

WORT Board of Directors Meeting Agenda

November 19, 2025 at 6PM (Central)

Hybrid meeting in Vinyl Library & via [Zoom](#)

The WORT Board of Directors held a special listening session from 6-730PM, taking place in the Vinyl Library and via Zoom. The Board of Directors held its monthly meeting immediately following the listening session and a recording of both is available at <https://youtu.be/yt5xgFIEL14> (a copy of the Zoom chatlog is attached after the minutes)

 **WORT FM Budget & Staffing FAQ _ 2025.11.18.pdf**

Directors:

- | | |
|--|--|
| ☒ <i>Tanya Graham (Vice President)</i> | ☒ <i>Shannon Heibler</i> |
| ☒ <i>Grant Foster (Treasurer)</i> | ☒ <i>Stuart Levitan</i> |
| ☒ <i>Carlos Davalos (Secretary)</i> | ☒ <i>Julia McAnly</i> |
| ☒ <i>Thom Jones (Staff Representative)</i> | ☒ <i>Phil Rhein</i> |
| ☒ <i>Terry Bowes</i> | ☒ <i>Jeff Spitzer-Resnick</i> |
| | ☐ <i>Vacant Participating Member Seat</i> |

1. Call meeting to order (upon completion of the listening session) **7:50PM**
2. Disclosures and recusals **N - TJ acknowledges recusal on budget**
3. Adopt agenda **PR moves TB 2nds; approved**
4. Approval of [October 2025 minutes](#) **TB moves , SH 2nds; approved**
5. Board officer elections
Role of PRESIDENT currently vacant - SL nominates GF, TB 2nds - approved. Roll call: TB, CD, GF, TG, TJ, JSR, PR approve (SH, JMcA abstain) - motion passes and GF takes over as chair of the meeting.
TREASURER now vacant and TG volunteers; unanimously approved.
VICE PRESIDENT now vacant - SL nominates CD for VP; unanimously approved.
SECRETARY now vacant - TG nominates PR; unanimously approved.
6. Communications & Reports
 - a. Communications from the public (**see: volannounce communication and recording of Listening Session**)
 - b. Committee/work group reports
 - i. [Executive Committee](#)
 - ii. [Finance Committee](#)
 - iii. Personnel Committee: **Chair JSR shares information on new hiring cmte. for Development Director position, which is awaiting staff/union response allowing up to \$65K in salary and rewriting job description. SL and JSR volunteer to serve as alternates on hiring cmte. - TG motions, TB 2nds; unanimously approved.**
 - iv. Policies and Bylaws Committee - did not meet
 - v. [Programming Committee](#)
 - vi. [Engineering Work Group](#)

- vii. [DEI Committee](#)
- viii. Task Force on Future
- ix. Community Advisory Board
- x. [Elections Committee](#): **proposed timeline for Special Election approved;**

2025 Special Election Timeline

Oct. 13 - BoD resignation and vacancy occurs
 Oct. 22 - activation of Elections Cmte. during BoD meeting
 Nov. 01 - notice of special election posted in station
 Nov. 05 - message sent via volannounce: "We're having a special election!"
 Nov. 11 - release list of eligible voters
 Nov. 19 - update to BoD, proposal of special election timeline
 Nov. 30 - deadline to apply
 Dec. 01 - posting of candidate applications; voting opens
 Dec. 15 - voting closes
 Dec. 16 - election result, via volannounce and website
 Dec. 17 - new BoD member sworn in during BoD meeting

c. Staff reports (**no discussion**)

7. Petitions for new arrivals to be added to the active voter list

- a.  Petition to become a participating member of WORT (Responses) .pdf

After brief discussion of bylaws as written vs intent, SL will forward to P&BL amendment to bylaws allowing for inclusion based on three months volunteer service prior to any election, not just annual mtg. SL motions, TG 2nd - applications by M. Davies, D.K. Mikulin, A. Malik, P. Sajbel, P.H. Abramson, J. Ramsey approved unanimously on recommendation of staff, with email to all applicants on the status of application.

