

**MINUTES
EXECUTIVE COMMITTEE
CHARLES HOSMER MORSE FOUNDATION**

December 6, 2022

A meeting of the Executive Committee (Committee) of the Board of Trustees of the Charles Hosmer Morse Foundation (Foundation) on Tuesday, December 6, 2022, was held in the offices of the Elizabeth Morse Genius and Charles Hosmer Morse Foundation, 329 North Park Avenue, Winter Park, Florida.

Notice of the meeting was given to all Committee Members in accordance with the Bylaws.

Committee Members Present:

Harold A. Ward, III, Chairman
Randolph J. Rush
Ann M. Saurman
Richard M. Strauss
Leila E. Trismen

Others Attending:

Douglas A. Woodman

The Chairman called the meeting to order.

The Chairman stated that the purpose of the meeting was to review and approve the 2023 budget for the Foundation and the Charles Hosmer Morse Museum of American Art (Museum).

Mr. Strauss, Executive Vice President and Treasurer, presented the budget for 2023.

Upon a motion duly made, seconded and unanimously carried, the Budget for operations and capital expenditures for 2023 was approved by the Committee.

Executive Session:

The Committee considered Dr. Ruggiero's compensation for calendar 2023 and the possibility of a bonus for performance during calendar year 2022. Information from the Association of Art Museum Directors 2022 salary survey was presented. The summary page of that survey for the position of Museum Director is attached to these minutes and made a part hereof.

A letter for the file confirming the salary amount is attached to these minutes and made a part hereof.

Upon motion duly made, seconded and unanimously carried, compensation for Dr. Ruggiero was approved as recommended by the Chairman.

There being no further business, the meeting was adjourned.

Respectfully submitted,



Harold A. Ward, III
Chairman

THE CHARLES HOSMER MORSE FOUNDATION, INC.

Memo

Date: December 7, 2022

To: Richard M. Strauss
Executive Vice President/Treasurer

From: Harold A. Ward III
Chairman of the Board

Re: 2023 Compensation

The Executive Committee of the Charles Hosmer Morse Foundation approved the following compensation Laurence J. Ruggiero, Director of the Charles Hosmer Morse Museum of American Art:

- Compensation of \$11,173.60 (bi-weekly) will be paid until further notice.



Harold A. Ward III
Chairman of the Board

Reference: Museum Directors Association

Director

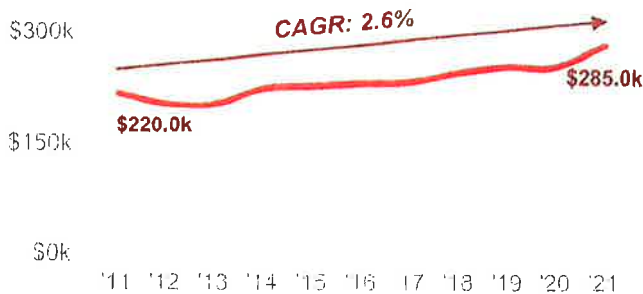


Directs the daily work activities of the organization. Reports to the Board of Directors.

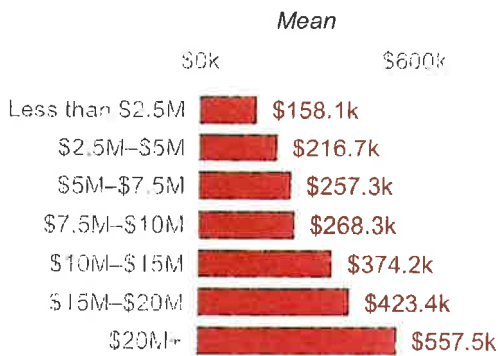
Overall



Historical Trend—Median (2011–2021)

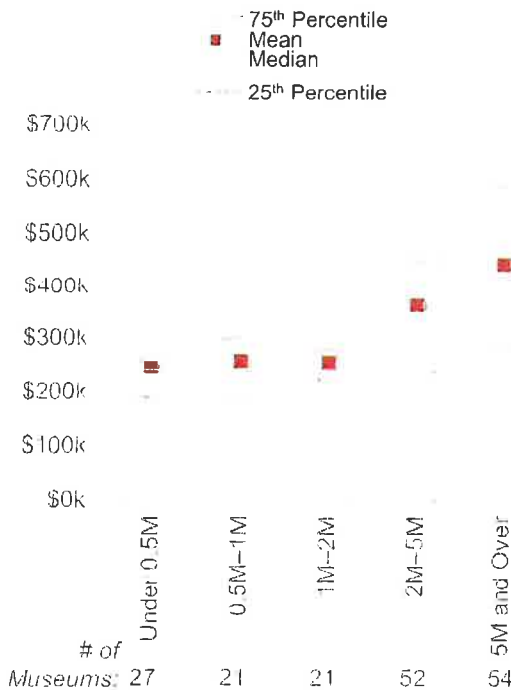


Operating Budget



25th Percentile	Median	75th Percentile	# of Museums
\$123.9k	\$176.7k	\$189.4k	10
\$185.6k	\$215.0k	\$240.0k	45
\$225.0k	\$245.0k	\$295.0k	27
\$237.4k	\$256.3k	\$315.0k	17
\$300.0k	\$345.0k	\$450.0k	22
\$308.6k	\$342.5k	\$550.0k	10
\$400.0k	\$515.0k	\$873.0k	44

MSA Population



Region



	25th Percentile	Median	75th Percentile	Mean Salary	# of Museums
Mid-Atlantic	\$230.0k	\$332.6k	\$501.5k	\$401.6k	35
Midwest	\$211.5k	\$256.3k	\$500.0k	\$344.6k	29
Mountain Plains	\$218.1k	\$305.8k	\$441.0k	\$331.3k	21
New England	\$240.0k	\$300.0k	\$432.2k	\$361.5k	18
Southeast	\$196.2k	\$245.5k	\$303.6k	\$261.6k	39
Western	\$235.7k	\$307.5k	\$534.6k	\$417.5k	26
Canada Mexico	\$163.1k	\$221.8k	\$313.8k	\$236.3k	7