

Delaware Public Media Corporation
Board of Directors Meeting, January 16, 2026
Meeting Minutes (APPROVED April 17, 2026)

Pursuant to notice duly given, a meeting of the Board of Directors of Delaware Public Media Corporation (DPM) was held on Friday, January 16, 2026, via Zoom conference call.

Directors attending: David Brond, vice chair; Ellen Wolf, treasurer; Ellen Roberts, secretary; Jennifer Acord; James Griffin; Chanta Howard Wilkinson; Nancy Karibjanian; Leslie Newman; Michael Sigman

Directors absent: Randy Farmer, chair; Robert Varipapa, immediate past chair

Others present: Tom Interrante, general manager; Angela Baio, director of operations; Tom Byrne, news director; Frankie Hill, board of directors candidate

No members of the public were present.

Call to order: Mr. Brond called the meeting to order at 1:00 p.m.

Approval of minutes: On a motion made by Ms. Wolf and seconded by Mr. Griffin, the minutes of the October 17, 2025, board meeting were approved.

Report from Tom Byrne: The news team was short-staffed for most of 2025, but we are moving toward full staffing. Bente Bouthier is the new state politics reporter. Abigail Lee is covering New Castle County, with Joe Irizzary as backup. Israel Hale is covering Kent/Sussex, with Martin Matheny as backup. Finalists for the producer position are being interviewed.

The Green and Hometown Heroes are now airing on WMPH.

DPM is the primary partner of the University of Delaware's Statehouse News Fellowship Program spearheaded by Ms. Karibjanian. This program has started, with six students in Legislative Hall. We already have one UD student and one Delaware State University student interested in summer internships. Mr. Sigman suggested that we remind students to promote their stories on social media. Ms. Karibjanian added that students can also produce video stories. DPM also has a Polytech student active on social media.

There has been a good uptick in web traffic and audio downloads, likely due to our presentation of current news and long-form stories. We are generating five to six stories per day.

Fundraising update: Mr. Interrante introduced Angela Baio as the new director of operations. She holds a journalism degree and has extensive experience in nonprofit management and grant writing, including time with Lehigh Valley Public Media. They presented a recap of the December fund drive and credited Jay Clayton of Greater Public with helping generate these results:

- Total raised: \$39,529 (\$5,519 recurring donations/\$34,010 one-time donations)
- 42 new recurring donations
- \$20,000 match (anonymous donor)

- \$15,250 NewsMatch + \$3,000 local match = \$18,250
- Grand total: \$77,779

January 2026 will yield a minimum of \$4,000 in recurring revenue vs. January 2025 yielding \$2,000

We are working to improve stewardship of our donors. Our donor database files are incomplete; there are 2,000 records on file, but fewer than 1,000 are active, and we are not fully utilizing client relationship management capabilities.

We need a grants administration process. We are working to strengthen relationships with key funders, holding introductory meetings, and completing overdue reports. We are growing the pool of prospective grantors; currently there are 20 prospects on our list.

Mr. Brond complimented their efforts and thanked Ms. Baio for hitting the ground running.

Governance/Nominating Committee: Ms. Karibjanian presented Frankie Hill, a member of DPM's Community Advisory Board, as a director candidate. Mr. Hill, an information technology leader with more than 29 years of domestic and international experience, holds an MBA and has been with DuPont since 2013. On a motion made by Ms. Roberts and seconded by Mr. Griffin, Mr. Hill was unanimously elected to the board.

Financial update: Mr. Interrante presented a cash flow report that showed positive cash flow and a substantial reduction in accounts payable. Half of the Longwood Foundation grant--\$150,000—has been invested in the Merrill Lynch account to be used in FY 2027.

He also presented a statement of activity comparing the first six months of FY 2026 (July 1-December 31, 2025) with the first six months of FY 2025 (July 1-December 31, 2024), which showed a reduction in expenses and an increase in individual donations to \$161,000, nearly double the comparable period in FY 2025.

Mr. Brond thanked Mr. Interrante and Ms. Wolf for their financial diligence.

Staffing update: Mr. Interrante reported that Darice Pauselius has been hired as the new director of marketing. Like Ms. Baio, Ms. Pauselius has experience with Lehigh Valley Public Media, and Mr. Interrante noted the value of hiring people with NPR experience in their DNA. We have canceled the contract with Sociable Consulting, which allows us to shift resources to cover the cost of the new hires. He continues to interview for the underwriting position.

Studio move/tower update: Mr. Interrante and Ms. Wolf met with Dr. Irene Hawkins at Delaware State University to discuss the studio move. Dr. Hawkins was unable to provide a deadline for us to vacate the current studio. She informed us that DSU expected DPM to fund \$500,000 of the new studio cost. The board agreed that we may need to explore other options.

The tower move and maintenance cost is \$19,000; we have a grant to cover it. The tower will remain in Felton. We are working with K2 Towers

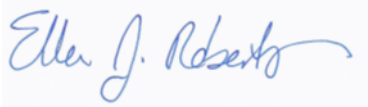
Strategic assessment: Mr. Interrante has engaged Public Media Company to conduct an assessment of DPM's mission, vision, and strategy. Expected cost is \$25,000, plus \$5,000 for signal enhancement/transmitter work, which we will pay for with the Longwood Foundation grant. We need to

expand into New Castle County. Ms. Wolf suggested that Public Media Company include input from board members in their assessment.

Annual meeting on June 19: Mr. Brond noted that the terms of all four current officers expire at the June 19 annual meeting. He encouraged board members who may be interested in serving to contact Mr. Interrante, members of the Executive Committee, and/or the members of the Governance/Nominating Committee, Ms. Karibjanian and Ms. Newman.

Executive session and meeting adjournment: On a motion made by Ms. Wolf and seconded by Ms. Roberts, the board agreed to enter into an executive session at 2:21 p.m. for the purpose of discussing strategic matters. On a motion made by Ms. Wolf and seconded by Mr. Brond, the board agreed to exit the executive session at 2:30 p.m. and adjourn the meeting.

Respectfully submitted,

A handwritten signature in blue ink that reads "Ellen J. Roberts". The signature is written in a cursive style with a long, sweeping tail on the letter "s".

Ellen J. Roberts
Secretary, Delaware Public Media Corporation