8. WORT 2026 Budget

- a.  2026 Budget Process and Timeline | 2025.11.17
- b.  WORT 2026 Budget | 2025.11.17
- c. Open session discussion: **BoD discusses whether potential for major donations could have prevented personnel cuts, concluding potential of one-time bequests do not solve ongoing structural budget issues; also, support for continuing WORTStock event on an evolving scale or with largely volunteer-organized effort discussed and will be taken up by Events Cmte.**
- d. Closed session for consideration of matters related to employment, promotion, and compensation: **JSR moves, TG 2nds with unanimous consent by roll call vote - 9:10PM**
- e. ~~Approval of a 2026 budget~~ **(BoD defers a vote to the December board meeting)**
- f. Return to open session: **9:22PM roll call vote to return to open session, in which BoD unanimously accepted union's counterproposal on severance agreements**

9. Adjourn: **TG motions, TB 2nds with unanimous consent - 9:23PM**

The WORT Board of Directors meets on the third Wednesday of every month. 2025 Board meeting dates: December 17.

Copy of Nov. 19, 2025 Zoom chatlog

(NOTE: times reflect Eastern time zone, based on location of Secretary)

2025-11-19 19:00:05 From PHIL RHEIN to Everyone: are we recording?

2025-11-19 19:01:03 From Elliot LeBrun to Everyone: No speaking for me, just wanted to listen

2025-11-19 19:01:25 From Esty Dinur to Everyone: Yes.

Zoe Sullivan: 👍

2025-11-19 19:01:24 From Loren Ziglin to Everyone: No, I do not want to speak - Loren Ziglin

2025-11-19 19:01:43 From Esty Dinur to Everyone: dealing with tech stuff

2025-11-19 19:01:48 From Esty Dinur to Everyone: I want to speak

2025-11-19 19:01:57 From Zoe Sullivan to Everyone: Maybe let someone else speak first.

2025-11-19 19:03:01 From Robert W. Monthey to Everyone: For audio, touch the meeting image, then below click the headphone icon, and then choose WI, Fi, or the other choice for audio. Sound came on for me. :))

2025-11-19 19:07:47 From PHIL RHEIN to Everyone: we're already over three minutes on first speaker

2025-11-19 19:08:15 From PHIL RHEIN to Everyone: many answers have been provided via email to volannounce

2025-11-19 19:08:57 From Loren Ziglin to Everyone: My question WAS NOT addressed in the email. Am I the only one?

2025-11-19 19:09:24 From Esty Dinur to Everyone: Werw mine, Lauren?

2025-11-19 19:15:03 From Steph Stringer to Everyone: Well said

2025-11-19 19:15:13 From Dawn Hinebaugh to Everyone: 100% Brian. Thank you.

2025-11-19 19:15:15 From Zoe Sullivan to Everyone: Agreed. Very well said, Brian.

2025-11-19 19:15:20 From Peter Haney to Everyone: Hear, hear!!!

2025-11-19 19:15:26 From Dragan Mikulin to Everyone: Replying to "Werw mine, Lauren?": If you want to look at it, the e-mail is called, "WORT FM Budget & Staffing FAQ." It was sent at 2:03 today.

2025-11-19 19:15:28 From Chuck Benesh to Everyone: Bravo

2025-11-19 19:16:02 From Zoe Sullivan to Everyone: Agreed.

2025-11-19 19:16:13 From Loren Ziglin to Everyone: Brian - Thank you! We need you now more than ever. Don't give up the fight. I support you 100%

Sybil Augustine: 🙄

2025-11-19 19:18:07 From Dawn Hinebaugh to Everyone: hard to hear Harry

2025-11-19 19:18:14 From Zoe Sullivan to Everyone: Harry is breaking up

2025-11-19 19:18:14 From Jamie Poindexter to Everyone: Can't hear him

2025-11-19 19:18:16 From Loren Ziglin to Everyone: Can't hear him!

