

Evangelical Press Association

MINUTES OF A MEETING OF THE BOARD OF DIRECTORS

October 30, 2025

A meeting of the Board of Directors was held via Zoom

Note for the record: The Secretary recreated these minutes after the meeting due to the actual minutes document becoming corrupted.

Directors Present:

Dwight Widaman, President
Seana Scott, Advisor
Andy Olsen, Treasurer
Warren Maye, President-Elect
Kristy Glaspie, Secretary
Mark Dreistadt, Advisor

Directors Absent:

None (Mark joined less than 10 minutes late but did not miss any of the business)

Also Present Were:

Lamar Keener, Executive Director

Call to Order

Dwight Widaman called the meeting to order at approximately 10:05 a.m. Central Time. A quorum of directors was present.

Approval of Minutes

Motion by Kristy Glaspie to approve the minutes of the Board meetings from Spring 2025 and Summer 2025.

Seconded.

Motion carried.

Director's Report

Lamar Keener shared an in-depth overview report of the past six months.

Magazine Training International

MTI asset acquisition is mostly complete, and MTI is now operating as a division of EPA since July 1.

Compensation Survey

Triennial Compensation Survey was completed, and average earnings have shown significant growth since 2022.

Best in Class Contest

Best in Class Contest completed. Entries were down, but we still had a net gain in revenue.

DigitalMediaCon

DigitalMediaCon was successful with our second highest attendance but lower net revenues due to reduced registration fees.

Legacy Council

Motion was made to re-elect Mark Winz to the Legacy Council for another three-year term.

Seconded.

Motion carried.

Honorary Memberships

Motion was made by Kristy Glaspie to award Connie Faber and Ruth Burgner lifetime honorary memberships.

Seconded.

Motion carried.

Lifetime Achievement Award

Motion was made to ratify a unanimous email vote in December 2024 to grant Marvin Olasky the Terry White Lifetime Achievement Award.

Seconded.

Motion carried. (Andy Olsen abstained, as Marvin is one of his bosses)

Awards Contest

The board discussed clarification on acceptable and unacceptable AI use for entries for the awards contest and agreed AI cannot be used for photography entries.

Motion was made by Kristy Glaspie to add a Visual Storytelling Category to the Higher Goals Award Contest.

Seconded.

Motion carried.

2027 Cause of the Year

The board decided on Education for the 2027 Cause of the Year.

Convention Review

- Branson 2025: Attendance was lower, but satisfaction was higher. Sponsorships were exceptionally high.
- Nashville 2026: Planning is progressing.
- 2027 will likely be in the Chicago suburbs. Contract negotiations are in process.
- Atlanta may still be considered for 2028.

- The board discussed at length the need to draw younger people to convention with top Christian music artists and mentorship opportunities and the need to draw minorities to convention by ensuring conventions are held in places that are easily accessible/affordable, that people want to travel to, and that make minorities comfortable to travel to. Lamar will add a question to the post-convention survey asking what city/location attendees are most interested in traveling to, no matter the cost, for future conventions.

Membership Report

The board reviewed year-to-date memberships, including annual benchmarks and attrition.

- Paid memberships YTD are down 7.6%.
- Print memberships continue to decline while digital memberships are increasing.

Financial Report

The board was given a copy of the annual CPA review of the financial records that stated that “the financial statements, reimbursements, and Form 990 have, in all significant respects, been in accordance with standard accounting procedures and contain no material misstatements.”

Lamar Keener provided a comprehensive update on the EPA’s financial status and forecast, including a report on EPA’s CD investments. Overall, finances remain strong despite decreased memberships.

End of 2024 fiscal year, June 30, 2025

\$3,397 net revenue for fiscal year July 1, 2024, to June 30, 2025

\$113,338 net assets

\$132,252 bank/CD balances

Motion was made to approve the 2024 990 tax return as presented.

Seconded.

Motion carried.

Executive Session

The Board adjourned to Executive Session at 1:02 p.m. Central Time.

The Board returned from Executive Session at 2:30 p.m. Central Time.

The board informed Lamar that several motions had carried during Executive Session that affect his role and the budget:

- New salary of \$78,000 beginning Nov. 1, 2025
- Current bonus structure remains in place for this fiscal year and then goes away (50% of net income with a maximum of 5% of salary (\$3,900 max).

- New one-time bonus incentive: \$5,000 if paid memberships for 2026 reach 280 (by Dec. 31, 2026). This is in place for membership categories beginning at the \$89 individual rate. To be paid if and when paid full memberships reach 280.
- \$500 Christmas bonus for Christmas 2025
- He should begin documenting a transition notebook for his future successor (with no plans to replace him though)

Motion was made by Andy Olsen to approve the 2025-2026 fiscal year budget as presented and revised.

Seconded.

Motion carried.

New business

Motion was made to change the name of the Associate category of membership in the bylaws to Individual (to be affirmed by the membership at the annual meeting).

Seconded.

Motion carried.

Motion was made to add a student membership category at annual rate of \$25.

Seconded.

Motion carried.

Motion was made to offer a reduced individual membership rate of \$45 per year for recent graduates or those launching a new freelance career in journalism for up to two years.

Seconded.

Motion carried.

Vision Casting/Rebranding

The board continued to discuss vision casting and rebranding efforts that began at the Summer 2025 meeting. Major points of discussion included:

- The name, whether it should change to something else, and related survey results
- The need to increase memberships and draw younger people into membership.

Next Board Meeting Date

Lamar will poll availability for another Zoom board meeting ahead of Convention to continue discussing Vision Casting/Rebranding.

Board still to decide when they will meet at 2026 Convention given new schedule format.

Adjournment

Motion to adjourn the board meeting.

Seconded.

Motion carried.

The meeting was adjourned at approximately 3:30 p.m. Central Time.

Respectfully submitted,

Kristy Glaspie, EPA Secretary