



Fresno’s Chaffee Zoo Corporation  
**Board of Directors Meeting**  
 Minutes

Thursday, March 23, 2023 at 5:30 PM.  
 894 W. Belmont Avenue, Fresno, CA 93728

<b>BOARD MEMBERS</b>	<b>01/19/2023</b>	<b>03/23/2023</b>
OLIVER BAINES		X
ED GONZALEZ	X	X
WILMA TOM HASHIMOTO	X	X
BABATUNDE ILORI	X	X
KYLE KIRKLAND	X	X
RION MORGENSTERN	X	X
ROSS PARNAGIAN	X	X
EMILIA REYES	X	X
ETHAN SMITH	X	X
JULIE VANCE	X	

**Advisors Present**

Mr. Jon Forrest Dohlin – Chief Executive Officer/Zoo Director  
 Mr. Doug Larsen – Legal Counsel  
 Ms. Carlene Tinker – Docent President

**Zoo Staff Present**

Mr. Sean den Bok – Chief of Education and Engagement  
 Mr. Steven Gonzales-Warkentin - Chief of Staff  
 Ms. Lyn Myers – Chief Operations Officer  
 Mr. Terry Skoda – Chief Advancement Officer

**Item 01: Call Meeting to Order and Roll Call**

Mr. Kirkland called the meeting to order at 5:38 PM. Mr. Gonzales-Warkentin called the roll and confirmed a quorum was present. The Board then proceeded with business.

**Item 02: Public Comment**

Mr. Kirkland asked if any members of the public present wished to comment. Hearing none, he continued with the meeting agenda.

**Item 03: Additions to the Agenda**

Mr. Kirkland then asked if any member of the Board had an item to add to the agenda that came to their attention after the agenda was posted. He stated that upon a majority vote of at least two-thirds of the



members present, and the Board finds that there is a need for immediate action on the matter, the item may be added.

Hearing no changes offered from others, Mr. Kirkland stated that he would like to add two items to the agenda. First, he proposed adding an item after closed session to discuss and approve CEO's salary. Second, he asked to amend Item 9 to discuss the Board's meeting schedule and approve changes

Ms. Reyes made a motion to accept the proposed changes to the evening's schedule and Mr. Morgenstern seconded. The motion passed unanimously.

**Item 04: Approve the Minutes**

Mr. Kirkland presented the minutes from the March 23rd Board meeting and asked if anyone had any revisions. Hearing none, Dr. Gonzalez made a motion to approve the minutes as drafted, and Mr. Morgenstern seconded. Mr. Baines abstained. The motion passed unanimously.

**Item 05: Chair Report**

Mr. Kirkland stated that he is looking forward to the nice weather ahead that will allow construction on Kingdoms of Asia to proceed.

**Item 06: CEO Report**

Mr. Dohlin presented photos of the work done to renovate the Zoo's entrance and prepare for the upcoming butterfly exhibit. He added that the Zoo was working with the City to move the masterplan forward. Mr. Dohlin then informed the Board that the chillers for Sea Lion Cove had been delivered and would be installed prior to the summer season. Mr. Dohlin then announced that the Zoo had been awarded a large grant from the Paul Allen Family Fund to be used towards reintroduction efforts of the Blunt Nosed Leopard Lizard. Finally, he stated that progress on Kingdoms of Asia had been stalled by the unprecedented rain, but the Zoo hoped to open the exhibit Memorial Day weekend.

**Item 07: Approve Finance Committee Report**

Mr. Kirkland stated that the Finance Committee met on March 15<sup>th</sup> and discussed the items contained within its report at length. Mr. Morgenstern presented the executive summary of the unaudited 2022 financials along with the year-to-date financials for January 2023. He added that the Finance Committee recommended the release of the retention being held for the construction firm which completed the Zooplex project totaling \$1,052,377.36. After discussion, Ms. Reyes made a motion to approve the Finance Committee's report and Mr. Ilori seconded. The motion passed unanimously.

**Item 08: Receive Butterfly Report**

Mr. Dohlin and Ms. Myers gave a presentation on their butterfly research trip to Costa Rica in which they visited the butterfly farms which would support the exhibit and learned of their sustainability and conservation practices. Mr. Ilori asked if the butterfly farmers in Costa Rica would be able to send video of their operation. Dr. Gonzalez suggested that the videos be in both English and Spanish.



**Item 09: Approve Changes to Board’s Meeting Schedule.**

Mr. Gonzales-Warkentin asked that the June Board meeting be rescheduled to Tuesday, June 27, 2023. Mr. Morgenstern made a motion to approve the proposed change to the Board schedule and Mr. Baines seconded. The motion passed unanimously.

**Item 10: Closed Session**

At 6:58 PM, Mr. Kirkland announced that the Board would now enter closed session. Staff and members of the public were excused from the meeting.

**Item 11: Return from Closed Session – Discuss CEO’s Salary**

At 7:34, Mr. Kirkland announced that the Board had returned from closed session with no action taken. He indicated that the Board gave Mr. Dohlin a positive performance review, with his job performance exceeding the Board’s expectations and the relevant metrics. The Board then considered the Finance Committee’s recommendation regarding Mr. Dohlin’s compensation package, based on Mr. Dohlin’s performance, data from AZA and other labor market statistics and practices within the corporation. After discussion, Mr. Baines moved to increase Mr. Dohlin’s salary by seven percent effective to \$257,603 effective February 1, 2023, and to award him a performance bonus for 2022 of 20 percent, or \$48,150, to be paid into a 401K plan or equivalent investment at Mr. Dohlin’s discretion. Mr. Parnegian seconded the motion. The motion passed unanimously.

**Item 12: Director Final Comments**

Mr. Ilori thanked the Zoo for the recent Black History Month event. With no further comments, Mr. Kirkland adjourned the meeting at 7:43 PM.