2025-11-19 19:18:24 From Susan Sheldon to Everyone: Is there a way to get a mic to participants?

Dragan Mikulin: ❤️

2025-11-19 19:18:30 From Steph Stringer to Everyone: can Harry have a microphone? or speak up?

2025-11-19 19:18:42 From Jeannine Ramsey to Everyone: Need to be louder!

2025-11-19 19:19:00 From Jamie Poindexter to Everyone: better

2025-11-19 19:19:21 From Sybil Augustine to Everyone: C'mon radio people! speak up! 🗣️

2025-11-19 19:19:41 From Esty Dinur to Everyone: Brian, if you have your notes please send to me. I couldn't really hear you.

Steph Stringer, Pamela Dempsey: 😂

2025-11-19 19:20:41 From Jamie Poindexter to Everyone: mute Fred

Sybil Augustine: 👍

2025-11-19 19:22:18 From Dawn Hinebaugh to Everyone: Thanks Bill

2025-11-19 19:22:50 From Susan Sheldon to Everyone: Louder, please.

2025-11-19 19:23:32 From PHIL RHEIN to Everyone: Thom/Tanya - Zoe Sullivan on Zoom has had hand up for a while now

2025-11-19 19:23:45 From Susan Sheldon to Everyone: Can we ask people to come up to the podium

2025-11-19 19:24:46 From Dawn Hinebaugh to Everyone: Thanks Joanne!

2025-11-19 19:26:41 From Sybil Augustine to Everyone: It's final for me, I'm happily retired!

Chuck Benesh: 😊

Steph Stringer: 😬

Steph Stringer: 😡

2025-11-19 19:28:25 From Heidi Olson-Streed to Everyone: I would like to see some proof that a collective wasn't working.

2025-11-19 19:28:27 From Esty Dinur to Everyone: But the general manager can't be hired by edict. S/he needs to be hired in a competitive process.

Steph Stringer: 👍

Sybil Augustine: 🙌

2025-11-19 19:32:54 From Susan Sheldon to Everyone: Straining to hear. Can participants please be asked to speak from the podium

2025-11-19 19:33:46 From Julia McAnly to Everyone: If they are comfortable doing so

2025-11-19 19:33:52 From PHIL RHEIN to Everyone: the closed captioning is not perfect but it does help clarify some of the cut-outs in voice

Julia McAnly: 👍

2025-11-19 19:34:24 From Steph Stringer to Everyone: I would like to speak as well.

2025-11-19 19:34:28 From Susan Sheldon to Everyone: Thanks, Phil, I'll turn them on .

2025-11-19 19:35:04 From Heidi Olson-Streed to Everyone: i would like to speak

2025-11-19 19:38:40 From Dawn Hinebaugh to Everyone: That's what I wonder: what is the plan moving forward?

2025-11-19 19:38:53 From Dawn Hinebaugh to Everyone: Thanks Heidi

2025-11-19 19:39:01 From Julia McAnly to Everyone: Steph is up I think

2025-11-19 19:41:02 From Dawn Hinebaugh to Everyone: 100% Steph

2025-11-19 19:42:10 From Esty Dinur to Everyone: I've been reading Grant's response to my questions while listening. So a couple more questions: the engagement is time limited. What's its length?

2025-11-19 19:42:10 From Andy Heidt to Everyone: I'm concerned we need a transparent and sustainable method of managing our finances that isn't reliant on a volunteer treasurer and/or a finance committee.

Zoe Sullivan: 👍

2025-11-19 19:42:23 From Sybil Augustine to Everyone: Hey, please don't worry about us. It'll be OK, I'm sure.

Elliot LeBrun: 👍

2025-11-19 19:42:36 From Esty Dinur to Everyone: And will Molly have power over staff and volunteers? If so, what is it?

