

Draft Minutes
WORT Board of Directors Meeting
August 16th, 2023 | 7:00 PM
Via Zoom

Directors:

- ☐ Stuart Levitan (President) Present
- ☐ Laura Gutknecht (Vice-President)
- ☐ Daniel Graupner (Secretary) Present
- ☐ Ashley Roberts (Treasurer) Present
- ☐ Doug Holtz (Staff Representative) Present
- ☐ Rebecca Barber
- ☐ Kai Brito Present
- ☐ Jay Davis Present
- ☐ Dean Loumos Present
- ☐ Jeff Spitzer-Resnick Present
- ☐ Phil Rhein Present
- ☐ Call meeting to order. 7:01 The meeting is called to order.
- ☐ Adopt this agenda. Agenda Adopted by consensus
- ☐ [Approval of July 2023 draft minutes.](#) Minutes Approved by consensus
- ☐ Communications from the public. Thistle Pettersen gives a 3 minute presentation
- ☐ President's Report
- ☐ Executive Committee actions since the last meeting: Review EC authorization to increase hourly pay of Assistant News Director from \$15 to \$17. (See Chali report for further details). Ex Comm. votes are ratified by consensus.
- ☐ Treasurer's Report (postponed till after the extended communications from the public)
- ☐ Bruce Mayer delivers an Audit Report. Ashley moves to approve the audit, Dan seconds - The Audit is approved unanimously.
- ☐ Extended Communications from the public: Mary Sanderson speaks for 3 minutes. Dana Pellebon speaks for 1 minute.
- ☐ Treasures Report delivered
 - ☐ Finance Committee Meeting Report Ashley moves, Dean seconds to approve the Treasures Report
 - ☐ Financial Statements
 - ☐ [Credit Union Balances](#)
 - ☐ [2022 Audit](#)
- ☐ Staff Reports
 - ☐ [Technology and Facilities Director Report](#) (Thom) -
 - Action Item - Collective recommendation on new Mask Policy Jeff moves, and Dean seconds to approve. Motion approved by consensus.
 - Action Item - Raise Lois Keel hourly rate Dan moves, Jay seconds to approve. Approved unanimously.
 - ☐ [Engineering Committee Report](#) (Thom)
 - ☐ [Business and Events Report](#) (Doug)
 - ☐ [Donor Relations Director Report](#) (Susan)

- ☐ [Music Director Report](#) (Sybil)
- ☐ [Digital Production Director Report](#) (Aaron)
- ☐ [News, Talk, Public Affairs Report \(Chali\)](#)
 - ☐ Action item 1: Confirm Executive Committee's recent authorizations to (1) increase pay of the Assistant News Director from \$15 per hour to \$17 per hour, with all other benefits and conditions of employment as stated on the job posting; and (2) to delegate to Chali the authority to rename the position to more accurately reflect its duties. Stu asks to entertain a motion to send this to the personnel committee. **Jeff moves and Dean seconds to send this to committee.- Dean withdraws his second. Motion tabled pending staff discussion.**
 - ☐ Action item 2: Consider - or refer to the Personnel Committee - establishing a former minimum wage for part-time workers, and assessing additional benefits for those workers.
 - ☐ Action item 3: Assist Chali in creating a professionalized WORT Board & Staff page by arranging a time to take your picture outside WORT, and by submitting a short, 150 character bio to be revised and submitted back for your approval.
 - ☐ Action item 4: Establish a 50th Anniversary Ad Hoc Work Group to devise and execute a plan to celebrate WORT's Semicentennial in 1.5 years. **Stu, Doug, Susan, Dan, Jay are appointed to this work group.**
- ☐ [Volunteer Outreach Report](#) (Adrienne)
 - Phil moves and Jeff seconds to accept the directors reports in toto. Approved unanimously.**
- ☐ Committee/Work Group Reports
 - ☐ Diversity, Equity and Inclusion Committee Report
 - ☐ Policies and Bylaws Committee Report
 - ☐ [Personnel Committee Report](#)
 - ☐ Programming Committee Report
 - ☐ Elections Committee Report
 - ☐ Community Advisory Board Report
 - ☐ Mural Project
 - ☐
- ☐ Old Business
 - ☐ Board-Staff Retreat
- ☐ New business
 - ☐ [Amendments to Board Policy on Committees](#) - redline **Dean moves, and Phil seconds to approve Susan's copy editing of this document.**
 - ☐ [Amendments to Board Policy on Committees - clean](#)
 - ☐ Committee Appointments
- ☐ Adjourn **Meeting Adjourned**

The WORT Board of Directors meets on the third Wednesday of every month. 2023 Board meeting dates: ~~January 18, February 15, March 15 April 19, May 17, June 21, July 19, August 16, September 20,~~

October 18, November 15, December 20.

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WORT BOARD OF DIRECTORS POLICY ON COMMITTEES

Approved 2/22/95; amended 4/30/98; amended 8/16/2017;

amended 9/19/2023

~~1.~~ Creation, Filling, and Dissolution of ~~Committees~~ Sub-Units

- A. Pursuant to Article V Section 4.02(b)(1) of the Bylaws, the Board of Directors (Board) ~~may, by majority vote is entitled to~~ establish committees, sub-committees and work groups ~~as it deems appropriate. Such new sub-units New committees may be created at any time by a majority vote of the Board.~~
- B. Committees are classified according to how they are defined.
 - i. Permanent committees are completely specified in the Bylaws.
 - ii. Standing committees and work groups are specified within this policy.
 - iii. Temporary committees are specified by resolution of the Board for a duration of no more than one year.
 - ~~iv. Ad hoc committees are specified by the President to accomplish a specific purpose, not to exceed the powers of the President, and are automatically dissolved upon the accomplishment of that purpose.~~
 - v. The board may by resolution create work groups to address issues which do not fall under the aegis of any permanent, standing or temporary committee special committee is completely specified in a separate policy. Each shall be governed strictly by its own charter, and shall be considered an exception to the normal committee guidelines of the Policy On Committees. Special committees are subordinate to the Board of Directors.
- C. All sub-unit committee appointments shall be made by resolution of the Board, except where the Board delegates its authority to the President.
 - i. The membership of all committees shall be reconstituted at the first scheduled Board meeting following the date of the Annual Meeting.
 - ii. Vacancies existing at other times due to death, resignation or removal, as well as vacancies on newly created committees shall be promptly filled.
 - iii. Other than members of the executive committee, all committee members serve at the sole discretion of the Board and may be removed at any time without cause by majority vote of the Board.
- D. Other than the Executive Committee, which the president shall chair, and the Finance Committee, which the Treasurer shall chair, each committee or work group shall elect its own chair. The President may designate a temporary chair if a committee does not have one.
- E. Standing committees may be dissolved at any time by a 2/3 vote of the Board . All other sub-units ~~Temporary or ad hoc committees~~ may be dissolved at any time by majority vote of the Board.
- F. All committees and work groups are subordinate to the Board of Directors.

2. Standing Committees

- A. The Diversity, Equity and Inclusion Committee shall consist of diverse members

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