



Fresno’s Chaffee Zoo Corporation
Board of Directors Meeting
 Minutes

Thursday, November 21, 2024 at 5:30 PM
 894 W. Belmont Ave, Fresno, CA 93728

DIRECTOR	1/18	3/14	4/11	6/13	8/22	11/21
Oliver Baines	X	X	X	X		
Arelis Garcia	X		X	X	X	X
Wilma Tom Hashimoto	X	X	X	X	X	X
Babatunde Ilori	X	X		X	X	X
Kyle Kirkland	X	X	X	X	X	X
Rion Morgenstern	X	X	X	X	X	X
Christina Musson-Rendon	X	X	X		X	X
Ross Parnagian	X	X		X	X	X
Emilia Reyes	X	X	X	X	X	
Ethan Smith		X		X	X	X
Julie Vance	X	X	X		X	X

Advisors Present

Mr. Doug Larsen – Legal Counsel from Fishman, Larsen & Callister
 Ms. Carlene Tinker – FCZC Docent President

Zoo Staff Present

Mr. Jon Forrest Dohlin – Chief Executive Officer
 Ms. Nora Crow – Chief Financial Officer
 Mr. Steven Gonzales-Warkentin – Chief of Staff
 Ms. Lyn Myers – Chief Operations Officer
 Mr. Terry Skoda – Chief Advancement Officer
 Ms. Emily Valdez – Senior Marketing Manager

1. Call Meeting to Order and Rolle Call

Mr. Kirkland called the meeting to order at 5:41 PM. Mr. Gonzales-Warkentin called the roll and established a quorum was present.

2. Public Comment

Mr. Kirkland asked if any members of the public wished to provide comments for the Board. Hearing none, he proceeded with the agenda.

3. Additions to the Agenda

Mr. Kirkland asked if any member of the Board had proposed additions to the published agenda. No member offered additional items for inclusion or consideration.



4. Approve Minutes from the 11/21/2024 Meeting

Mr. Kirkland asked if any member of the Board had additions or revisions to the draft minutes included in the Board materials. Hearing none, Mr. Morgenstern made a motion to approve the minutes as presented; Ms. Vance seconded. The motion passed unanimously.

5. Receive Chair Report

No report was given.

6. Receive CEO Report

Mr. Dohlin updated the Board on the progress of the Zoo's two active capital projects and shared a video of the Zoo's two lion cubs born earlier in the month.

7. Approve Finance Committee Report

Mr. Morgenstern stated that the Finance Committee reviewed the YTD financial report and recommended it to the Board for approval. He said that the Zoo's investments were performing well, but revenue remained below budget. Mr. Smith asked how the Zoo planned to update marketing in 2025 to attract more guests, and Mr. Parnagian asked that future reports reflect members vs. non-members. After discussion, Mr. Smith motioned to approve the Finance Committee's recommendation; Ms. Hashimoto seconded. The motion passed unanimously.

8. Approve FCZC's 2025 Budget

Ms. Crow opened the discussion by noting that the 2025 proposed budget reflects a deficit. She reviewed increases to ticket prices, including field trips and discussed cost control measures including modified staffing plans and position requests. She reminded the Board that the Zoo had a draw-to-term loan with Bank of America, but requested access to general fund monies to help cover current deficits. After discussion, Mr. Morgenstern made a motion to approve the budget as presented; Ms. Garcia seconded. The motion passed unanimously.

9. Approve Board Resolution to adopt 457(b) Plan

Mr. Kirkland proposed a 457(b) plan supplemental retirement plan as a recruiting and retention tool. He stated that the plan would be offered to members of the management team and would be funded at the discretion of the Board. After discussion, Mr. Ilori made a motion to approve the adoption of the 457(b) plan; Ms. Vance seconded. The motion passed unanimously.

10. Receive FCZC Brand Refresh

Mr. Skoda presented on the Zoo's new logo and style guide that would go live in February 2025.

11. Final Comments

Mr. Dohlin congratulated Ms. Hashimoto on her election to the Clovis Unified School Board. With no further comments, Mr. Kirkland adjourned the meeting at 7:14 PM.