

Note: On April 6, 2026, Hinkle made a motion via email to approve these minutes. It was seconded by Lehren and received 11-0 approval on April 8, 2026. Ley abstained because she did not attend the meeting. Galli abstained because she did not attend most of the meeting.

IRE Board of Directors

Emergency Board Meeting Minutes April 2, 2026 @ 11:00 a.m. CT via Zoom

Board and staff in attendance: Board President Josh Hinkle, Board Vice President Kate Howard, At-Large Member Alejandra Cancino, Board Chair Brian Rosenthal, Board Member Mary Hudetz, Board Member Andy Lehren, Board Member Jodie Fleischer, Board Member Caresse Jackman, Board Member Marina Villeneuve, Board Member Cindy Galli, IRE Interim Executive Director Lauren Grandestaff, Interim Deputy Executive Director Francisco Vara-Orta, Financial Officer Heather Feldmann Henry

President Josh Hinkle called the meeting to order shortly after 11 a.m. CT.

After Hinkle acknowledged the recent death of executive director Diana Fuentes and shared a brief excerpt from his speech at her funeral, the board discussed the necessity to begin preparing a job posting in order to meet a University of Missouri deadline for the job to be posted this semester.

Discussion followed some changes to the posting since the job was last open, including that the job will be considered staff at the University of Missouri and will be either remote or in-person in Columbia, Mo.

Board Member Marina Villeneuve joined the meeting at 11:11 a.m. CT.

Discussion continued about a [recent anti-DEI order](#) and related legislation in Missouri. The university advised the board to remove statements related to diversity from the job posting, and said we should not post the job to any affinity organizations, such as NABJ and NAHJ, where we typically share our job listings. The board agreed to keep the job posting as is, but many board members voiced their opposition to the instruction on where to post the job. Members discussed getting legal advice about navigating the anti-DEI measure, whether members could choose to post the job themselves, and other strategies to ensure the job posting will be widely seen.

Hinkle proposed an increased salary range for the job, citing higher salaries at similar organizations and inflation. Financial Officer Heather Feldmann Henry shared that she was comfortable with that range from a budget perspective.

Hinkle made a motion to approve a salary range for a 2026 job post for IRE Executive Director of \$145,000 to \$165,000, which was seconded by Board Member Andy Lehren. The vote passed unanimously 9-0.

The board began preliminary discussion about the possibility of contracting with a search firm to aid in the search. Vice President Kate Howard said she was researching and would bring proposals to consider at the next board meeting. Concerns were expressed about the cost and discussion followed about the relative usefulness of working with a firm.

Board Member Cindy Galli joined at 11:47 a.m. CT.

Hinkle shared that a hiring committee has been convened, which will be chaired by former executive director (and previous executive director hiring committee chair) Mark Horvit. Other members are Hinkle, Caresse Jackman and Mary Hudetz from the board and Benét Wilson from staff.

After taking questions from members in attendance, Hinkle moved to adjourn, seconded by Hudetz. The motion passed by a voice vote.

The meeting ended at 11:55 a.m. CT.