

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

St. Louis, Missouri
June 13, 2023

A regular meeting of the Board of Directors of the Metropolitan Zoological Park and Museum District was held at 5700 Lindell Boulevard and via Zoom on Tuesday, June 13, 2023, at 12:00 p.m. The primary purpose of the meeting was to review and discuss the 2023 budget and 2022 financial statements presented by the Missouri History Museum Subdistrict and the Missouri Historical Society (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:

Darnetta Clinkscale	Thomas Mummert
Christine Chadwick	Michelle Harris
Bradley Bakker	Jill Nowak

Sheila Hudson and Kenneth Powell were absent. Other people attending the meeting included Jennifer Byrne from Armstrong Teasdale LLP, the District’s legal counsel, and District employees: Matthew Pollock, Adrienne Mack and Florette Hampton.

Public Comments: The Chair asked for public comments from those in attendance, no comments resulted.

Missouri History Museum Subdistrict and Missouri Historical Society Budget Presentation: The Chair welcomed the Missouri History Museum Subdistrict Commissioners, Missouri Historical Society Trustees, the Missouri History Museum management team, and other guests.

Sandra Moore, Chair of Missouri Historical Society Board of Trustees, noted the strong partnership between the Board of Trustees with Dr. Jody Sowell, who is relatively new to his role as President and Chief Executive Officer. She expressed excitement for the upcoming capital campaign and the opportunity for all of us to tell the story of the Missouri Historical Society. She concluded by thanking the ZMD for their support.

Jeremy Colbert, Missouri History Museum Subdistrict, welcomed the ZMD Board and offered thanks for the support of the ZMD on behalf of the Subdistrict Commissioners. He discussed the Missouri Historical Society’s work in the community, including its new connection with the St. Louis City Soccer team.

Dr. Jody Sowell, President and Chief Executive Officer of the Missouri Historical Society, started the presentation with a brief history of the Fagin and Wainwright Buildings in downtown St. Louis. He shared the mission of Missouri Historical Society at its founding being the preservation of the history of “this place.” Dr. Sowell noted that the works of the Museum would not be possible without the support of the ZMD and his hope that we all can gain appreciation and pride for Missouri and in St. Louis particularly.

Christina Renz, Chief Financial Officer of the Missouri Historical Society, stated that 2022 was a fiscally challenged year, but as a result of teamwork to watch all expenses, there was a positive net income for the year. Christina then shared the key assumptions used to create the 2023 budget:

Expense Assumptions:

- Continued a 4.5% endowment draw and cost saving measures implemented in the past few years, including close evaluation of open staff positions.
- A \$15.54 minimum hourly wage for all non-student staff positions.
- Goal to bring all salaries to the median range by the end of 2024 with a 2% cost of living increase and .5% equity pool for 2023.

Revenue Assumptions:

- ZMD subdistrict revenue of \$12M based on prior year, representing about 55% of all projected revenue.
- Endowment and investment income of approximately \$3M representing 13% of all projected revenue.
- Contributed and earned income of about \$5.8M representing 32% of all projected revenue.

Overall, over 80% of operating expenses will support community programs.

Ms. Renz shared information about major capital expenditures. In 2022, 4 EV charging stations were installed on the parking lot and are getting significant use. In 2022 and 2023, work is being completed to expand storage in the Library and Research Center. In 2023, the North Plaza will be improved from a safety and accessibility standpoint. Ms. Renz paused for questions. A discussion ensued.

Dara Taylor, Diversity, Equity, Inclusion, and Accessibility (DEIA) Managing Director shared the Commitment to Racial Equity Statement jointly written in 2020 by some of the Board and staff members. This statement is used in their hiring process. Employee infinity groups (ERGs) are being formed to support staff morale and engagement. Currently, work continues a comprehensive DEIA policy. Inclusion is also being integrated into community facing work as well with several external advisory groups created to advise on various projects and exhibits. Ms. Taylor shared several strategies for recruiting diverse staff as well as attracting a diverse audience to exhibits. Ms. Taylor discussed the application for an Institute of Museums and Library Services grant that focuses on DEI work that will support these efforts. She also noted that regular meetings with colleagues working on diversity and inclusion at the other ZMD subdistrict institutions are very helpful in sharing best practices.

She shared the 2019-2023 Subdistrict Commission demographics, 2019-2023 Board of Trustees demographics, 2023 paid staff and volunteer demographics as well as visitor ethnicity compared to the ethnic makeup of the St. Louis Metro Area. The trends over this period indicate a more diverse community throughout the Missouri History Museum. Ms. Taylor shared the many efforts made to accommodate differently abled visitors. She stated the Museum was awarded Fr. Boniface Wittenbrink, OMI Visionary Award for their accessibility work. Ms. Taylor paused for questions. A discussion ensued.