2025-11-19 19:43:48 From Dawn Hinebaugh to Everyone: Replying to "I'm concerned we need a transparent and sustainabl...": Andy - You might be right, but I just don't think that having a volunteer is a good reason for how everything transpired.

Zoe Sullivan: 👍

2025-11-19 19:44:16 From Loren Ziglin to Everyone: I asked why Stu Levitan resigned as president and my question was not addressed!

2025-11-19 19:44:19 From Andy Heidt to Everyone: Different subject. Don't disagree.

Dawn Hinebaugh: 👍

2025-11-19 19:45:14 From Pamela Dempsey to Everyone: Who is speaking?

2025-11-19 19:45:20 From Steph Stringer to Everyone: Molly

2025-11-19 19:45:28 From Sybil Augustine to Everyone: No, Chali

2025-11-19 19:45:25 From Esty Dinur to Everyone: I wonder too. Why did Stu resign?

2025-11-19 19:45:29 From Pamela Dempsey to Everyone: Thank you

2025-11-19 19:45:32 From Stacy Harbaugh to Everyone: Chali Pittman

2025-11-19 19:45:34 From Peter Haney to Everyone: It is Chali

2025-11-19 19:45:46 From Steph Stringer to Everyone: Sorry, yes Chali

2025-11-19 19:45:56 From Chuck Benesh to Everyone: I thought it was Molly 🙄

2025-11-19 19:46:00 From Pamela Dempsey to Everyone: Thank you

2025-11-19 19:45:32 From Dave Watts to Everyone: Chali

2025-11-19 19:46:19 From Chuck Benesh to Everyone: It sounds like Chali 😊

2025-11-19 19:46:34 From Sybil Augustine to Everyone: Yes, because she mentions music!

2025-11-19 19:47:03 From Susan Sheldon to Everyone: I was a manager for over 200 employees for 25 years before I became a fundraiser. Even after 11 years, I don't understand how a board of 10 people are supposed to supervise a collective of full-time staff when they are almost never at the station at the same time and do not possess deep knowledge of our jobs.

Steph Stringer, Peter Haney, Dawn Hinebaugh: 👍

2025-11-19 19:47:10 From Esty Dinur to Everyone: Some of us are here because we can do important work here that can't be done elsewhere.

Sybil Augustine: 🍌

2025-11-19 19:47:59 From Susan Sheldon to Everyone: I'm not saying the answer is a station manager. But what we have doesn't work well.

2025-11-19 19:48:08 From Sybil Augustine to Everyone: It was a retreat that we all worked to contract together, by the way.

2025-11-19 19:49:14 From Esty Dinur to Everyone: Just noting that I was told to stop after three minutes but that isn't happening with other folks.

2025-11-19 19:50:04 From Elliot LeBrun to Everyone: I hear Chali. I think Chali has a unique and extremely valuable viewpoint.

Susan Sheldon: 👍

PHIL RHEIN: 🤪

2025-11-19 19:50:28 From Dawn Hinebaugh to Everyone: Replying to "I was a manager for over 200 employees for 25 year...": Susan, I think it COULD work. Just need to find a better way forward.

Sybil Augustine: 👍

2025-11-19 19:49:57 From Dave Watts to Everyone: But they let you go more than 3 minutes.

PHIL RHEIN: 🤪

2025-11-19 19:51:00 From Steph Stringer to Everyone: Context is an important word. She has had the benefit of being able to have context which also involves time to hear and talk about what is being proposed.

2025-11-19 19:51:07 From Sybil Augustine to Everyone: Fair points by Chali. We'll just have to see what happens now. But WORT is always more than any 1 person or group or show...It's a great station, and I will still help keep it that way.

