

AGENDA
The Nathan B. Stubblefield Foundation
WMNF Community Radio 88.5 FM
Board of Directors Meeting Agenda - 7:15 p.m., July 18th, 2016
WMNF Conference Room
WMNF 88.5FM Community Radio 1210 E. MLK Blvd. Tampa, FL
33603-4417

The Nathan B. Stubblefield Foundation, Inc.
Board Meeting Minutes of July 18th, 2016

<u>Board Member</u>	<u>P</u>	<u>A</u>	<u>Board Member</u>	<u>P</u>	<u>A</u>
Michael Bagby	P		Laura Keane	P	
Randy Wynne	P		Kurt Madsen		T
Craig Kopp	P		Letty Valdez	P	
John Francis	P		Sandy Wismer	P	
Laila Abdelaziz	P		Lauren Adriaansen	P	
Kate Throo Williams		A	Kisha Linebaugh	P	
David Harbeitner	P		Catherine Lim	P	
Pamela Robinson		T	Ian DeBarry	P	
Joshua Holton	P				

<u>Agenda Item</u>	<u>Lead</u>	<u>Start</u>
• Call to Order	Michael Bagby	7:15
• Roll Call / Proxies	Josh Holton	7:17
• Approve Last Month's Minutes	Josh Holton	7:17
• Visitor Comments	Michael Bagby	7:18
• Visitor's present:		
• Sean Kinane, Julia Jones, James Rossi, Maria Teston, Hector Mayoral, Cindy Reichard, Valerie Ingraham Hinkley, Evelinda Watkins, Lauriel Jones, Maricela Medrano, Alvaro Montealegre.		

Sean: Alvaro has been a valuable engineer for the news team for 7-8 years. Great guy loves the station.

Julia: Passed out document regarding Diversity/Alvaro's situation. Promoting respect for different opinions. Everyone has been quick to judge. Alvaro's temperament addressed.

James: Board operator. Urban Café. Alvaro is a great guy.

Hector: Why did management decide to “can Alvaro” rather than engage the argument.

Anna Linda Sunday Forum: received Board training from Alvaro, and wants to continue.

Lauriel: Alvaro is a mentor to her. Not just Board Ops, but other opportunities.

Valerie: Board Op who credits Alvaro as a wonderful, patient tutor.

Maricela: Alvaro informed her of available scholarships. Says he’s a good person, with a good heart.

Jerry Kenan’s visit
7:29

Craig: Many people wanted more of a process to “be heard” Meetings have gone more smoothly. Everyone was interested in having a process that allowed people to feel like they were contributing more.

Ian: WMNF’s on air sound isn’t always representative of the community.

Lauren: We need more self-reflection by doing some sort of quarterly check in on our goals to track metrics.

Kisha: We have been listening more, and we did well with the fundraising conversation.

Michael: We can involve programmers more to share concerns at meetings.

Alvaro:

Upholds comments about Trump. It is important for everyone to understand who our audience is. Spanish is a different language for example. Claims there is no violation except comparing leadership to Donald Trump.

Alvaro has worked here for 9 years. Skipper’s Smokehouse has a noose, for example, which is largely overlooked by attendees. Frequently, Alvaro highlights the need for diversity in hiring decisions. Objects to being asked to not use the word Apartheid. Was defamed due to being misquoted. Announces Valerie as passing the board exam.

JoEllen: Referenced Style Statement and the fact that e-mails were sent before addressing the issues.

Craig: Also has a problem with the use of lists. Concerned about future dialogue.

Executive session: “discussing personnel decisions” 8:00

Laura moved to Leave executive, Laila seconded. 9:10

- General Manager Report Craig Kopp 9:12
- Holding the 0.8 rating. Problem with CC declines. Sarasota giving campaign. A/C issues addressed. Competitive bids are working.
- Personnel Committee Lauren Adriaansen 9:20

-Fill out GM surveys by July 31st

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- GM survey being developed
- Finance and Audit Committee (F&AC) David Harbeitner 9:21

