

ASALH Executive Council

Date: January 21, 2021

Members: Zende Clark, Annette Palmer, Gladys Mack, Kathie House, David Walton, Anita Shepherd, Gloria Browne-Marshall, Maurice D. Gipson, Jeff Banks, Eric Jackson, Tara White,, Zebulon Vance Miletsky, Aisha Haykal, Anton House, Gladys Gary Vaughn, Susan Marsh, Edna Medford, Randal Jelks, Camesha Scruggs, Moses Massenburg, and Sundiata Cha-Jua

Officers: Evelyn Brooks Higginbotham (President), Barbara Dunn (VP for Membership), Lionel Kimble (VP for Programs), and Gilbert Smith (Treasurer)

Staff: Sylvia Cyrus

Meeting called to order at 7:06pm

Higginbotham provided welcomed the new Executive Council Members, discussed the Black History Month Festival, re announced the Mellon/Howard Grant, the historical importance of having a new United States administration, and partnership with CIAA (press release is on the website). She noted and thanked the membership committee for making international connections. Additionally, noted that we need to be thinking about the 250th Anniversary coming up in 2026, Sylvia and her have been attending meetings around this.

Jeff Banks and Gladys Gary Vaughn presented on the progress of the Black History Month Festival. Banks went over the sponsorship amounts to date and Sylvia will send out the information about how much have come through so far. So far \$183,627 have been raised. He asked EC members to promote as so far we have sold less than 100 tickets, our goal is 650 people. Banks asked Sylvia to send out Zoom invites to all EC members to attend the development calls on Tuesdays. Vaughn reviewed the schedule of the festival and the history of the festival.

- Comments RE Festival
  - Need to add 105 Voices to the flyer and edits regarding the events changes

Executive Session (7:55pm to 8:45pm): Human Resources Discussion

Nominating Committee-Annette Palmer asked council for suggestions about the types of skills we need to look for during the election process.

Announcements

- Governance: Zende reminded Council about their council obligations regarding payment and conflict of interest forms
- Awards: Edna will meet with Sheila about awards committee
- Budget: Gilbert encouraged us all to review the budget, which will be approved in the February EC meeting

Meeting was adjourned at 9:07pm

*FIRST DRAFT: Aaisha Haykal, acting Recording Secretary*

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Executive Session

Began at 7:55pm

Human Resources Chair Gladys Mack led discussion on budget and salary for the ASALH Staff. Other committee members are Jeff, Zende, and Sheila.

Committee recommended that the ED salary fall within the market rate of Executive Directors when compared with nonprofits of similar budget levels within the Washington, DC Metropolitan region

The goal was to meet the market rate for salaries for employees. The recommendation is to align the 2021 budget within 20% of the market rate.

The ED salary is currently \$104,000, recommend \$128,800.

The audit and finance committee also recommends an increase in the salaries for the operations manager, executive assistant, and the development assistant.

Motion from committee: To approve the above salary increases for fiscal year 2021.

Walton has proxy for House (House had to leave early)

Yes 21

No 3

Motion passed

Returned to regular session at 8:45pm