Maggie Weiser: ❤️

2025-11-19 19:51:08 From Dawn Hinebaugh to Everyone: I think Esty would like to speak more

2025-11-19 19:51:41 From Zoe Sullivan to Everyone: Replying to "Fair points by Chali. We'll just have to see what ...": I feel like, yes, someone has to make decisions, but how that happens and how it is communicated to the community that keeps this station afloat is crucial.

Sybil Augustine, Maggie Weiser: 👍

2025-11-19 19:53:42 From Dawn Hinebaugh to Everyone: I'm a listener. All day, every day.

Sybil Augustine: 😊

2025-11-19 19:54:10 From Jim Hickey to Everyone: What "is" a Collective?

2025-11-19 19:55:45 From Maggie Weiser to Everyone: I don't see how it centralizing responsibility will inherently help with accountability. I think we for sure need to reimagine structures and systems within the organization but the idea that having one central manager seems like a lack of exploitation of possibilities.

Amy Owen: 🎯

Dawn Hinebaugh, Esty Dinur: 👍

2025-11-19 19:55:54 From Esty Dinur to Everyone: I can't unmute

2025-11-19 19:56:38 From Heidi Olson-Streed to Everyone: Replying to "I was a manager for over 200 employees for 25 year...": who is this guy?

2025-11-19 19:58:08 From Maggie Weiser to Everyone: We may not always have consensus but we CAN have collaboration.

Esty Dinur: 👍

Sybil Augustine: 🙌

2025-11-19 19:58:51 From Julia McAnly to Everyone: Replying to "I was a manager for over 200 employees for 25 year...": The speaker prior to Esty was Tom Davis

Susan Sheldon: 👍

2025-11-19 19:59:48 From Sybil Augustine to Everyone: Replying to "I was a manager for over 200 employees for 25 year...": He's a listener-sponsor member of the Programming Committee.

Julia McAnly, Dawn Hinebaugh: 👍

2025-11-19 20:02:12 From Maggie Weiser to Everyone: Also please - how hard is it to spell out the basic objectives of Molly's appointment and why others were not considered for that appointment. Madison is rich with nonprofit professionals and consultants.

Esty Dinur: 👍

Fred Schepartz: 🍷

2025-11-19 20:02:36 From Fred Schepartz to Everyone: In times of crisis we need more, not less democracy.

Dawn Hinebaugh: ❤️

Esty Dinur: 👍

Sybil Augustine: 🍷

2025-11-19 20:04:43 From Esty Dinur to Everyone: Maggie, why don't you ask to speak again with these important notes?

Steph Stringer, Fred Schepartz: 👍

2025-11-19 20:05:34 From Amy Lutzke to Everyone: I find it concerning that a contract would be offered for a position that does not have a job description.

Zoe Sullivan: 👍

Fred Schepartz, Heidi Olson-Streed: 👍

2025-11-19 20:06:15 From Fred Schepartz to Everyone: Replying to "I find it concerning that a contract would be offe...": Credibility gap

2025-11-19 20:06:51 From Dylan B to Everyone: Can i have an opportunity to speak?

2025-11-19 20:07:17 From Esty Dinur to Everyone: hear hear!

2025-11-19 20:07:26 From Dawn Hinebaugh to Everyone: I appreciate his comments, but couldn't the volunteer coordinator help with some of the communication? I think someone mentioned that earlier.

2025-11-19 20:08:30 From Maggie Weiser to Everyone: I would like to speak

Fred Schepartz: 👍

2025-11-19 20:10:16 From Susan Sheldon to Everyone: I would like to speak.

2025-11-19 20:12:55 From Esty Dinur to Everyone: Yes, that's a very important point, Maggie. Thanks for offering it in very clear words.

2025-11-19 20:13:51 From Zoe Sullivan to Everyone: But why weren't you aware of the situation before the pledge drive?

2025-11-19 20:14:03 From Zoe Sullivan to Everyone: I'm not blaming Susan, but it's an important question.

