

**MEETING MINUTES
SOCIETY OF PROFESSIONAL JOURNALISTS FOUNDATION
BOARD OF DIRECTORS MEETING**

**September 22, 2022 – 5 p.m. EDT
Conducted via Zoom**

Call to Order

Irwin Gratz, President of the SPJ Foundation Board of Directors, called the meeting to order at 5:04 p.m. EDT via Zoom.

Roll Call

Those present at this meeting were:

Irwin Gratz, President
Hagit Limor, Vice President
Sonny Albarado, Secretary
Howard Dubin, Treasurer
J. Israel Balderas, Board Member
April Bethea, Board Member
Michael Bolden, Board Member
Dr. Battinto L. Batts, Jr., Board Member
Ashanti Blaize-Hopkins, Chair, SPJ National Executive Director Search Committee
Fred W. Brown, Jr., Board Member
Todd Gilman, Board Member
Bill Ketter, Board Member
Jane Kirtley, Board Member
Frank LoMonte, Board Member
Claire Regan, Board Member
Sonya Ross, Board Member
J. Alex Tarquinio, Board Member

Purpose of Meeting

President Gratz explained the purpose of the meeting was to offer guidance to the Executive Director search committee on the Foundation's willingness to support an increased salary range for any future Executive Director candidate.

Ashanti Blaize-Hopkins, chair of the National Executive Director Search Committee, presented

information about the current compensation environment from both a collection of fellow journalism organizations and additional organizations of the same size.

Discussion then ensued about the wisdom of increasing the salary range. Israel Balderas, Board Member of both the SPJ and Foundation boards, cautioned that the Society was facing a possible budget deficit and any increase in salary may be constrained by its financial condition. He suggested any final salary offer might have to wait until the Society concludes its fiscal year and obtains more information on its fiscal performance during 2022.

After nearly an hour of discussion, the Foundation board concluded that while no formal vote was necessary, most members had provided the search committee with a suggestion that it consider a salary range between \$170,000 and \$200,000.

Adjournment

The meeting was adjourned at 6 p.m. EDT.