



**The Nathan B. Stubblefield Foundation, Inc.**  
**Board Meeting Minutes**  
**Date: August 19, 2019**

<u>Board Member</u>	<u>P</u>	<u>A</u>	<u>Board Member</u>	<u>P</u>	<u>A</u>
David Harbeitner	P		Dotty Stewart	P	
Letty Valdes	P		Dwaine Terry	P	
Cindy Reichard	P		Sandy Wismer	P	
Katarina Lauver	P		Pamela Robinson		A
Bob Ingham	P		Lauren Adriaansen	T	
Nancy Cox-Johnson	P		Stuart Mellish	P	
Carson Holton	P		Jack Timmel	P	
Will Greaves	P				

**T – Participated by Telephone**

Agenda Item	Lead	Time
• Call to Order	David Harbeitner	7:15
• Roll Call / Proxies	Katarina Lauver	7:16
• Agenda review	David Harbeitner	7:17
• Acceptance of items on Consent Agenda	David Harbeitner	7:18
• Committee Updates:		
• No meeting held: Bylaws, Diversity		

- Visitor's Comments David Harbeitner 7:19

Visitors: Sean Kinane, Gabrielle Ayala, Gary Gould, Sandra Tarrant, Anne Richter, Clay S. Coulson, Art Hebert, Julie Scheid, Mark Segel, Simon Firer, Jen Goldberg, Jonathan Ellis, Dan Callaghan.

Sean Kinane on behalf of Rob Lorei: Rob wants third newsroom position restored. We do a lot of coverage but with adequate coverage we could do more. By comparison WUSF has 15 reporters and we often beat them in coverage of local issues. A few years ago, News Room also had a digital content editor. Sean: has been lobbying for addition of third position. It's essential. Staff did put in a request for the position, however finance committee decided that the new GM should decide. Financial Committee made a managerial decision, rather than financial decision and they overstepped their role. Sean requests that the board reconsider.

Gary Gould: Volunteer on Third Opinion. Have had critical emails and calls, but had much greater number of people who appreciate the show. Hosts have opposing views; they bring in guests. Asks how many board members listened, all raised hands. Israel is imperfect but striving to be better. Decision to bar two congresswomen was discussed on the show and the hosts disagreed with Netanyahu decision. Israel is not an occupying country. Soldiers will reach out to allies and foes on the battlefield. Thankful for the opportunity as the show hosts are amateurs trying their best. Sandra Tarrant: Unconscionable that Deeson stated in the Jewish Press article that True Talk speaks untruths. Hosts should not criticize each other. Supports BDS, is not antisemitic. Thinks Israel should exist, but supports BDS because Palestinians don't have equal rights. There are many discriminatory laws in Israel. Situation in Palestine is difficult. Everything is rationed. Cannot get a permit to go to Bethlehem even on holidays. Calling BDS anti-Semitic is false. Lauren said that the top three lobbyists in the US, one of which is Open Society supports BDS. Not true.

Ann Richter: Loves WMNF received Peace Award in the past. Was excited about Third Opinion initially. Went to refugee camps where she found people who wanted peace. WMNF represents everyone in the community. We need to have a full story. BDS is one of the systems that helps people wake up against the oppression of Palestinians. Would like to have a peaceful approach to the issue. Clay Coulson: Article in the Jewish Press – a lot of stuff in the article is untrue. True Talk talks about Muslim issues, not Israel. They talk about Palestinians. African American shows had to give up time to make room for Third Opinion. This show is a propaganda piece. They are not doing anything unique; this can be heard on any tv network. It's not fair to hosts of AF shows, and it's not fair to listeners who turn off the radio. They misrepresent issues. Intentionally misrepresented Coulson's email. Art Hebert: 1. The show does not distinguish Israel and Israeli people. Being against Israel is not antisemitic. 2. Antisemitism is abused on the show. Called BLM, and AOC antisemitic. Lots of misinformation about how Palestinians view Israel. Palestinians have recognized Israel, but not as a Jewish state. Miss Julie: thank you to everyone who came to the volunteer appreciating party. Simon Firer: Standards by the board and listeners will always be moving goal posts. How can True Talk host who is calling for return of refugees be in compliance with mission statement? Everyone should be held to the same standard. Wanted to poll the board. The board does not get polled by guests. Will the study on antisemitism be made public? Dave is taking it as a to do. Does not know what the agreement was with the folks who prepared the study.