2025-11-19 20:14:49 From Esty Dinur to Everyone: Bringing in a person who by default has biases and not looking to people who are experts in dealing with such situations and don't have a history in the organization.

Fred Schepartz: 🍌

2025-11-19 20:15:14 From Maggie Weiser to Everyone: When I was a development director the finance committee required my participation on that committee, and we reviewed budget/actuals every month.

2025-11-19 20:16:04 From Maggie Weiser to Everyone: A business manager sounds like a need for sure.

Heidi Olson-Streed: 👍

2025-11-19 20:16:39 From Maggie Weiser to Everyone: Probably a better idea than a GM

Esty Dinur: 👍

2025-11-19 20:17:19 From Sybil Augustine to Everyone: I wouldn't say it failed for most of the entire 30 years. But change is here, now everyone can get involved.

2025-11-19 20:17:25 From Maggie Weiser to Everyone: Merijoy is a bookkeeper does she not provide regular reports?

2025-11-19 20:17:26 From Dawn Hinebaugh to Everyone: Thanks Susan.

2025-11-19 20:17:54 From Sybil Augustine to Everyone: Good to see so many here, and I wish someone would make sure participants know there is a chat going on.

Fred Schepartz: ❤️

Dawn Hinebaugh, Maggie Weiser: 👍

2025-11-19 20:18:43 From Shannon M Heibler to Everyone: Love that idea (state of the station)

Sybil Augustine: 👍

2025-11-19 20:18:54 From Esty Dinur to Everyone: es, I used to do that regularly and will do another one soon.

Heidi Olson-Streed, Maggie Weiser: 👍

2025-11-19 20:19:01 From Steph Stringer to Everyone: love that!

2025-11-19 20:19:02 From Susan Sheldon to Everyone: The financial reports have never monitored trends, other than over a two year period.

Zoe Sullivan: 🙄

2025-11-19 20:19:06 From PHIL RHEIN to Everyone: lot of support in Zoom chat for state of station

Dragan Mikulin: ❤️

Susan Sheldon, Maggie Weiser: 👍

2025-11-19 20:19:16 From Esty Dinur to Everyone: *Yes

2025-11-19 20:19:29 From Dawn Hinebaugh to Everyone: Replying to "The financial reports have never monitored trends,...": Wow.

2025-11-19 20:19:54 From Maggie Weiser to Everyone: Replying to "The financial reports have never monitored trends,...": Thanks for sharing that is unfortunate.

2025-11-19 20:21:38 From Pamela Dempsey to Everyone: Replying to "The financial reports have never monitored trends,...": What did I miss -what about "a lot of women?"

2025-11-19 20:21:41 From Dylan B to Everyone: Here, Here Tony

Susan Sheldon, Maggie Weiser: 👍

2025-11-19 20:22:00 From Dawn Hinebaugh to Everyone: Replying to "The financial reports have never monitored trends,...": We have a world-class university here. Would great to tap into that for many things, including finance help. Just a thought.

2025-11-19 20:22:21 From Sybil Augustine to Everyone: That's what I always tried to do!! 🤖

2025-11-19 20:22:43 From Sybil Augustine to Everyone: take care of volunteers, support staff.

Fred Schepartz, Steph Stringer, Dragan Mikulin: ❤️

2025-11-19 20:23:24 From Dawn Hinebaugh to Everyone: Thanks everyone.

2025-11-19 20:23:50 From Sybil Augustine to Everyone: That is not fair.

Dawn Hinebaugh: 👍

2025-11-19 20:23:53 From Zoe Sullivan to Everyone: Maybe the board should send out updates after its board meetings.

Dawn Hinebaugh, Esty Dinur, Fred Schepartz: 👍

2025-11-19 20:23:59 From Steph Stringer to Everyone: Well, we are here because of the personnel decision

Heidi Olson-Streed: 👍

2025-11-19 20:24:02 From Linda Uitvlugt to Everyone: Dawn, great idea! I worked at the School of Business and their MBA students work with many businesses in the area the business designate.

