



**WORT Board of Directors MINUTES**  
December 17, 2025 | 6:00 PM  
Hybrid meeting in Vinyl Library & via [Zoom](#)

---

**WORT Directors**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Grant Foster (President) GF        | <input checked="" type="checkbox"/> Shannon Heibler SH       |
| <input checked="" type="checkbox"/> Carlos Davalos (Vice President) CD | <input checked="" type="checkbox"/> Stuart Levitan SL        |
| <input checked="" type="checkbox"/> Phil Rhein (Secretary) PR          | <input checked="" type="checkbox"/> Julia McAnly JMCA        |
| <input checked="" type="checkbox"/> Tanya Graham (Treasurer) TG        | <input checked="" type="checkbox"/> Jeff Spitzer-Resnick JSR |
| <input checked="" type="checkbox"/> Thom Jones (Staff Rep.) TJ         | <input checked="" type="checkbox"/> Chali Pittman CP         |
| <input checked="" type="checkbox"/> Terry Bowes TB                     |  |

Agenda:

1. Call meeting to order: **6:02PM**
2. Adopt agenda: **Y**
3. Approval of [November 2025 minutes](#): SH moves, TB 2nd (at suggestion of JSR, Zoom removed from minutes but linked to in body of document) - approved via **UNANIMOUS CONSENT**
4. Disclosures and recusals: **TJ will recuse from discussion of budget**
5. Public comment & communications:
  - a.  WORTsuggestions.docx - **Dean Loumos; followed by Esty Dinur, Brian Standing, Steph Stringer, Maggie Weiser; GF moves to add subject of staff reports on future agenda at request of ED; comments closed at 6:41PM**
6. [Special Election results and certification](#): Chali Pittman
7. Reports
  - a. Executive Committee: **GF announces formation of workgroups on Communications, Music, Station Mgmt and 1st meeting is scheduled for [Friday, Dec. 19](#) - focus is on improving communication between BoD & Volunteers; Music and Station Mgmt TBD**
  - b. [Finance Committee](#)
  - c. Personnel Committee
  - d. [Elections Committee](#)
  - e. [Policies and Bylaws Committee](#): **ongoing discussion surrounding open records, particularly regarding staff/contracts**
  - f. [Programming Committee](#): **2026 listenership survey live on [wortfm.org](#) through end of February**
  - g. [Engineering Workgroup](#)
  - h. DEI Committee [did not meet]
  - i. Task Force on Future
  - j. Community Advisory Board
  - k. Staff reports
8. Development Director recruitment
  - a. Approve hiring committee membership: *Carol Cohen, Tanya Graham, Carol Moseson, Adrienne Ranney, Susan Sheldon, and Jeff Spitzer-Resnick (until Jan 10 2026)* then replaced by *Stu Levitan* **TG moves, SH 2nds - approved via UNANIMOUS CONSENT**
  - b. Approve  PC Proposed Development Director Position Description | 2025.1...  
**After considerable discussion among Staff and Board, SL moves, TJ 2nds to**



## WORT Board of Directors MINUTES

December 17, 2025 | 6:00 PM

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

**amend PD to clarify role providing oversight of all income-related duties approved via UNANIMOUS CONSENT; amended Position Description approved via UNANIMOUS CONSENT; JSR to sending approved PD to Union, with goal of Exec Cmte and Union signature on PD and conditionally accepted wage MOU, to allow for publication by Jan. 1 2026.**

### 9. WORT 2026 Budget

- a.  2026 Budget Process and Timeline | 2025.12.8
- b.  WORT 2026 Budget | 2025.12.15 **In response to concerns regarding personnel costs, GF explains intention is to allow for funds to be available without being allocated, as the process in 8.b of this agenda is necessary prior to any position description being approved in the future. This leads to discussion of Collective Bargaining Agreement and JSR states there is no possibility, under current CBA, to hire a station manager; SL notes nothing in current CBA language which requires union approval of position description and board does have authority to create part-time, hourly positions.**
- c. Approval of the 2026 WORT budget **SL moves JSR 2nds to amend budget authorizing up to 20 hours on music assistant; roll call vote: GF, CD, PR, TG, TB, SH, SL, JMCA, JSR = Y; CP absent; APPROVED.**

10. Confirm next scheduled meeting: **1/21/26 at 6 pm**

11. Adjourn **TB moves, SH 2nds, and adjourned at 9:04PM**

---

*The WORT Board of Directors typically meets the third Wednesday of every month at 6 pm.*