

Fresno Chaffee Zoo
894 W. Belmont Avenue
Fresno, CA 93728

Fresno's Chaffee Zoo Corporation
Board of Directors SPECIAL Meeting
Minutes

Tuesday, March 3, 2020 5:30 PM
Education Lab Conference Room

Directors Present

- Ms. Chelsea Cates
- Mr. Ed Gonzalez, Vice Chair
- Mr. Babatunde Ilori
- Mr. Kyle Kirkland, Chair
- Mr. Rion Morgenstern, Treasurer
- Dr. Emy Phillips, Secretary

Directors Absent

- Mr. Oliver Baines
- Mr. Ross Parnagian
- Ms. Julie Vance

Advisors Present

- Mr. Scott Barton, CEO
- Mr. Doug Larsen, Legal Counsel

Zoo Staff Present

- Ms. Alisha Anderson
- Ms. Laura Martina
- Mr. Amos Morris
- Ms. Lyn Myers
- Mr. Dean Watanabe
- Dr. Lily Wachter
- Mr. Steven Gonzales-Warkentin, Assistant Board Secretary

Mr. Kirkland called the meeting to order at 5:37 PM and asked Mr. Gonzales-Warkentin to take the roll. With a quorum confirmed in attendance, the Board proceeded with business.

Item 02: Public Comment

Mr. Kirkland called for public comment; none was offered from the members of the public in attendance.

Item 03: Human Resources Update

Mr. Kirkland informed the Board and the public present that earlier in the day Mr. Barton had announced that he would be retiring later in 2020. He thanked Mr. Barton for his dedication to the Zoo and acknowledged his many successes over his tenure. Mr. Barton stated that he was proud of what the Zoo has accomplished over the last eleven years and planned to work closely with the Board and Zoo executive team through this transition.

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Mr. Gonzalez then thanked Mr. Barton for his years of service to the Zoo and recognized his leadership and accomplishments. Other board members and members of the executive team offered additional comments about accomplishments and progress under Mr. Barton's stewardship.

Mr. Kirkland suggested that a special committee be formed to identify Mr. Barton's successor, including evaluating the recruitment process, timeline, Mr. Barton's exit package and other factors. Mr. Gonzalez suggested that the proposed committee research similar organization's retirement package standards to provide guidance for Mr. Barton's retirement package.

After a discussion of the role of the proposed special committee and possible members, Mr. Gonzalez made a motion that the Board should form an ad hoc Special Committee to manage the succession process. Mr. Morgenstern seconded the motion. The motion passed unanimously.

Mr. Ilori then made a motion that the members of the Special Committee be Ms. Cates, Mr. Kirkland, Mr. Morgenstern and Dr. Phillips. Mr. Gonzalez seconded the motion. The motion passed unanimously.

Mr. Kirkland stated that he would work with Mr. Barton and Ms. Anderson to issue a press release announcing Mr. Barton's retirement and the Zoo's succession plan. Ms. Anderson stated that her group would revise the draft press release presented at the meeting and circulate it to the group prior to release. Mr. Gonzalez suggested that Mr. Kirkland be the point person for any inquiries from the public and media.

Mr. Kirkland informed the Board that he and Mr. Barton met with Mr. Peter Smits from the Phoenix Philanthropy Group to discuss the action plan for building the development effort approved by the Board at the November meeting. He stated that he and Mr. Barton would provide an update on the plan, including the hiring of an executive level development director, at the March 26th Board meeting. Mr. Kirkland also stated that he would provide an update on previously discussed IT staffing needs at the March meeting.

Mr. Kirkland then asked the Board and public if there was any further business to discuss. With none offered, Mr. Kirkland adjourned the meeting at 6:19 PM.