2025-11-19 20:24:15 From Dawn Hinebaugh to Everyone: Replying to "Maybe the board should send out updates after its ...": yes

2025-11-19 20:27:15 From Esty Dinur to Everyone: The staff notes have become confidential for some reason

2025-11-19 20:27:33 From Esty Dinur to Everyone: Why?

2025-11-19 20:27:42 From Dawn Hinebaugh to Everyone: How can you not have a music director with all the music? I don't understand.

2025-11-19 20:29:29 From Amy Owen to Everyone: WORT really relies on (maybe even survives on) the goodwill of volunteers and the community. Without the trust and goodwill of the community, we may be putting the station at risk. Times are tight financially. We have an opportunity right now for WORT's leadership to choose and guide a very intentional process of transparent decision making that can preserve that critical goodwill and that can address the widespread concerns we've been hearing tonight. I think we have started that with this meeting and can build on it. Volunteers and invested community members are communicating their expectations, and even if there are different views of how realistic any given expectation might be, folks whose expectations are not met don't give and don't volunteer.

Fred Schepartz: ❤️

Esty Dinur, Heidi Olson-Streed: 👍

2025-11-19 20:31:36 From Dawn Hinebaugh to Everyone: Thanks Stu.

Sybil Augustine: 👍

2025-11-19 20:32:46 From Susan Sheldon to Everyone: Replying to "The financial reports have never monitored trends,...": We have a competent Treasurer. Their analysis of our finances, in my opinion, is accurate. We were spending too much on personnel. We can disagree on how we solve that.

Sybil Augustine: 👍

2025-11-19 20:33:19 From Steph Stringer to Everyone: That is a very disappointing to hear that Doug and Sybil did not receive notice. Boo. Very classy that she/Sybil is encouraging us to move forward.

Dawn Hinebaugh, Shannon M Heibler, Fred Schepartz, Heidi Olson-Streed, Susan Sheldon: ❤️

Esty Dinur: 👍

2025-11-19 20:34:16 From Dawn Hinebaugh to Everyone: Replying to "The financial reports have never monitored trends,...": @Susan Sheldon Thanks for the information.

2025-11-19 20:35:39 From Sybil Augustine to Everyone: What would have happened if we did NOT lose CPB funding?

2025-11-19 20:35:42 From Fred Schepartz to Everyone: Replying to "That is a very disappointing to hear that Doug and...": Who's handling the 50th Anniversary? Doug and Sybil did most of the organizing work.

Dawn Hinebaugh: 👍

2025-11-19 20:36:17 From Jamie Poindexter to Everyone: Mute the meeting room

2025-11-19 20:36:47 From Steph Stringer to Everyone: Can the public/volunteers attend the BOD meetings via zoom?

2025-11-19 20:37:01 From Shannon M Heibler to Everyone: Replying to "Can the public/volunteers attend the BOD meetings ...": Yes until the closed session!

Steph Stringer: 👍

2025-11-19 20:37:33 From Susan Sheldon to Everyone: Replying to "The financial reports have never monitored trends,...": Carol Moseson -- feel free to call me!

2025-11-19 20:36:59 From Aaron Scholz to Everyone: yes

Steph Stringer: 👍

2025-11-19 20:40:42 From Maggie Weiser to Everyone: Replying to "The financial reports have never monitored trends,...": At one point they were analyzed year over year and trends were identified. A lot of institutional knowledge is often lost in turnover, I get that.

2025-11-19 20:43:19 From Susan Sheldon to Everyone: Replying to "The financial reports have never monitored trends,...": Stu, you became President and got the board and staff to lay down their weapons. That was a big accomplishment.

Julia McAnly, PHIL RHEIN: ❤️

2025-11-19 20:44:15 From Susan Sheldon to Everyone: Replying to "The financial reports have never monitored trends,...": Maybe you've forgotten how bad things were.

