

WORT Board of Directors Meeting Agenda









September 17, 2025 | 6:00 PM

Hybrid meeting in Vinyl Library & via Zoom (contact president@wortfm.org for the meeting link)

Directors:

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|--|---|
| <input checked="" type="checkbox"/> <i>Stuart Levitan (President)</i> | <input checked="" type="checkbox"/> <i>Carlos Davalos</i> |
| <input checked="" type="checkbox"/> <i>Tanya Graham (Vice-President)</i> | <input type="checkbox"/> <i>Shannon Heibler</i> |
| <input checked="" type="checkbox"/> <i>Grant Foster (Treasurer)</i> | <input checked="" type="checkbox"/> <i>Julia McAnly</i> |
| <input checked="" type="checkbox"/> <i>Nicole Allee (Secretary)</i> | <input checked="" type="checkbox"/> <i>Phil Rhein</i> |
| <input checked="" type="checkbox"/> <i>Thom Jones (Staff Representative)</i> | <input checked="" type="checkbox"/> <i>Jeff Spitzer-Resnick</i> |
| <input checked="" type="checkbox"/> <i>Terry Bowes</i> | |
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1. Call meeting to order
 - a. 6:01 p.m.
2. Adopt agenda
 - a. **Adopted**
3. Approval of August 2025 minutes
 - a. **Stand as submitted**
4. Communications & Reports
 - a. Communications from the public
 - i. **None**
 - b. President's Report
 - i. **Stu presented at the staff collective meeting, to express the board's commitment to dealing with the stressful situation WORT is under.**
 - c. Staff Reports
 - i. [Technology and Facilities](#)
 - ii. [Business and Events](#)
 - iii. Donor Relations
 - iv. [Music Director](#)
 - v. [News, Talk, & Public Affairs](#)
 - vi. [Volunteer & Outreach](#)
 - vii. [Digital Production Director](#)
 - d. Committee/Work Group Reports
 - i. [Executive Committee](#)
 - Motion: Move next board meeting from October 15 to October 22
 - ii. [Finance Committee](#)
 - iii. [Personnel Committee](#)
 - iv. [Policies and Bylaws Committee](#)
 - v. [Programming Committee](#)
 - vi. [Engineering Work Group](#)
 - vii. [DEI Committee](#)
 - viii. Task Force on Future

- ix. Community Advisory Board
 - x. Elections Committee
5. Policy updates
- a. Policy on Committees
 - i.  CLEAN PROPOSED | WORT Policy on Committees | 2025.09.07
 - ii.  TRACK CHANGES DRAFT | WORT Policy on Committees | 2025.09.05
 - iii. Terry moves, Tanya seconded, passed unanimously to adopt changes
 - b. Conflict of Interest Policy
 - i.  DRAFT | WORT Conflict of Interest Policy | 2025.09.07
 - ii. Tanya moves, Carlos seconded, passed unanimously
 - c. Rules of Conduct Policy
 - i.  CLEAN PROPOSED | WORT POLICY ON STANDARD RULES OF COND...
 - ii.  TRACK CHANGES DRAFT | WORT BOARD OF DIRECTORS POLICY ON ...
 - iii. Tanya moves, Phil seconds, passed unanimously
6. Appoint new committee members as necessary
- a. Terry and Thom to join Finance committee by unanimous consent
7. WORT 2026 Budget ([2026 Budget folder](#))
- a. WORT Financials:  WORT Financial Position | 2025.09.16
 - b. Next steps:  2026 Budget Process and Timeline | 2025.09.13
 - c. Discussion
 - i. Motion from Executive Committee: The Board determines for financial reasons it must consider reducing staff hours so that Personnel expenses do not exceed \$569,429 and requests staff to propose for the board's consideration a plan for implementing the reduction of up to \$107,245, including specifics regarding corresponding cuts in responsibilities/expectations to match available staff hours.
 -  Tanya moves, Jeff seconds, passes, Thom abstained
8. Closed session for consideration of matters related to employment, promotion, and compensation
- a. Jeff moves, Grant seconds to go in to closed session
 - i. Board met in closed session to discuss the matters listed and made no actions
 - Jeff moves tanya seconds to go back in and adjourn
9. Adjourn 8:32pm

Video recording of the meeting