Dr. Jody Sowell, President and Chief Executive Officer of the Missouri Historical Society shared highlights of the 2022-2023 exhibits, noting that What's in a Name and The Battle of Home Exhibits were created by high school students which is a unique opportunity at history museums.

Other exhibits highlighted:

Beyond the Ballot	Vision Lab
St. Louis Sound	Coloring STL
Painting Creole St. Louis	Vietnam at War & at Home
Soccer City	Interpretive Panels on Thomas Jefferson Statue
Online exhibits, Civil Rights, Gateway to Pride and Making Missouri	

Dr. Sowell highlighted 2022 attendance Pre-K-12 of nearly 17,000 and over 44,000 participants in all programs at the Museum, nearly 12,000 attending Soldiers Memorial and 1,452 visitors and researchers to the library. Dr. Sowell shared the goal to make Thursday Night at the Museum one of the best nights of the week for residents. He noted that each location is working on a 5-year plan to raise visibility and increase attendance. Dr. Sowell shared that they acquired 121 new collections in 2022 including the documents of Dr. James Whittico, who was known as the “dean of Black physicians in St. Louis” and the Lindbergh Object Collection.

Dr. Sowell introduced new leadership team members Melissa Jones, Managing Director of Philanthropy, Sam Moore Managing Director of Public History and Rochelle Caruthers, Director of the African American History Initiative.

The presentation concluded with a focus on visitor statistics and outreach efforts. Dr. Sowell shared in person visitor totals from 2013-2022, noting 2022 in person visitors totaled nearly 188,000 with about 43% of those visitors being ZMD district residents. He shared that they have a “stretch” goal for 2023 attendance of 290,000 with resuming historical attendance over above 300,000 in 2024. Dr. Sowell shared the many external stories and messages they shared as well as several recognitions and awards received in 2022. Dr. Sowell paused for questions. A discussion ensued.

The Chair opened the meeting for questions and/or comments from the District Board Members. Discussions followed. The Chair thanked the presenters and commended Dr. Sowell, Trustees, and the entire Museum staff.

Review of the Budget Presentation: The Chair called for comments and discussion regarding the information presented by the History Museum’s management. The discussion included the following comments from Board Members:

- All directors expressed appreciation for the thorough presentation and for all the work the History Museum does for our community. It was noted that the exhibits provided resonate with the full community, which is challenging during such turbulent times.
- It was requested that the ZMD board kept informed about the following:
 - Development of the comprehensive diversity, equity, inclusion and accessibility policy and the creation of employee, resource groups, and the implementation of the initiatives related to the Institute of Museums and Library Services grant.
 - Planning and progress of the capital campaign, including whether any campaign revenue will be used to build the endowment and the development of the five-year plans to increase attendance at each location.

Approval of Minutes: The Vice Chair called for the approval of the open and closed session minutes from the May 23, 2023, regular Board meeting. Mr. Bakker noted the incorrect spelling of Ms. Byrne's last name, which will be corrected.

Mr. Bakker moved that the minutes be approved with the necessary corrections, Ms. Nowak seconded the motion. The Vice Chair asked for discussion. No discussion ensued. The minutes were approved unanimously.

Executive Director's Report: Mr. Pollock discussed the May 2023 ZMD financial statements.

Personnel Committee Report: At the request of Ms. Clinksdale, Mr. Pollock provided the updated stating the committee met on June 7, 2023, and discussed ZMD personnel policy, procedure and position description revisions.

Public Relations Committee Report: The committee chair, Mr. Powell, was not in attendance so Mr. Pollock shared that the committee had nothing to report.

Audit Committee Report: Mr. Mummert will provide the committee report during the closed session.

Diversity, Equity, Inclusion Committee Report: Mr. Pollock shared the committee is in the process of gathering DEI policies from each institution and a meeting is scheduled in Q3.

Report of Legal Counsel: Ms. Byrne had nothing to report.

Old Business: There was no old business.

New Business: There was no new business.

The Vice Chair asked for a motion to go into Closed Session; Pursuant to Section 610.021 (12) the Revised Statutes of Missouri to discuss negotiation of a contract. Mr. Mummert moved to close the meeting. Ms. Nowak seconded the motion. The Vice Chair asked for discussion: no discussion ensued. The motion passed by unanimous voice vote.

The Board went into closed session at 1:55 p.m.

The closed session of the meeting adjourned, and the regular meeting was opened at 2:02 p.m. and immediately adjourned upon motion by Mr. Bakker and seconded by Mr. Mummert. Minutes from the Closed Session of the meeting will be prepared by Ms. Hampton and filed at the office of Armstrong Teasdale, LLP.

Respectfully submitted,

Jill Nowak

Jill Nowak
Secretary