

**National Association of Hispanic Journalists**  
**Board of Directors Special Meeting**  
**Virtual Meeting Via Zoom**  
**Saturday, November 11, 2023**  
**12:30 p.m. PT/2:30 Central/3:30 p.m. ET**

**Present:** Yvette Cabrera, Arelis Hernandez, Geraldine Cols Azocar, Blanca Rios, Dunia Elvir, Luis Joel Méndez González, Adriana Chavira, David Cordero Mercado, Sarah Betancourt, Melissa Macaya, Samantha Rivera, Nancy Preyer-Johnson, Diana Gutierrez, Johnny Cordoba, Cristy Fajardo, Edward Franco

**Not present:** Julio Cesar Chavez, Mc Nelly Torres

**Guests:** Yaneth Guillen, Ivan Brionnes, Marilyn Garateix

**I. Call to Order**

President Yvette Cabrera called the meeting to order at 3:32 p.m.

**II. Roll Call**

Secretary Blanca Rios performed a roll call.

**III. Approval of Minutes**

Blanca moved to approve the minutes for the October 4, 2023 board meeting.  
Nancy Preyer-Johnson seconded the motion. The motion passed by a voice vote.

**IV. Welcome**

- A. Yvette began the meeting by sharing that despite not yet having an Executive Director, NAHJ is moving ahead with its approved strategic plan. Yvette highlighted some of the organization's latest accomplishments including the launching of the Latina Leadership Academy and celebrating the N Awards last week in California. Yvette also congratulated Region 6 Director Diane Gutierrez who was promoted to PM anchor at WISN in Milwaukee.

**V. Organizational update**

- A. COO Yaneth Guillen Diaz provided an organizational update.

- B. She thanked everyone who made the 2023 convention in Miami possible, including program chairs, board members and staff.
- C. Yaneth announced that revenue of expenses was over \$484,000.
- D. NAHJ is looking forward to next year's 40th anniversary conference in California. Registration is now open and the deadline to submit proposals is Dec. 1.
- E. Yaneth gave a breakdown of membership. NAHJ has 3,647 active paid members. Over 500 members who are in a grace period. There are 2,700 regular members and about 1,000 student members. NAHJ has 23 professional chapters and 22 student chapters.
- F. NAHJ has trained over 700 journalists this year and placed 8 students in different media companies.
- G. Palabra increased editors from 4 to 10 since its launch in 2019. Anticipate 45 stories by the end of the year.

**VI. Budget review**

- A. Financial Officer Geraldine Cols Azócar provided a budget review.
- B. She proposed revising the 2023 budget since she expects to have an estimated shortfall of \$100,000 by the end of the year.
- C. There are multiple reasons for the shortfall which include the approval of a very ambitious budget, losing the Executive Director in the middle of the year and not receiving as many grants as originally planned.
- D. Geraldine stressed that this does not mean NAHJ is in the red. We are in a good financial position. NAHJ has over six months of operating funds. Geraldine said "we just had an odd year."
- E. Nancy moved to approve the revised budget proposal for 2023. Dunia seconded the motion. The motion passed by a roll call vote.

**2023 Approved Budget**

Income \$3,146,270

Expenses \$2,312,2531

Difference -\$833,739 Non profit budgets should equal \$0

**Proposed Budget**

Income \$2,312,2531

Difference - \$0

## **VII. Latina Leadership Program**

- A. Secretary & Committee Chair Blanca Rios gave an update on the Latina Leadership Academy.
- B. The program will fall under the newly named Adelante Academy with a subheading of “Uplifting Latinas in U.S. Newsrooms.” This way, we can use the model for years to come and expand to all NAHJ members.
- C. In September, the Ford Foundation awarded NAHJ \$250,000 for the project. With that money we hired consultant Natalia Algarin who is overseeing the programming and curriculum. NAHJ has also partnered with Columbia University for the program. Since then, the board has also named former NAHJ president Nora Lopez as the programming chair.
- D. The goal is to be different and stand out from other leadership programs. We want to train a cohort of leaders who can change the dynamic of our newsrooms. We want to focus on culture and identity.
- E. The focus will be on mid-level career Latinas aspiring to move to an executive level.
- F. The program will roll out in four phases that begins in-person at Columbia in New York in January. Phase two and three would be virtual and Phase 4 would wrap up at the convention in July.
- G. So far we’ve received five applications but the deadline is Nov. 19.

## **VIII. NAHJ new student chapters**

- A. Student Representative Edward Franco asked the board to approve four new student chapters that include University of Miami, University of Missouri, University of Arkansas and George Washington University. Edward said all schools met all the requirements to become a chapter.
- B. Yvette opened up the meeting for public discussion. Prospective University Arkansas president Rachell Sanchez spoke up on behalf of the chapter and thanked former Region 5 Director Ninnette Sosa for her hard work. Ninette will also be the chapter advisor.

- C. Former NAHJ President Brandon Benavides spoke out in support of the George Washington University Chapter and Region 6 Director Diane Gutierrez spoke out on behalf of University of Missouri.
- D. Geraldine moved to approve all four schools. Arelis seconded the motion. The motion passed via voice vote.

**IX. Public Question & Comments**

None were made.

**X. Executive Session**

Luis Joel Méndez González motioned to enter into executive session to discuss contract and personnel matters. Diana Gutierrez seconded the motion. The motion passed via voice vote at 4:52 p.m.

**XI. New business**

Next board meeting date: Dec. 9, 2023 board meeting at 12:30 p.m. PT/2:30 p.m. Central/3:30 p.m. ET via Zoom

**XII. Adjournment**

Yvette adjourned the meeting at 6:23 p.m. Eastern.

Geraldine , Dunia seconded 518