Jen Goldberg: Works at Tampa JCC also works as a volunteer for Third Opinion. Believes in free speech and right for different points of view to be represented. Has been thrilled with wide variety of opinions. Wants to address Clay – and is open to studying antisemitism. Quoting mission statement. Thinks 3<sup>rd</sup> Opinion meets the mission statement. Jonathan Ellis: Former GM Kopp reached out to him regarding pulled donations. Kopp said that WMNF is not antisemitic. But he wanted to offer an additional show to Jewish community. Met with Rob Lorei to make him aware that 3<sup>rd</sup> opinion is an important show. Felt that once Kopp left, perhaps there was something discriminatory there. Just because you don't agree with someone it doesn't mean that it's a lie. Please remember it's not the speech that you want to hear, it's still a speech that should be heard. Dan Callahan: Regrets it continues to be a

program on WMNF despite the messages that he sent to Rob Lorei. Says friend lost a job due to his opposition to 3<sup>rd</sup> opinion. USF student misrepresented a peaceful protest on Israeli Independence Day. The hosts send a message on behalf of rightwing points of view – Palestinians are corrupt, etc. Paralysis on this issue is no longer acceptable. He will take action to rid WMNF of “this abomination of a program”. Coulson: is there a grievance process? Dave: Rob works very closely with hosts. Board does not have overview of programming. Coulson: repeats - Is there a grievance process? Dave: We have your notes. If you would like to send an email as a formal complaint please feel free to do so.

- Review/Approve Last Month's Minutes Katarina Lauver 8:00
  - Minutes approved in Basecamp
- Nominating Committee Report Bob Ingham 8:00
  - Two seats considered tonight:
    - Three Interviews:
      - Dyllan Furness (youth) 8:03-8:15
      - Lea Melchior 8:16-8:38
      - Jennifer Meksraitis 8:40-8:52
  - Discussion & Vote
    - Letty: are we going to ask for donating history? Haven't done it in a while.
    - Stu: David Jenkins could not come. Dave: technically we have 4 open positions. Bob, Dottye, and Letty will continue. So will Carson. We need to start advertising now for new board members that we will need in November when Dave and Lauren term out.
  - Dyllan Furness and Jennifer Meksraitis elected.
- General Manager Report Cindy Reichard 9:15
  - We have been getting press this month. Not by choice. Wishes the stories would have had a more positive spin. Dave – Rob took initiative to write our own story. Should we do an Op Ed? Who from? Community Radio as a topic of the Op Ed. Dave and Cindy will talk to staff about the article and possible video by volunteer Gus Delarussa.
  - Synology is unable to restore our data files. Very disappointing news to all of us. Big thanks to Robert Fitzpatrick, DT and Max for time, hard work and energy trying to make this all happen.
  - Reached out to WUSF regarding contracting with us for Engineer services during daytime hours. They are open to the idea and we will be having further conversations. Max Anduze would remain on backup for nights and weekends. Robert would continue with IT.
  - DT and Cindy have started working on WMNF license renewal with FCC attorney in Washington D.C. Our license expires on February 1st 2020. Pre-filing announcements began airing on August 1st and the renewal application must be submitted by October 1st 2019.
  - Still gathering auction items for the WMNF 40th Birthday Party on September 14th.

Thanks to the ones of you that have been dropping off your items. We still need more items please keep them coming.

- Engineering/Operations - All equipment has arrived to replace studio boards and project in motion to be completed by September 30th. Dt working on bid for studio flooring. Two new cd players have been installed in the studios and the piano tuned in the LMS. Fire extinguisher maintenance and repair took place, City of Tampa backflow prevention test performed, generators preventive maintenance completed and fire alarm fixed. Repairing front door latch on east side (new latch bar ordered). Been rebuilding Audio Vault computers, wiping affected computers clean and reinstalling and upgrading computers to windows 10. Further detailed report will be given at the meeting.
- Programming - Randy has been busy spot-checking programmers. Randy gave a training class to programmers on best practices. Randy is now maintaining program logs to avoid repetition and making them more programmer friendly. Randy is working on setting up events for the next 6 months and getting out promotions. Randy been dealing with Live Music Showcase issues such as canceled bands and missing host.
- News & Public Affairs - Rob is still monitoring the hosts of the Third Opinion. Complaints have quieted down. More to come. We had 20 journalists tour the station from around the world. Mostly young people from countries that made up the former Soviet Union. A new volunteer is joining the new department in the morning. Rob will be speaking with the Largo Democratic Club on August 19th.
- Development - The Development Committee held fundraiser Wine on the Radio Friday July 19th at Vintage Wine Cellars in South Tampa. The event raised \$1,245. The Planned Giving Committee held a successful Sustainability Society event on July 23rd at the Palladium. In attendance was 25 people. Very positive feedback was received. Laura attended the annual statewide meeting for Florida Public Media in Longboat Key. Changes were discussed involving the Florida Public Emergency Network which is a part of our DOE grant. The development department participated in Allegiance week long training August 5th thru August 9th. ETA for Allegiance live August 31st. Laura and Stuart will be meeting on Friday, August 23rd to work on updating the Development Plan. Circle of Friends Appreciation Party Monday, August 26th at Ella's 5:00 p.m. Fall Fund Drive dates will be October 2nd thru October 9th 2019.
- Volunteers - Volunteer Appreciation Party Sunday, August 18th from 2 to 6 p.m. Allendale United Methodist Church 3803 Haines Rd. N. St. Pete, FL 33703.
- HR - The Bookkeeper position has been posted and will close on Tuesday, August 20. Approximately 40 resumes have been received so far.
- President's Report David Harbeitner 9:35
  - Board editorial opportunities – Katarina: editorial against FL spring water being bottled. Dave: will approach Sean about doing a PSA. Sandy: we can make it broader to include larger water issues in FL. Should do Board editorials regarding WMNF at 40. Get donors to record PSAs about why they donate to WMNF.
  - Reminder regarding Silent Auction items – items \$50 and above would be great