2025-11-19 20:47:12 From Susan Sheldon to Everyone: Replying to "The financial reports have never monitored trends,...": We would never have gotten to this point without you.

2025-11-19 20:47:39 From Shannon M Heibler to Everyone: Is someone talking? It looks like the library is still muted

2025-11-19 20:49:09 From Robert W. Monthey to Everyone: OK audio is on.

2025-11-19 21:33:25 From Steph Stringer to Everyone: Save WORTstock! 😊

2025-11-19 21:33:31 From Esty Dinur to Everyone: May I speak to that?

2025-11-19 21:35:18 From Maggie Weiser to Everyone: As someone who coordinated the block party on WORT staff I have a lot of helpful bout I can provide about staff time, revenue generation, permits, etc. before Wortstock

2025-11-19 21:36:22 From Maggie Weiser to Everyone: I am actually in favor of doing a community event but we need a total reimagination and some solid sponsorship revenue!

2025-11-19 21:36:40 From Esty Dinur to Everyone: As the Artistic Director of the Madison World Music Festival for its entire 17 years, I can find amazing artists.

2025-11-19 21:36:53 From Maggie Weiser to Everyone: Events are the most staff-intensive fundraisers at any organization. Many orgs are sunsetting them.

2025-11-19 21:37:15 From Esty Dinur to Everyone: I am still on the lists of global music presenters.

2025-11-19 21:37:35 From Maggie Weiser to Everyone: Let staff decide this please!!

2025-11-19 21:38:07 From Maggie Weiser to Everyone: This is very overreaching for the board to decide. Take it to committees!!

2025-11-19 21:40:22 From Adrienne Ranney to Everyone: I took over the Events Committee as the staff rep. I encourage ANYONE who is interested to join us on Friday for the meeting.

Julia McAnly, Maggie Weiser: ❤️

2025-11-19 21:42:34 From Maggie Weiser to Everyone: Adrienne let's have coffee sometime!! :)

2025-11-19 21:43:24 From Adrienne Ranney to Everyone: Replying to "Adrienne let's have coffee sometime!! :)": I would love to! Please email me at adrienne@wortfm.org so we can get it on the books!

2025-11-19 21:44:02 From Esty Dinur to Everyone: I doubt I'd be able to join this Friday but can meet once I'm back.

2025-11-19 21:45:29 From Maggie Weiser to Everyone: Is there a volunteer opportunity to serve on the development Director hiring committee?

2025-11-19 21:45:56 From Maggie Weiser to Everyone: Post that job to AFP local chapter!

2025-11-19 21:47:47 From Maggie Weiser to Everyone: Got it, thank you.

2025-11-19 21:49:48 From Maggie Weiser to Everyone: Will you be budgeting for resources for new Development position like networking and professional associations? Conferences etc to keep up with trends?

2025-11-19 21:51:12 From Heidi Olson-Streed to Everyone: i would like to be a part of a music work group.

2025-11-19 21:54:03 From Maggie Weiser to Everyone: Association for fundraising professionals, local networking, local chapters this is really important for fundraisers.

2025-11-19 21:55:57 From Esty Dinur to Everyone: I've already asked Sara to start working on a state of the station show for 12/12

Heidi Olson-Streed: 👍

2025-11-19 21:56:59 From Esty Dinur to Everyone: That's the only kind of state of the station that has happened until now. A meeting would be a good thing.

2025-11-19 21:58:20 From Julia McAnly to Everyone: Was about to say that we'll take this to the PC

Shannon M Heibler: ❤️

2025-11-19 21:58:29 From Julia McAnly to Everyone: Lots to explore there.

Steph Stringer: ❤️

2025-11-19 21:58:40 From Heidi Olson-Streed to Everyone: I'd hope for regular with different shows

Steph Stringer, Shannon M Heibler: ❤️