Slightly positive forecast. First reading of next year's budget

- Development Committee Kisha Linebaugh 9:23
Wednesday Sep, 7th noon at Fodder and Shine WMNF Birthday. Engaging Community Business Partners. \$300 per table for community sponsors. Bowl-a-Thon counted as a Board Fundraiser
July 21st 6:30pm next meeting
- Technology Committee John Francis 9:30
Recommendation to Consent agenda ad hoc committee that Basecamp be used for facilitating committee approval processes.
August TBD
- Community Advisory Council Report Laura Keane
- 9/22 is next meeting 1pm
- Nominating and Board Development Laura Keane

Change made to Community Directors section.
Article One, Paragraph 2

QUALIFICATIONS: A director shall be an adult person committed to the purposes and rules of this corporation as expressed in the corporation's articles of incorporation and the Mission Statement. To ensure diverse community representation and the effective management of the corporation, except for the Director serving under the provisions of paragraph 5 of the Article, no person who is a paid staff member at WMNF shall be qualified as a Director, and except of the three Directors serving under the provisions of paragraph 4 of this Article **and up to two Directors serving under the provisions of paragraph 3 of this Article**, no person who is an active WMNF radio activist, as defined herein, shall be qualified as a director of the corporation.

Article One, Paragraph 3

COMMUNITY DIRECTORS. Eleven directors shall be members of the community elected by the Board. Two of the eleven community seats ("community youth seats") shall be filled by a person who is thirty years of age or younger when first elected to the Board, and thereafter such person may be re-elected to subsequent terms in that seat without consideration of their age. **Two of the eleven Community Directors may be WMNF volunteers or WMNF radio activists.** The terms of all Community Directors shall be staggered two-year terms, with the youth seats in alternating staggered terms.

3. The Nonprofit Leadership Center of Tampa Bay has a board recruiting tool we have not utilized for recruit board members. This was brought to our attention by HR & Finance Director Cindy Reichard and we intend to post both CAB and BOD opportunities.

4. Vacancies: All indications are that we will need to fill three community director seats. One is a youth seat. Committee continues to discuss if an existing community director – who was elected while under 30 years of age – can be designated as a youth rep, even if originally elected as a youth rep

Traits we seek in new Directors: stability (dedication to stay more than two years), legal expertise, interest in working on development/donor recruitment.

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- Motion passed with Sandy, Lauren, and Letty voting Nay
- Bylaws Kate Throo Williams 9:35
- Kate presented proposed policy changes in the grievance procedures.
- Craig decided to take to task reviewing discrepancies in Staff grievance policies in an attempt to align them with our existing board policies.
- Volunteer Committee Ian DeBarry 9:37
Juneteenth well attended. Diverse crowd. Toy drop off spot.
- Diversity Committee Pamela Robinson 9:40
- Juneteenth celebration:
- -Breakfast for AM programmers. afternoon movies shown. Poetry/open mic event.
- -Toy Run on December 5th
- Meeting 7/19
- Long Range Plan Committee Kurt Madsen 9:41
-Long Range Planning poster is up.
- -Local news stories need to be connected to the bigger global picture.
- Youth Outreach Josh Holton 9:41
-All marketing efforts to go through JoEllen
- Michael Bagby 9:45
- June 22nd County Commission 6:30pm
- Attendance Review Josh Holton 9:51
- Evaluation (PALS: Participation, Accomplishments, Listening, Scheduling) Michael Bagby 9:52
- Next Meeting / Adjournment Michael Bagby 9:54
- 8/15

MISSION STATEMENT

WMNF is a listener-supported community radio station that celebrates cultural diversity and is committed to equality, peace, and social and economic justice. WMNF provides broadcasts and other forums with a grassroots local emphasis

that promote creative, musical, and political vitality.

THE BOARD'S ROLE

Governs the NBSF, which protects the FCC license, building and equipment, goodwill; employs staff. Establishes the mission of WMNF. Responsible for strategic planning. Establishes prudent financial policies, annual budget, annual audit, conducts planning retreats, approves personnel policies, style statements and programming policies.

Participates in fund-raising functions of WMNF; approves non-budgeted expenditures over \$2,000.00.

*We go into Executive Session only when proper criteria concerning purpose are met or to review/approve the previous month's Executive Session minutes.

SPECIAL NOTES:

Ad Hoc Consent Agenda Committee has been folded into Technology Committee update.

PLEASE REVIEW last month's board minutes PRIOR to the board meeting, as well as, all other committee minutes forwarded to you.