave an update on the Museum’s operations. She discussed how the COVID-19 Pandemic, as well as the Director transition, affected budget considerations and decisions. Ms. Schmidt highlighted the impacts of COVID-19 including an outbreak among staff members causing the museum to close for two weeks. She continued with the overview of the 2022 Operating and Capital Budgets as well as a recap of recent Endowment activity. She noted that the tax revenue from the District remains the largest source of revenue at 62.58% of the Museum’s \$38.5 million projected operating budget. Ms. Schmidt discussed a salary and benefit study which resulted in an increase to a \$15 per hour minimum wage and adding Martin Luther King Day as a paid holiday as well as an additional “Cultural Day” off. The study concluded that those employees who could work remotely enjoyed that option. Those employees can now work remotely 40% of the time.

Ms. Schmidt addressed the Museum's Cybersecurity Strategy. The strategy includes a three-tier initiative which includes people, process and technology. Within those categories, the Museum will conduct training, employ cyber related policies and security processes, generate system upgrades, and conduct inventory management among other topics. Ms. Schmidt paused for questions. No discussion ensued.

Min Jung Kim, Barbara B. Taylor Director, started by saying how she has been "getting to know" the St. Louis community since she arrived on September 1, 2021. Ms. Kim announced the donation of 22 works of American and European 20th century art from the Emily Rauh Pulitzer Family. She spoke about the Diversity Equity and Inclusion study and the subsequent recommendations and action items. The creation of an Office of Diversity, Equity, and Inclusion was implemented and is being led by Chief Diversity Officer Renee Franklin. In addition, the Romare Bearden Grad Museum Fellowship has been expanded from a one to two-year paid fellowship. Other diversity hiring highlights include a revision of verbiage and tone of job postings. Ms. Kim concluded by highlighting some of the Museum's 2022 exhibits.

At the conclusion of the presentation, the Chair opened the meeting for questions and/or comments from the District Board Members. Discussions followed. The Chair thanked and complimented the Art Museum's management for their presentation.

Review of the Budget Presentation: The Chair called for comments and discussion on the information presented by the Art Museum's management. The discussion included the following comments from the District's Board Members:

- Ms. Chadwick asked how the hiring process is going due to the labor shortage. Ms. Schmidt stated the Museum has not been affected by the current labor situation and both recruitment as well as retention are going well.
- Ms. Harris asked if there were any plans for any major capital developments and how they would be funded. Ms. Schmidt and Mr. Lowenhaupt both indicated there were no plans for any major capital developments.
- Mr. Powell commended management for its continued commitment to the diversity study and its implementation.
- Ms. Clinkscale complimented the Museum's presentation as well as their leadership for their contribution to the St. Louis community.

Executive Director's Report: Mr. Pollock introduced and welcomed the new office assistant, Laura Thomson, who started on May 16. Mr. Pollock discussed the March 2022 internal financial reports. In addition, Mr. Pollock updated the status of the office IT transition to Acumen from Newberry Group which is going well.

Personnel Committee: Ms. Clinkscale asked for a motion for ZMD employees to receive memberships to the five subdistricts. Ms. Chadwick moved to allow ZMD employees to receive membership. Mr. Powell seconded the motion. The Chair asked for discussion. The motion was approved with all members present voting "Aye".

Communications Committee: Mr. Pollock provided an update for Ms. Harris. Mr. Pollock stated that the committee met in April to plan the ZMD 50th anniversary celebration. A letter was drafted and sent to each subdistrict outlining the Board's goals. Each subdistrict was asked to organize a team of decision-

makers to be available for a larger meeting with the Communications Committee to discuss and plan the celebration. Mr. Pollock noted he was in receipt of a History Museum publication they are creating for the ZMD's 50th anniversary.

Finance/Audit Committee Report: Mr. Pollock substituted for Mr. Mummert and stated there was nothing to report.

Diversity, Equity, Inclusion Committee Report: Ms. Clinkscale noted there was nothing to report at this time and they are planning to meet in June or July.

Report of Legal Counsel: Mr. Chivell stated there was nothing to report.

Old Business: There was no old business.

New Business: There was no new business.

There being no further business of the Board, Ms. Clinkscale asked for a motion to adjourn the meeting. Mr. Powell moved to adjourn the meeting. Ms. Chadwick seconded the motion which was unanimously approved.

Respectfully submitted,

Jill Nowak

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Secretary