



Fresno's Chaffee Zoo Corporation

Board of Directors Meeting

Minutes

Thursday, June 12, 2025 at 5:30 PM

894 W. Belmont Avenue, Fresno, CA 93728 – Zooplex Breakroom

DIRECTOR	1/16/2025	3/13/2025	4/24/2025	6/12/2025
Arelis Garcia	X	X	X	X
Babatunde Ilori	X	X	X	X
Christina Musson-Rendon	X	X	X	X
Emilia Reyes	A	A	X	X
Ethan Smith	X	A	X	A
Julie Vance	X	A	X	X
Kyle Kirkland	X	X	X	X
Oliver Baines	A	X	A	A
Rion Morgenstern	X	X	A	X
Ross Parnagian	X	A	X	X
Wilma Tom Hashimoto	X	X	A	X

Advisors Present

Mr. Doug Larsen – Legal Counsel from Fishman, Larsen & Callister

Ms. Karen Westersund – Docent President

Zoo Staff Present

Ms. Nora Crow – Chief Financial Officer

Mr. Sean den Bok – Chief of Education and Engagement

Mr. Jon Dohlin – Chief Executive Officer

Mr. Steven Gonzales-Warkentin – Chief of Staff

Ms. Nicole Presley – General Curator

Mr. Terry Skoda – Chief Advancement Officer

Guest Speakers

Ms. Rosy Gonzales – Auditor from Price, Paige & Company

1. Call Meeting to Order and Roll Call



Mr. Kirkland called the meeting to order at 5:39 PM. Mr. Gonzales-Warkentin called the roll and established a quorum was present.

2. Public Comment

Mr. Kirkland asked if any member of the public wished to offer comments to the Board. With none offered, the Board proceeded with the agenda items.

3. Additions to the Agenda

Mr. Kirkland asked if any Board member had suggested additions to the published agenda. With none presented, the meeting proceeded.

4. Approve the Minutes

Mr. Kirkland asked if any member of the Board had additions or revisions to the draft minutes for the April 24, 2025 meeting included in the Board materials. With no revisions suggested, Ms. Vance made a motion to approve the minutes as presented and Ms. Hashimoto seconded; the motion passed unanimously.

5. Approve 2024 Audit and Agreed Upon Procedures

Ms. Hashimoto, Chair of the Audit Committee, introduced Ms. Gonzales from Price, Paige & Co. to discuss the outcome of the 2024 audit. Ms. Gonzeles stated that after review, Price, Paige & Company issued a clean and unmodified opinion with no findings. She said that the Agreed Upon Procedures were a requirement of the Zoo Authority stating that there were no findings or exceptions noted regarding these procedures. She thanked Ms. Crow and her team for their support and cooperation in the preparation of the audit. After discussion, Mr. Morgenstern made a motion to approve the 2024 audit and Ms. Garcia seconded. The motion passed unanimously.

6. Approve Updated Audit Policy

Ms. Hashimoto continued and said that the Audit Committee reviewed and approved a slight change in the current audit policy and recommended the change to the Board for approval. She asked that the requirement to change audit firms every five years be replaced with a requirement to change engagement team personnel if the same firm is selected. After discussion, Ms. Reyes made a motion to approve the proposed change to the Audit policy, and Ms. Vance seconded; the motion passed unanimously.



7. Chair Report

Mr. Kirkland thanked the Zoo team for the noticeable improvement in the snack selection and subsequently spilled his water on the floor of the meeting room...

8. CEO Report

Mr. Dohlin reviewed the status of the Zoo's current construction projects including the purple pipe project, maintenance warehouse design, the parking project, and the admissions building project. Ms. Vance asked if there were any updates on Storyland/Playland discussions; Mr. Dohlin replied that he did not have any at this time.

9. Approve Finance Committee Report

Mr. Morgenstern said that the Finance Committee met the previous week and recommended the approval of the year-to-date financial report and the requested funds for the Admissions Building project pre-design proposal. Mr. Dohlin stated that the Zoo team had selected EHDD as the designer and received approval of a not-to-exceed amount of \$326,344.24 for project costs which include bid, ten percent design contingency, and project management fees. He then stated that the Zoo team worked with EHDD to reduce the bid proposal and that the Zoo is now requesting funds in the amount of \$305,614.24. After discussion of the proposed bids, Ms. Hashimoto made a motion to approve the Finance Committee Report containing both the year-to-date finance report and admissions building pre-design funding request. Ms. Garcia seconded and the motion passed unanimously.

10. Closed Session

At 6:15 PM Mr. Kirkland announced that the Board would now go into closed session to review employee performance (CEO) per government code 54957(b).

At 6:48 PM Mr. Kirkland stated that the Board had returned from closed session..

11. Approve Compensation Committee Recommendation to CEO Compensation

Mr. Kirkland said that the Board agreed that while 2024 was a difficult year for the Zoo in terms of attendance and other operating results, Mr. Dohlin's job performance continued to exceed Board expectations in leadership, team building, planning and development, community engagement and other critical aspects. In light of Mr. Dohlin's 2024 job performance, the Compensation Committee recommended that the Zoo offer Mr. Dohlin a



3-year employment contract retroactive to January 1, 2025, at a salary of \$285,000 with COLA adjustment starting in 2026. In addition, the contract would include monthly house and car allowances of \$2,000 and \$500 per month respectively, potential performance bonuses and participation in the Zoo's 457b deferred compensation plan. In the aggregate, Mr. Dohlin's compensation represented a 2% increase over the prior year. Ms. Vance asked that future performance reviews occur earlier in the year with other staff reviews and include stated goals for the current year.

After discussion Ms. Vance made a motion to accept the Compensation Committee's recommendation; Mr. Parnagian seconded the motion. The motion was approved unanimously.

12. Final Comments

With nothing further presented for discussion, Mr. Kirkland adjourned the meeting at 6:51 PM.