- Wine Pull: Dave will organize, but need wine donations, please bring to the station for Dave to collect.
  - Eggmont Key Social - 11/03 works for staff. It's on!
  - Bob – Can we have voter registration booth at 40<sup>th</sup> Birthday? Katarina will give information to Julie so she can coordinate.
- Technology Committee Report Dotty Stewart 10:00
    - Charlton Chrezvant – sophomore at UCF volunteered to come in and test our weak spots.
      - We will add layers of security – guest, admin, Linux server, etc. We have hardware needed. We need a team of people to set it up. Robert Fitzpatrick will be assisting with the project. Jack, Lauren: need to supervise and vet before any action takes place.
  - Finance Committee Report Sandy Wismer 10:21
    - Please see attached 2020 Budget Assumptions, 2020 Proposed Budget, and 2020 Proposed Capital Budget for details
    - Katarina asked about the News Department position that was not approved. Are we changing the process, is Sean correct when he says that Finance Committee is taking on a role of Management at large, rather financial management?
    - Executive Session for Personnel Reasons
    - In: Letty motions, Nancy Seconds 10:45
    - Out: Sandy motions, Stu seconds 10:55
    - Sandy confirms that Finance Committee was well within their purvey to not approve the requested position by the News Department, but rather reallocate the money to be used for a new position to be chosen by the GM.
    - Katarina: Studio revenue seems low. DT: Studio not equipped to record albums.
    - Katarina: Why did we cancel VuHaus? Sandy: We need a better digital strategy, adding money to the budget to improve our digital presence.
    - Bob: Is Heatwave happening in 2020? Cindy: No, as an Interim GM I made the decision to not go ahead with the project.
    - Sandy brings motion to approve 2020 budget
    - Opposed: Letty
    - In Favor: 12 others
    - Proposed 2020 Budget passes at 11:00
    - Capital Budget Discussion
    - Letty & DT: Can we use portion of the Hillsborough County Grant to replace studio consoles (desks)? Cindy will have to research.
    - Katarina: When are we going to paint the interior and streamline/spruce up the conference room. DT: Currently not in the budget.
    - Capital Budget passes at 11:20 - all in favor
  - Personnel Committee Report Lauren Adriaansen 11:20
    - Hoping to have three finalists invited to the station in early September. Hoping to be ready to vote at the next Board meeting.

- Long Range Planning Committee Report                      Stuart Mellish                      11:25
  - LRP meeting scheduled for second week in August was cancelled
  - 09/18/19 LRP meeting with Board
- Development Committee Report                                  Start Mellish                                  11:25
  - Upcoming meeting regarding how to get the word about WMNF out in the community
- Volunteer Committee Report                                      Katarina Lauver                              10:20
  - Thank you for recognizing volunteers and for throwing us a party!
 Can Volunteer Committee create a new category and chose a winner at next Volunteer Appreciation Party? Cindy: talk to Randy
  - We need a mentoring program for new programmers. Cindy will look into.
- Attendance Review                                                      Katarina Lauver                              11:30
  - All in good standing with the exception of one director. Dave will address.
- (PALS: Participation, Accomplishments, Listening and Scheduling)                                  Nancy Cox-Johnson                                  11:35  
 P: 8.7; A: 8.9; L: 9; S: 5.8
- Next Meeting                                                              David Harbeitner                              11:36
  - 09/16/19
- Adjournment                                                              David Harbeitner                              11:36
  - Moved: Dave
  - Seconded: Will
  - Passed: Unanimous

**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.

By: \_\_\_\_\_  
 Katarina Lauver, Secretary

Approved by the Board on: \_\_\_\_\_